



Annual report & accounts

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Trustees' report



About us

We are NCT – the national charity for pregnancy, birth and early parenthood.

Our vision

A world in which no parent is isolated, and all parents are supported to build a stronger society.

Our mission

To support parents through the first 1,000 days to have the best possible experience of pregnancy, birth, and early parenthood.

We'll achieve this through three interconnected aims:

- 1 Sharing evidence-based information to support parents to make informed decisions
- 2 Creating networks of vital support and life-long friendship
- 3 Campaigning on the issues that matter most through the early experiences of becoming a parent

Every year, we support thousands of parents across the UK and Channel Islands to feel more connected and confident during this major life transition.

We support parents through antenatal and postnatal courses, and thousands of free community-based activities and events, often run by our volunteers. We offer unbiased information and support to thousands of parents via our Infant Feeding Line, in homes, and in the community.

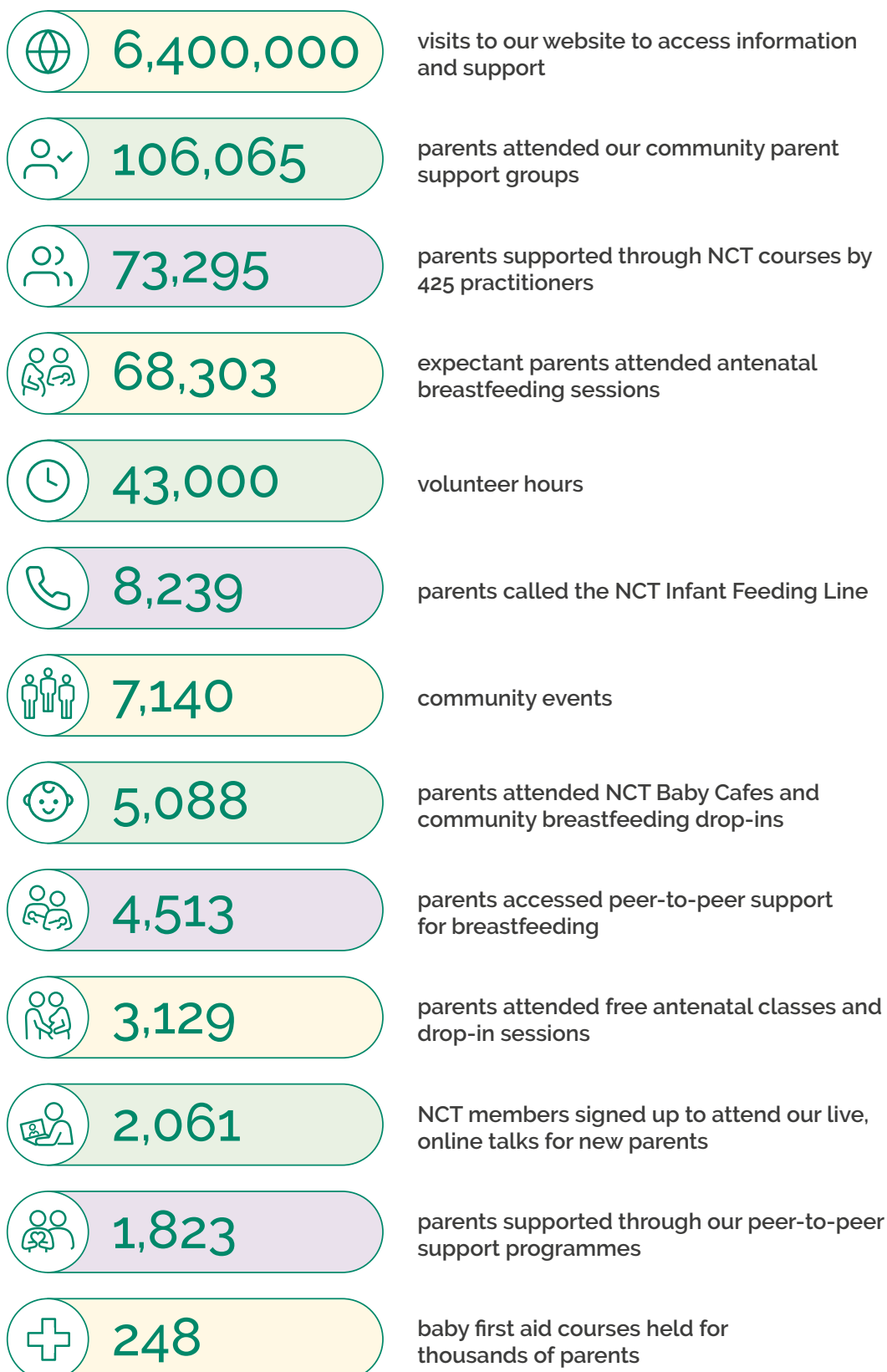
Through our website, we provide evidence-based information and resources on the issues that matter to parents. We also provide a range of funded peer support programmes for those facing specific challenges, such as social isolation or poor mental health. We work with local and national governments, charities, and corporate partners to consider opportunities to drive change at scale in areas of need for new parents.

We are a membership charity. By becoming an NCT member, you can help to fund vital, free services, including the Infant Feeding Line and our community support services. With your support, we'll campaign to create important changes for parents. Plus, you'll benefit from rewards, discounts, and exclusive events, including early access to our Nearly New Sales.

Join us today.



Our impact in 2021-22





Chair's welcome



Another very tough year is behind us, with Covid-19 placing a sharp spotlight on the challenges facing maternity provision in the UK.

The world has changed unrecognisably, and NCT is changing with it, because parents need our support to face the new challenges brought on by the pandemic, the rising cost of living, and inequities in the system that cares for them.

Across the country, important work is being delivered by our people and volunteers. We've coproduced services with women from low income, migrant, and marginalised communities, delivering crucial support for people when they need it most. We refreshed our Baby Café model to offer free, professional, non-judgemental community support around feeding concerns. All of this delivered by our strong team at NCT, who continually go the extra mile to see how they can support as many people, in as many ways as needed.

Our volunteers have continued to offer Baby Bundles - packs of toiletries, clothes and equipment given to families in need. They run free walking groups and low-cost baby and toddler groups, as well as Nearly New Sales, which sell preloved essentials and raise funds to support local NCT community groups. Seeing the Nearly New Sales start again has been one of my favourite moments of the past year, queues out the door at my new local branch and smiling parents leaving with full bags.

Vital programmes like this, and many more, wouldn't be possible without our volunteers, who give their time, energy, and unwavering support. We rely on their generosity and skills to be there for parents and we're never disappointed. Many of our staff and practitioners are also volunteers, as are our Trustees. A heartfelt thank you from me, and all the Trustees, to everyone who has gone the extra mile to support and empower parents.

Getting volunteer support right is crucial in delivering our vision for strong, more inclusive parent networks. As part of our continuous improvement drive, work is ongoing to review and redesign local structures and volunteer roles so they can achieve the greatest impact.



As we respond to the changing needs of parents, we have spent time out there listening, to understand what excellence should look like for NCT. We have kicked off a new, five-year strategy that will update our vision, mission, and values. It's designed to meet the needs of parents in the ever-changing environment – we want to listen and shape what we do according to you.



The Trustees are yours and will continue to guide us all, as we navigate the impact of the pandemic and unlock our services.

The Board has had a small refresh - congratulations to Zoe Stewart-Field, elected as a new Trustee, and Sarah Brown and Elaine Lambe, who have been re-elected for a second term. I am so pleased to have their expertise alongside the other Trustees to continue to steer the charity towards our goals.

We remain focused on good governance and ensuring our policies reflect real world challenges. Thank you to Zoe Stewart-Field and Ema Ojiako who are leading our work to be a more inclusive charity, and to Chi Evi-Parker for the important progress on the future of our membership offer and platform.

A warm welcome also to our new Honorary Treasurer, Charles Richardson, who joined us in July 2022 after most recently being the CFO at Bupa UK. We value the experience and commitment you bring to our organisation. Sincere gratitude to outgoing Honorary Treasurer, Richard Smothers, who since 2016, has ensured that NCT remains sustainable and here for parents in the future. He has steered the charity through some very difficult times, and always done so with financial acumen, loyalty, and kindness. My thanks to Joanne Powell who also stepped down from the board this year. Joanne was elected at the 2019 AGM and brought valuable experience as a volunteer and practitioner to the board. I'd also like to thank again our former Chair, Jess Figueras, for her years of leadership with our Board of Trustees.

The pressures on our charity resources and income remain significant. We are working hard to protect our services and income, while focusing on cost control and prudent investment. As we re-establish certain roles and teams that were scaled back during the pandemic, we remain cautious in our financial approach and mindful of the cost-of-living crisis and the pressure on family incomes.

The world is changing, but we won't sit still. We are energised by the opportunities to support parents on the issues that matter most to them. Together, we can ensure the future is bright for every parent, baby, and family.

Stephanie Maurel

Chair of Trustees

President's welcome



Everyone at NCT believes in the power that a positive experience during pregnancy, birth, and early parenthood can have. Over the course of the year, I've seen first-hand the energy and commitment our practitioners, staff, volunteers, and students bring to the charity.

As President, I am not just here to represent our movement, but to be part of it. I've trained alongside dedicated practitioners, counselled new parents on feeding their baby, and volunteered with the amazing people who support families up and down the country. I've witnessed an incredible generosity of spirit and fierce passion for our cause.

Today's NCT community is built on more than 60 years of dedicated service. Since the 1950s we have supported parents to feel informed, confident, and connected. We have done this through needs-based services, pioneering thought leadership, important legislative change, and always listening to parents.

“ Parenting today is unrecognisable from the 1950s. Our charity has changed too – and continues to evolve at pace. But one thing remains the same. NCT has always existed to answer a deep need from parents for support at a time of change in their lives. ”

Within a decade of our formation, more than 8,000 parents were attending our antenatal classes. Today, more than 200,000 parents access our services each year. We have more than 6.4 million annual visits to our website, supporting parents to make informed choices. There's no greater proof of how necessary and in demand our work is.

It's been another challenging year for parents, for NCT, and for our people. We've all had to adapt, and I've been so impressed with the team's resilience and the smooth transition to working online, remotely, and under immense pressure.

It's brilliant to see us unlocking in-person events – with parent and baby groups, feeding and changing tents, and more. I volunteered at my local branch's first Nearly New Sale in two years. Local parents were so happy to see us back. I know it's been tough, but we have some incredibly faithful volunteers who support our work in local communities. I'm grateful to every one of you.

The work that we do in communities has a huge impact on reducing isolation, lessening anxiety, and increasing wellbeing. Close to my heart is our infant feeding and breastfeeding support. No matter what your feeding choices are – breastfeeding, bottle, or a bit of both – feeding a baby can feel lonely and stressful at times, especially in the early days. Having access to someone who can listen and answer questions without judgement can make the world of difference.

This year we celebrated 21 years of our Infant Feeding Line, which answers new parents and their families' calls every day of the year. Through our #BigGive campaign we raised thousands of pounds to continue this important work, and we also hosted our Virtual BIG Latch On, bringing parents together to celebrate, feed their babies, and access peer support.

I feel very proud to be part of this charity that does such life-changing work. We have a proud history and an exciting opportunity to continue shaping positive experiences for parents. Thank you to everyone who makes this happen, now and in the future.

Sherry Bevan

NCT President

Welcome, Angela McConville, Chief Executive, NCT



The first 1,000 days of pregnancy, birth and early parenthood are crucial. 1,000 questions, 1,000 ups and downs, and 1,000 precious moments. 1,000 opportunities for a positive, safe and supported experience to lay the foundations for the future.

The benefits of positive experiences during this time extend far beyond the birth of a baby. It has a long-term effect on the lives of both parents and babies.



Today's parents are nurturing the next generation, our future leaders, teachers and carers. So, accessing a high standard of care and support is not just an issue for parents – it's everyone's business.



We want the UK to be the safest place in the world to have a baby, but that's not the reality for everyone. Our maternity services are under extreme pressure. There are persistent and systemic variations in the quality of care, especially for Black, Asian, and ethnic minority women, and anyone suffering a socio-economic disadvantage. Critical staff shortages, a lack of continuity in care, and huge gaps in postnatal support are plaguing the system.

Numerous reports have amplified the urgent need for change. The publication of the Independent Review of Maternity Services at the Shrewsbury and Telford Hospital NHS Trust is a shocking example of how failing to investigate, learn, and improve the quality and safety of maternity services is having a devastating impact on families.

At the centre of this complex crisis lies a reoccurring issue - a failure to listen to women, to parents, and to put them at the centre of their own care.

As the UK's leading charity for parents, we have unprecedented insight into the views and needs of people who need and want access to safe, inclusive maternity services. It's our responsibility to champion the issues that matter to parents and to do so in a way that truly represents the diversity of our country.

We support parents to navigate the maternity system and to have the best possible experiences of pregnancy, birth, and early parenthood. We are committed to ensuring that parents' voices are heard, and we are working to change policy and practice to ensure that parents are put at the centre of their care before, during, and after birth, regardless of their background or circumstances.

Fighting for and delivering equitable maternity services also means being a fair and representative organisation ourselves and this year we have undertaken important work to ensure that our charity strives for the highest standards of equity, diversity, and inclusion.

This work is so important in the current environment. As we unlocked and re-opened services - from our NCT antenatal courses, Bump and Baby groups and Baby Cafes, to home visits for 1:1 feeding support - we took the opportunity to do so with renewed freshness, quality, accessibility, safety, and inclusion. Sometimes in person, sometimes in blended formats, but always with a focus on parents' needs.

Our NCT Practitioners guide new parents through a life-changing journey, during the first 1,000 days of pregnancy into parenthood. This is vital work. It also provides vital income that enables our charity to offer free support to those who need it most. We couldn't do our work without them.

During the pandemic, parents united in a loud call for community, care, and connection. As that call was answered, I am proud to have witnessed the greatest levels of hope, inspiration, and support. Our Walk and Talk groups are a shining example, springing up where NCT had no historic presence, with hundreds of new volunteers registering. Last year more than 50,000 parents joined a walking group, showing how volunteering and community organising can change lives.

There's now evidence about vulnerability to Covid-19 during pregnancy. But as restrictions were lifted before the vaccine roll out was underway, many parents felt at risk and unsure of what to do. We worked with Public Health England and others to share safety information about the Covid-19 vaccine to help parents make informed choices. In every aspect of our work, ensuring no-one feels pressured or judged about their choices is our top priority. Parents need our support, information, advocacy, and community.

Our vision is for a world where no parent is isolated, which is why I am so proud of our community spirit. I can only extend my deepest gratitude to all our people, our staff, practitioners, volunteers, students, members, donors, sponsors and partners – you have shown great kindness and compassion, which is the cornerstone of our NCT movement. I'd also like to thank the public commissioners and government departments who provide funding and resources that allow us to support parents every day.

There are 1,000 ways we can make a difference to a parent's journey from pregnancy through to raising a child. Our focus is on ensuring parents are safe, connected, and confident during this most critical, life-changing time. Properly funded, equitable and safe services with a focus on care must be the priority of policy makers. But we can all play a part.

Maybe you'll become a member or volunteer with us, maybe you'll share our message or nudge a friend in the direction of one of our services. Maybe you'll cook a meal for a new parent, or just ask, are you ok? Whatever you choose to do, I offer my thanks, 1,000 times over.

Angela McConville

Chief Executive



The year in review: recovery and renewal

The pandemic had a profound impact on our charity, our people, our services, and the parents we support. Early on we implemented a Recovery and Renewal Strategy, designed to ensure we could manage the crisis, recover effectively, and build towards the future.

In 2021-22, as the far-reaching impact of Covid-19 continued, this strategy gave our work ongoing focus and clarity. We supported parents across three strategic priorities:

1. To be the UK's most trusted antenatal education and infant feeding support charity
2. To grow our reputation as the UK's most trusted provider of digital support for pregnancy, birth, and early parenthood
3. To deliver a safe unlock plan to reintroduce in-person events and enable our inclusive parent communities to flourish safely and with big impact.

Recovery

The year was characterised by decisions of how and when to unlock our in-person events, support, and services. We built an unlock governance team to lead our rapid response as legislation and guidance changed, repeatedly and often with little notice. Its aim was to balance the sustainability of 'unlocking', while making sure we could respond quickly to any change in guidance or outbreaks of Covid-19.

Safety for parents and for our people, students, volunteers, and practitioners remained our top priority. We always followed the latest guidance and legislation and kept our Safe Operating Procedures under constant review, but with care and empathy for those who were affected.

For parents, the pandemic brought many challenges and great uncertainty. It also galvanised our community around the need support each other.



No part of our charity's work was left untouched by the impact of the pandemic. Unlocking our services required careful focus and investment, balancing the need to reinstate in-person activities and events with the ongoing uncertainty that our people and parents were facing.



Angela McConville, Chief Executive, NCT

Unlock timeline

Winter – Spring 2021

UK faces toughest restrictions.

Courses and support groups remain online. 91% of parents rated our antenatal services during the pandemic as 'good' or 'excellent'.



Late Spring 2021

Restrictions ease.

Some courses back in person, or in blended formats, providing much needed connection at a time of crisis.

Baby Cafes and home visits for 1:1 feeding support unlocked.

Peer-to-peer support for breastfeeding back in hospital wards.



Summer 2021

We support our volunteers to re-open indoor parent support groups, like Bumps and Babies.

Walk & Talks continue, with outside meetings the preferred option for many parents.

Student practitioners return to in-person classes, run by NCT Tutors.



Autumn 2021

Indoor fundraising events run by volunteers, including Nearly New Sales, return.

Case study

Sharing information on the Covid-19 vaccine

We believe every parent deserves to be able to make their own informed choices and to seek comfort and guidance to make this happen. But at the height of the pandemic, Public Health England estimates suggested that many had not had the jab, and the number of mums-to-be in hospital was rising.



“Understandably parents had questions and hesitations about vaccinations, given the changing circumstances and advice. They needed to be able to trust the information and access support to make informed decisions.” Katie Toon, Parent Content and Social Media Manager, NCT.

We worked with Public Health England, the NHS and the Royal College of Obstetricians and Gynaecologists to provide parents with information about vaccine safety.

With a focus on clear, evidence-based content, we brought together a panel of experts in June 2021 to discuss vaccine safety for those who were pregnant or breastfeeding. The panel included:



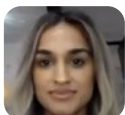
Professor Jacqueline Dunkley-Bent, Chief Midwifery Officer in England



Dr Pat O'Brien, Vice President, Royal College of Obstetricians and Gynaecologists



Dr Gayatri Amirthalingam, Consultant Medical Epidemiologist, Immunisation, and Countermeasures Division, Public Health England



Dr Pavan Minhas, a registrar in obstetrics and gynaecology and Instagram influencer.

- 80,000 people reached on social media
- 45,000 views of our evidenced-based content on our website
- 14,000 NCT Members received vaccine information.



Renewal – 2023 and beyond

As we look to the future, we're investing in projects with a focus on impact, inclusion, and income.

Strengthening volunteer communities

We want to make volunteering easier, more inclusive and more rewarding, to help us deliver our vision of strong, inclusive parent networks that boost wellbeing through friendly, non-judgmental support. We have facilitated formation of an action team of volunteers and NCT people, who have been tasked with analysing, researching, planning, and making recommendations for change.

Becoming an open, diverse charity with inclusive services and support

We have accelerated and embedded our work on equity, diversity, and inclusion. We are committed to being an anti-racist, anti-discriminatory charity. We have used our platform and influence to amplify calls for social action and justice in maternity services for Black, Asian and ethnic minority women and for those experiencing disadvantage. We have a strong focus on wellbeing and engagement to ensure our workplace and community supports happy, healthy individuals.

Supporting all parents to have a positive experience of feeding their babies

We'll be redesigning the future of our Infant Feeding Line, co-creating with parents to understand how we can best meet their needs and collaborating with our NCT Breastfeeding Counsellors and people from across the charity to design a modern, caring, and inclusive service for parents.

Building our campaigning and influencing focus

We will strengthen our campaigning and influencing work with a focus on the issues that matter to parents, from better postnatal support to improving NHS maternity services for everyone.

Sustaining and growing our income so we can expand our support for parents

We will strengthen our NCT membership proposition. We will review how we price and package our courses and look at how we support and grow our community of practitioners.

Building our donor community

We will continue to challenge ourselves to evolve our fundraising practices so that we offer the best possible experience for families, donors, and our NCT community. In consultation with our Trustees, we will generate an ambitious development strategy that excites existing supporters and inspires new donor engagement with our charity mission.



A review of our services

Trusted support through pregnancy, birth, and early parenthood

We're here for parents as they navigate pregnancy, birth, and early parenthood. We help people build knowledge, skills, and networks of support to assist a smooth transition to parenthood, where they feel practically and emotionally prepared for what's to come.

Most people know us for our signature NCT Antenatal courses, but our work extends beyond this. We run refresher courses for second time parents and NCT Doula support parents during birth. We're also here to help parents once their babies arrive. We have courses to help parents adjust and grow in confidence, we offer Baby First Aid and sessions on how to introduce babies to solid food. Every year thousands of people use our free-to-access services, like the Infant Feeding Line, community infant feeding services, and mental health support.

"We are not here to promote one approach over another, or to provide clinical advice or support, but to share evidence-based information, and support parents to find and access the services they need. We aim to help parents develop the skills, confidence, and support networks for navigating their own personal journey – whatever type of pregnancy, birth, feeding, or caring decisions they make."

NCT Antenatal

Our antenatal classes are an important entry point for parents to discover the support we can offer during the first 1,000 days of pregnancy, birth, and early parenthood. We want the UK to be the safest place in the world to have a baby, and a big part of that is giving parents the information and tools they need to navigate the maternity system and make informed choices about their care.

We lead the field in parenting education. Every NCT Antenatal course leader is university trained, licensed, and professionally developed to deliver a gold-standard antenatal course packed with the latest, unbiased, and trusted information, practical skills, and in-depth local knowledge and signposting.

But that's not all. Our courses grow networks, help people discover and learn with other local parents, and make vital connections that will form the basis of a parent's new community.

We ask every participant for their feedback on the experience they've had on our courses, because we believe there's always room for improvement. Here's what parents told us during 2021, a year where confidence, community and connection was more important than ever:

90% of parents felt part of a supportive group

94% will stay in touch with others from their course

94% are still in touch after they have had their baby

80% of parents felt we helped them identify trusted information after their baby was born

84% said their course helped them to consider information and what it means to them

Over 90% of parents said they had been given tools and strategies to cope with labour, birth, and early parenting

““

The course gave us a fantastic insight into parenthood and some highly appreciated advice given. It was nice to explore the birth process with other parents of similar experience. Facilitators are very well trained and experienced. They developed positive relationships with the group and made everyone feel comfortable.

”

Vikesh, Solihull

““

The course was so engaging and informative. I feel confident to go through labour, make the right decisions in the hospital, happier in my skin and the changes to my pregnant body and what to expect when baby arrives, breastfeeding etc. Everything has been covered! Our course leader has been so enthusiastic and supportive and really brought the group together with her sessions. We feel we have made a lovely connection with the group.

”

Rainna, Dover

““

The NCT course was excellent and has been a real highlight of my third trimester! Our trainer, Emilie, was super knowledgeable, reassuring and attentive. She took the time to answer all the questions we had and went above and beyond by sending us additional resources through our WhatsApp group. The overall experience was fantastic, and we would highly recommend the sessions to expecting parents.

”

Harmeet, Redditch

Breastfeeding, infant feeding and postnatal support

We believe that feeding is a personal decision – it may be dependent on circumstances, the information and support received, challenges faced, and the social and cultural context.

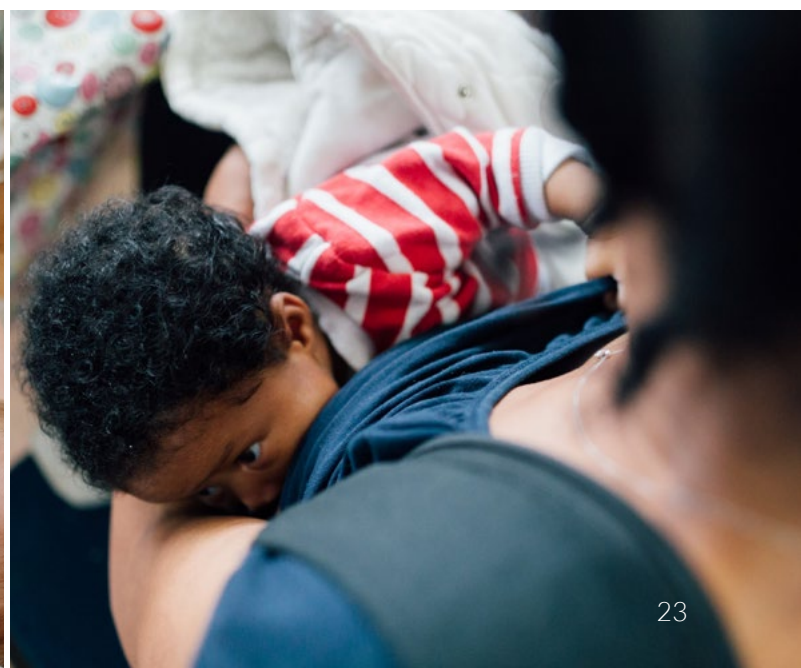
While most women in the UK plan to breastfeed, a significant number use formula milk from the start, and most parents introduce formula milk at some point. Too often we hear that mothers have had a difficult feeding experience or haven't been able to get the support they need. This can have a significant, negative impact on their experiences of early parenthood and their emotional wellbeing, as well as on feeding outcomes.

NCT's infant feeding services are built around a parent-centred approach. This means understanding and respecting each parent's unique circumstances and supporting them to make the decisions that are right for them. Our services are inclusive and support all feeding types.

A key priority for us is to support all parents to have a positive experience of feeding their babies.

95% of parents said their infant feeding sessions helped develop strategies and practical skills to use when feeding their baby

96% of parents said they would consider contacting an NCT Breastfeeding Counsellor if they needed to



Case study

21 years of the Infant Feeding Line

The Infant Feeding Line is a free telephone line available to all parents who have a question or worry on feeding their baby. The line supports over 8,000 calls per year and is open seven days a week, 365 days a year from 8am to midnight.

It takes time to feel confident with feeding and the line is a huge support to parents who call seeking reassurance and reliable information on all forms of feeding.

Whilst parents are our typical caller into the line, NCT also support health care professionals who may be seeking further information. There may be several reasons that someone decides to call the NCT Infant Feeding Line but queries regarding positioning and attachment, expressing, introducing/using formula, and general reassurance are the most common.

NCT celebrated 21 years of the Infant Feeding Line. We launched the Big Give Women's Match Fund on International Women's Day, raising over £25,200. Thank you to everyone who generously donated to this online appeal. Your support helped fund extra NCT Breastfeeding Counsellors to quickly respond to parents calling the line during high-demand periods.

Celebrating **21** years
of the NCT Infant Feeding Line

nct

“

Thank you SO much for picking up the phone this evening. I was worrying myself sick and I'm now feeling hugely reassured.

”

Anon, parent

“

I've worked on the Infant Feeding Line since it first started in 2001. I love being there for parents, to give them a listening ear at a precious time and make a difference.

”



Paula Martin,
NCT Breastfeeding Counsellor

“

The line offers mothers immediate access to feeding support and I'm delighted to be part of the team that delivers this vital service.

”



Kate MacPherson,
NCT Breastfeeding Counsellor



Case study

Baby Café – Improving access to feeding support in the community

NCT Baby Cafés are free drop-in events run by an NCT Breastfeeding Counsellor to support parents with feeding their baby. Parents get reliable information whether getting ready to breastfeed, establishing breastfeeding, continuing breastfeeding, expressing, mixed feeding, formula feeding, introducing solids, or stopping breastfeeding.

This important service is growing in popularity, so this year we decided to give our Baby Cafés a refresh, with emphasis on the provision of accessible, inclusive, high quality, professional support. With a new brand and logo, a toolkit, and a suite of inclusive social media resources, it is now easier and more affordable for our volunteers and practitioners to operate a Baby Café in their local community.

One of the first to use the new identity and support materials was NCT Doncaster, who launched their Baby Café alongside their established Bumps and Babies group in November. They have supported 104 local parents since opening.

“There was little support in the area, so I decided to fill the gap. I trained with NCT and started facilitating antenatal courses and Baby Café so that other parents had somewhere to go for a cuppa, a chat, a cry and somewhere to get the support they need with feeding their babies.”

Hayley McGovern, NCT Breastfeeding Counsellor, Doncaster



Case study

Breastfeeding community support in Northern Ireland

Northern Ireland has the lowest breastfeeding rates across the UK.

In 2019, a passionate group of local NCT Practitioners set up a breastfeeding support group – ABC – All Breastfeeding Counts – to offer social support to normalise breastfeeding.

Recognising the value and need of breastfeeding support, the Public Health Agency in Northern Ireland funded weekly drop-ins and antenatal breastfeeding workshops. NCT Breastfeeding Counsellors also offered one-to-one support for any mother who needs it and together they have reached around 200 families.



The local NCT team also set up BoobCast – a podcast that covers topics from low milk supply to breastfeeding beyond 12 months. To listen, search “NCT NI presents: Boobcast” on your podcast platform.



It has saved our breastfeeding journey; wonderful skilled support and reassurance; great company; a chance to connect with other mothers and hear their breastfeeding stories; a safe space to talk, to cry, to be heard and not judged, a place to find breastfeeding solutions to breastfeeding problems.



ABC parent

Supporting socially isolated parents

We're there for parents during the first 1,000 days - from pregnancy until a child turns two. This can be a tough time for parents – full of ups and downs – and it can be isolating and lonely. Our locally designed and led services are there to support parents whether they're suffering poor mental health or struggling to navigate an unfamiliar maternity system. NCT brings together local people who have lived through similar experiences and trains them up to support those in need.

Case study

Newham Nurture – The power of shared experience

Newham Nurture is a community partnership supporting pregnant women and new mums from low income, migrant, and marginalised communities in East London. The project is delivered in partnership with NCT, Alternatives Trust, The Magpie Project and Compost London.

All its services have been cocreated with a steering group of 11 local mums with experience of the hardships, challenges, and barriers migrant and marginalised groups face within maternity services.

These women have given nearly 200 hours of their time to the project, offering their thoughts, experiences, and voices to shape the services that Newham Nurture offer. Their input ensures that the service is accessible, inclusive, relevant and impactful, and crucially, that it meets the needs of those involved.

Blessing, one of our steering group members said: *“It’s like conception and coming to life, giving birth. We put ideas together with other steering group members, and now we’re seeing it brought to life: it’s amazing to be part of something like that. Where we say something, and our ideas are taken into consideration. It makes a lot of sense to ask mums in order to help other mums. This is the first time we’ve been consulted and heard, and action has been taken based on what we said.”*

Blessing went on to train as a NCT Peer Supporter, volunteering at the project and is now the project’s Referral Coordinator, the first point of call for women referred into the service.

“ I want to do what I can – for them to feel better, listened to. Having been in the situation myself I’m in a better position to understand and know how to help. I can’t believe it, to be in this position means I’m being listened to, and for me personally it feels like I’m finally picking up all my pieces. ”



Blessing, NCT Referral Coordinator and Peer Supporter speaking to women in Newham



Case study

Nadia's story – Five months pregnant and anxious

Nadia* first joined Parents in Mind when she was approximately five months pregnant, feeling anxious and overwhelmed.

She had postnatal anxiety after her first baby and she was keen to be proactive and access timely mental health support at this point in her pregnancy, to avoid further deterioration.

Nadia didn't feel like she could talk to any family or friends about her mental health, and had also only recently moved to the area, so was unfamiliar with her GP and Health Visitor, and didn't feel able to open up to them.

Due to her anxiety, Nadia was finding social interaction with others difficult, and would therefore find face-to-face support from other parents very challenging. Her contact at Parents in Mind explained that there were several remote support options available to her, and at this point she expressed interest in the Pregnancy WhatsApp group. Since then, she has been an extremely active participant in this group, which she has been finding beneficial.

"Having people (who have experienced similar things) to speak to in a non-judgemental space is so helpful... The volunteers are very validating, even if it doesn't always take away the worries, it helps me feel less alone. Just having that link to a group of mums who are experiencing similar things to myself has been really reassuring and makes me feel less isolated."

She has recently given birth to her baby and continues to engage with the pregnancy group (we invite parents to stay in this group up until three months postnatally, should they choose to), and is hoping to soon transition to accessing our face-to-face group in her local area.

"Thank you so much, as always, these messages in this group have really uplifted me and helped me to consider ways to reframe my thinking and see things in a more positive light. You make such a difference to me."

*name changed

Growing support for parents with mental health issues

It is common for new parents to experience mild to moderate mental health issues. Parents in Mind is a peer-to-peer support service, run by NCT volunteers who have experienced mental health issues and are trained to support others through active-listening and social support. This year we expanded our Parents in Mind services in the Northwest, Peterborough, East Sussex and London, offering one-to-one conversations, group discussions, and digital support, and helping parents to find and access the services they need.

Case study

John's struggle with his mental health

John* grew up in care and has suffered mental health difficulties since childhood. Now a father of three, with his youngest just nine months old, he was feeling overwhelmed by the level of responsibility fatherhood presents, and he felt he had lost his identity. He felt a huge sense of guilt and selfishness at verbalising a desire to spend time alone and away from his responsibilities.

He was referred to Parents in Mind by his social worker from the local authority Early Help team. He joined the weekly WhatsApp support and had a buddy for 1-1 phone chats. After a successful run of WhatsApp support, John has – despite his initial anxiety – joined a face-to-face Walk & Talk.

He continues to be actively engaged and is keen to join a sponsored climb and awareness raising activity the volunteers have planned for later in the year.

"The lads (dads) always take an interest in how we have been feeling and encourage us to express how we deal with things, what could we have done differently, and they share their experiences too, making us feel that we aren't the only ones going through these types of problems. These people are amazing, and I see a difference in myself. And when you're feeling better, it reflects on the people around you too."

*name changed



Supporting new and expectant dads with their mental health

It's been estimated that around one in ten fathers are depressed in the first year after birth. Through our Parents in Mind project, we're proud to pilot a new support service for dads and partners in St Helens, working in partnership with Dad Matters, Fathers Reaching Out, and Dad Pad.

As part of this pilot the local team created a podcast called 'Being Dad' to normalise the challenges fatherhood presents and encourage men to talk openly about their experiences and wellbeing.



NCT Practitioners of the future

We guide parents through the most life-changing journey of their lives from pregnancy into parenthood, believing that everyone can, and should, feel supported in becoming a parent. Our NCT Practitioners, across all specialisms, play a crucial role in this. That's why we take their education very seriously.

Our education courses are led by experienced NCT Tutors. They provide exceptional teaching and support for students to ensure they are trained to the highest standards and draw on the latest evidence around birth, feeding, and early parenting, as well as from the field of adult education. Our approach develops knowledgeable, skilled, adaptable, self-aware, inclusive, and critically reflective NCT Practitioners, able to meet the needs of all parents – whoever they are and whatever their story or circumstances.

"The tutors have made a massive impact on my life." NCT student

For another year, both students and tutors rose to the challenge of learning and teaching in an ever-changing environment. We slowly reintroduced in-person teaching, taking into account government and university guidelines, as well as NCT's duty of care for all students and staff. We can now celebrate the hard work of our students who achieved their goal of becoming NCT Practitioners through an extraordinarily challenging time.

In 2021 to 2022, 82 students completed practitioner qualifications to support parents:

35 Antenatal Practitioners

32 Breastfeeding Counsellors

22 Postnatal Practitioners

15 Doulas

9 Yoga for pregnancy teachers

4 Mother and baby yoga teachers

10 Baby massage teachers

In addition, **124** students continued or started their training during this year

In July, NCT Education received a glowing report from our External Examiner, Amy Brown, Professor of Public Health at Swansea University:

“

...an excellent example of how students can be prepared for working life. All the modules and assignments build to equip students to deliver perinatal education and support. It is a fantastic course delivering up to date subjects...students are clearly supported through their learning and helped to become the best practitioners they can be.

”



Launch of new NCT Antenatal Practitioner training

September 2021 saw the launch of our new NCT Perinatal Education and Practice Certificate in Higher Education – our new training to become an NCT Antenatal Practitioner.

The new course includes a strong in-practice element, enabling students to work directly with parents alongside qualified NCT Practitioners. This in-practice element is designed to link theory to practice and help learning come to life. To make this happen we recruited a team of NCT Practitioners with a wealth of professional and lived experience to work with our students and support them into practice.

The course emphasises reflective practice, informed decision making, the exploration of systemic and personal biases, the analysis of issues, and the use of research-based evidence, as well as a new unit on Anti-Discriminatory practice.

We continue to partner with the University of Worcester to deliver the only university accredited qualifications in parenting education. The University's approach to education, which is "built on the principle of inclusion", and "actively promote(s) an inclusive learning environment by fostering positive relationships...celebrating diversity and challenging discrimination" is one we share, alongside a shared focus on evidence-based practice and widening participation.

“



Our students have such energy, enthusiasm, and commitment. We cannot wait to see them in practice.

”

Cathy Finlay,
Head of Education

“

I had no idea I would meet so many inspiring tutors and peers, delve so deeply into the issues surrounding birth and becoming a parent, and how much self-awareness was necessary for me to move forward on both a personal and professional level.

”

Newly qualified NCT Practitioner

Refreshed training to support parents postnatally

We have also developed a new training pathway for NCT Practitioners who wanted to provide one-to-one infant feeding and postnatal support, and in September we piloted this training with a small cohort of new students.

This pathway trains practitioners to support parents with infant feeding and a range of changes and challenges they might experience in the early days. Alongside infant feeding counselling knowledge and skills, the pathway enhances knowledge of the transition to parenthood and understanding the needs of the new baby.

This training is now called NCT Breastfeeding and Perinatal Support and will launch with a full cohort of new students in September 2022. It has a flexible structure to enable both existing practitioners and those training with NCT for the first time to develop their skills and knowledge.

“...the tutorials really allow us to explore our thoughts/feelings on some of the topics and think about what parents need most from the information that we have access to, so that we can support parents in a parent-centred way.”

NCT student

“I’ve really enjoyed the sessions as the group is given time to explore issues that can create some deep discussions allowing us to consider things from different perspectives.”

NCT student



Engaging in experiential teaching and learning

“ The support available to newly qualified practitioners from NCT has been invaluable to feel equipped to work with parents and it feels incredibly rewarding to be supporting new parents and making a difference in their birth and parenting journeys. I’m now motivated to continue working towards diversity, equality, inclusion, and birth rights for all parents. ”

Newly qualified NCT Practitioner
(Antenatal, Postnatal and Doula)



Our qualifying NCT students celebrate their graduation at Worcester Cathedral

Apply now to become an
NCT Practitioner

NCT volunteers: boosting parent wellbeing

Without volunteers who give their time to NCT, we wouldn't be able to support parents so extensively in local communities. Our network of 4,482 volunteers arranged events that were attended by over a hundred thousand parents this year. Volunteers might help run a local nappy library, welcome parents to a group, or help organise a fundraiser – whoever they are and wherever they live, they're all committed to being there for parents.

We have a vision for volunteering that supports and builds strong, inclusive parent networks across the country. To make this a reality, we've been making it easier for local volunteers to sustain and deliver safe and quality support for parents. We've been improving the support, guidance, and community we offer volunteers. And we're challenging ourselves to remove complexity and make our support more accessible and inclusive at every opportunity.

Case study

Bumps and babies

A thriving return for community volunteering

In 2020 we had to pause all our indoor community events in response to the pandemic, but June 2021 saw their much-anticipated return.

Our incredible volunteers took the extra Covid-19 safety measures in their stride to make sure Bumps & Babies groups, which bring local parents together to share their experiences, could reopen safely. Never were the groups and the support that they offer more needed. Since reopening, our volunteers have helped support nearly 40,000 parents at Bumps & Babies groups.

"As a first-time mum it's given me experiences of being a part of a community. It's made my little bubble bigger. Being so poorly during pregnancy and with lockdowns it made me so isolated, but thanks to this group I feel like I am a part of things again. My little one is making friends and so am I."

Rebecca, Shropshire

"I had anxiety before giving birth, and then postnatal depression. A lot of this stemmed from high standards I held myself to from social media about how having a baby was "supposed" to be. Meeting other parents helped me to realise that as long as your baby is growing and loved, that's all that matters."

Dot, Bradford

Case study

Walk & Talks

Walking has proven mental health benefits, as does companionship and talking about our experiences. So, when NCT Walk & Talks sprung up in the height of the pandemic, they offered a lifeline to parents who were isolated by strict social distancing rules. These free walks – made possible by the Government’s exemption for charity support groups – offered a chance to connect with other local parents in a safe environment and they are still going strong in many areas. In our survey, 95% of parents who attended a Walk & Talk group said they felt less isolated and that their mood improved.

“I joined the NCT Walk & Talks back in 2020. Wow what a life saver they were. Having a baby during lockdown in a town you hadn’t lived in for that long was isolating and a dramatic change. A whirl wind later I am now the NCT Branch Coordinator. The friends I have made have been a lifeline. Being a volunteer has saved my mental health ten-fold and without the group’s people and support I’m not sure what I’d do.

“I work with an incredible team of peers with one goal in mind - support our community. For someone with social anxiety if I randomly start chatting to you in a coffee shop or event, promoting our groups – this takes so much but just shows how much these groups mean to me and how proud I am to say, ‘I do this to help everyone and our community.’”

Sammi, NCT Branch Coordinator, Skipton

Community fundraising

Volunteers are the driving force behind NCT community fundraising. From organising Baby First Aid classes, to running a marathon or holding a Nearly New Sale. Our community fundraisers raise vital funds that we invest back into local community support, our wider charity work, and our vital national services, like the Infant Feeding Line.

Volunteers use our fundraising guides and track fundraising through a branch accounting system that lets them produce accurate and up-to-date accounts.



Thank you so much to all the NCT volunteers who give their time to fundraise through local events and apply for grants to support local activities. Your contribution makes a real difference.



Catherine Bartlett,
Head of Volunteering, NCT



40,664

parents have attended
our Walk & Talk groups



Case study

Nearly New Sales return

Our Nearly New Sales offer parents the opportunity to access affordable, nearly new clothes and essentials, and support our charity at the same time. We reopened sales in Autumn 2021, supported by a new improved toolkit for volunteers and safety guidance for sellers and buyers to help keep everyone safe. With many charity shops closed or limiting stock, the return of this service helped many parents in need.

“ I’m so grateful to the volunteers who run these sales. We’ve been putting off buying any winter clothes for my son as we don’t have enough money, but we got a big warm jumpsuit today that he can wear home. I even found a little toy for him. ”

Anon Dad

“ Giving parents an opportunity to buy and sell second hand is important. It helps parents save money and is much better for the environment. ”



Nanna Gudmundsdottir,
NCT Medway NNS Coordinator





Case study

National partnership with Baby First Aid

We are pleased to have a new partnership with Mini First Aid – UK’s leading provider of paediatric first aid education – to deliver lifesaving first aid training to parents across the country.

The classes are organised by local NCT volunteers and delivered by Mini First Aid. They cover the basics of life saving first aid and initial first aid responses, including CPR, choking, bumps, burns, breaks, bleeding, febrile seizures, and Meningitis awareness. Parents can either attend a local in-person class or attend online from their own homes.

Nataline, a new parent who attended a course in Shropshire, said:

“The baby first aid class was amazing! So informative, and I feel so much more confident now should I find myself in a situation with my baby where first aid is required. I would like to add that the class was made even better as babies were welcome – hugely appreciated.”



Find out more about volunteer opportunities at NCT



Equity, diversity, and inclusion

NCT: A place where everyone belongs

Two years ago, we set out to reinvigorate our approach to equity, diversity and inclusion. Our aim is to ensure the wellbeing of our people and our community is at the forefront of everything we do – across our courses, training, and services.

We developed a comprehensive plan and created an EDI Steering Group, chaired by Trustee, Zoe Stewart-Field, to lead our progress, bringing together people from across our community.

We've taken immediate action to create a fairer and more diverse organisation:

We diversified our Board and governance committees

We created a new leadership role, Director of People, Education and Inclusion, to play a vital role in the ongoing transformation of our charity

We developed our diversity network groups

We undertook our first all-community diversity survey, to inform our future workforce and education goals

We launched a new anti-discriminatory practice unit within our university-accredited higher education for NCT Practitioners

We worked with brap, a charity transforming the way organisations think about equality, to engage our Board, senior leaders and managers in anti-racism training and development.

We believe in continual improvement so this work will be ongoing. We are committed to challenging ourselves to be better and go further in this most important work.

New anti-discriminatory approach embedded in our education programmes

We are committed to equity, diversity, and inclusion across all our courses and education programmes. We've been working with brap, our inclusion advisor and learning partner, on our new education model and the way our practitioners are trained.

In the new NCT Perinatal Education and Practice Certificate in Higher Education, we ensure that NCT students develop strong skills in the reflective, inclusive, and anti-discriminatory approach needed to meet the needs of all parent groups across all communities.

We adjusted the language and emphasis we use throughout the programme and co-developed an Anti-Discriminatory Practice Unit for all our students. Training for NCT Tutors and placement Practitioners working with students was also introduced to ensure a cohesive, connected approach.

Next steps are to conduct research with the University of Worcester to explore the experiences of NCT students from Black, Asian and minority ethnic backgrounds, and their sense of belonging, connection, and self-efficacy within the community of NCT practice. This will help evaluate to what extent the anti-discriminatory practice unit is helping affect change; inform both future planning and delivery of training, and ongoing strategic work on diversity and inclusion.



We need to face into the reality that inequality, discrimination and racism are systemic in our society. We have a responsibility to our people and to parents to examine our own culture, practices, and policies. We will continue to highlight inequalities and to work with others to bring about better experiences and more equitable outcomes within maternity care.



Trustee, Ema Ojiako

Strengthening our quality and feedback processes for our services

We're proud to work with passionate, committed and skilled practitioners, who care deeply about their work. As part of our regular review processes, some practitioners raised concerns about the risks of bias and discrimination in our approach to course feedback and quality, concerns we took incredibly seriously.

In April 2021 we commissioned an extensive review into the issues that had been raised, which involved:

- In-depth listening exercises, where our directors spoke with practitioners and the Practitioner Representative Body to understand their experiences and hear suggestions for change
- A review of our approach across four key areas identified as important: parent feedback, assessment, quality support, and complaints
- Working closely with our inclusion and learning partner, brap, to identify what we need to do to mitigate the risk of bias in feedback and complaints, including better monitoring of data and greater scrutiny across quality support processes
- Working with the ISOS Partnership to learn from practice across comparable and peer organisations, working with self-employed practitioners, employees, and volunteers to deliver support and education.

We heard wholehearted agreement across our NCT community that, as a charity, we need to ask parents about their experiences of our services. While the majority of parents rate the quality of our services as extremely good, we learnt from our internal review that we needed to change some of our processes to ensure that our feedback and quality work felt safe, fair, and effective for everyone.

As a result, we supported everyone involved with a programme of learning and development and made a range of specific changes to our feedback and quality processes.

We refreshed our course evaluation surveys and revised our quality support policy to ensure it is transparent about how we gather and use feedback and clearly sets out the process for quality support.

We now have more checks and balances for bias to ensure a fair, safe, and effective approach. We encourage practitioners to be proactive in gathering parent feedback directly and, where possible, resolving any issues during the course. We carefully review all parent feedback to ensure it is constructive and actionable, alongside regular peer review of our decisions.

As part of our continuous improvement drive, we have also begun work on important measures that will take longer to implement - moderating assessments, tracking practitioner and parent data to monitor for bias, and exploring how to build more regular peer-to-peer support into learning and development.

The future of volunteering – inclusive parent networks

As part of our project looking at the future of volunteering at NCT, we have been focused on how we can make volunteering easy, simple, inclusive and open to everyone. We have worked on a codesigned process to create new volunteering roles and structures that makes it much easier for volunteers to take on roles and to leave. We're now ready to start testing this new structure to assess its desirability, feasibility, and viability. We have also worked to make our resources more accessible - for example, to ensure that we are digitally inclusive, all our video guides now include captions and, as well as email, we now offer support for volunteers by phone.



Reaching more parents through digital support

Trusted content to support informed decision-making

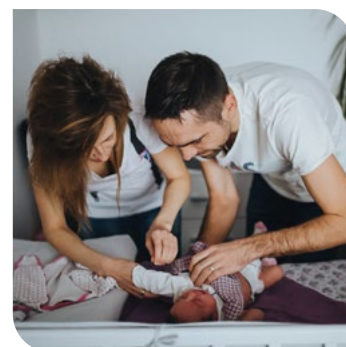
More than 6 million people accessed our website last year, a clear demonstration of the increasing reliance on the internet and social media to inform decisions. Being able to access quick, clear and unbiased information is a crucial part of feeling supported and informed as a parent.

Our aim is to grow our reputation as the UK's most trusted provider of digital support for pregnancy, birth, and early parenthood by enhancing our digital content and using our reach and influence to advocate for parents online.

Digital platform to enhance antenatal education

This year we launched Parent Hub, a new digital information and resource platform exclusively for parents attending NCT Antenatal courses. Parent Hub features curated content from evidence-based articles, as well as videos and information sheets.

Parent Hub exists to support parents from the start of their NCT antenatal journey and help bridge the gap until their course begins, with access continuing until their baby is six months old. We also share safety guidance with parents, so they feel informed and prepared before their babies are born.



- 84% of parents accessing Parent Hub found it useful or very useful - with high value being placed on its simplicity and accessibility, well categorised information, and concise, informative content.

Live online talks to support new parents

As part of our ongoing work to improve our NCT membership offer, we have created a series of weekly live online talks for new parents, to support them during the first weeks with their new baby. The talks were developed in partnership with a team of experienced postnatal practitioners and cover topics including:

- Getting to know your baby
- Baby sleep
- Crying and communicating
- Finding your feet.



In the first six months, more than 2,000 parents signed up, with around 40 parents attending each week.

These sessions offer an excellent opportunity to showcase our NCT postnatal services, from the Infant Feeding Line to Early Days courses, and our local community support networks.

In response to parent feedback, our qualified Breastfeeding Counsellors and Postnatal Leaders are developing an inclusive and supportive Early Days session on 'Feeding your baby'.

“ I attended a live talk on newborn sleep and the information was invaluable. Parenting can feel isolating, but it was extremely reassuring to connect with other parents in the same boat. The session was realistic with expectations and empathetic. ”

“ This talk really helped to hear what other parents are experiencing and to help me to realise that my baby's behaviour is completely normal! ”



Become a member today to join these live talks

Campaigning and influencing for change

Change is urgently needed across the maternity system. For many years, serious concerns have been raised by women, parents and families, and by those caring, supporting and advocating for them, about quality of care and safety in maternity services. The publication of the Independent Review of Maternity Services at The Shrewsbury and Telford Hospital NHS Trust in March 2022 – and the reviews into the care provided by the NHS in Nottingham and Kent currently underway – highlight the urgent need to make change happen.

Only 1% of maternity services are rated as ‘outstanding’ by the Care Quality Commission, with some rated as ‘inadequate’. That means 99% of the time, parents entering the maternity system have an experience that could be improved. This is especially true for Black, Asian, and ethnic minority parents, who suffer shocking and persistent variations in the quality of care they receive.

We believe that improving the quality and safety of maternity care will require urgent action from government and the public bodies that administer maternity care. That’s why we actively campaign on the issues that matter to parents, aiming to give them a voice in public debate and create real and important change.

Protecting and supporting pregnant women and parents during the pandemic

Throughout the pandemic, we campaigned for changes in legislation and guidance to protect and support pregnant women and new parents at a time of significant isolation and vulnerability.

We spoke up about the unequal impact of Covid-19. Working alongside other maternity organisations and charities, we recommended significantly widening the scope of the UK Covid-19 public inquiry to include the pandemic’s effect on minority ethnic groups, children’s mental health, and early years provision.

These were dangerous oversights, and we were relieved that the government listened to our calls for change.

Baroness Heather Hallett, the Chair of the UK Covid-19 Public Inquiry, called on the Prime Minister to significantly widen the Inquiry’s scope and the Prime Minister agreed.



I have listened to compelling arguments to focus on children and young people, the mental health and wellbeing of the UK population, and collaboration between regional, devolved, and national government, and the voluntary and community sector.



Baroness Heather Hallett, the Chair of the UK Covid-19 Public Inquiry

Tackling maternal health inequalities

We actively campaign at all levels of government across the country. We respond to government reviews and inquiries representing parents on the issues that matter, and regularly attend national-level policy meetings to campaign on their behalf.

Changing the guidelines on induction of labour

The National Institute for Health and Care Excellence (NICE) published draft guidelines that prompted widespread concern after it recommended that all women should be offered induction at 41 weeks. It also recommended that groups at increased risk of complications, including Black, Asian, and ethnic minority parents, women, those aged 35 or over, women with a high BMI, or after assisted conception, should be offered induction at 39 weeks. This was a major concern because we believe each pregnancy and birth must be treated as individual, with the parents placed at the centre of their own care and empowered to make informed choices.

We highlighted the lack of an evidence base, across several parts the guidance, and called for them to be changed. In November 2021, a revised guideline was published, and the recommendations have been dropped.

Partnership working to prevent deaths of Asian and Asian British babies

We joined Sands, the Royal College of Midwives and the Royal College of Obstetricians and Gynaecologists in writing to Nadine Dorries MP to ask for a confidential inquiry into the deaths of Asian and Asian British babies.

We believed that a review of these tragic deaths was essential to ensure immediate action could be taken, preventable deaths are avoided, and parents are better supported in the future.

The government subsequently launched a confidential inquiry led by MBRRACE-UK – the organisation that leads on audits and inquiries to reduce risk for mothers and babies across the UK. This is a vital chance to tackle inequalities in the system, at the same time as the inquiry into deaths of babies from Black families is underway.

Further examples of our impact this year:

Issue	Our response	Impact
Threat to Health Visiting support for parents. Hampshire County Council proposed reducing its Health Visiting workforce by 12.5 per cent.	We joined the Institute of Health Visiting and other bodies in submitting evidence to a consultation on public health staffing held by Hampshire County Council.	The recommendation was subsequently dropped – an important landmark for other local authorities and helped maintain a focus on the need for a strong health visiting workforce.
Improvement needed in the health and development outcomes for babies in England.	We responded to the Early Years Review, led by Dame Leadsom MP, into improving the health and development outcomes for babies in England. The Review focused on the 1,001 critical days through pregnancy to the age of two. As well as highlighting the need for more infant feeding support, we made the case for supporting parents with their mental health.	Our research on mental health was referenced in the final report from the review published by the Department for Health and Social Care. “The mental health and wellbeing of mums, dads, partners, and carers is also important for the development of the baby. Poor mental health can impact a parent’s ability to bond with their baby.” The best start for life: a vision for the 1,001 critical days.
Mothers in Wales who needed care for serious mental health conditions were not getting the support they needed. Some were being supported in the community, admitted to acute mental health wards without their babies, or having to travel to one of the specialist mother and baby units in England.	Five years previously we had protested the closure of the only unit in Wales providing acute mental health care for mothers. We joined Welsh representatives at the Senedd in Cardiff to talk to Jenny Rathbone MP and then Health Minister Vaughan Gething. We worked to highlight the evidence and need for a new Mother and Baby unit.	This year the new unit based at Tonna Hospital, near Neath, has finally opened. Designed to be a home away from home where mums will have access to specialist care for themselves and their babies.
Improvement needed in the outcomes of maternity service in England	We worked to ensure that the commitments to improve outcomes of maternity services in England, made in the National Maternity Review, are delivered five years on from its publication. We contributed to the review and are an active member of the Maternity Stakeholder Council, which scrutinises the work of the NHS Improvement’s Maternity Transformation Programme. Our influencing work focused on perinatal mental health, postnatal care and amplifying the voices of service users.	The voices of service users are now included in every workstream of the NHS Maternity Transformation Programme, with wide ethnic diversity. Expanded perinatal mental health services are now included in the NHS Long-Term Plan. Postnatal care remains an area for action, where we continue to apply pressure.

Working in alliance to drive change for parents

NCT actively campaign at all levels of government across the UK and Channel Islands. We respond to government reviews and inquiries representing parents on the issues that matter, and regularly attend national-level policy meetings to campaign on their behalf. In 2021, our government advocacy work included:

- NHS England Maternity Stakeholder Council
- The Scottish government's 'The Best Start' Implementation Board
- The Safer Medicines in Pregnancy & Breastfeeding Consortium
- Breastfeeding Alliance
- The Maternal Mental Health Alliance
- Pregnancy & Baby Charity Network
- The Alliance for Maternity Rights
- One Voice Alliance.



We want the UK to be the safest place in the world to have a baby. We're striving for a future where everyone who cares about safe and positive experiences of pregnancy, birth, and early parenthood can work together to achieve the best outcomes.



Elizabeth Duff, Senior Policy Officer, NCT


Campaign update: Hidden Half

In 2017 NCT launched its landmark #HiddenHalf campaign, which revealed that half of new mums in the UK experienced emotional or mental health problems during pregnancy or within a year of their child's birth. These findings led to many years of campaigning on postnatal mental health and, in 2020, we celebrated the introduction of six-week maternal health checks into GP contracts in England.

In 2021, we surveyed nearly 900 women, who had a given birth in the previous 12 months, to find out how many were receiving this check. We found that there had been little increase in the number of women receiving the funded six-week postnatal check in primary care, with insufficient attention paid to their mental wellbeing. We called on GPs to provide dedicated time and space for this crucial appointment and will continue to advocate for women in England and the devolved nations to receive this support.

You did it!





**“My six-week check
felt more of a tick
box exercise than
an actual caring
conversation”**

Let's get postnatal
mental illness out of hiding



Ensuring parent experiences influence change

We want to make ensure that parents are represented in research at all levels, because too often recommendations can be implemented without consulting the people they impact.

We worked with academics at universities across the UK conducting research into a wide range of topics relevant to expectant and new parents' health and wellbeing. Studies included work to understand more about common postnatal mental health and the barriers to accessing support, testing different approaches to managing Group B strep and pre-eclampsia, and capturing the experiences of new parents during the Covid-19 pandemic.

We also helped to recruit parents to participate in almost 20 studies on a broad range of topics from gestational diabetes to infant sleep. All our external research activities have helped to bring parents' voices into research that will benefit parents throughout the first 1,000 days.

**To find out more about our research or get
involved, email: research@nct.org.uk**

Our thanks

We were delighted to have the opportunity to work with a range of partners across 2021/2022. We would like to thank everyone who collaborated with us for their enthusiastic support.

Each partnership is different in character, but all are united in their desired impact to help new and expectant parents across the UK. We want the UK to be the safest place in the world to have a baby – but this vital ambition is too big to tackle alone. That's why we're so pleased to be working together with other charities, government bodies, businesses, and organisations of all kinds to achieve our goals. We're grateful to have found partners who share our aspirations, inspire new thinking and challenge us to be better and go further in everything we do.

We have seen generous donations of time, services, and goods – everything from welcome packs for babies, to special offers designed to give parents a helping hand. Kind gifts of time have spanned expert professional advice through to hands-on work supporting those in need. Every contribution has made a difference. Thank you.

We're very proud of the businesses and companies we have partnered with to ensure parents receive a better experience in the commercial world, whether raising awareness around special access to utility options or helping connect parent voices into conversations around the financial impact of Covid-19.

As a result of our partnerships, many companies have enhanced their professional benefits offer to their staff teams. Wellbeing for staff goes beyond simple maternity and paternity leave, so we applaud our partners who have taken a proactive approach to ensuring their colleagues receive easy and affordable access to comprehensive training, helpline support, and network connections via NCT. Our hope is that helping working parents through the first 1,000 days uplifts staff morale, enables quick identification and resolution of any transition challenges, and contributes to staff happiness and retention in the long-term.

If you and your company would like to work with NCT in 2022 and beyond, please do get in touch at partnerships@nct.org.uk

Organisations, alliances and networks we have worked with during the year:

Alliance for Maternity Rights; Breastfeeding Alliance; Birthrights, Black Mothers Matter, The Breastfeeding Network; First 1001 Days Movement; FiveXMore; Maternity Action, BPAS; Maternal Mental Health Alliance; One Voice Alliance; Royal College of Midwives; Royal College of Obstetricians and Gynaecologists; Institute of Health Visiting; Pregnancy and Baby Charity Network; Peppy Health.

Stakeholder and programme boards we contribute to:

NHS England and Improvement Maternity Transformation Stakeholder Council; Medicines and Healthcare products Regulatory Agency; National Maternity and Perinatal Audit clinical reference group; Scottish Government 'The Best Start' Implementation Programme Board; Healthcare Inspectorate Wales (HIW) national review of maternity services; MBRRACE-UK Third Sector Stakeholder Council.

Our service delivery partners:

Alternatives Trust; Magpie Project; Compost London; Mini First Aid, Cross Keys Homes.

Our corporate partners:

Anglian Water Services Limited; Bank of England; Bodyclock Babycare TENS; Childs Farm Limited; John Lewis Partnership plc; Lego; Lidl Great Britain Limited; Mamas and Papas Limited; Partnerships for Good; Savoo; Start-Rite

Funders and commissioners:

BBC Children in Need; Bradford District Care Trust; Bradford Metropolitan Council; Countess of Chester Hospital Trust; Coventry City Council; Coventry and Warwickshire Partnership Trust; Department of Health and Social Care Starting Well Fund; Department for Culture, Media and Sport (DCMS); Halton Clinical Commissioning Group (CCG); Hounslow CCG; Leeds City Council; London Borough of Hounslow; Manchester Settlement; Medway Community Healthcare; Middlesbrough Council; Milton Keynes Community Foundation; National Lottery Community Fund; Newham & Tower Hamlets CCG; NHS Lothian; NHSX TechForce 19; Northern Ireland Public Health Agency; Paddington Development Trust; Peabody; Peterborough City Council; Redcar & Cleveland Council; Richmond Council; Royal Berkshire NHS Trust; Scottish Government; Southampton City Council; Southwark Council; St Helens CCG; Stockton-on-Tees Council; Swindon Borough Council; Thriving Community Fund; Twins Trust; Venture Community Association; Wandsworth Council; Warwickshire County Council; Wiltshire Council.

Our partnerships:

The team at Black Mothers Matter, especially Sonah Paton, Aisha Davies and Yomi Oluwatudimu. Joy Warmington, Diane Rutherford, Manisha Patel, Ghiyas Somra and the team at brap. Tayo Medupin, Tope Medupin and Amelia Woods at Hello Brave. Colleagues at the University of Worcester.

Our donors:

We would like to thank all the individuals and families who kindly gave gifts of time or money over the year.



Finally

We'd like to say a special thank you to all our supporters, volunteers, practitioners, staff and Trustees who have helped us reach, connect and support parents throughout their pregnancy, birth and early parenthood.

Our community

- All our practitioners
- All our volunteers and peer supporters
- NCT Diversity Network
- Affinity Network
- Members of the Future of Volunteering Action Team
- Regional Volunteer Support Network – and all members of RVSN
- Practitioner Representative Body.

Student awards

- The NCT President's Award – student who has shown the greatest progress and development. This has been awarded to Jasmine Scarlett.
- The Fiona Cowell Award – student who has overcome great difficulties with good humour, in order to qualify and graduate. This has been awarded to Carol Rhodes.
- The NCT Sheila Kitzinger Award – student who has demonstrated the best understanding of woman-centred care and birth practices, taking into account the wide range of cultures across the UK. This has been awarded to Debbie Sibley.

In memory

In memory of our Trustee and colleague, Heather Trickey, who died last year, we have co-funded with the Centre for Reproductive Research and Communication and BPAS an essay prize, and this year saw the inaugural winner.

Our thoughts are also with Margaret Willock and Deirdre Mackay who both passed away. Margaret was a long-serving volunteer for over 20 years with Harrow branch and Deirdre was the first-ever Branch Coordinator for NCT Mid Cheshire Branch.

Financial review

Financial review

Overall summary

The effects of Covid-19 continued during the financial year, which saw the numbers of antenatal course bookings remain below pre-pandemic levels. Courses were delivered partly online as a full return to face-to-face delivery was not possible. Nonetheless, there was good growth in total income, up 4% from £10.2m to £10.7m in spite of the ending of the government furlough scheme.

During the year, the group delivered an operating surplus of £297k (2021: £973k) before non-operational spend of £70k for reorganisation costs, and £20k of investment expenditure in the next stage of the Salesforce system implementation and investment income. Operating surplus is a key financial target.

NCT courses

Delivery of antenatal and other courses to parents is one of NCT's key activities. Income in this area exceeds expenditure, with surpluses supporting the education and development of current and future NCT Practitioners; delivery of commissioned contracts in the health sector; and work in the policy, research, campaigns, content and information areas.

Income of £8.1m represents a £0.9m increase on the prior year (2021: £7.2m). This growth reflects an increase in the average course price following the removal of discounts as venue cost savings due to social distancing restrictions were passed on to parents.

Total costs increased to £6.0m from £5.3m in 2021 as more courses were delivered in person.

Education and practice

This year saw the new model 'Cert HE in Perinatal Education & Practice' starting for the academic year 2021-22. Fewer students has led to a corresponding decrease in NCT education and practice income from £0.7m to £0.6m. Costs decreased, following decisive action to change the approach in the delivery model.

Programme delivery

Programmes deliver services to parents that are free at the point of access. They are largely commissioned contracts with the National Health Service and Local Authorities, as well as government departments, Trusts and Foundations. This area also delivers the vital NCT Infant Feeding Line.

Income in the year decreased by 6% to £0.5m (2021: £0.6m). Costs attributed to this work, including £0.4m of expenditure on restricted grants receivable, were £1.5m (2021: £1.1m). Although most individual projects cover the direct costs of delivery, this income is not generally sufficient to cover the full costs of the contract management team or support cost allocations. A review of the cost recovery model for programme delivery is being undertaken in 22-23.

Membership, grants and donations

Total donation income has decreased 30% to £1.1m (2021: £1.5m). Grants receivable has fallen from the prior period, however this included £0.4m from the government furlough scheme. Excluding this, the fall was 9% to £1.1m (2021: £1.2m) as there was a reduction in membership and other donations. This had been anticipated as part of a longer-term trend and also affected by the reduced course booking levels impacting the number of parents choosing membership when choosing a course. An attractive, relevant and engaging membership proposition for parents and supporters is under development. Membership activities will also be supported by the replacement of an existing legacy system with a new platform using Salesforce in 2023.

Costs in relation to membership reduced in the year, as the central volunteering and enquiries teams spent a higher portion of their time assisting with other areas of the charity.

Grants receivable, excluding the government furlough scheme, saw excellent growth of 20% to £0.5m (2021: £0.4m) largely due to funding for the Newham Nurture project.

Other trading activities

Community fundraising income increased by 33% to £0.4m, due to a return of some fundraising events and activities. There is an ongoing commitment to work with branch volunteers to safely unlock activities, ensure a sustainable operating model, and grow the number of community-led activities for parents.

Investment income

Income received from cash balances and the investment portfolio was £84k (2021: 77k).

An unrealised gain on the investment portfolio of £303k was recorded at 31 March 2022 in addition to the £394k gain in the twelve months to March 2021, more than reversing the losses of £424k across the previous two years.

Going concern

Significant consideration has been given by the board to the appropriateness of the going concern basis for accounting, as a result of the ongoing Covid-19 situation, our ability to unlock services back to face-to-face and the impending cost of living crisis as we move forward. During the past two years, NCT was required to adapt quickly and has shown resilience through the ability of staff, practitioners and volunteers to adjust and respond. Changes made in the summer 2020 restructure significantly increased NCT's resilience and current modelling shows that this remains sufficient to respond to a range of outcomes. The plan and budget are set to operate within acceptable risk levels and within the risk reserve level. Management accounts regularly re-forecast the yearly outcome which allows quick and appropriate responses to changes in our operating model and demand for our services. On this basis, the amounts held as investments and in light of the strong reserves position, the board are satisfied that the charity is well positioned to respond to a reasonable worst-case scenario.

Investment policy

The Investment Policy is reviewed by the Audit, Risk and Scrutiny Committee regularly. NCT seeks to achieve the best financial return within an acceptable level of risk, which has been defined as low/medium on a scale of low, medium and high. The desired risk level is achieved through a mixed portfolio of low risk cash deposits and medium risk managed investment funds. All investments are made within the Commercial Activities Policy that takes social, environmental and ethical considerations into account.

The investment objective for long-term investments is to generate a return, in excess of inflation, in order to preserve the real terms value of NCT's reserves and support growth of the reserves to, and thereafter within, the range determined by the reserves policy.

The objective for the short-term investments is to seek the highest rate of interest available for cash deposits with a UK financial institution, whilst also spreading deposits amongst institutions.

These funds are held as long term investments, and the charity monitors performance closely, continuing to take regular advice from its investment managers. The performance of the funds over the time held meets the investment objectives.

Under the Investment Policy, NCT considers that it holds a mixed motive investment in NCT Trading Limited. This is because the investment has two aims: firstly, to provide funding which will generate a financial return for NCT; and secondly to contribute to NCT's charitable purpose by promoting goods and services that are beneficial to prospective and new parents. This will assist the charity in achieving its strategic objective of providing new parent support.

The investment in NCT Trading Limited has been made through holding 100% of its issued share capital at a cost of £100.

Total funds

The group balance sheet at 31 March 2022 showed total funds of £5.1m (2021: £4.6m) of which £0.2m (2021: £0.1m) were restricted. Restricted funds, analysed in Note 15, comprise donations and grants subject to donor-imposed conditions. Unrestricted funds were £5.0m (2021: £4.5m), of which £1.3m were represented as fixed assets (2021: £1.3m). The balance of the Group general funds, representing the 'free reserves', were £3.7m at 31 March 2022 (2021: £3.1m).

Reserves policy

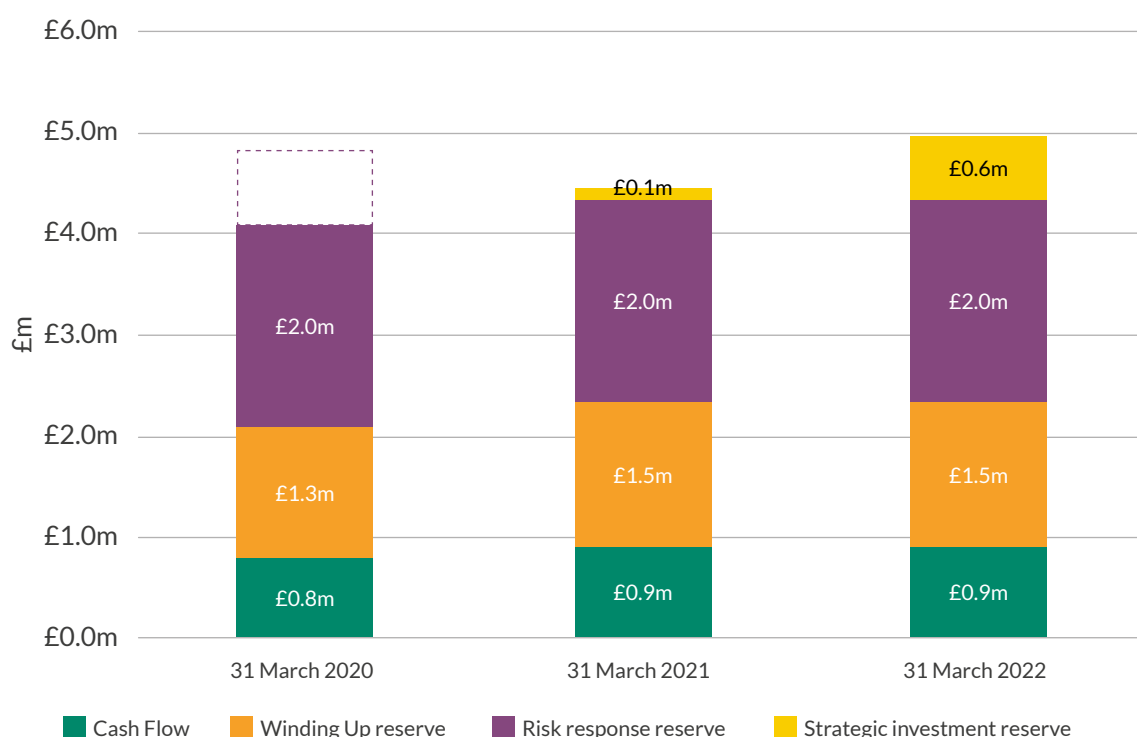
The Reserves Policy provides a dynamic framework for determining available reserves by identifying three components of NCT's risk management reserve:

- the costs of winding up the charity
- funds to respond to uncertainty identified in the risk management process
- cash flow requirements.

The board plan to reduce the target level of the risk response reserve by addressing key risks. By planning for a breakeven operating position over multiple periods, any investment income and gains can be used to increase the strategic development reserve.

The policy also addresses what form each element should be held in. The Fixed Asset Fund represents assets which cannot be converted to cash in the short-term, including property and equipment. As at 31 March 2022, the fund amounted to £1.3m (2021: £1.3m). As these assets are illiquid in nature, they are allocated to the reserve which would cover the costs of winding up the charity.

The amounts held in these reserves at the last three year ends are shown in the table below.



At 31 March 2022, the funds held in the risk management reserve totalled £4.4m, meeting the requirements of the policy. This means that the charity holds sufficient funds to perform an orderly wind up if needed and manage risks as they arise. The remaining group funds as at 31 March 2022 were held in the strategic development reserve of £0.6m (2021: £0.1m) which may be invested in future growth opportunities or to meet one-off items of expenditure.

Risk management

The risk management process identifies the uncertainties and events that could affect the achievement of the strategic objectives. Trustees acknowledge their responsibility for ensuring effective risk management systems and procedures. The board works closely with the Directors Group to identify the most significant risks, mitigate any potential impact of downside risks and exploit the opportunities of upside risks. The board reviews significant changes to the Risk Register throughout the year.

The Audit, Risk and Scrutiny Committee has delegated authority from the board to:

- review risk management systems and procedures;
- drive continued improvement in the sophistication and impact of our risk management processes;
- advise the board on the principal risks faced and any changes to the Risk Register;
- scrutinise the analysis and management of risks by the Directors Group through a review of the risk register at every meeting; and
- receive periodic deep dive review of significant risks.

Managing each risk is the responsibility of the senior managers within each Directorate.

The Risk Management Policy was revised in July 2022 and forms part of the Charity's Governance Handbook. Through this Policy, we assess the level of gross risk to the achievement of strategic objectives and the likelihood of this occurring given existing activities to manage the risk. The net risk is compared to the agreed risk appetite for each broad category to identify areas where an increased focus is required to manage the risk.

Key risks

There are 27 risks on the Group Risk Register. After assessing existing activities to manage the risk, the three risks that the Board is currently focusing further actions on are listed below, alongside a summary of how likely it is that the risk will crystallise in what timeframe, the potential impact, our plans for managing these risks and recent changes in the risk profile.

- Information Provision - Parents rely on accurate, up to date and easily accessible information. NCT provides this through a variety of channels, including our courses, infant feeding line, postnatal support and our website. The potential impact of getting this wrong is that parents do not have the information they need to make the right decisions and NCT's reputation could be harmed. With the rise of social media, the profile of this risk has risen in recent years. A full review of all the information provided is underway to ensure that parents can access what they need in the manner most relevant to them.

- Information Governance - Personal data must be handled and stored safely to protect sensitive information and ensure full compliance with GDPR legislation. The volume of sensitive information necessary for us to deliver services through practitioners, volunteers and staff requires careful management. The rise in cyber-attacks on charities in the last twelve months has increased the profile of this risk. A series of actions overseen by the Board is being undertaken to protect further against such attacks.
- Investment Returns - NCT holds an investment portfolio in accordance with our Investment Policy which seeks to preserve the real terms value of reserves. The risk that this target will not be met has increased due to recent increases in inflation. Returns are regularly monitored and reported with the Investment Policy updated annually.

During the year to 31 March 2022, significant headway was made on various specific risks. Examples include the challenges faced to safely unlock the delivery of our services on a face-to-face basis against a backdrop of changing government guidance across the four nations; the completion of the staff reorganisation project; and the elimination of any exposure arising from the war in Ukraine.

Public benefit statement

The Board has referred to the relevant guidance (as published by the Charity Commission in its guidance documents PB1 “Public benefit, the public benefit requirement”, PB2 “Public benefit: running a charity and PB3 “Public benefit: reporting”) and concluded that NCT complies with the duty in Section 17 of the Charities Act 2011 to have due regard to public benefit, because the charitable services delivered provide value to the public in general and new parents in particular.

Structure and governance

NCT (The National Childbirth Trust) is a registered charity. It is a company limited by guarantee governed by its Articles of Association as adopted on 26th September 2015 and amended on 18 October 2018.

NCT is governed by a Board of Trustees who are the directors of the charity for the purposes of the Companies Act. The names of trustees at the date at which the accounts were approved, or who served during the period, are given below. The Board is very grateful for the work and commitment of Jess Figueras, Richard Smothers and Jo Powell who have served NCT and stood down in this period as well as David Shanks' support as Vice Chair, ensuring a NCT member remained in a Chair role. We also welcomed two trustees to the board in this period.

Name	Start date of most recent term	Date of resignation
Charles Richardson (Honorary Treasurer from 15 July 2022)	Appointed 15 July 2022	—
Chi Evi-Parker	Elected 11 December 2020	—
David Shanks (Vice Chair to 26 May 2021)	Appointed 7 August 2021 ¹	—
Elaine Lambe	Elected 4 November 2021 ²	—
Ema Ojiako (Honorary Secretary from 21 April 2021)	Appointed 8 March 2021	—
Franciane Husbands-Chevot	Elected 11 December 2020	—
Jessica Figueras (Chair to 31 July 2021)	Appointed 8 October 2020 ³	Resigned 31 July 2021
Joanne Powell	Elected 16 November 2019	Resigned 1 August 2022
Peter Brown	Elected 13 October 2022 ⁴	—
Richard Smothers (Honorary Treasurer to 15 July 2022)	Appointed 5 February 2020 ⁵	Resigned 15 July 2022
Sarah Brown (Vice Chair from 27 May 2021)	Elected 4 November 2021 ²	—
Sherry Bevan (President)	Elected 16 November 2019	—
Stephanie Maurel (Chair from 1 August 2021)	Appointed 7 August 2021 ¹	—
Zoe Stewart-Fields	Elected 26 November 2021	—

¹ Second term, initial term commenced on 7 August 2017

² Second term, initial term commenced on 4 November 2017

³ Second term, initial term commenced on 8 October 2016

⁴ Second term, initial term commenced on 13 October 2018

⁵ Second term, initial term commenced on 5 February 2016

The charity is a membership charity. Members are organised locally into 333 branches. Many members and volunteers carry out the work of the charity at a local level.

Recruitment and appointment of trustees

The Board of Trustees must have a minimum of nine trustees and a maximum of twelve. Of the maximum, there may be up to eight member elected trustees and four appointed trustees. Any member may stand for election as a trustee, provided they gain the nomination of two other members, are not disbarred from being a trustee, and support the aims and objectives of the charity.

Member-elected trustees are elected to coincide with the Annual General Meeting, whilst appointed trustees may be appointed during the course of the year. Any trustee vacancies arising during the year may also be filled by the board until the date of the next Annual General Meeting.

The process of appointing new trustees is led by the Nominations and Remuneration Committee, based on an assessment of the key skills required by the Board. An executive search firm may be used to attract a diverse range of candidates from different backgrounds. Extensive screening will take place followed by rigorous interviews. All appointments are subject to satisfactory references.

Elected and Appointed Trustees have a term of four years and the President has a term of five years. An individual may serve a maximum of two terms as an Elected Trustee, two terms as an Appointed Trustee and two terms as President.

Further details on the recruitment and appointment of trustees can be found in the Governance Handbook at

https://www.nct.org.uk/sites/default/files/related_documents/2021%2007%2027%20-%20Governance%20Handbook%20final%20v1.pdf

We are keen to talk to anyone interested in standing as a trustee, especially people from a diverse background, to discuss becoming involved. You can contact us at board.secretary@nct.org.uk.

Induction and training of trustees

A comprehensive and structured induction programme is put in place for new trustees. This includes:

- a written briefing about trustees' responsibilities
- detailed presentations covering Strategy; Governance and Critical Incidents; Courses & Income; Practitioners and Education; Impact and Engagement; Volunteering; Finance Overview, Budget, Forecasting and Systems; and Data and Technology
- meetings with the Chair, Chief Executive and other members of the Directors Group.

In addition, the recently appointed Honorary Treasurer also received a full briefing from the outgoing Treasurer and various role-specific materials.

Training is also provided for trustees throughout the year as required, on topics relevant to the Board's current work and strategy.

The Board of Trustees

The Board of Trustees is ultimately responsible for the governance of the charity to ensure that it acts in the best interests of all parents, who are the charity's beneficiaries. The Board of Trustees sets the strategy, policy and financial framework for the charity and has the responsibility for its overall direction and control. Additionally, the board has responsibility for ensuring the charity complies with the law and the safeguarding of the charity's assets, including its money, property and reputation.

Authority for the day-to-day management of the charity within that framework is delegated to the Chief Executive, supported by the Directors Group. Together they formulate strategy, policy and financial plans for the board's approval, ensure delivery of required performance, and oversee the charity's day-to-day operations.

Each year the board reviews past performance and sets plans within a three-year planning horizon. As part of that review and planning process, the trustees consider how future plans and performance relate to the aims and vision of the charity, and thus to the charitable purpose.

The trustees are committed to ensuring NCT's governance and constitutional framework reflect current thinking on best practice. The Board of Trustees are committed to the principles of the Charity Governance Code.

Board committees

The Board of Trustees is supported in its work by committees. There are two board committees:

- Audit, Risk and Scrutiny (“ARSC”) – covering the adequacy of financial control, external reporting, budgeting, performance and risk management.
- Nominations and Remuneration (“NRC”) – covering people issues, equity, diversity and inclusion, trustee recruitment and the remuneration policy for senior management and other key groups.

In addition, advisory and task & finish groups enable internal and external experts to be involved in decision-making and governance. There are currently groups for Cybersecurity; Equity, Diversity and Inclusion; and an IT project. There is also a ‘Lead Trustee’ for safeguarding to provide additional support, scrutiny and oversight in this area. The full board maintains collective responsibility for all these areas and receives update reports at board meetings.

Independent committee members are individuals who bring additional skills, experience and perspectives to the work of our sub-committees. They are not trustees.

Committee membership and Lead Trustee roles as at 31 March 2022 are detailed in the table below.

Name	Role	Committee membership
Chi Evi-Parker	Trustee	—
David Shanks	Trustee	—
Elaine Lambe	Trustee	NRC
Ema Ojiako	Trustee / Honorary Secretary	NRC (Chair)
Franciane Husbands-Chevot	Trustee	ARSC
Faran Johnson	Independent Committee Member	ARSC
Joanne Powell	Trustee	ARSC
Naomi Horsfall	Independent Committee Member	ARSC
Peter Brown	Trustee	NRC
Richard Smothers	Trustee / Honorary Treasurer	ARSC (Chair)
Salima Shariff	Independent Committee Member	NRC
Sarah Brown	Trustee / Vice Chair / Safeguarding Lead Trustee	ARSC
Sherry Bevan	Trustee / President	—
Stephanie Maurel	Trustee / Chair	NRC
Zoe Stewart-Field	Trustee	NRC

Key relationships

NCT wholly owns one active commercial company, NCT Trading Ltd, which gift aids its profits to the charity. The board of NCT Trading Ltd is responsible for its activities, which during 2021-22 consisted of commercial partnerships and sponsorship.

Charity Commission guidance makes it clear that the Board of Trustees is responsible for establishing the overarching principles within which its subsidiary's trading activities must take place. Trustees have established a comprehensive Commercial Activities Policy within which the Trading Board is required to operate.

Trustee benefits

Under the terms of its Articles, the charity is able to pay trustees for the provision of services to achieve its objectives, subject to certain safeguards. This includes the requirement that a majority of the trustees must have received no payments from NCT either as employees or for goods and services supplied to NCT. This year no member of the Board of Trustees received any remuneration in respect of their services as trustees (2020: None). Expenses and other payments to trustees are detailed in Note 9.

Statement of the board's responsibilities as trustees

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

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group 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 judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards, including FRS102, 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 charitable company will continue in business.

The trustees are responsible for keeping proper 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 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006, as amended by the Charities Accounts (Scotland) Amendment (No. 2) Regulations 2014. They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

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

In so far as the trustees are aware:

- there is no relevant audit information of which NCT's auditor is unaware.
- they 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.

Remuneration policy

NCT recognises that pay is part of a wider employment offer to staff, which also includes the satisfaction of working for a charity, personal development, family-friendly policies and working practices and a range of other benefits including access to the charity's pension scheme.

NCT operates a benchmarked market rate system, using reputable and appropriate data. NCT aims to pay employees between plus/minus 10% margin of the market median salary for most roles. Employees will not normally be paid less than the lower decile or higher than the higher decile for any role. When benchmarking pay and benefits, NCT will compare against charities of similar size, employee numbers and income, workplace location and competitors. Additionally, a specialist consultancy will be commissioned to independently review the market rate for the salaries of the Directors Group every three years.

Each year, NCT will consider whether to uplift all employees by the cost of living. This will take into account the Consumer Price Index, Retail Price Index and the national average increase in earnings. Any decision will be based on affordability and are at the board's discretion.

Appointment of auditors

Moore Kingston Smith LLP have indicated their willingness to continue in office and are deemed reappointed in accordance with section 487(2) of the Companies Act 2006.

The strategic report, which forms part of the Trustees' Annual Report, is approved by the trustees in their capacity as directors of the company. The Trustees' Report is approved by the Board of Trustees and signed on its behalf by:



Stephanie Maurel
Chair
13 October 2022

Independent Auditor's Report to the Trustees and Members of NCT

Opinion

We have audited the financial statements of The National Childbirth Trust for the year ended 31 March 2022 which comprise Group and Parent Charitable Company Statements of Financial Activities (incorporating the Summary Income and Expenditure Account), the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and the parent charitable company's affairs as at 31 March 2022 and of the group's and the parent charitable company's 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; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 the charitable company'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 23, 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 group and parent 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 group or parent 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

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

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 can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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 is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink that reads "Moore Kingston Smith LLP".

Andrew Stickland
(Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

11 November 2022

9 Appold Street
London EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

NCT consolidated group statement of financial activities

Including Income & Expenditure Account for the Year Ended 31 March 2022

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Income from							
Charitable activities							
NCT Courses		8,104	-	8,104	7,207	-	7,207
Education and Practice		612	-	612	714	-	714
Programme Delivery	3	530	-	530	551	10	561
		9,246	-	9,246	8,472	10	8,482
Donations							
Membership		539	-	539	696	-	696
Donations		17	-	17	30	-	30
Grants receivable	4	13	500	513	414	369	783
		569	500	1,069	1,140	369	1,509
Other trading activities							
Community fundraising		184	22	206	71	-	71
Commercial fundraising		207	-	207	231	-	231
Trading		1	-	1	6	-	6
		392	22	414	308	-	308
Investments							
Interest		-	-	-	1	-	1
Investment portfolio income		84	-	84	76	-	76
		84	-	84	77	-	77
Other income							
Other income receivable		48	-	48	37	-	37
Total incoming resources		10,339	522	10,861	10,034	379	10,413
Expenditure on							
Charitable activities							
NCT Courses	5	5,993	66	6,059	5,283	133	5,416
Education and Practice		1,034	-	1,034	1,582	-	1,582
Programme Delivery		1,019	435	1,454	822	270	1,092
Policy, research and information		1,180	-	1,180	1,288	-	1,288
		9,226	501	9,727	8,975	403	9,378
Raising funds							
Membership		210	-	210	478	-	478
Other trading activities							
Community fundraising	6	451	-	451	275	-	275
Commercial fundraising		178	-	178	183	-	183
Trading		47	-	47	37	-	37
		676	-	676	495	-	495
Total Expenditure	7	10,112	501	10,613	9,948	403	10,351
Net operating income/(expenditure)		227	21	248	86	(24)	62
Gain/(loss) on investment assets	12	303	-	303	394	-	394
Net income/(expenditure) and net movement in funds	8	530	21	551	480	(24)	456
Reconciliation of funds							
Total funds brought forward		4,452	138	4,590	3,972	162	4,134
Total funds carried forward	15,16	4,982	159	5,141	4,452	138	4,590

All of the group's activities derived from continuing operations during the above two financial periods. The group has no recognised gains or losses other than those shown above. The movement in reserves is shown above.

NCT charity statement of financial activities

Including Income & Expenditure Account for the Year Ended 31 March 2022

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Income from							
Charitable Activities							
NCT Courses		8,104	-	8,104	7,207	-	7,207
Education and Practice		612	-	612	714	-	714
Programme Delivery	3	530	-	530	551	10	561
		<u>9,246</u>	<u>-</u>	<u>9,246</u>	<u>8,472</u>	<u>10</u>	<u>8,482</u>
Donations and legacies							
Membership		539	-	539	696	-	696
Donations		38	-	38	69	-	69
Grants receivable	4	13	500	513	414	369	783
		<u>590</u>	<u>500</u>	<u>1,090</u>	<u>1,179</u>	<u>369</u>	<u>1,548</u>
Other trading activities							
Community fundraising		184	22	206	71	-	71
Trading		1	-	1	6	-	6
		<u>185</u>	<u>22</u>	<u>207</u>	<u>77</u>	<u>-</u>	<u>77</u>
Investments							
Interest		-	-	-	1	-	1
Investment portfolio income		84	-	84	76	-	76
		<u>84</u>	<u>-</u>	<u>84</u>	<u>77</u>	<u>-</u>	<u>77</u>
Other income		56	-	56	46	-	46
Total income		10,161	522	10,683	9,851	379	10,230
Expenditure on							
Charitable activities							
NCT Courses	5	5,993	66	6,059	5,283	133	5,416
Education and Practice		1,034	-	1,034	1,582	-	1,582
Programme Delivery		1,019	435	1,454	822	270	1,092
Policy, research and information		1,180	-	1,180	1,288	-	1,288
		<u>9,226</u>	<u>501</u>	<u>9,727</u>	<u>8,975</u>	<u>403</u>	<u>9,378</u>
Raising funds							
Membership		210	-	210	478	-	478
Other trading activities							
Community fundraising	6	451	-	451	275	-	275
Trading		47	-	47	37	-	37
		<u>498</u>	<u>-</u>	<u>498</u>	<u>312</u>	<u>-</u>	<u>312</u>
Total resources expended	7	9,934	501	10,435	9,765	403	10,168
Net operating income/(expenditure)		227	21	248	86	(24)	62
Gain/(loss) on investment assets	12	303	-	303	394	-	394
Net income/(expenditure) and net movement in funds	8	530	21	551	480	(24)	456
Reconciliation of funds							
Total funds brought forward		4,452	138	4,590	3,972	162	4,134
Total funds carried forward	15,16	4,982	159	5,141	4,452	138	4,590

All of the NCT's activities derived from continuing operations during the above two financial periods. The charity has no recognised gains or losses other than those shown above. The movement in reserves is shown above.

NCT consolidated and charity balance sheets

as at 31 March 2022

	Notes	2022 Group £'000	2022 Charity £'000	2021 Group £'000	2021 Charity £'000
Fixed Assets					
Intangible Assets	10	-	-	-	-
Tangible Assets	11	1,302	1,302	1,343	1,343
Investments	12	3,789	3,789	3,427	3,427
Total Fixed Assets		5,091	5,091	4,770	4,770
Current Assets					
Debtors	13	1,054	1,029	552	583
Short term deposits		76	76	76	76
Cash at bank and in hand		2,584	2,560	2,304	2,243
		3,714	3,665	2,932	2,902
Liabilities					
Creditors:					
Amounts falling due within one year	14	(3,664)	(3,615)	(3,112)	(3,082)
Net current assets / (liabilities)		50	50	(180)	(180)
Total net assets		5,141	5,141	4,590	4,590
Fund balances					
Charitable funds					
Restricted funds	15	159	159	138	138
Unrestricted funds	16				
General funds		3,680	3,680	3,109	3,109
Fixed asset fund		1,302	1,302	1,343	1,343
		4,982	4,982	4,452	4,452
Total funds	17	5,141	5,141	4,590	4,590

Approved by the Board of Trustees and signed on its behalf



Stephanie Maurel
Chair
13 October 2022

Company Number: 2370573 (England & Wales)

NCT consolidated cash flow statement

for the Year Ended 31 March 2022

	2022 £'000	2021 £'000
Cashflows from Operating Activities		
Net income / (expenditure) for the reporting period	551	456
(Gains)/ Losses on investments	(303)	(394)
Depreciation and amortisation charges	41	68
Investment income	(84)	(76)
Interest receivable	-	(1)
(Increase) / decrease in debtors	(502)	512
Increase / (decrease) in creditors	552	(824)
Net cash provided by operating activities	255	(259)
Cash flows from Investing Activities		
Purchase of Investments	(975)	(572)
Proceeds from the sale of Investments	907	1,473
Dividends received	84	76
Interest receivable	-	1
Net cash from investing activities	16	978
Cash flows from Financing Activities		
Payments for finance leases	-	(5)
Net cash from financing activities	-	(5)
Change in cash and cash equivalents in the reporting period	271	714
Cash and cash equivalents at the beginning of the reporting period	2,476	1,762
Cash and cash equivalents at end of the reporting period	2,747	2,476

	2022 £'000	2021 £'000
Analysis of cash and cash equivalents		
Cash at bank and in hand	2,584	2,304
Short term deposits	76	76
Cash held by investment managers	87	96
Total cash and cash equivalents	2,747	2,476

Notes to the financial statements

1 Principal Accounting Policies

a) Basis of accounting

The financial statements have been prepared in accordance with the accounting policies below 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 published on 16 July 2014, the Charities Trust Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 as amended in 2014. The charity is a public benefit entity for the purposes of FRS 102 and a registered charity. The charity has therefore also prepared its individual and consolidated financial statements in accordance with FRS 102' (The Charities SORP (FRS 102)).

The financial statements have been prepared on a going concern basis and on the historical cost basis, except for the measurement of investments and certain financial assets and liabilities at fair value with movements in value reported within the Statement of Financial Activities (SOFA). The principal accounting policies adopted are set out below and have been applied consistently throughout the year.

The financial statements are prepared in sterling, which is the functional currency of the charity. Amounts included in the financial statements are rounded to the nearest thousand pounds.

b) Preparation of the accounts on a going concern basis

The trustees have adopted the going concern basis in preparing these accounts after assessing the principal risks and having considered the impact of returning to online courses due to COVID-19 and inflationary factors. The trustees consider that the charity is resilient to the impact of these scenarios.

The trustees considered the impact of the current environment on the business for the 12 months following signature of the financial statements, the viability period and the longer term considering the impacts on income, expenditure and cash flow and consider the charity can absorb and adapt to the environment.

On this basis the trustees have concluded that there are no material uncertainties that impact the use of the going concern basis and that the charity will be able to settle its debts as they fall due for a period of at least 12 months from the date of approval of these financial statements. Accordingly, the going concern basis has continued to be adopted in the preparation of the financial statements.

c) Basis of consolidation

The statement of financial activities and balance sheet consolidate on a line-by-line basis the financial statements of the charity and all its subsidiary undertakings made up to the balance sheet date. Immaterial subsidiaries are not consolidated. The decision on consolidation is based on the degree of control that, in substance, NCT has power to control each undertaking and the extent to which it operates on a unified basis with the parent undertaking.

Notes to the financial statements (continued)

d) Income

Incoming resources are recognised in the period in which the charity is entitled to receipt, the receipt is probable and the amount can be measured reliably. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or when the donor or funder has specified that the income is to be expended in a future accounting period. Legacies are included in the statement of financial activities when the charity is advised by the personal representative of an estate, that payment will be made or property transferred and the amount involved can be measured reliably. Grants, including government grants, have been included as income from charitable activities where these amount to a contract for services or a grant for specific costs. NCT affiliate courses are included in full within incoming resources.

e) Expenditure

Expenditure is included in the statement of financial activities when incurred and includes any attributable VAT, which cannot be recovered. Resources expended comprise the following:

- *Charitable activities, which comprises expenditure on the charity's primary purposes and are categorised as NCT Courses, Education and Practice, Programme Delivery and Policy, Research and Information.*
- *Other trading activities is categorised into community fundraising, commercial fundraising, and retail trading.*
 - » *NCT Courses comprises the costs of providing courses, for parents and prospective parents where the participant generally books the course.*
 - » *Education and Practice comprises the costs of providing training and support for NCT Practitioners who deliver NCT courses.*
 - » *Programme Delivery comprises the costs of delivering services procured under a contract for services or a grant.*
 - » *Policy, research and information comprises the cost of the research team, the library, communications, marketing and providing specialist helplines and journals.*
- *Other trading activities is categorised into community fundraising, commercial fundraising and trading.*
 - » *Community fundraising, which comprises the community fundraising support team, the costs of Branch fundraising activities, and costs associated with the administration of Branches. Many of the fundraising events held by the branches have two objectives, to raise funds for the charity, as well as meeting the aims of the charity in terms of providing postnatal support for families. There is no meaningful way of apportioning the costs of Branch fundraising events between fundraising costs and charitable activities.*
 - » *Commercial fundraising is the cost of obtaining and managing the sponsorship of activities and events and undertakes other business activity on behalf of NCT by NCT Trading Limited.*
 - » *Trading comprises the costs of branch newsletters.*
- *Expenditure on raising funds is categorised into membership only. Membership expenditure comprises the costs of the department that services members and prospective members and the team that provides support to members and Branches.*

f) Basis of apportioning support costs

Support costs, which includes governance costs represent indirect charitable expenditure. In order to carry out the primary purposes of NCT it is necessary to provide support in the form of human resources, financial operations and management, information technology, general management and administration and office services. These costs are apportioned to the other activities within the charity based on the average number of full-time equivalent employees utilised by the activity.

g) Gifts in kind

Assets donated to the charity for its own use, are included in the incoming resources and resources expended at their value to the charity as at the time of the gift.

Notes to the financial statements (continued)

h) Tangible and intangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised. Leasehold properties used for the work of the charity are included in these accounts at the cost of acquisition. Software development is capitalised when there is future economic benefit to the charity and ongoing lease costs are not required to use the developed software. Fixed assets are capitalised and depreciated at the following rates per annum, based on cost, in order to write them off over their estimated useful lives:

Category	Asset Group	Rate per annum
Property	Leasehold	2%
	Leasehold improvements	Lease length, minimum 2%
Equipment	End user computer equipment and software	33%
	Computer and telecoms network infrastructure and software	20%
	Furniture	20%
	Other equipment	33%

At the end of each reporting period residual values and useful lives are reviewed and adjusted as necessary. Assets are also reviewed annually for impairment.

i) Fixed asset investments

Listed equities are included in the financial statements at fair value as at the balance sheet date. Investments in subsidiary undertakings are held at cost less impairment. Realised and unrealised gains (or losses) are credited (or debited) to the statement of financial activities in the year in which they arise.

j) Fund accounting

Restricted funds are monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed conditions.

The fixed assets fund represents the net book value of the tangible and intangible fixed assets used in the day-to-day operations of NCT. The value of this fund is not available for working capital.

General funds represent those monies, which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

k) Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Rental applicable to finance leases where the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee are recognized as assets at the lower of the assets fair value at the date of inception and the present value of minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to the Statement of Financial Activity so as to produce a constant periodic rate of interest in the remaining balance of the liability.

Notes to the financial statements (continued)

l) Branches

Branch transactions are considered transactions of the charity.

m) Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. 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 company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

n) Pension costs

The charity as an employer contributes to personal pension plans of its employees. The contributions are set at up to 5% of gross salary and are available to all employees whose contracts are permanent and who have completed three months' service with the charity.

o) Financial Instruments

The National Childbirth Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

p) 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. Any bank overdrafts would be shown within borrowings in current liabilities.

q) Irrecoverable VAT

All expenditure is charged to the SOFA on an accruals basis including the charge for VAT which is not recoverable.

r) Accounting judgements and estimation uncertainty

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the board to have most significant effect on amounts recognised in the financial statements.

Tangible fixed assets are depreciated to their estimated residual value over their estimated useful economic life as detailed above.

Accrued course expenditure is estimated at the year end date using algorithmic modelling based on contracted hours and pre-agreed rates and anticipated venue costs.

Notes to the financial statements (continued)

2 Commercial trading operations

The National Childbirth Trust owns the entire called up ordinary share capital of four companies incorporated in the United Kingdom:

- NCT Trading Limited, which has two principal activities; the promotion of the work of NCT and profit generation;
- NCT (Maternity Sales) Limited which did not trade during the period of these accounts;
- NCT Publishing Limited which did not trade during the period of these accounts; and
- First 1,000 Days Foundation which did not trade during the period of these accounts.

NCT Trading Limited has a deed of covenant to distribute its taxable profit to NCT. A summary of the results of the trading subsidiary for the period are given below.

Profit and loss account – NCT Trading Ltd	2022 £'000	2021 £'000
Turnover	207	231
Cost of sales	-	-
Gross profit	207	231
Administrative expenses	(186)	(192)
Operating profit before interest	21	39
Interest payable	-	-
Comprehensive income for the period	21	39
Balance Sheet – NCT Trading Ltd	31 March 2022 £'000	31 March 2021 £'000
Current Assets	21	69
Amounts falling due within one year	(21)	(69)
Net Assets	-	-

The above figures exclude any consolidation adjustments for inter-group profits/losses, which have been reflected in the consolidated statement of financial activities. The accounts figures have been consolidated on a line-by-line basis.

Notes to the financial statements (continued)

3 Income: programme delivery contracts

Group and Charity	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
National Health Service	279	-	279	307	10	317
Local Authorities	229	-	229	219	-	219
Other	22	-	22	25	-	25
	530	-	530	551	10	561

4 Income: grants receivable

Group and Charity	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Parents in Mind	-	12	12	-	-	-
Grants to branches	6	117	123	52	66	118
BBCS	-	50	50	-	73	73
Scottish Health	-	109	109	-	183	183
Newham Nurture	-	212	212	-	47	47
Government Furlough Grant	7	-	7	362	-	362
	13	500	513	414	369	783

5 Expenditure: NCT courses

Group and Charity	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Antenatal	3,840	-	3,840	2,717	-	2,717
Postnatal	79	-	79	81	-	81
General Parental Support	1,026	66	1,092	781	133	884
Apportioned support costs	1,048	-	1,048	1,704	-	1,704
	5,993	66	6,059	5,283	133	5,416

6 Expenditure: community fundraising

Group and Charity	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000	Total 2021 £'000
Branch fundraising	117	-	117	161
Central fundraising	334	-	334	114
	451	-	451	275

Notes to the financial statements (continued)

7 Support cost allocations

Support costs are allocated to the expenditure headings in the Statement of Financial Activities, on the basis stated in Accounting Policies (note 1), as stated in the tables below:

Group 2022	NCT Courses £'000	Education and Practice £'000	Programme Delivery £'000	Policy, Research & Information £'000	Membership £'000	Community Fundraising £'000	Commercial Fundraising £'000	Trading £'000	Total 2022 £'000
Staff costs	452	151	243	152	37	46	-	10	1,091
Depreciation	16	6	9	7	1	2	-	-	41
Premises and equipment	74	25	40	25	6	7	-	1	178
Office supplies	88	29	47	30	7	9	-	2	212
Insurance	23	8	12	7	2	2	-	-	54
Irrecoverable VAT	76	25	41	25	6	8	-	2	183
Other	319	106	172	107	26	32	-	7	769
Support Costs	1,048	350	564	353	85	106	-	22	2,528
Direct Costs	5,011	684	890	827	125	345	178	25	8,085
Total Costs	6,059	1,034	1,454	1,180	210	451	178	47	10,613

Group 2021	NCT Courses £'000	Education and Practice £'000	Programme Delivery £'000	Policy, Research & Information £'000	Membership £'000	Community Fundraising £'000	Commercial Fundraising £'000	Trading £'000	Total 2021 £'000
Staff costs	664	290	123	137	23	65	-	13	1,315
Depreciation	35	15	6	7	1	3	-	1	68
Premises and equipment	123	54	23	25	4	12	-	2	243
Office supplies	96	42	18	20	3	9	-	2	190
Insurance	36	16	7	8	1	4	-	1	73
Irrecoverable VAT	144	63	27	30	5	14	-	3	286
Other	607	264	111	126	21	59	-	12	1,200
Support Costs	1,705	744	315	353	58	166	-	34	3,375
Direct Costs	3,711	838	777	935	420	109	183	3	6,976
Total Costs	5,416	1,582	1,092	1,288	478	275	183	37	10,351

Charity 2022	NCT Courses £'000	Education and Practice £'000	Programme Delivery £'000	Policy, Research & Information £'000	Membership £'000	Community Fundraising £'000	Trading £'000	Total 2022 £'000
Staff costs	452	151	243	152	37	46	10	1,091
Depreciation	16	6	9	7	1	2	-	41
Premises and equipment	74	25	40	25	6	7	1	178
Office supplies	88	29	47	30	7	9	2	212
Insurance	23	8	12	7	2	2	-	54
Irrecoverable VAT	76	25	41	25	6	8	2	183
Other	319	106	172	107	26	32	7	769
Support Costs	1,048	350	564	353	85	106	22	2,528
Direct Costs	5,011	684	890	827	125	345	25	7,907
Total Costs	6,059	1,034	1,454	1,180	210	451	47	10,435

Notes to the financial statements (continued)

Charity 2021	NCT Courses £'000	Education and Practice £'000	Programme Delivery £'000	Policy, Research & Information £'000	Membership £'000	Community Fundraising £'000	Trading £'000	Total 2021 £'000
Staff costs	664	290	123	137	23	65	13	1,315
Depreciation	35	15	6	7	1	3	1	68
Premises and equipment	123	54	23	25	4	12	2	243
Office supplies	96	42	18	20	3	9	2	190
Insurance	36	16	7	8	1	4	1	73
Irrecoverable VAT	144	63	27	30	5	14	3	286
Other	607	264	111	126	21	59	12	1,200
Support Costs	1,705	744	315	353	58	166	34	3,375
Direct Costs	3,711	838	777	935	420	109	3	6,793
Total Costs	5,416	1,582	1,092	1,288	478	275	37	10,168

8 Net movement in funds

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Net movement in funds is stated after charging:				
Depreciation/amortisation of fixed assets	41	68	41	68
Staff costs (excluding agency staff)	3,905	4,416	3,870	4,374
Operating lease rentals	-	123	-	123
Auditors' remuneration: audit services	51	46	44	40
Auditors' remuneration: non-audit services	1	2	-	1

9 Staff costs and remuneration

Staff costs during the period were as follows:

	Group		Charity	
	Total 2022 £'000	Total 2021 £'000	Total 2022 £'000	Total 2021 £'000
Wages and salaries	3,443	3,691	3,412	3,654
Redundancy costs	40	245	40	245
Social security costs	263	289	260	286
Other pension costs	159	191	157	189
	3,905	4,416	3,870	4,374
Payments to agency staff	35	3	35	3
	3,939	4,419	3,904	4,377

Staff costs by function were as follows:

	Group		Charity	
	Total 2022 £'000	Total 2021 £'000	Total 2022 £'000	Total 2021 £'000
Raising funds	148	428	148	428
Other trading activities	225	120	190	78
Charitable activities	3,566	3,871	3,566	3,871
	3,939	4,419	3,904	4,377

Notes to the financial statements (continued)

Higher paid employees:

	Group		Charity	
	Total 2022	Total 2021	Total 2022	Total 2021
£60,000 – 69,999	3	4	3	4
£70,000 – 79,999	1	1	1	1
£80,000 – 89,999	-	-	-	-
£90,000 – 99,999	-	1	-	1
£100,000 – 109,999	-	-	-	-
£110,000 – 119,999	1	-	1	-
	5	6	5	6

The pension cost for these employees, was £21,508 (2021: £24,697), which included the Chief Executive who received total salaries of £111,375 (2021: £99,000) and pension contributions of £4,455 (2021: £3,959).

The headcount including part-time staff, analysed by function was:

	Group		Charity	
	Number 2022	Number 2021	Number 2022	Number 2021
Raising funds	4	2	4	2
Other trading activities	6	6	5	5
Charitable activities	133	153	133	153
Support	17	19	17	19
	160	180	159	179

The average number of full time equivalents, analysed by function was:

	Group		Charity	
	FTEs 2022	FTEs 2021	FTEs 2022	FTEs 2021
Raising funds	3.2	1.7	3.2	1.7
Other trading activities	4.8	5.9	3.8	4.9
Charitable activities	86.0	91.9	86.0	91.9
Support	15.6	17.7	15.6	17.7
	109.6	117.2	108.6	116.2

The key management personnel of the charity comprise the trustees and the Directors Group. The total employee benefits of the key management personnel of the charity were £386,422 (2021: £441,386).

Expenses were reimbursed to 5 (2021: 3) members of the Board of Trustees during the year. Their expenses amounted to £301 (2021: £nil) in respect of expenses incurred as a trustee in attending board and related meetings, and £14,572 (2021: £18,046) in respect of expenses incurred for branch support and fees as practitioners or breastfeeding counsellors. No trustees were remunerated in the current or prior year.

Notes to the financial statements (continued)

10 Intangible fixed assets

Group and charity	Software £'000	Total 31 March £'000
Cost or valuation		
At 1 April 2021	163	163
Additions	-	-
Disposals	-	-
At 31 March 2022	-	-
Amortisation		
At 1 April 2021	163	163
Charge for period	-	-
On disposals	-	-
At 31 March 2022	163	163
Net book values		
At 31 March 2022	-	-
At 31 March 2021	-	-

11 Tangible fixed assets

Group and charity	Property £'000	Equipment £'000	Total 31 March £'000
Cost or valuation			
At 1 April 2021	1,504	366	1,870
Additions	-	-	-
Disposals	-	(107)	(107)
At 31 March 2022	1,504	259	1,763
Depreciation			
At 1 April 2021	176	351	527
Charge for period	30	11	41
On disposals	-	(107)	(107)
At 31 March 2022	206	255	461
Net book values			
At 31 March 2022	1,298	4	1,302
At 31 March 2021	1,328	15	1,343

Property relates to a leasehold building.

Notes to the financial statements (continued)

12 Fixed asset investments

	Group		Charity	
	2022 31 March	2021 31 March	2022 31 March	2021 31 March
	£	£	£	£
Investment in group undertakings:				
NCT (Maternity Sales) Limited	-	-	6	6
NCT Trading Limited	-	-	100	100
NCT Publishing Limited	-	-	2	2
First 1,000 Days Foundation	-	-	-	-
Other investments:				
Managed investment funds	3,789,122	3,427,840	3,789,122	3,427,840
	3,789,122	3,427,840	3,789,122	3,427,948

Material investments held in the portfolio include the following:

Treasury Stock	606,562	606,898	606,562	606,898
SPDR Series Trust S&P 500 ETF (GBP)	359,583	582,952	359,583	582,952
Edgewood L Select Fund US Select Growth IZ (USD)	-	172,610	-	172,610
Ishares PLC MSCO Far East Ex-Japan	137,229	165,759	137,229	165,759
BH Global Ltd NPV Sterling Shares	164,998	132,650	164,998	132,650
Mayfair Capital Invest Mgmt Property Inc Trust	110,408	93,310	110,408	93,310

On 7 August 2013, the 'First 1,000 Days Foundation' was formed as a company limited by guarantee (registered in England and Wales 864816) with the sole member as The National Childbirth Trust. The Company has been dormant since incorporation. Investments in NCT (Maternity Sales) Limited, NCT Trading Limited, and NCT Publishing Limited represent the entire called up share capital of the companies, all of which are incorporated in England.

	Registered Company Number	Reserves at 31 March 2022 £	Reserves at 31 March 2021 £
Investment in Group undertakings:			
NCT (Maternity Sales) Limited	01291517	6	6
NCT Trading Limited	02488491	-	-
NCT Publishing Limited	03017833	2	2
First 1,000 Days Foundation	08641816	-	-

Managed investment funds

Group and Charity	2022 31 March £'000	2021 31 March £'000
Market value at 1 April 2021	3,331	3,838
Acquisitions	975	572
Disposals	(907)	(1,473)
Net investment gains/ (losses)	303	394
Market value at 31 March 2022	3,702	3,331
The Market value is represented by:		
Equities	3,095	2,724
Bonds	607	607
	3,702	3,331
Cash held by investment managers	87	96
Total Investment fund	3,789	3,427

The charity's actively managed investment fund is revalued annually at the balance sheet date. The increase or decrease in value as a result of this valuation is recognised as an unrealised investment gain or loss.

Notes to the financial statements (continued)

13 Debtors

	Group		Charity	
	2022 31 March £'000	2021 31 March £'000	2022 31 March £'000	2021 31 March £'000
Amounts due from subsidiary undertakings	-	-	32	40
Prepayments and accrued income	519	354	519	346
Trade and branch debtors	523	189	466	188
Tax recoverable	7	9	7	9
Other debtors	5	-	5	-
	1,054	552	1,029	583

14 Creditors: amounts falling due within one year

	Group		Charity	
	2022 31 March £'000	2021 31 March £'000	2022 31 March £'000	2021 31 March £'000
Expense creditors	647	584	647	584
Social security and other taxes	101	97	101	97
Deferred income	2,272	2,085	2,230	2,063
Accruals	644	346	637	338
	3,664	3,112	3,615	3,082

Deferred income relates to course receipts, sponsorship, training and grants, all income is received within a year of recognition.

15 Restricted funds

The income funds of the charity and the group include restricted funds comprising the following unexpended balances of donations and grants held on trusts to be applied for specific purposes:

Group and Charity	Movements in Funds:				
	At 1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Fund Transfer £'000	At 31 March 2022 £'000
Grants and donations received by branches	66	117	66	-	117
Glasgow Service Delivery	44	108	153	-	-
Birth and Beyond Community Support	28	50	77	-	-
Parents in Mind	-	12	12	-	-
Newham Nurture	-	212	193	-	19
Big Give	-	23	-	-	23
	138	522	501	-	159

Glasgow Service Delivery - Funding to enable us to provide a range of community and hospital breastfeeding peer support services across East Lothian and Glasgow

BBCS - Funding to enable us to continue to provide Birth and Beyond Community Support to mothers who are at risk of isolation and not accessing services across Peterborough and Lincolnshire and extend into Wisbech and Fenland.

Parents in Mind - Funding to enable us to extend our Parents in Mind service in the North West to Warrington and enhance our online offer of support to parents with mild to moderate mental health issues.

Newham Nurture - Funding to enable us to coproduce a programme of support to pregnant women and new parents from low income, migrant and marginalised backgrounds experiencing financial hardship and disadvantage.

Big Give- Funding to enable us to give extra resource to our Infant Feeding Line so that more parents can be supported during peak times.

Notes to the financial statements (continued)

16 Unrestricted funds

Group	At 1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Unrealised Investment Gains £'000	Transfer Between Funds £'000	At 31 March 2022 £'000
General Funds	3,109	10,339	(10,112)	303	41	3,680
Fixed Assets Fund	1,343	-	-	-	(41)	1,302
	<u>4,452</u>	<u>10,339</u>	<u>(10,112)</u>	<u>303</u>	<u>-</u>	<u>4,982</u>

Charity	At 1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Unrealised Investment Gains £'000	Transfer Between Funds £'000	At 31 March 2022 £'000
General Funds	3,109	10,161	(9,934)	303	41	3,680
Fixed Assets Fund	1,343	-	-	-	(41)	1,302
	<u>4,452</u>	<u>10,161</u>	<u>(9,934)</u>	<u>303</u>	<u>-</u>	<u>4,982</u>

17 Analysis of net assets between funds

Fund balances at 31 March 2022 are represented by:

Unrestricted Funds:				
Group	General Funds £'000	Fixed Asset Fund £'000	Restricted Funds £'000	2022 Total £'000
Fixed assets	-	1,302	-	1,302
Investment assets	3,789	-	-	3,789
Net current assets / (liabilities)	(109)	-	159	50
Total net assets	<u>3,680</u>	<u>1,302</u>	<u>159</u>	<u>5,141</u>

Unrestricted Funds:				
Charity	General Funds £'000	Fixed Asset Fund £'000	Restricted Funds £'000	2022 Total £'000
Fixed assets	-	1,302	-	1,302
Investment assets	3,789	-	-	3,789
Net current assets / (liabilities)	(109)	-	159	50
Total net assets	<u>3,680</u>	<u>1,302</u>	<u>159</u>	<u>5,141</u>

Notes to the financial statements (continued)

18 Taxation

The National Childbirth Trust is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. Each year subsidiary companies, which do not have charitable status, may Gift Aid any taxable profits to The National Childbirth Trust. The charity and group is not able to reclaim all VAT suffered on expenditure due to the partial exemption regulations.

19 Operating lease commitments

At 31 March 2022 the group's future minimum operating lease payments were as follows:

	Group		Charity	
	2022	2021	2022	2021
	31 March	31 March	31 March	31 March
	£'000	£'000	£'000	£'000
Expire				
Within one year	5	-	5	-
Between one and five years	-	-	-	-
	-	-	-	-

20 Financial Instruments

The financial statements include the following in respect of items held at fair value at the balance sheet date

	Group		Charity	
	2022	2021	2022	2021
	31 March	31 March	31 March	31 March
	£'000	£'000	£'000	£'000
Financial assets measured at fair value through profit and loss	3,702	3,332	3,702	3,332

21 Related party transactions

NCT Trading Limited is a subsidiary of The National Childbirth Trust and its shares are 100% controlled within the group.

During the year the National Childbirth Trust purchased services from NCT Trading of £7k (2021: £7k) on normal commercial terms. The National Childbirth Trust supplied services to NCT Trading of £15k (2021: £16k).

At the 31 March 2022 NCT Trading Limited owed The National Childbirth Trust £32k (2021: £40k).

No members of the Board of Trustees (2021: Nil) had a beneficial interest in contracts with the charity. No member of the board (2021: Nil) had a beneficial interest in a contract with a wholly owned subsidiary of The National Childbirth Trust during the period. At the date of signing the accounts, one (2021: no) trustee were also Directors of NCT Trading Limited.

There are no other related party transactions to disclose other than set out elsewhere in these accounts, including in Note 9.

Reference and administrative information

Charity Registrations:

The National Childbirth Trust ('NCT')
 Company Registration: 2370573 (England & Wales)
 Registered Charity: 801395
 Charity Registered in Scotland: SC041592
 VAT: GB 115 0789 24

Registered Office:

Brunel House
 11 The Promenade
 Clifton Down
 Bristol
 BS8 3NG

Board of Trustees who are also directors under Company Law at the date of this report are:

Charles Richardson (Hon. Treasurer)
 Chi Evi-Parker
 David Shanks
 Elaine Lambe
 Ema Ojiako (Hon. Secretary)
 Franciane Husbands-Chevot
 Peter Brown
 Sarah Brown (Vice Chair)
 Sherry Bevan (President)
 Stephanie Maurel (Chair)
 Zoe Stewart-Field

Directors Group who are not directors for the purposes of Company Law at the date of this report are:

Angela McConville, Chief Executive
 Michael Barnett, Director of Finance and Planning
 Tina Benson, Interim Director of Course Income and Operations
 Emma Cutler, Interim Director of Impact and Engagement
 Natasha Simpson, Director of People, Education and Inclusion

Company Secretary

Michael Barnett

Auditor:

Moore Kingston Smith LLP
 9 Appold Street
 London
 EC2A 2AP

Bankers:

Lloyds Bank plc.
 39 Threadneedle Street
 London
 EC2R 8AU

Investment Advisors:

Rathbone Brothers PLC
 8 Finsbury Circus
 London
 EC2M 7AZ

Solicitors:

Bates Wells & Braithwaite London LLP
 10 Queen Street Place
 London
 EC4R 1BE

Kemp Little
 Cheapside House
 138 Cheapside
 London
 EC2V 6BJ

Subsidiaries:

First 1,000 Days Foundation (limited by guarantee, dormant)
 NCT Trading Limited
 NCT (Maternity Sales) Limited (dormant)
 NCT Publishing Limited (dormant)

