

COMPANY REGISTRATION NUMBER 03709549

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
31 MARCH 2011**

Charity Number 1075104

**ELLIOTT BUNKER LIMITED**  
Chartered Accountants & Statutory Auditor  
3-8 Redcliffe Parade West  
Redcliffe  
Bristol  
BS1 6SP

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2011**

---

<b>CONTENTS</b>	<b>PAGE</b>
Trustees Annual Report	<b>1</b>
Independent auditor's report to the members	<b>9</b>
Statement of financial activities (incorporating the income and expenditure account)	<b>11</b>
Balance sheet	<b>12</b>
Notes to the financial statements	<b>13</b>

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2011

---

The trustees, who are also directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2011.

### REFERENCE AND ADMINISTRATIVE DETAILS

<b>Registered charity name</b>	The Fatherhood Institute
<b>Charity registration number</b>	1075104
<b>Company registration number</b>	03709549

<b>Registered office</b>	Unit 1 Warren Courtyard Savernake Marlborough Wiltshire SN8 3UU
--------------------------	---

### THE TRUSTEES

The trustees who served the charity during the period were as follows:

Carolyn Unsted	
Melvyn Davis	(Resigned July 2010)
Nick Teunon	(Resigned March 2011)
Jolyon Maugham	
Mark Bunting	
Dr Judith Dunn	
James Spackman	
Adam Lent	(Appointed 29 October 2010)
Martin Field	(Appointed 29 October 2010)

<b>Secretary</b>	Rob Williams
------------------	--------------

<b>Chief executive officer</b>	Rob Williams
--------------------------------	--------------

<b>Auditor</b>	Elliott Bunker Limited Chartered Accountants & Statutory Auditor 3-8 Redcliffe Parade West Redcliffe Bristol BS1 6SP
----------------	--

<b>Bankers</b>	The Co-operative Bank PO Box 101 1 Balloon Street Manchester M60 4EP
----------------	--

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

**YEAR ENDED 31 MARCH 2011**

---

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

The Fatherhood Institute is a registered charity and a company limited by guarantee. The constitutional documents are the memorandum and articles of association.

The Trustees of the Charity are also Directors of the Company.

The charity operates with a board of trustees that meet at least quarterly. Trustees have overall responsibility for financial management, organisation and compliance with the purposes of the charity. However this responsibility is devolved on a day to day basis to the Chief Executive. The Chief Executive reports to the trustees at each meeting.

### **PUBLIC BENEFIT**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives.

There is now a significant body of evidence which shows that children whose fathers have been highly involved in their care are more likely to have (amongst other benefits) better friendships, fewer behaviour problems, lower criminality and substance abuse, higher educational achievement, greater capacity for empathy, more satisfying adult sexual partnerships, higher self-esteem and life-satisfaction. The public benefit from our work comes from collating this research, making sure that parents, professionals and policy makers are aware of the benefits of involved fatherhood, and training those working with parents to achieve a higher level of involvement from fathers in caring for their children.

### **OBJECTIVES AND ACTIVITIES**

The company is a charity with the following objects:

- to promote the protection and preservation of mental health amongst parents, in particular fathers:
- to promote the good health of children, both mental and physical, through enhancing understanding of the role of fathers in fulfilling the developmental and emotional needs of children, and by promoting the acquisition by fathers of specific skills and knowledge that foster competent and nurture parenting:
- to advance public education in and promote research into the psychological, social, economic or other influences on parents, in particular fathers, and to publish useful results of such research:
- to assist in relieving fathers in families from mental distress or emotional difficulties, and in educating professionals workers and volunteers on appropriate forms of advice and support for fathers.

### **ACHIEVEMENTS AND PERFORMANCE**

The activities in this financial year were:

#### *Collating the Research*

With support from the Department for Education we have updated significant sections of our compendium of research called 'Costs and Benefits of Involved Fatherhood' and released updated sections as briefings on particular issues including

- Fathers and Mental Health
- Fathers, Mothers, Work and Family
- Fathers and Education
- The business case for paternity leave

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2011

---

We also carried out a major research project collecting information on how policies and practices enable equal parenting in different developed economies. The Fairness in Families Index was published in December 2010, showing that the environment within which couples negotiate their parenting roles differs greatly between countries and that the UK has a particularly unsupportive framework when it comes to men and women having the freedom to choose how to share breadwinning and childcare roles. The report received widespread media coverage and was very well received amongst policy makers and academics in the field. It also formed the basis for a round of meetings with Ministers and a platform on which to base future shared working with other organisations, particularly women's groups.

*Making sure that parents, professionals and policy makers are aware of the benefits of involved fatherhood*

We used our research and evidence base to inform a number of discussions with government during the year.

We submitted evidence based papers to numerous official thought processes including

- The Family Justice Review
- The DWP proposals to reform the Child Support Agency
- The Graham Allen Review of Early Intervention
- The Frank Field Review of child poverty
- The Eileen Munro review of social work practice in child protection
- The No.10 Behavioural Insight Unit

As well as submitting briefing papers and policy recommendations we promote the case for measures to support involved fatherhood by meeting with Ministers and Officials and we organise policy processes which allow the evidence to be properly aired and discussed. For example, we hosted a roundtable meeting for Professor Eileen Munro and her team to highlight the need for child protection practitioners to engage with the men around a child at risk as well as with the mother. Whilst fathers, father figures and other males close to the child can often present risks which need to be addressed, men, and particularly fathers, may present resources to the child which can be used to stabilise and improve a child's situation. The roundtable had a significant impact on the content of Professor Munro's final report, which incorporated much of what the Institute's had suggested around the need to engage with the men around children at risk.

We continue to work with the Employers for Fathers group to promote the development of father friendly practices in the work place. We spoke at their main launch event in 2010 and supplied evidence and briefings to develop the business case for measures to support fathers work life balance.

In July 2010 we formed a partnership with several charities to work together to change the legislative framework for leave. The Parental Leave Coalition consists of

- The Fatherhood Institute
- The Fawcett Society
- The TUC
- Family Lives and
- The Family and Parenting Institute

This year we have worked together in various combinations to promote the business case for more paternity leave and a more flexible approach to parental leave. We met with Ed Davey, Minister for Employment, in December 2011 to encourage him to promote radical changes to how leave is offered to parents around the birth

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2011

---

of their children. By the end of March 2011 it seemed clear that the Department for Business Innovation and Skills would put forward some important proposals for reform of the leave system, and these ideas were finally launched in a document called 'Modern Workplaces' on May 16<sup>th</sup> by Vince Cable and Teresa May. The proposals allow for a four week reserved period of parental leave for fathers and a further thirty weeks of parental leave which can be taken by other parent at any time in the first year of the child's life. The leave would be flexible – both parents would be able to take time off at the same time if they chose to do that, and they could also extend the period of time over which the leave was used by opting to take the leave on a part time basis. These proposals are for a system of leave which would remove much of the gender bias of the current system and give families a real choice about who should stay at home and care for their children.

We would like to see more of the leave available to the father being paid and at a rate close to salary replacement. However, we are pleased with the shape of the current proposals and will talk to government over the next two years to encourage them to provide the financial support many families will need in order to enable the father to take a significant amount of time out of work to care for their young baby.

*Training those working with parents to achieve a higher level of involvement from fathers in caring for their children and*

Cuts to local authority and government budgets created a difficult environment in which to engage local practitioners in change and training processes designed to increase their engagement with fathers. We found many local authorities unable to commit to purchasing our training services and even in one case found that the team we had been hired to train were all going to be made redundant with a few weeks of the end of the training course. Nevertheless, we continue to see the Institute's investment in the provision of training as being an important route to the achievement of our strategic objectives and, in time, once again a significant contributor to the Institute's financial stability.

We introduced two significant new training strands in the year. The first is a course called Staying Connected which helps non-resident fathers cope with the pressures of parenting away from their child's main residence. Staying Connected was delivered four times to employees of large companies in the UK and evaluated extremely well. We plan to further develop the model in 2011 with support from DfE and to introduce the training to children's centres as well as adapt it for use with both men and women.

We also created a training programme called the Dad Factor which is aimed at supported schools to engage with fathers and help them to have a positive impact on their children's attainment. The course was developed partly with the support of DfE funding and includes a DVD based manual, launched just before the end of the financial year at a special one day conference we organised for schools.

By the end of the year we had delivered a total of 51 training contracts including 16 Hit the Ground Crawling contracts and a special master class in Holland.

We also provided audit and consultancy services to eleven clients during year including a project to help the NHS thalassaemia screening programme increase screening take up rates amongst fathers who they want to test for the genes which cause thalassaemia and sickle cell disease.

The training and consultancy work carried out by the Institute this year and in previous years amounts to a major piece of work to change the way in which services engage with fathers and increase their impact on involved fatherhood.

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2011

#### *Supporting fathers to develop and maintain an involved relationship with their children*

This year we provided 520,000 new fathers with a guide to the challenges that lay ahead. In partnership with Bounty, who provided free distribution in their Bounty packs, and with funding from the DCSF, we published the New Dad's Guide, a 12 page booklet covering the rights and responsibilities of fathers, how to support breastfeeding, how to look after a baby, and how to keep their relationship as healthy as possible during the stress of new parenthood. Responses to the New Dad's Guide were evaluated and positive. A survey of a sample of 741 mothers who received the Bounty Newborn Essentials pack during spring 2010 found that:

- 40% of mothers recalled the *Guide for New Dads*
- 65% of these said their child's father had read it (in 20% of cases the father alone had read it, in 45% the mother and father had both read it)
- 58% said it was 'good to receive something for dads'.
- 

Respondents marked the content of the guide 4 or 5 on a scale where 5=very useful and 0= not at all useful, as follows:

Section	Useful or very useful
Advice on dads' role in supporting the family health	69%
Information about dad's importance	66%
Ideas on infant communication	64%
Legal/financial/workplace rights information	61%
Information about relationship support organisations	53%

We can estimate that of the 620,000 mums receiving the Bounty Newborn Essentials pack, 248,000 will recall the *Guide for New Dads* and that, based on their testimonies, 161,000 fathers (65%) read it.

One father emailed us to say this '*Just to say that I read through the material that was in the Bounty Pack delivered to us following the birth of our child. Really impressed with both the content and the design - nice to see something for fathers as so often it is just for the mums! Really good advice.*'

In June 2010 we ran the first ever Fathers Story Week, which was a week long programme of activities for schools, involving fathers in their young children's education in the run up to Fathers Day. To underpin the project we developed a website with activity packs and lessons plans for primary schools. We were surprised both by the numbers of organisations who registered to take part (over 2,000) but also by the range. Although

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2011

---

the project was aimed at primary schools we found that nurseries, pre schools, libraries, and even prisons were keen to get involved. The results were impressive. Over 90% of fathers we surveyed said that they thought the project was very good and that they would like to take part again. Schools were also very positive. One primary School in Harrow found 128 fathers turning up on their first ever fathers assembly as part of their Fathers Story Week project. Nurseries also found the project worked well for them. A nursery in Lutterworth gave us this feedback:

*'We have had some fabulous 'dads in a box ' bought in by the children, even shy children have been confident and proud to tell us all about their boxes during circle time. One child even bought his Dad in a policemen uniform to give the children a talk on stranger danger. The children have been taking books home to read with daddy for bedtime stories, and on Friday well what a grand finale to our week, we had 6 Dads who arrived to join us for our fun aeroplane session'*

During this year we also studied the work of groups which have a track record of bringing fathers together to provide activities for their children. We believe that this is a useful way for fathers to build their own networks of support in the local area and a positive way for them to help expand their children's horizons. By the end of the year we had collecting this learning together in a series of activity packs for fathers and a guide on how to set up a local fathers group.

#### **FINANCIAL REVIEW**

The gross incoming resources for the year amounted to £728,100 of which £434,500 had to be used on restricted projects. General reserves decreased to £14,174.

#### **RESERVES POLICY**

The unrestricted reserves at the Balance Sheet date amounted to £14,174.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs. At 31 March 2011 this sum was £52,000. The charity is not currently within its reserves policy, steps are being taken to rectify the situation.

The resources of the charity are such that it does not currently require an investment policy.

#### **RISK REVIEW**

Procedures are in place for risk management which were developed early in the organisation's life. The plan has been to diversify income over a three year period, tapping into more corporate sponsorship and commercial income, and away from dependence on the original funders of the charity (Government and a small number of foundations). Internally, financial risks are managed by the authorisation of a Trustee of payments over £10,000. Detailed activity and financial reports are submitted to funders in relation to every grant and donation. Procedures are reviewed annually to ensure that they still meet the needs of the charity.



# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

---

### PLANS FOR FUTURE PERIODS

According to our long term strategy for change we continue to focus on the four key areas of work, services, family life and culture change.

We are funded by the Department for Education for two years to import a training course called Family Foundations from the United States, where it has proved successful in helping couple through the transition to parenthood and has achieved a dramatic improvement in parenting skills and in relationship satisfaction, thus reducing the risk of couple separation during the early years of a baby's life. Family Foundations takes both mothers and fathers through 7 sessions of group learning about how to share their parenting and achieve a real parenting partnership. Sessions take place both before and after the birth of the child.

We are also funded by DfE to work with 6 local authorities to transform the way they engage with men around children at risk, identifying men who pose a threat to the child and also identifying fathers and other significant males who might be helpful resources for the child and provide protection from abuse.

We are partners in three other projects funded by DfE over the next two years.

We continue our efforts to diversify our funding base, working with potential corporate partners to sponsor projects which will reach large numbers of fathers including Fathers Story Week and the New Dad's Guide.

We will develop our training courses to schools and also increase the number of employers who contract with us to provide training and support to the fathers on their payroll.

### RESPONSIBILITIES OF THE TRUSTEES

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 operation.

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT** *(continued)*

**YEAR ENDED 31 MARCH 2011**

---

**RESPONSIBILITIES OF THE TRUSTEES** *(continued)*

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. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

**AUDITOR**

Elliott Bunker Limited are deemed to be re-appointed under section 487(2) of the Companies Act 2006.

**SMALL COMPANY PROVISIONS**

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Registered office:  
Unit 1 Warren Courtyard  
Savernake  
Marlborough  
Wiltshire  
SN8 3UU

Signed by order of the trustees



ROB WILLIAMS  
Charity Secretary

29 November 2011

# **THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FATHERHOOD INSTITUTE**

**YEAR ENDED 31 MARCH 2011**

---

We have audited the financial statements of The Fatherhood Institute for the year ended 31 March 2011 on pages 11 to 18, which have been prepared on the basis of the accounting policies set out on pages 13 to 14.

This report is made solely to the company's members, as a body, in accordance with sections 495 and 496 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS**

The responsibilities of the trustees (who also act as directors of The Fatherhood Institute for the purposes of company law) for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Responsibilities of the Trustees on pages 7 to 8.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in the Trustees Annual Report is consistent with those financial statements.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

We read the Trustees Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

### **BASIS OF AUDIT OPINION**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FATHERHOOD  
INSTITUTE *(continued)***

**YEAR ENDED 31 MARCH 2011**

---

**OPINION**

In our opinion:

- the financial statements give a true and fair view of the state of the charity's affairs as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been prepared in accordance with the Companies Act 2006; and
- the information given in the Trustees Annual Report is consistent with the financial statements.

3-8 Redcliffe Parade West  
Redcliffe  
Bristol  
BS1 6SP

29 November 2011

PAUL CRIDLAND BSc FCA  
(Senior Statutory Auditor)  
For and on behalf of  
ELLIOTTBUNKER LIMITED  
Chartered Accountants  
& Statutory Auditor

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND  
EXPENDITURE ACCOUNT)**

**YEAR ENDED 31 MARCH 2011**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generating funds:					
Voluntary income	2	6,057	434,500	440,557	764,681
Activities for generating funds	3	287,294	–	287,294	296,835
Investment income	4	249	–	249	497
<b>TOTAL INCOMING RESOURCES</b>		<u>293,600</u>	<u>434,500</u>	<u>728,100</u>	<u>1,062,013</u>
<b>RESOURCES EXPENDED</b>					
Charitable activities	5/6	(387,833)	(436,240)	(824,073)	(1,101,088)
Governance costs	7	(4,016)	–	(4,016)	(4,663)
<b>TOTAL RESOURCES EXPENDED</b>		<u>(391,849)</u>	<u>(436,240)</u>	<u>(828,089)</u>	<u>(1,105,751)</u>
<b>NET OUTGOING RESOURCES FOR THE YEAR/NET EXPENDITURE FOR THE YEAR</b>					
	8	(98,249)	(1,740)	(99,989)	(43,738)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>112,423</u>	<u>1,740</u>	<u>114,163</u>	<u>157,901</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>14,174</u>	<u>–</u>	<u>14,174</u>	<u>114,163</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**BALANCE SHEET**

**31 MARCH 2011**

	Note	2011 £	2010 £
<b>CURRENT ASSETS</b>			
Debtors	10	51,329	126,225
Cash at bank		16,600	192,256
		<u>67,929</u>	<u>318,481</u>
<b>CREDITORS: Amounts falling due within one year</b>	11	<b>(53,755)</b>	<b>(204,318)</b>
<b>NET CURRENT ASSETS</b>		<b>14,174</b>	<b>114,163</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u><b>14,174</b></u>	<u><b>114,163</b></u>
<b>NET ASSETS</b>		<u><b>14,174</b></u>	<u><b>114,163</b></u>
<b>FUNDS</b>			
Restricted income funds	13	–	1,740
Unrestricted income funds	14	14,174	112,423
<b>TOTAL FUNDS</b>		<u><b>14,174</b></u>	<u><b>114,163</b></u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Director and Trustee on the 29 November 2011 and are signed on their behalf by:



.....  
JOLYON MAUGHAM  
Trustee

Company Registration Number: 03709549

# THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

---

### 1. ACCOUNTING POLICIES

#### **Basis of accounting**

The financial statements have been prepared under the historical cost convention and in accordance with applicable United Kingdom accounting standards, the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in March 2005 (SORP 2005) and the Companies Act 2006.

In common with many other charities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

#### **Cash flow statement**

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.

#### **Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Voluntary income is received by way of donations and grants and is included in full in the statement of financial activities when receivable. Where grants are awarded to cover a number of years they are recognised in the year of receipt and any balance carried forward at the year end to fund future years activities will be treated as restricted as appropriate.

Incoming resources from charitable activities is mainly consultancy and publications and is included in the year in which it is receivable.

Investment income is included when receivable.

#### **Charitable trading**

The total turnover of the charity for the year has been derived from its activities wholly undertaken in the UK.

#### **Restricted funds**

Incoming resources in the form of grants and project income are treated as restricted on the basis that they have been received for specific purposes as laid down by the donor. Expenditure that meets these criteria is identified to the fund, together with a fair allocation of salaries and overhead costs. Where projects are substantially funded from restricted income, any surplus funding will be carried forward as a restricted fund.

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2011**

---

**1. ACCOUNTING POLICIES** *(continued)*

**Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

**Fixed assets**

All fixed assets are initially recorded at cost.

**Pension costs**

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the statement of financial activities.

**Going concern**

The trustees/directors have prepared an income and expenditure forecast for the charity and on the basis of this information and following discussions with actual and potential funders, the trustees/directors are confident that expenditure will not significantly exceed income for the foreseeable future. Accordingly, the trustees/directors consider it appropriate to prepare these financial statements on the going concern basis. However, given the nature of the future income streams, which are dependent on on a number of factors, there can be no certainty in relation to these matters.

The financial statements therefore do not include any adjustments that would be required if sufficient income were not to be received.

**2. VOLUNTARY INCOME**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds 2011 £</b>	<b>Total Funds 2010 £</b>
<b>Donations</b>				
Donations	6,057	–	6,057	21,188
	<hr/>		<hr/>	<hr/>
Balance carried forward	6,057		6,057	21,188



**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2011**

**2. VOLUNTARY INCOME** *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Balance brought forward	6,057		6,057	21,188
<b>Grants receivable</b>				
Children, Young People & Families (CYPF) grant	–	430,000	430,000	617,850
DSCF	–	–	–	40,100
Children in Scotland	–	–	–	1,000
NIACE	–	4,500	4,500	84,543
	<u>6,057</u>	<u>434,500</u>	<u>440,557</u>	<u>764,681</u>

**3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS**

	Unrestricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Consultancy	208,575	208,575	188,849
Publications	78,719	78,719	107,986
	<u>287,294</u>	<u>287,294</u>	<u>296,835</u>

**4. INVESTMENT INCOME**

	Unrestricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Bank interest receivable	249	249	497

**5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Wages and salaries	120,487	281,146	401,633	347,313
Employer's NIC	12,498	29,161	41,659	37,076
Pension costs	6,759	15,770	22,529	20,468
Rent and rates	7,812	–	7,812	4,346
Motor and travel costs	23,420	12,524	35,944	32,521
Accountancy fees	26,069	13,369	39,438	26,991
Consultancy fees	47,020	2,700	49,720	54,691
Project expenses	85,996	19,871	105,867	350,929
Administration costs	50,507	61,699	112,206	216,143
Sundry expenses	2,462	–	2,462	3,817

Balance carried forward

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2011**

**5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE** *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Balance brought forward				
Recruitment & training costs	4,803	–	4,803	6,793
	<u>387,833</u>	<u>436,240</u>	<u>824,073</u>	<u>1,101,088</u>

**6. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

	Activities undertaken directly £	Total Funds 2011 £	Total Funds 2010 £
Wages and salaries	401,633	401,633	347,313
Employer's NIC	41,659	41,659	37,076
Pension costs	22,528	22,528	20,468
Rent and rates	7,812	7,812	4,346
Motor and travel costs	35,944	35,944	32,521
Accountancy fees	39,437	39,437	26,991
Consultancy fees	49,720	49,720	54,691
Project expenses	105,867	105,867	350,929
Administration costs	112,207	112,207	216,143
Sundry expenses	2,462	2,462	3,817
Recruitment & training costs	4,803	4,803	6,793
	<u>824,072</u>	<u>824,072</u>	<u>1,101,088</u>

In the opinion of the trustees the charity only engages in one activity, that of promotion of health and well being, both physically and mentally of those involved in family life and assisting the education of support professionals and volunteers.

**7. GOVERNANCE COSTS**

	Unrestricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Audit fees	4,016	4,016	4,663

**8. NET OUTGOING RESOURCES FOR THE YEAR**

This is stated after charging:

	2011 £	2010 £
Staff pension contributions	22,528	20,468
Auditors' fees	<u>4,016</u>	<u>4,663</u>

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2011**

**9. STAFF COSTS AND EMOLUMENTS**

Total staff costs were as follows:

	2011	2010
	£	£
Wages and salaries	401,633	347,313
Social security costs	41,659	37,076
Other pension costs	22,528	20,468
	<u>465,820</u>	<u>404,857</u>

**Particulars of employees:**

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2011	2010
	No	No
Number of general staff	<u>13</u>	<u>10</u>

No employee received remuneration of more than £60,000 during the year (2010 - Nil).

**10. DEBTORS**

	2011	2010
	£	£
Trade debtors	44,096	62,018
Prepayments	7,233	64,207
	<u>51,329</u>	<u>126,225</u>

**11. CREDITORS: Amounts falling due within one year**

	2011	2010
	£	£
Trade creditors	15,588	105,965
PAYE and social security	9,280	12,039
VAT	6,172	11,816
Other creditors	13,319	3,865
Accruals	9,396	70,633
	<u>53,755</u>	<u>204,318</u>

**12. PENSIONS**

The company operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £22,528 (2010 - £20,468). At the year end £9,454 was outstanding, (2010 - £nil) this is included within other creditors.

**THE FATHERHOOD INSTITUTE  
COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2011**

**13. RESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2010	Incoming resources	Outgoing resources	Balance at 31 Mar 2011
	£	£	£	£
CYFP Grant	1,740	430,000	(431,740)	-
Transformation	-	4,500	(4,500)	-
	<u>1,740</u>	<u>434,500</u>	<u>(436,240)</u>	<u>-</u>

**CYFP Grant**

This fund is used to implement the Children's Plans commitment to including fathers.

**Transformation**

The funds were provided by NIACE and were used to provide relevant adult learning opportunities

**14. UNRESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2010	Incoming resources	Outgoing resources	Balance at 31 Mar 2011
	£	£	£	£
General Funds	<u>112,423</u>	<u>293,600</u>	<u>(391,849)</u>	<u>14,174</u>

**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Net current assets	Total
	£	£
Unrestricted Income Funds	<u>14,174</u>	<u>14,174</u>
<b>Total Funds</b>	<u>14,174</u>	<u>14,174</u>

**16. RELATED PARTY TRANSACTIONS**

No directors or trustees received payments for services or goods provided during the period (2010 - £nil). In addition no director or trustee was reimbursed any expenses during the year (2010 - £nil).

The company is not controlled by any one party.

**17. COMPANY LIMITED BY GUARANTEE**

The company is limited by guarantee. In the event of a winding up, each trustee is limited to pay £1 each. At 31 March 2011, the number of trustees was 9 (2010 - 7).