

COMPANY REGISTRATION NUMBER 03709549

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
31 MARCH 2010**

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 2010

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THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2010

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 2010.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name The Fatherhood Institute

Charity registration number 1075104

Company registration number 03709549

Registered office Standby House
Horsington Yard
Tiverton Place
Abergavenny
NP7 5PN

THE TRUSTEES

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

Carolyn Unsted	
Melvyn Davis	
Nick Teunon	
Jolyon Maugham	
James Spackman	
Mark Bunting	(Appointed 20 August 2009)
Dr Judith Dunn	(Appointed 25 August 2009)
Prof Michael E Lamb	(Retired 20 August 2009)
Lisa Harker	(Retired 1 April 2009)

Secretary Rob Williams

Chief executive officer Rob Williams

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

Bankers 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 2010

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.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2010

ACHIEVEMENTS AND PERFORMANCE

The activities in this financial year were:

Influencing policy for involved fatherhood

We achieved a number of significant policy and practice advances in this financial year. Our research and policy work continues to influence guidance in the field of families and children issued by central and local Government. We also saw significant progress in two legislative areas – parental leave and registration of births for non-married fathers.

The first of these was the Welfare Reform Bill, which contained provisions for Registrars to require mothers registering the birth of a child to provide details of the child's father, unless there was a reasonable fear of violence or abuse or other good reason to withhold the information. We had argued strongly for these measures which would ensure that most fathers would be included in birth certificates and would therefore acquire parental responsibility. We prepared a briefing paper on the benefits of fatherhood and how these would be available to more children if the Bill was passed. We also briefed [ministers and lead civil servants working on the Bill in person]. When these clauses looked like failing in the House of Lords we corresponded with, and worked with other agencies to brief members of the Upper Chamber on the safeguards to protect women in fear of violence or abuse. The Bill received Royal Assent before the end of the session.

The second legislative change was the introduction of transferability for maternity leave entitlement. An increase in the amount of leave available for fathers in the first year of their baby's life has been, perhaps, the major area of legislative change for which the Institute has been working since its inception. It is impossible to form a view as to the extent to which our activities sparked the then government's announcement of plans to make 26 weeks of 'maternity' leave transferrable to fathers. However, we know that the work we have done to brief Ministers, work with other charities and professionals in the field, and raise awareness of the importance of men taking leave to care for their new babies has been a significant part of the growing interest in policy circles in supporting men to be fathers.

As well as legislative changes we measure our progress by looking at what guidance is issued by government to public services and others about the importance of fathers. To that end we played a central role in the 'Think Fathers' campaign, launched by the Department of Children, Schools and Families, which sought to encourage those working with families to consider how to recognise and promote paternal engagement in their service provision. At the end of the campaign we agreed to take responsibility for disseminating the principles of the campaign more widely throughout family and children's services to which end we have developed a website and a quality test to help practitioners become truly father inclusive. By the end of March 2010 we had over one thousand practitioners registered as 'Think Fathers Champions' within their employer organisations.

We worked closely with government departments to ensure that government policy succeeded both in addressing fathers and influencing their behaviour. We had particularly detailed input into the new guidance on teenage pregnancy produced by the DCSF. The final version of this guidance 'Getting Maternity Services Right for Teenage Mothers and Young Fathers' offers a good example of how our research evidence and work with policy makers leads to national change in how services are delivered. Our research evidence and policy was evident in many other policy and guidance papers issued this year which identified the importance of fathers to children's outcomes, including:

- Healthy lives, brighter futures: the strategy for children and young people's health (DCSF, DH, 2009)
- Support for All (Green Paper on families) (DCSF, 2010)

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2010

ACHIEVEMENTS AND PERFORMANCE *(continued)*

- Teenage Pregnancy Strategy: beyond 2010 (DCSF, DH, 2010)
- Maternity and Early Years: making a good start to family life (DH, DCSF, 2010)
- Parenting and Family Support: guidance for Local Authorities in England (DCSF, 2010)

Helping Services to be father inclusive

We continued to develop our training and consultancy services, with Hit the Ground Crawling still proving a popular programme. We commissioned an external evaluation of the first wave of Hit the Ground Crawling training courses which confirmed the programme's efficacy in increasing levels of confidence across a wide range of relationship and parenting issues.

Our training courses in the public and private sectors continue to receive positive feedback: over 80% of course attendees consider our training sessions either 'very good' or 'excellent'. These sessions can have profound impacts on participants. As one observed 'I have realised that one of the most important things I can do as a midwife is tell fathers how important they are if I go away now and take away that awareness it will change my practice radically'.

As well as training practitioners on how to involve fathers in their services, we work at a more strategic level with local authorities to review how fathers are engaged in all of their relevant services. These audit processes result in action plans and policies for including fathers across the whole spectrum of local authority engagement with fathers.

In October 2009 we published a major review of how effectively parenting skills training programmes worked with fathers. The review identified, startlingly, that there were no credible evaluations of paternal engagement in such programmes. Providers generally assumed that it was sufficient to engage the mother in the programme on the basis that she would then inform the father about what she had been learning. The report received considerable attention from media and policy makers.

We worked with a number of schools in Harlow on a pilot programme designed to get fathers and children working together on an animation project. The children involved in this project were selected because they were falling behind in their school work – only 15% hit expectations of achievement against national curriculum targets. Measured post-programme, this figure had risen to 73%. We are looking at these results more closely to see how much of this dramatic increase can be attributed to increased levels of engagement by fathers in the educational attainment of their children. However the results are consistent with other studies which demonstrate a strong relationship between paternal engagement and the achievement by children of their academic potential.

Projects which involve fathers directly

This year we embarked on two projects designed to involve large numbers of fathers as well as the practitioners who work with them. In January 2010 we wrote and published a New Guide for Dads, which was distributed free of charge by Bounty, through the pack given to mothers recovering from labour and childbirth. During 2010 620,000 fathers will receive this guide. Bounty helped us to evaluate the impact of the guide through questionnaires given to mothers several months after they received the bounty pack. 40% of mothers remembered the New Guide for Dads of whom 65% said that their partners had read the guide. All sections of the guide were described by a majority of mothers who had read it as either helpful or very helpful. The most popular section was one explaining the ways in which a father's engagement can have a positive impact on his children. We are working with Bounty to secure a mechanism for evaluating fathers' own responses to the Guide when it is next distributed.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2010

GRANTS

During the year the charity made a number of significant grants to other charitable organisations, these were made in the furtherance of the objectives of the Fatherhood Institute, a summary of these grants is set out below.

	2010 £
Kids in the Middle	47,375
Family Info	10,000
One Plus One	19,500

FINANCIAL REVIEW

The gross incoming resources for the year amounted to £1,062,013 of which £743,493 had to be used on restricted projects. General reserves increased to £112,423.

RESERVES POLICY

The unrestricted reserves at the Balance Sheet date amounted to £112,423.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs after writing off the value of fixed assets. At 31 March 2010 this sum was £52,000. The charity is currently within its reserves policy.

The charity is not currently in a position to have an investment policy.

RISK REVIEW

The risk management procedures in place are those which were developed early in the Institute's life. However, the Institute is working to diversify its sources of income by attracting more corporate sponsorship and commercial income, and decreasing reliance on those who were 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.

PLANS FOR FUTURE PERIODS

During this financial year we reviewed our long term strategic aim and developed a five year plan which will focus on achieving change in four key areas:

Work
Family life
Services for fathers and mothers and,
Cultural change around fatherhood

We will continue to lead in the UK on compiling and communicating the evidence on father's actual or potential impact on their children and we will continue to offer comprehensive training and support to service providers who want to increase the numbers of fathers who come to them for help.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2010

PLANS FOR FUTURE PERIODS *(continued)*

However, the plan will also take us in a number of new directions. A key theme in the longer term strategy is to do more work which engages directly with fathers and mothers and to develop a wider supporter base which will enable us to diversify our funding and income streams. Our main aims for the financial year 2010/11 are to

- Develop a strong offering for fathers – not just for those professionals and policy makers who work in the field
- Work with fathers to increase their engagement in the community working alongside their children
- Recruit our first body of individual supporters
- Develop training and consultancy services for employers in the private and public sector
- Develop training support programmes for schools
- Build on the initial success of Fathers' Story Week and increase the numbers of schools taking part
- Publish ground breaking comparative research on the extent to which different developed economies achieve equal parenting
- Work with partner organisations to campaign for changes to the maternity, paternity and parental leave systems

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 judgments 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 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.

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2010

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:
Standby House
Horsington Yard
Tiverton Place
Abergavenny
NP7 5PN

Signed by order of the trustees



ROB WILLIAMS
Charity Secretary

3 December 2010

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

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

YEAR ENDED 31 MARCH 2010

We have audited the financial statements of The Fatherhood Institute for the year ended 31 March 2010 on pages 10 to 18, which have been prepared on the basis of the accounting policies set out on pages 12 to 13.

This report is made solely to the company's members, as a body, in accordance with Section 495 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 THE 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) are set out in the Statement of Responsibilities of the Trustees on page 6.

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 and are properly prepared in accordance with the Companies Act 2006, and whether the information given in the Trustees Annual Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding remuneration of the trustees and other transactions is not disclosed.

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 charitable company'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**

YEAR ENDED 31 MARCH 2010

OPINION

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the charitable company's affairs as at 31 March 2010 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 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

3 December 2010

PAUL CRIDLAND
(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 2010

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	£
INCOMING RESOURCES					
Incoming resources from generating funds:					
Voluntary income	2	21,188	743,493	764,681	523,307
Activities for generating funds	3	296,835	—	296,835	354,478
Investment income	4	497	—	497	8,146
TOTAL INCOMING RESOURCES		318,520	743,493	1,062,013	885,931
RESOURCES EXPENDED					
Charitable activities	5/6	(299,101)	(801,988)	(1,101,089)	(805,465)
Governance costs	7	(4,662)	—	(4,662)	(24,851)
TOTAL RESOURCES EXPENDED		(303,763)	(801,988)	(1,105,751)	(830,316)
NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR/NET (EXPENDITURE)/INCOME FOR THE YEAR					
	8	14,757	(58,495)	(43,738)	55,615
RECONCILIATION OF FUNDS					
Total funds brought forward		97,666	60,235	157,901	102,286
TOTAL FUNDS CARRIED FORWARD		112,423	1,740	114,163	157,901

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 2010

	Note	2010 £	2009 £
CURRENT ASSETS			
Debtors	10	126,225	200,508
Investments	11	–	3,000
Cash at bank		<u>192,256</u>	<u>183,043</u>
		318,481	386,551
CREDITORS: Amounts falling due within one year	12	<u>(204,318)</u>	<u>(228,650)</u>
NET CURRENT ASSETS		<u>114,163</u>	157,901
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>114,163</u>	<u>157,901</u>
NET ASSETS		<u>114,163</u>	<u>157,901</u>
FUNDS			
Restricted income funds	14	1,740	60,235
Unrestricted income funds	15	<u>112,423</u>	<u>97,666</u>
TOTAL FUNDS		<u>114,163</u>	<u>157,901</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 3 December 2010 and are signed on their behalf by:



.....
JOLYON MAUGHAM
Director and Trustee

Company Number 03709549

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2010

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 2010

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.

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
Donations				
Donations	21,188	–	21,188	1,005
Grants receivable				
Children, Young People & Families (CYPF) grant	–	617,850	617,850	521,052
DSCF	–	40,100	40,100	–
Children in Scotland	–	1,000	1,000	–
NIACE	–	84,543	84,543	–
Other grants	–	–	–	1,250
	<u>21,188</u>	<u>743,493</u>	<u>764,681</u>	<u>523,307</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2010

3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds £	Total Funds 2010 £	Total Funds 2009 £
Consultancy	188,849	188,849	263,406
Publications	107,986	107,986	72,246
Other income	—	—	18,826
	<u>296,835</u>	<u>296,835</u>	<u>354,478</u>

4. INVESTMENT INCOME

	Unrestricted Funds £	Total Funds 2010 £	Total Funds 2009 £
Bank interest receivable	497	497	3,770
Other interest receivable	—	—	4,376
	<u>497</u>	<u>497</u>	<u>8,146</u>

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
Wages and salaries	40,601	306,712	347,313	275,117
Employer's NIC	4,344	32,732	37,076	30,052
Pension costs	6,819	13,649	20,468	20,538
Rent and rates	2,346	2,000	4,346	6,149
Motor and travel costs	16,821	15,700	32,521	35,828
Accountancy fees	18,741	8,250	26,991	27,970
Consultancy fees	48,775	5,916	54,691	63,721
Project expenses	20,464	330,465	350,929	183,702
Administration costs	137,162	78,981	216,143	146,645
Sundry expenses	2,624	1,193	3,817	3,357
Recruitment costs	404	6,390	6,794	12,386
	<u>299,101</u>	<u>801,988</u>	<u>1,101,089</u>	<u>805,465</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2010

6. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Activities undertaken directly	Total Funds 2010	Total Funds 2009
	£	£	£
Wages and salaries	347,313	347,313	275,117
Employer's NIC	37,076	37,076	30,052
Pension costs	20,468	20,468	20,538
Rent and rates	4,346	4,346	6,149
Motor and travel costs	32,521	32,521	35,828
Accountancy fees	26,991	26,991	27,970
Consultancy fees	54,691	54,691	63,721
Project expenses	350,929	350,929	183,702
Administration costs	216,143	216,143	146,645
Sundry expenses	3,817	3,817	3,357
Recruitment costs	6,793	6,793	12,386
	<u>1,101,088</u>	<u>1,101,088</u>	<u>805,465</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 2010	Total Funds 2009
	£	£	£
Audit fees	4,662	4,662	3,500
Legal and professional fees	—	—	21,351
	<u>4,662</u>	<u>4,662</u>	<u>24,851</u>

8. NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2010	2009
	£	£
Staff pension contributions	20,468	20,538
Auditors' fees	<u>4,663</u>	<u>3,500</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2010

9. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2010	2009
	£	£
Wages and salaries	347,313	275,117
Social security costs	37,076	30,052
Other pension costs	20,468	20,538
	<u>404,857</u>	<u>325,707</u>

Particulars of employees:

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

	2010	2009
	No	No
Number of general staff	<u>10</u>	<u>6</u>

No employee received remuneration of more than £60,000 during the year (2009 - Nil).

10. DEBTORS

	2010	2009
	£	£
Trade debtors	62,018	179,953
Prepayments	64,207	20,555
	<u>126,225</u>	<u>200,508</u>

11. INVESTMENTS

	2010	2009
	£	£
Loan to DAD Info	<u>—</u>	<u>3,000</u>

12. CREDITORS: Amounts falling due within one year

	2010	2009
	£	£
Trade creditors	105,965	80,616
PAYE and social security	12,039	6,866
VAT	11,816	32,780
Other creditors	3,865	1,953
Accruals	70,633	106,435
	<u>204,318</u>	<u>228,650</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2010

13. 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 £20,468 (2009 - £20,538).

14. RESTRICTED INCOME FUNDS

	Balance at 1 Apr 2009 £	Incoming resources £	Outgoing resources £	Balance at 31 Mar 2010 £
Bounty	–	132,850	(132,850)	–
CYFP Grant	60,235	440,000	(498,495)	1,740
DCSF Website	–	45,000	(45,000)	–
Kids in the Middle	–	40,100	(40,100)	–
Transformation	–	84,543	(84,543)	–
Children in Scotland	–	1,000	(1,000)	–
	<u>60,235</u>	<u>743,493</u>	<u>(801,988)</u>	<u>1,740</u>

Bounty

This funding was used to provide information in the form of a guide booklet to new dads

CYFP Grant

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

DCSF Website

This funding was provided to set up and improve the organisations website.

Kids in the Middle

The funding received in this project was distributed and used to support another charitable organisation.

Transformation

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

Children in Scotland

This fund aimed to raise awareness of issues affecting children in their relationships with their fathers and to encourage all fathers to develop their fatherhood skills

15. UNRESTRICTED INCOME FUNDS

	Balance at 1 Apr 2009 £	Incoming resources £	Outgoing resources £	Balance at 31 Mar 2010 £
General Funds	<u>97,666</u>	<u>318,520</u>	<u>(303,763)</u>	<u>112,423</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2010

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Net current assets/ (liabilities) £	Total £
Restricted Income Funds:		
CYFP Grant	1,740	1,740
Unrestricted Income Funds	112,423	112,423
Total Funds	<u>114,163</u>	<u>114,163</u>

17. RELATED PARTY TRANSACTIONS

No directors or trustees received payments for services or goods provided during the period (2009 - £nil).
In addition no director or trustee was reimbursed any expenses during the year (2009 - £nil).

The company is not controlled by any one party.

18. 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 2010, the number of trustees was 7 (2009 - 7).