

Company number: 3753345

Charity Number: 1077444

# Family and Childcare Trust

Report and financial statements

For the year ended 31 March 2015

# Family and Childcare Trust

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### For the year ended 31 March 2015

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## Family and Childcare Trust

### Reference and administrative details

#### For the year ended 31 March 2015

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**Status** The organisation is a charitable company limited by guarantee, incorporated on 15 April 1999 and registered as a charity on 16 September 1999.

**Governing document** The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

**Company number** 3753345

**Charity number** 1077444

**Registered office and operational address** 2nd Floor, The Bridge  
73–81 Southwark Bridge Road  
London SE1 0NQ

**Website** [www.familyandchildcaretrust.org](http://www.familyandchildcaretrust.org)

**Honorary officers**

Kate Stephens	Joint Chair (to 28 January 2015)
Maggie Darling	Joint Chair (from 28 January 2015)
David White	Joint Chair
Anand Shukla	Secretary (to 7 February 2015)

**Principal staff**

Anand Shukla	Chief Executive (to 7 February 2015)
Stephen Dunmore	Interim Chief Executive ( from 7 February 2015 to 24 July 2015)
Julia Margo	Chief Executive (from 20 July 2015)

**Bankers**

National Westminster Bank plc  
38 Strand  
London  
WC2N 5JB

Unity Trust  
9 Brindleyplace  
Birmingham  
B1 2HB

**Auditors**

Sayer Vincent LLP  
Chartered Accountants and Statutory Auditors  
Invicta House  
108–114 Golden Lane  
LONDON  
EC1Y 0TL

## Family and Childcare Trust

### Report of the Trustees

#### For the year ended 31 March 2015

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The Trustees present their report and the audited financial statements for the year ended 31 March 2015.

The legal and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities.

#### Structure, governance and management

##### Organisational structure

The Trustee Board meets at least five times a year. It delegates a number of financial matters to a Finance Audit and Risk Committee which reports to the Board.

The day to day management of the organisation is delegated to a Chief Executive who is assisted by a Senior Management Team of four senior staff. The staff of Family and Childcare Trust is organised into four teams: Business Development, Fundraising and Service Delivery, Policy and Research and Finance and Administrative Support.

##### Trustees

Maggie Darling

Ken Hogg

Diana Hunter

Paul Johnson (Resigned 7 July 2015)

Niall McVicar

Martin Pilgrim

Christopher Pond

Ryan Shorthouse (Resigned 7 July 2015)

Kate Stephens

David White

##### Appointment of Trustees

Trustees are appointed by either an ordinary resolution of members or by a decision of the board of existing Trustees.

Family and Childcare Trust provides all Trustees with an induction pack which includes information about the organisation and about Trustee responsibilities in general. In addition, new Trustees are provided with an individual introduction to Family and Childcare Trust's work and training is provided where specific knowledge is required.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2015 was 10 (2014 – 20). The Trustees have no beneficial interest in the charitable company.

##### Related parties and connected organisations

At 1 April 2014 Family and Childcare Trust had two dormant related companies. National Association of Family Information Services (NAFIS) Ltd was dissolved in June 2014. Daycare Trust was dissolved on 12 May 2015.

## Family and Childcare Trust

### Report of the Trustees

For the year ended 31 March 2015

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#### Risk statement

The Trustees have undertaken a full risk assessment and keep this under review at the Trustee Board. The Senior Management Team review the risk register and update it on a monthly basis. This is reported to and considered by the Finance, Audit and Risk Committee who report on this matter to the Trustee Board.

Areas covered include recruitment of skilled staff, governance, legislation, compliance, delivery of contracted projects, diversity of funding, IT data storage and appropriate levels of insurance. Decisions are taken and processes put in place to mitigate risks identified in these areas and more generally. The Trustees updated the risk register in 2015 to reflect the potential impacts of the change in Chief Executive and the General Election in 2015.

#### Objectives and activities

The aim of Family and Childcare Trust is to increase the wellbeing of families in the UK by relieving the pressures on family life. The vision of the organisation is of a society where government, business and communities do all they can to support every family to thrive.

Family and Childcare Trust aims to achieve this through three main themes of activity:

**Insight** – Research to understand the realities of family and life and childcare

**Influence** – Putting families and childcare on the agenda and campaigning for positive change; practical advice to families to find the right childcare and access to local services.

**Innovation and information** – Exploring new ways to design services that support families

#### Public Benefit

In considering how Family and Childcare Trust fulfils its aims and objectives the Trustees have had regard to the Charity Commission guidance on public benefit. The descriptions of Family and Childcare Trust's charitable activities and plans in the remainder of this report are drafted with this guidance in mind. The services and advice which the Trust provides are available to a wide range of beneficiaries, in most cases at no cost to the beneficiary.

#### Achievements and Performance

Family and Childcare Trust has worked towards the above themes through a range of programmes and activities. These included in 2014/15:

- Continuing the Parents Champions initiative in partnership with Action for Children: this initiative supports local parents in their role as advocates for local family and childcare services in their local communities.
- Supporting 20 schools across seven London local authorities to deliver the extended schools offer.

## Family and Childcare Trust

### Report of the Trustees

#### For the year ended 31 March 2015

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- Providing support to Family Information Services and other local agencies to improve information provision to parents.
- Developing the Family Friendly accreditation framework to help organisations to improve how they work with families, both as customers and as employees.
- Continuation of a research programme into childcare and family issues, including the research and publication of surveys of costs for both childcare and holiday childcare. During this year we also published *Where next for Childcare?*, a review of progress since the 2004 Ten Year Childcare Strategy.
- Campaigning with others in the field on key issues that affect families across England, Wales and Scotland. Successes have included lobbying to secure changes to the Childcare Payments Act 2014, giving oral evidence to the House of Lords Affordable Childcare Committee, playing leading roles in All Party Parliamentary Groups on Parents and Families, and supporting children with special educational needs and disabilities.
- Delivering a contract for the Welsh Government to co-ordinate the work of Family Information Services across Wales.
- Extending the Families First quality accreditation award for Family Information Services to schools and children's centres.
- Delivering consultancy and training support to local authorities and others to assist in their delivery of effective childcare and family services, including supporting local authorities to implement the two-year-old early education offer.
- Launch of a new childcare and family services finder enabling parents to search for Ofsted registered childcare across local authority boundaries.
- Co-ordinating the work of a large number of charities operating in similar areas to Family and Childcare Trust through the Family Room initiative. The members of the Family Room created a joint manifesto on range of family and childcare policies in advance of the General Election.

#### Plans for the Future

The Trust's plans for the period to 31 March 2016 and beyond include:

- To continue to grow the national network of Parent Champions and explore the application of the model to other sectors including health, integration and education.
- To launch the newly developed "Finder" which will give all parents direct access to information from Family Information Services in their locality.
- To re-launch the Family Report card giving regular updates about family matters for parents, as well as monitoring the impact of government and commercial decisions on family life.
- To continue to seek funding to carry out research into family policy and childcare issues and to use the research findings both to inform a debate about policies and to develop services to support families.
- To develop, in conjunction with other family and childcare organisations, an assessment of what is needed from government on family and childcare issues for all political parties as they develop their thinking post the general election; and to engage with government on the implementation of policy initiatives.
- To grow the network of organisations who wish to be Family Friendly.

## Family and Childcare Trust

### Report of the Trustees

#### For the year ended 31 March 2015

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- To explore opportunities to innovate around childcare provision, particularly for families with SEND children and for holiday childcare provision.
- To continue to support local authorities and others with high quality consulting and training activities.
- To continue to support Family Information Services and other providers of information through the Families First Quality Awards and other initiatives.

#### Financial Review

	2015 £	2014 £
Income	1,366,620	1,322,177
Operating expenditure	2,154,312	1,861,169
Merger costs	23,642	240,898
Total expenditure	2,177,954	2,102,067
Net outgoing resources	(811,334)	(779,890)

The sources of Family and Childcare Trust's income are set out in detail in note 3 to the accounts on pages 14 to 15.

#### Reserves Policy

The reserve and cash positions are regularly monitored and reviewed by the Trustees who consider reports and projections prepared by the senior management team.

The Trustees continue to believe that the next few years will be a period where Family and Childcare Trust has an opportunity to consolidate the position of its predecessor organisations as the major authority on family and childcare matters. To do this at a time when the government funding, which has been the organisation's mainstay for many years, is reducing involves a range of risks and the organisation has taken this into account when considering its reserves policy.

The Trustees have set aside funds in an innovation fund to ensure that they are able to develop both existing and new approaches to the issues facing families in the 21st century without being wholly dependent on outside funding.

In addition the Trustees had designated specific amounts which they expected to spend in the two years to 31 March 2015 on the integration of the two predecessor organisations. Any balance remaining in the designated funds will now be transferred to the general fund.

The Trustees have also acknowledged the potential liabilities which might arise in respect of the contributions paid by both predecessor organisations to pension arrangements managed for employees and former employees by Pensions Trust.

## Family and Childcare Trust

### Report of the Trustees

#### For the year ended 31 March 2015

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In light of the risks inherent in the changing nature of the funding for Family and Childcare Trust over the next two years, and the level of uncertainty about how long it will take to develop new funding sources and a self-sustaining business, the Trustees believe that it is important to maintain a reserve of at least twelve months budgeted costs as a general reserve. This is to ensure that it does not have to reduce key staff posts at a time when new business opportunities are being developed and before they have demonstrated their value.

At 31 March 2015 the free reserves excluding designated funds are £1,045,000, which amounts to around eleven months budgeted operating costs (excluding direct project costs) based on costs for the twelve months to 31 March 2016.

#### Remuneration Statement

Family and Childcare Trust have a pay strategy which provides a framework within which decisions about pay and remuneration for the organisation can be made. There is a job evaluation framework which aims to determine the appropriate pay banding for each post, and to undertake this in accordance with national guidelines and principles and with equal pay for work of equal value considerations.

The organisation's requirements will define the nature of the job and the level of responsibility, the job evaluation framework will then determine the pay band. By using the pay strategy and job evaluation system Family and Childcare Trust aims to ensure fairness, consistency and transparency across the organisation.

The pay strategy and pay scales are reviewed by the Finance, Risk and Audit Committee annually and any recommendations are presented to the Board of Trustees for approval. Where appropriate, the committee may ask for external advice on any changes relating to pay where they may wish to take account of market conditions, and the relationship of the organisation with its competitors.

#### Responsibilities of the Trustees

Company law requires the 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 as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards and statements of recommended practice 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 assume that the company will continue on that basis
- observe the methods and principles of the Charities SORP.



## **Family and Childcare Trust**

### **Report of the Trustees**

**For the year ended 31 March 2015**

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The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

The Trustees confirm that to the best of their knowledge there is no information relevant to the audit of which the auditors are unaware. The Trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant audit information and that this information has been communicated to the auditors.

The report of the Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

#### **Auditors**

Sayer Vincent LLP were re-appointed as auditors in the year and have indicated their willingness to continue in that capacity.

Approved by the Trustees on 13 October 2015 and signed on their behalf by

Maggie Darling – Joint Chair

David White – Joint Chair

## **Independent auditors report**

**To the members of**

### **Family and Childcare Trust**

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We have audited the financial statements of Family and Childcare Trust for the year ended 31 March 2015 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable 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**

As explained more fully in the statement of Trustees' responsibilities set out in the report of the Trustees, 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

#### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion on financial statements**

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 and of its 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

## Independent auditors report

To the members of

Family and Childcare Trust

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- Have been prepared in accordance with the requirements of the Companies Act 2006.

### Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the report of the Trustees, for the financial year for which the financial statements are prepared is consistent with the financial statements.

### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- The 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; or
- The Trustees were not entitled to take advantage of the small companies exemption in preparing the report of the Trustees' and take advantage of the small companies exemption from the requirement to prepare a strategic report.

Catherine Sayer (Senior statutory auditor)

16 October 2015

for and on behalf of Sayer Vincent LLP, Statutory Auditors

Invicta House, 108-113 Golden Lane, LONDON EC1Y 0TL

Family and Childcare Trust

Statement of financial activities (Incorporating an income and expenditure account)

For the year ended 31 March 2015

				2015	2014
	Note	Restricted £	Unrestricted £	Total £	Total £
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	–	1,700	<b>1,700</b>	535
Activities for generating funds:					
Publications		–	7,837	<b>7,837</b>	7,129
Advertising, Speaking fees and Other trading income		–	2,573	<b>2,573</b>	33,152
Investment income		–	19,450	<b>19,450</b>	15,774
<i>Incoming resources from charitable activities</i>					
Insight	3a	51,956	62,092	<b>114,048</b>	32,778
Influence and Information	3b	99,543	86,161	<b>185,704</b>	200,565
Innovation and Improvement	3c	778,988	256,320	<b>1,035,308</b>	1,032,244
<b>Total incoming resources</b>		<b>930,487</b>	<b>436,133</b>	<b>1,366,620</b>	<b>1,322,177</b>
<b>Resources expended</b>					
<i>Costs of generating funds:</i>					
Fundraising		–	108,206	<b>108,206</b>	160,722
<i>Charitable expenditure</i>					
Insight		38,668	12,217	<b>50,885</b>	97,932
Influence and Information		101,241	336,535	<b>437,776</b>	290,152
Innovation and Improvement		810,434	724,315	<b>1,534,749</b>	1,294,593
Other activities – merger reorganisation costs		–	22,696	<b>22,696</b>	240,898
Governance costs		–	23,642	<b>23,642</b>	17,770
<b>Total charitable expenditure</b>		<b>950,343</b>	<b>1,119,405</b>	<b>2,069,748</b>	<b>1,941,345</b>
<b>Total resources expended</b>	4	<b>950,343</b>	<b>1,227,611</b>	<b>2,177,954</b>	<b>2,102,067</b>
<b>Net (outgoing)/incoming resources for the year before transfers</b>	5	<b>(19,856)</b>	<b>(791,478)</b>	<b>(811,334)</b>	<b>(779,890)</b>
<b>Transfers between funds</b>	14	<b>31,446</b>	<b>(31,446)</b>	<b>–</b>	<b>–</b>
<b>Net movement in funds</b>		<b>11,590</b>	<b>(822,924)</b>	<b>(811,334)</b>	<b>(779,890)</b>
<b>Funds at 1 April 2014</b>		<b>–</b>	<b>3,258,977</b>	<b>3,258,977</b>	<b>4,038,867</b>
<b>Funds at 31 March 2015</b>		<b>11,590</b>	<b>2,436,053</b>	<b>2,447,643</b>	<b>3,258,977</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 14 to the financial statements.

Family and Childcare Trust

Company number 3753345

Balance Sheet

As at 31 March 2015

	Note	2015 £	2014 £
<b>Fixed assets</b>			
Tangible fixed assets	8	2,860	14,088
Investment	9	1	1
<b>Current assets</b>			
Debtors	10	535,266	527,596
Short term Deposits		2,058,452	2,826,516
Cash at bank and in hand		134,262	292,640
		<u>2,727,980</u>	<u>3,646,752</u>
<b>Creditors: Amounts falling due within one year</b>	11	<u>283,198</u>	<u>401,864</u>
<b>Net current assets</b>		<u>2,444,782</u>	<u>3,244,888</u>
<b>Net assets</b>	12	<u>2,447,643</u>	<u>3,258,977</u>
<b>Funds</b>			
Restricted funds		11,590	-
Unrestricted funds:			
Designated funds		443,836	1,504,957
General funds		1,992,217	1,754,020
		<u>2,447,643</u>	<u>3,258,977</u>
<b>Total funds</b>	14	<u>2,447,643</u>	<u>3,258,977</u>

Approved by the trustees on ..... and signed on their behalf by

Martin Pilgrim – Trustee

## Family and Childcare Trust

### Notes to the financial statements

#### For the year ended 31 March 2015

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#### 1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in March 2005).
- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable.
- c) Grants are recognised in full in the statement of financial activities in the year in which they are receivable.
- d) Contractual income received is recognised when receivable unless it relates to a specific future period, in which case it is deferred as income in advance.
- e) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.
- f) Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the Trust's staff is apportioned to each activity on the basis of the time of the staff members directly involved in each activity.
- g) Support costs, being the costs of the central administrative and management staff are re-allocated to each of the activities pro rata the numbers of staff involved in each activity.
- h) Governance costs are the costs associated with complying with the constitutional and statutory requirements, including those costs associated with the strategic management of the charity's activities.
- i) The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- j) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. For leasehold improvements this is the remaining life of the lease. A full year's depreciation is charged in the year of acquisition. The depreciation rates in use are as follows:

Computer	3 years
Furniture and	4 years

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

## Family and Childcare Trust

### Notes to the financial statements

#### For the year ended 31 March 2015

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- k) Restricted funds are those to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- l) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- m) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- n) Transfers between funds represent additional amounts designated, or amounts released from designated and restricted funds, and are confirmed by Trustees in consultation with the senior managers of the charity.
- o) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.
- p) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements. The charitable company also contributes to several independent money purchase schemes for several employees on the same terms as those of the main scheme.

#### 2. Voluntary income

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
Donations under £1,000 from trusts, individuals and other organisations	-	1,700	1,700	535
Total	-	1,700	1,700	535

## Family and Childcare Trust

### Notes to the financial statements

For the year ended 31 March 2015

#### 3. Incoming resources from charitable activities

	Restricted	Unrestricted	2015 Total	2014 Total
	£	£	£	£
<b>a</b> <i>Insight</i>				
Sponsorship	-	11,644	<b>11,644</b>	-
Research project – Save the children/Nesta/Family Action	-	24,625	<b>24,625</b>	-
JRF/CPAG	-	14,000	<b>14,000</b>	-
Family Friendly Week	9,750	-	<b>9,750</b>	-
Which?	-	-	-	14,827
Big Lottery–Silver Dreams	41,542	-	<b>41,542</b>	7,151
Computershare Sponsorship	-	9,000	<b>9,000</b>	9,000
Clore Social Leadership	-	-	-	1,800
Event Income	664	2,823	<b>3,487</b>	-
	<b>51,956</b>	<b>62,092</b>	<b>114,048</b>	<b>32,778</b>
<b>b</b> <i>Influence &amp; Information</i>				
DfE Strategic Partnership	20,000	-	<b>20,000</b>	20,000
KIDS Project	28,918	-	<b>28,918</b>	22,231
Trust for London	40,625	-	<b>40,625</b>	24,375
Sobell Foundation	10,000	-	<b>10,000</b>	-
Policy	-	2,717	<b>2,717</b>	-
DfE – Family Lives	-	33,848	<b>33,848</b>	60,162
Consultancy	-	2,886	<b>2,886</b>	-
Knee High	-	-	-	1,000
NAFIS – Membership	-	13,313	<b>13,313</b>	30,922
Family Room – Membership	-	10,980	<b>10,980</b>	16,875
NAFIS – Conference	-	11,917	<b>11,917</b>	-
Community Playthings – Sponsorship	-	10,500	<b>10,500</b>	25,000
	<b>99,543</b>	<b>86,161</b>	<b>185,704</b>	<b>200,565</b>



Family and Childcare Trust

Notes to the financial statements

For the year ended 31 March 2015

3. Incoming resources from charitable activities (continued)

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
<b>c</b> <i>Innovation &amp; Improvement</i>				
DfE- Parent Champions	527,217	-	527,217	529,667
DfE Extended Hours (8am - 6pm) London Pilot	71,627	-	71,627	-
DfE- Information	40,308	-	40,308	-
DfE - Parent Champions Extension/SEND	139,836	-	139,836	-
Consultancy & training	-	157,339	157,339	383,864
Clore Social Leadership Programme	-	-	-	8,000
Families First - Quality Assurance Awards	-	33,867	33,867	33,517
Welsh Assembly - Support of Family Information Services	-	40,000	40,000	40,000
Family Friendly - membership	-	19,714	19,714	18,213
Family Friendly - consultancy	-	5,400	5,400	18,983
	<u>778,988</u>	<u>256,320</u>	<u>1,035,308</u>	<u>1,032,244</u>

Restricted funds include grants totalling £778,968 received from the Department for Education. The terms of these grant require Family and Childcare Trust to submit regular monitoring reports to the department. The funds were fully spent by 31 March 2015 and the year end monitoring information was submitted in April 2015 in accordance with the terms of the grants.

Family and Childcare Trust

Notes to the financial statements

For the year ended 31 March 2015

Family and Childcare Trust

ARIAL Draft: 9 October 2015 14:32

Notes to the financial statements

For the year ended 31 March 2015

4. Total resources expended

	Support Costs £	Fundraising	Post merger re- organisation costs £	Insight £	Influence £	Innovation £	Governance £	2015 Total £	2014 Total £
Staff costs (note 6)	408,805	70,259	8,000	19,524	17,103	510,432	-	1,034,123	943,683
Freelance and consultancy costs	-	-	2,343	-	554	1,250	-	4,147	25,485
Premises costs	61,944	-	-	-	-	-	-	61,944	76,964
Communication costs	13,256	-	-	-	4,467	4,512	-	22,235	34,713
Audit and accountancy	-	-	-	-	-	-	19,033	19,033	12,539
Legal and professional	3,675	-	-	-	-	840	-	4,515	51,334
Training	6,715	-	-	-	4,401	2,426	-	13,542	12,494
Project costs	7,331	-	-	885	81,745	356,838	-	446,799	293,211
Travel and subsistence	5,566	-	-	306	19,178	5,972	-	31,022	19,170
Booklets and subscriptions	8,606	-	-	-	-	9,635	-	18,241	7,657
Consultancy and contracts	26,944	3,500	-	6,583	151,511	133,050	-	321,588	364,083
Conferences and events	1,661	-	-	-	76	83	-	1,820	-
Recruitment	31,887	-	-	-	-	-	-	31,887	38,860
Equipment	5,430	-	-	-	757	1,507	-	7,694	-
Trustee costs	-	-	-	-	-	-	108	108	1,643
Office establishment and insurance	37,434	-	12,353	-	386	17,984	-	68,157	65,724
Bad debts and (in 2014) provision for leasing charges no longer required	-	-	-	162	18,234	1,641	-	20,037	(13,668)
Irrecoverable VAT	46,968	-	-	-	-	-	-	46,968	49,720
Miscellaneous	12,866	-	-	-	-	-	-	12,866	3,243
Depreciation	11,228	-	-	-	-	-	-	11,228	11,083
Other merger costs	-	-	-	-	-	-	-	-	104,129
<b>Total resources expended before allocation of support costs</b>	<b>690,316</b>	<b>73,759</b>	<b>22,696</b>	<b>27,460</b>	<b>298,412</b>	<b>1,046,170</b>	<b>19,141</b>	<b>2,177,954</b>	<b>2,102,067</b>
Support costs allocated on basis of income received for each activity area	(690,316)	34,447	-	23,425	139,364	488,579	4,501	-	-
<b>Total resources expended</b>	<b>-</b>	<b>108,206</b>	<b>22,696</b>	<b>50,885</b>	<b>437,776</b>	<b>1,534,749</b>	<b>23,642</b>	<b>2,177,954</b>	<b>2,102,067</b>

## Family and Childcare Trust

### Notes to the financial statements

#### For the year ended 31 March 2015

#### 5. Net outgoing resources for the year

This is stated after charging / crediting:

	2015 £	2014 £
Depreciation	11,228	11,083
Trustees' indemnity insurance	3,903	875
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	108	28
Auditors' remuneration:		
▪ Current year	9,500	9,500
Operating lease rentals:		
▪ Property	57,250	39,000
▪ Other	2,404	4,886
	<u>19,450</u>	<u>15,774</u>
Interest receivable	<u>19,450</u>	<u>15,774</u>

Expenses reimbursed to trustees represents the reimbursement of travel costs to 1 trustee (2014:1 trustee) relating to attendance at trustee meetings and subsistence costs at meetings for all trustees.

#### 6. Staff costs, staff numbers and pensions

Staff costs were as follows:

	2015 £	2014 £
Salaries and wages	856,537	792,447
Social security costs	82,215	69,107
Pensions	71,727	82,129
	<u>1,010,479</u>	<u>943,683</u>
Total salary costs	<u>1,010,479</u>	<u>943,683</u>
Other staffing costs	23,644	25,485
	<u>23,644</u>	<u>25,485</u>
<b>Total staff costs</b>	<u><b>1,034,123</b></u>	<u><b>969,168</b></u>

The number of staff whose emoluments fell within each of the following bands was:

£60,000 to £70,000	–	1
£70,000 to £80,000	1	–
Pension contributions paid in respect of these employees	£8,040	£6,210

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2015 No.	2014 No.
Fundraising	2.0	2.3
Insight	3.0	5.5
Influence and Information	3.0	2.5
Innovation and Improvement	8.5	8.0
Support	4.0	4.2
Governance		0.5
	<u>20.5</u>	<u>23.0</u>

## Family and Childcare Trust

### Notes to the financial statements

For the year ended 31 March 2015

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#### 6. Staff costs, staff numbers and pensions (continued)

Family and Childcare Trust (and its predecessor organisations) participates in The Pensions Trust's Growth Plan (the Plan). The Plan is a multi-employer pension plan which is funded and is not contracted-out of the State scheme.

As at the balance sheet date there was one active members of the Plan employed by Family and Childcare Trust. This member contributes to the Growth Plan 4 version of the plan. The Trust has closed the Plan to new entrants.

The Plan is a multi-employer scheme, where the assets are co-mingled for investment purposes, and benefits are paid out of the Plan's total assets. Accordingly, due to the nature of the Plan, the accounting charge for the period under FRS17 represents the employer contribution payable. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to individual participating employers.

The Trustee of the Plan commissions an actuarial valuation of the Plan every three years. The purpose of the actuarial valuation is to determine the funding position of the Plan by comparing the assets with the past service liabilities as at the valuation date. Asset values are calculated by reference to market levels. Accrued past service liabilities are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

The Scheme Actuary is currently finalising the 2014 valuation and results will be communicated in due course. At 30 September 2013, the market value of the Plan's assets was £772 million and the Plan's Technical Provisions (i.e. past service liabilities) was £927 million. The update, therefore, revealed a shortfall of assets compared with the value of liabilities of £155 million, equivalent to a funding level of 83%.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

If the actuarial valuation reveals a deficit, the Trustee will agree with the employer a recovery plan to eliminate the deficit over a specified period of time either by way of additional contributions from employers, investment returns or a combination of these.

The Plan Trustee has interpreted legislative changes in September 2005 and in The Pensions Act 2011 as meaning that there is a potential charge which will fall on the employer that could be levied by the Trustee of the Plan and has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The potential debt on withdrawal is shown as a designated fund (note 14) as Family and Childcare Trust has no current intention of withdrawing fully from the Growth Plan Fund.

#### 7. Taxation

The charitable company is exempt from corporation tax as all its income is applied for charitable purposes.

## Family and Childcare Trust

### Notes to the financial statements

For the year ended 31 March 2015

#### 8. Tangible fixed assets

	Computer equipment	Furniture and equipment	Total
	£	£	£
<b>Cost</b>			
At 1 April 2014	42,587	2,736	45,323
Additions	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2015	<u>42,587</u>	<u>2,736</u>	<u>45,323</u>
<b>At 1 April 2014</b>	28,870	2,365	31,235
Charge for the Period	<u>10,857</u>	<u>371</u>	<u>11,228</u>
At 31 March 2015	<u>39,727</u>	<u>2,736</u>	<u>42,463</u>
<b>NET BOOK VALUE</b>			
<b>At 31 March 2015</b>	<u><u>2,860</u></u>	<u><u>-</u></u>	<u><u>2,860</u></u>
At 31 March 2014	<u><u>13,717</u></u>	<u><u>371</u></u>	<u><u>14,088</u></u>

All tangible fixed assets are used to fulfil the charity's objects.

#### 9. Investment

During the year to 31 March 2008 Daycare Trust a predecessor business of Family and Childcare Trust was donated, by a former Trustee, five shares in a newly formed private company. The investment represents 5% of the share capital of the company, which sells a product to organisations in the early years care field. The accounts for the most recent period of trading showed a small increase in reserves and Family and Childcare Trust has no information about current trading. Accordingly the Trustees are unable to put a value on the shares and they are stated at a nominal £1.

#### 10. Debtors

	2015 £	2014 £
Grant receivable	361,731	294,312
Trade debtor	156,757	171,018
Prepayments	-	28,919
Sundry debtors	<u>16,778</u>	<u>33,347</u>
	<u><u>535,266</u></u>	<u><u>527,596</u></u>

## Family and Childcare Trust

### Notes to the financial statements

#### For the year ended 31 March 2015

#### 11. Creditors : Amounts falling due within one year

	2015 £	2014 £
Trade creditors	198,267	277,769
Amounts received in advance	10,456	15,156
Other taxation and social security	24,952	44,063
Pension	26,549	11,098
Accruals and deferred income	22,974	37,841
Loan liability	-	15,937
	<u>283,198</u>	<u>401,864</u>

Family and Childcare Trust was granted a loan of £85,000 from Social Investment Business to allow it to ensure that its information activities continued and to enable it to move offices. The office move has saved around £40,000 a year in property costs on an ongoing basis. The loan was interest free and repayable in 48 equal instalment of £1,770 beginning in December 2010. The final repayment was made on 1 December 2014.

#### 12. Analysis of group net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	2,860	-	2,860
Investments	-	-	1	1
Current assets	11,590	440,976	2,275,414	2,727,980
Current liabilities	-	-	(283,198)	(283,198)
<b>Net assets at 31 March 2015</b>	<u>11,590</u>	<u>443,836</u>	<u>1,992,217</u>	<u>2,447,643</u>

#### 13. Operating lease commitments

The company has annual commitments under operating leases expiring as follows:

	Premises		Equipment	
	2015 £	2014 £	2015 £	2014 £
Less than one year				
Equipment	-	-	2,404	4,000
Current premises	<u>57,250</u>	<u>39,000</u>	<u>-</u>	<u>-</u>

Family and Childcare Trust

Notes to the financial statements

For the year ended 31 March 2015

14. Movements in funds

	At 1 April 2014 £	Incoming resources £	Outgoing resources £	Transfers £	At 31 March 2015 £
<b>Restricted funds:</b>					
Department for Education – Parent Champions	-	527,217	(558,663)	31,446	-
Department for Education – Strategic Partnership	-	20,000	(20,000)	-	-
Department for Education – for KIDS project	-	28,918	(28,918)	-	-
Department for Education – Extended Hours (8am–6pm) London	-	71,627	(71,627)	-	-
Department for Education – Information	-	40,308	(40,308)	-	-
Department for Education – Parent Champions Extension/SEND Trust for London	-	139,836	(139,836)	-	-
	-	40,625	(40,625)	-	-
Big Lottery – Silver Dreams	-	42,206	(30,616)	-	11,590
Sobell Foundation	-	10,000	(10,000)	-	-
Family Friendly Week (Awards for All)	-	9,750	(9,750)	-	-
<b>Total restricted funds</b>	<b>-</b>	<b>930,487</b>	<b>(950,343)</b>	<b>31,446</b>	<b>11,590</b>
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Innovation Fund	1,000,000	-	(100,628)	(899,372)	-
Fixed Assets	14,088	-	-	(11,228)	2,860
Post merger re-organisation	72,900	-	(22,696)	(50,204)	-
Department for Education – Matched funding	7,363	-	(31,446)	24,083	-
Investment in Resources	7,189	-	-	(7,189)	-
Pensions	379,904	-	(10,822)	71,894	440,976
Office move	23,513	-	-	(23,513)	-
<i>Total designated funds</i>	<b>1,504,957</b>	<b>-</b>	<b>(165,592)</b>	<b>(895,529)</b>	<b>443,836</b>
<b>General funds</b>	<b>1,754,020</b>	<b>436,133</b>	<b>(1,062,019)</b>	<b>864,083</b>	<b>1,992,217</b>
<b>Total unrestricted funds</b>	<b>3,258,977</b>	<b>436,133</b>	<b>(1,227,611)</b>	<b>(31,446)</b>	<b>2,436,053</b>
<b>Total funds</b>	<b>3,258,977</b>	<b>1,366,620</b>	<b>(2,177,954)</b>	<b>-</b>	<b>2,447,643</b>

## Family and Childcare Trust

### Notes to the financial statements

For the year ended 31 March 2015

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#### 14 Movement in Funds (continued)

##### Purposes of restricted funds

Department for Education – Strategic Grant – Parent Champions	The funding was to enable the development of a national network of Parent Champions who are community volunteers trained to act as advocates who can direct parents to sources of good information about childcare and related matters.
Department for Education– Strategic Partnership	This grant was to enable Family and Childcare Trust to respond to requests for comment on policy issues by government.
Department for Education – KIDs Project	This funding was for Family and Childcare Trust through NAFIS to support the "Making it Personal" project and run training workshops for family information services.
Department for Education – Extended Hours (8am–6pm) London	This grant was to work with 20 schools across seven London boroughs to help them implement an extended offer. We provided mentoring and a wide range of support including helping to meet statutory obligations and help with business and staff planning.
Department for Education – Information	This funding was to support organisations working with children and families to improve their information offer through the provision of regional seminars and training modules.
Department for Education – Parent Champions Extension/SEND	This funding was to focus Parent Champion support in areas of low take up of the two year old early education entitlement and develop written and visual information resources about childcare and early years support for parents with children with special educational needs and/or disabilities (SEND).
Trust for London	This funding supported a two year campaign for high quality childcare across London.
Big Lottery – Silver Dreams	This funding supported the Relative Experience project, a peer to peer kinship carers support network in the North East.
Sobell Foundation	This funding was to develop a best practice resource for Family Information Services on working with families with disabled children.
Family Friendly Week (Awards for All)	This funding was towards the ‘Bake Off!’ activity during Family Friendly Week and supported the production of online and hard copy resources.



## Family and Childcare Trust

### Notes to the financial statements

#### For the year ended 31 March 2015

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#### 14 Movements in funds (continued)

##### Purposes of designated funds

The purpose and requirement for the designated funds has been reviewed by management and trustees at the year end in light of the current position of Family and Childcare Trust.

Innovation Fund	The Trustees have established this fund to invest in projects which trial new approaches to providing services for families which further the mission of Family and Childcare Trust. The fund will also provide the opportunity for the development of new areas of work which generate on-going revenue for the organisation.
Fixed assets	This fund represents the balance sheet value of fixed assets held by the Trust.
Post merger reorganisation	This fund was established and used to meet the costs of integrating the two predecessor organisations over the two years to 31 March 2015.
Department for Education – matched funding	This fund reflects an undertaking given to the Department for Education that Family and Childcare Trust would invest up to £60,000 of its own funds into Parent Champion activities alongside the Strategic Grant received from the Department for 2013/14.
Investment in Resources	The Trustees established this fund to enable the new organisation to develop in 2013/14 a new brand identity, acquire a new database system, create a new website presence and other related initiatives.
Maternity, paternity and sickness cover	The costs charged to this fund reflect the actual additional costs of providing cover for permanent staff on maternity, paternity and sickness leave. The Trustees have decided that in future these costs should be met directly from the general fund.
Pensions	This fund recognises the potential liability for a debt on withdrawal which would arise if Family and Childcare Trust were to fully withdraw from the Pensions Trust Pension scheme arrangements. The charge to the fund represents the deficit reduction payments made in the year to 31 March 2015. The transfer on the fund reflects the increase in the estimated liability as at 31 March 2015. (see note 15)
Office move	This fund anticipated the move of premises in early 2013/14 which was achieved within the amount designated, and the remainder has now been released to general funds.

## Family and Childcare Trust

### Notes to the financial statements

#### For the year ended 31 March 2015

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#### 15. Contingent Liability

Until 31 March 2013 Family and Childcare Trust contributed to personal pensions arrangements managed by The Pensions Trust on behalf of several employees. During the year to 31 March 2012 The Pensions Trust changed its interpretation of the basis on which the particular fund was operated following a legal ruling and the Pensions Act 2011. The fund rules include a guarantee that the fund at the point of retirement will be not less than the value of contributions paid. This in effect turns the fund from a defined contribution scheme to a defined benefit scheme.

Family and Childcare Trust, as a current contributing employer member of the scheme, has been notified that it has a liability in respect of the unfunded liabilities of the pension fund in respect of both these current and all past employees who remain members of the same scheme. This liability will only crystallise if Family and Childcare Trust withdraw as a contributing member of the scheme. The potential liability of Family and Childcare Trust as at 31 March 2015 was estimated by the Pensions Trust to be £440,976 (2014 – £379,904).

Family and Childcare Trust has no current intention to withdraw as a contributing member of the scheme. The Pensions Trust has established a recovery plan to enable it to reduce the unfunded liabilities in the fund. As part of this recovery plan Family and Childcare Trust as a contributing employer is required to pay additional contributions from 1 April 2013 for ten years, increasing by 3% each year. From 1 April 2015 these payments are £11,174.

During the year to 31 March 2013 Family and Childcare Trust established a relationship with an alternative pension provider which was able operate defined contribution personal pension schemes for employees. A number of staff have transferred to such personal pension schemes and this arrangement is the only one available to newly employed staff.

#### 16. Related companies and post balance sheet events

At 1 April 2014 Family and Childcare Trust had two dormant related companies. National Association of Family Information Services (NAFIS) Ltd was dissolved in June 2014. Daycare Trust became dormant during 2014 and was officially dissolved on 12 May 2015.