



Parent-Infant
FOUNDATION

Annual report and financial statements

For the year ended 31 March 2023



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Parent-Infant Foundation, a company limited
by guarantee, company no. 8191666
Registered charity England and Wales (1152082)



Reference and administrative information

Company number (England and Wales): 08191666

Charity number (England and Wales): 1152082

Registered office and operational address: Office 7, 35-37 Ludgate Hill, London EC4M 7JN

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Nicola Cosgrave	Vice-Chair
Adrian Datta	resigned 16 May 2023
Shreena Ghumra	Treasurer, resigned 14 June 2022
Tia McPhee	
Amanda Sharpe	Treasurer, appointed 12 July 2022
Jane Turner	
Nicholas Wilkie	Chair
Claire Wright	

Company secretary

Keith Reed

Senior staff

Keith Reed	Chief Executive
Tamora Langley	Head of Policy and Communications
Wook Hamilton	Head of Development
Ben Yeo	National Clinical Advisor

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, West Maling, Kent ME19 4JQ

The Co-operative Bank, Business Direct, Skelmersdale WN8 6WT

Independent examiners

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor, Mariner House

62 Prince Street

Bristol BS1 4QD



Introduction from our Chair of Trustees

My fellow trustees and I are very pleased to present this report, which focuses on a year of continuing growth in scale and impact.

This report is a culmination of key moments across the year. It really demonstrates how the work of the Parent-Infant Foundation is positively impacting the professionals and specialised parent-infant relationship teams it supports, and crucially, helping to achieve positive changes for babies and families.

Just a few of the highlights of the year include:

- ♦ **Positive external evaluation of our services:** Our work providing expertise to professionals who are setting up new services and or developing existing services was reviewed as part of an external evaluation. It looked at our support for health boards across Scotland over the past two years. The key themes were that the support from the Foundation was unique, highly valued, and of high quality. It found it enabled professionals to develop their services with confidence ensuring they were well placed to deliver effective clinical services to babies, and families more quickly.
- ♦ **Recruitment of additional clinical experts:** Increasing our capacity for supporting the development of new teams and services with bespoke 1-1 support by recruiting additional clinical experts. This was based on positive feedback both from the evaluation and other areas in the UK we have previously supported. It saw us scale-up our support from four to over a dozen local areas across the UK.
- ♦ **Adding funding streams:** We successfully bid for National Lottery Funding which has enabled us to employ a development lead to help establish new teams across the whole of Wales. Again, this will enable us to provide more 1-1 detailed support.
- ♦ **Creation of new tools for professionals:** In response to listening and understanding what Commissioners and existing teams need to grow, we created a Commissioning toolkit with partners at Newcastle University and NIHR Research, a service mapping tool and a self-audit tool.
- ♦ **Delivering successful events:** The Foundation successfully delivered a programme of national learning events which enabled us to reach nearly 1,500 professionals. 96% of those attending a learning event say they improved their understanding of how to develop a service and 60% confirmed there were actions they planned to take because of what they heard.
- ♦ **Increased engagement:** We saw increased awareness and engagement through policy and communications activities such as Infant Mental Health Awareness Week, with the issue picked up in a variety of media. There were over 14 pieces of media coverage which had a potential reach of over 200,000 people.
- ♦ **Impact in Government through key relationships:** We have seen impact by working closely with the Government's Start for Life team which has directly influenced guidance for Local Authorities and the parent-infant services they are being asked

to deliver. We have also been asked to sit on their mental health advisory group.

- ♦ **New supporters:** Supporting ministerial visits to parent-infant teams this year has won the Foundation new advocates in government.
- ♦ **Wide reaching reports:** As secretariat for the First 1001 Days Movement, we produced reports on the impact of the COVID-19 pandemic on services and the fact they have not changed back yet, and babies and families were still suffering as a result. This was quoted in parliamentary reports and debates and picked up by national media.

Some of the results of this influence and impact is that as the financial year started, there were 42 specialised parent-infant relationship teams across the UK, and the trustees and I are delighted to report that we finished the year with 45 teams supporting babies, families and professionals locally, as well as 14 more teams in development.

Aside from these successes, externally we are seeing positive policy changes across Governments in the UK, with a growing understanding of the importance of investing in the earliest years of life. We will work hard for this to continue because it will drive the expansion of more new specialised services in the new financial year.



Internally, there were several staff changes, one of which was the departure of Sally Hogg as Deputy Chief Executive/ Head of Policy and Communications. We would like to thank Sally for her contributions to the work of the Foundation. Sally added her incredible passion for babies and the importance of early relationships to everything she did at the Foundation, and this really showed in the many excellent achievements during her time here and whilst leading the First 1001 Days Movement.

Whilst the year saw staff turnover, it concluded with a new staff team with considerable strengths, equipped with a variety of skills and backgrounds to draw upon. We can also celebrate a positive financial performance, stronger relationships with existing funders, well evaluated support for teams and professionals, growth in teams and a new strategic plan with broader aims being adopted.

As always, we owe huge thanks to all our long-standing funders and partners, including Ana Leaf Foundation for providing the core funding which enables us to sustain the organisation, have ambition, successfully grow, and make an impact. Thanks also to the specialised parent-infant relationship teams doing the important work on the ground, and of course the staff team for their passion and commitment to all the work the Foundation does.

As we go into a new year, the charity is in a healthy financial position with a strong executive leadership team. We also have a board of trustees united in championing the cause and trying to deliver as much as possible to help the thousands of these babies, and their families, who really need extra specialist support. As the Chair, I am hugely excited about adopting our new vision and strategy and what we can achieve in the coming 12 months and beyond.

Nick Wilkie

Nick Wilkie
Chair of Trustees



Our vision and strategy

In 2022 we undertook a thorough review of our five-year strategy, which was in its fourth year. The review led to an evolution of our strategy, including an updated vision and wider reaching aims which we will fulfil through three inter-connected means: **Expertise, Evidence, and Influence.**



On completion of the review, our updated Vision is of a UK in which all parents and carers are supported to create sensitive, nurturing relationships with their babies to lay the foundation for lifelong mental and physical health.

Why we do it

Most babies receive the benefit of a secure, nurturing relationship, but at least 15% of babies do not. This is because parents, or carers, find it difficult to identify, or positively respond to the needs of their babies. Often this can be due to factors including mental ill-health, substance abuse, domestic violence, unresolved trauma, or a combination. These are the babies we worry about the most.

The lack of emotional connection and interaction from a supportive and nurturing adult impacts babies' emotional, and social development – their 'mental health'. In its most severe forms, a parent- infant relationship difficulty can manifest as neglect, or abuse.

Any degree of parent-infant relationship difficulty can undermine a child's ability to succeed in education, employment, social relationships, and cognitive development, and place a child more at risk of contact with the criminal justice system.

How we do it

We are the only national charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. This stems from our experience of directly funding six pioneering teams from 2013 to set up new or expand their existing services.

The teams are multidisciplinary with expertise in parent-infant relationships. They undertake skilled one to one therapy-based work with families struggling to form a secure relationship with their baby. They focus both on the needs of parents and carers, the individual babies, and the relationship between them. They also undertake group work, and drive system change through training, supervision and consultation with other services and influencing local strategy and policies.



Our strategy and the focus of our work

We agreed our new strategy in May 2023 and as part of this our updated aims are to:

- Support the quality and practice of existing specialised parent-infant relationship teams across the UK;
- Grow the number of specialised parent-infant relationship teams across the UK;
- Work with parent-infant relationship specialists in other services (such as safeguarding, midwives, specialist perinatal and infant mental health visitors, social care, and perinatal mental health) to help them support babies' relationships with their primary care givers;
- Make the case for investment in babies' emotional wellbeing – working in close partnership with and convening friends and allies across the First 1001 Days Movement;
- Raise public awareness of the critical, life-long importance of early relationships; and
- Develop our organisation for maximum impact.

We will fulfil our aims through three inter-connected means, facilitating:



Expertise

Providing information, advice, and guidance;



Evidence

Contributing to knowledge and understanding of impact and effectiveness; and



Influence

Winning support from decision makers and opinion-formers.





Our achievements and performance

The period from April 2022 to March 2023 was a challenging and successful year, with continued growth. We made the following progress against our new aims:

1 Support the quality and practice of existing specialist parent-infant relationship teams across the UK

Our work to improve the quality of parent-infant teams has been in full force this year after being impacted by the pandemic in the previous two years.

- We have run 17 learning and development events across the UK during the year. The themes of these events include Outcomes Measures, Parent Participation, The Team as a secure Base and Using Video Interaction Guidance. There were 432 attendees, and where recorded they have been watched 192 times.

The feedback from events has been positive with over 95% of respondents confirming that attendance at a learning event has improved their understanding of how to develop their service, and 60% noting there were actions they planned to take because of what they heard.



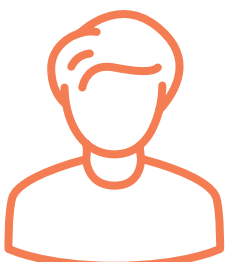
"It gave me lots of ideas to help us think about how we get our referrals up. It was really helpful to hear from other services about what they are doing."

"Really helpful – as always – to learn from more established teams, and teams generally around the country. Pick up ideas, ways of conceptualising what we do, learn about good practice, etc."

"Information about clinical measures (was most helpful and I will)... consider with team whether we should use MORS as well as the other core measures that we have been using."

"I learnt additional questions that I might ask of myself and the parents and children that I work with in regarding race and racism. Also, I liked how the impact of safeguarding was used positively to think about setting up a 'village' and how the professional system was involved."

"(It helped me) consider: How we are situated and how we situate ourselves in relation to social care; and how to make our service available to women who feel they haven't had a mother figure or who are in prison."





- Saw continued growth in the Parent-Infant Teams Network, with 71 new registrations. The Network is the only national network of specialised parent-infant relationship teams, providing mutual support, connection and the sharing of resources. Every member of the network benefits from regular newsletters and access to all our free events, which in turn helps us support teams, raise awareness and influence policy makers. There are now over 300 members. Network members were asked what it meant to them to be a network member after a live event and said:

"We left feeling so inspired and connected to the network.

It is so important that we do not lose our specialism and focus on the parent and baby with all the Perinatal agendas."



- The responses to the common data set questionnaire, a set of questions for active parent-infant relationship teams about their service, provided useful service level feedback and some insights. However, the feedback collected was qualitative making comparison between teams difficult. The learning for the next time is to provide clearer pre-populated answers to make comparison more accurate and to ensure all teams take part.
- We supported the ABC Parent infant Partnership Team in Northern Ireland with their four-year review report which evidenced the important impact their specialised services are having and the positive differences it had made to local babies and families. The report highlighted that 94% of families using ABC PiP (Attachment, Bonding and Communication Parent Infant Partnership) felt the service had improved their relationship with their baby. This incredible impact is in line with evaluations of services from other teams around the UK and forms one small part of our summary of evidence and impact in our new 'Impact of Teams' report (launched September 2023). More details on this are included under Aim 5.

2

Grow the number of specialised parent-infant relationship teams across the UK

As of March 2023, there were 45 specialised parent-infant relationship teams in full operation with another 14 'emerging' teams at varying stages of development. This was more than the set target of 42. New teams this year include Blackpool, Lanarkshire, Lothian, Nottingham, Sheffield, Cornwall and Worcester. All of these had ongoing development support from the Foundation.

We have an additional 24 parent-infant services registered in the Network of specialist work with babies and families. We offer ongoing implementation support to seven of these areas to develop their specialist parent-infant support offer. The estimated number of families supported by specialised teams during the year rose from 5,850

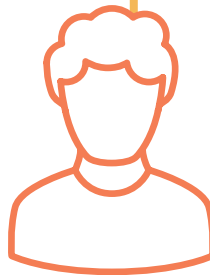
to 6,750. This means 900 more vulnerable babies, often described by the professionals working with them as living in fear and terror, received expert help and support. We supported and stimulated this growth in several ways:

- Success in gaining three-year Lottery funding to set up a development project in Wales, and continuation funding in Scotland. Both projects aim to establish specialised teams and services in every health board area
- We completed our work supporting the review of outcome measures used by specialist teams in partnership with Blackpool Better Start. The findings were used by the government to recommend a set of outcome measures to be used by local Start for Life areas.



- The independent evaluation of our work in Scotland by 'Rocket Science' found that the support from the Foundation was unique, highly valued, and of high quality. Here are three quotes from the report.
- We finalised and published a new toolkit for commissioners in partnership with Newcastle University and NIHR Research, a self-audit tool for teams and developed a service mapping tool. These have been positively received by practitioners and teams and downloaded hundreds of times.

From feedback rating the toolkit so far, 100% said it was useful or very useful. We heard what commissioners needed to be more able to agree to fund new services and created a resource to support this.



"Through the dedicated intensive support from the Development Lead at the Parent-Infant Foundation, the teams were able to make sense of and efficiently move forward with service development."

"The resources the Parent-Infant Foundation provides, particularly their toolkit, are useful, easily accessible, detailed, and valuable."

"The Foundation's value in supporting IMH service development in Scotland is based on its broad experience in IMH and IMH service development in the UK, bringing" a level of expertise and tools that [Health Boards] wouldn't have access to otherwise."

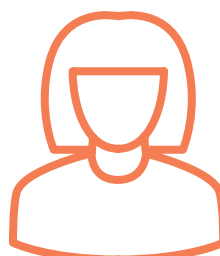
- Launched our Associates Scheme for securing additional development capacity. We successfully recruited five associates and seven implementation contracts with 11 different local authority areas set up. The impact this is having for the professionals supported by the Foundation is evident from feedback:

"We valued the opportunity to have a shared headspace with someone who has the insight and expertise in parent-infant relationships and service development to seek clarity and confirmation we are on the right path, making the right decisions."

"The changes we have made (to our services)... have been in line ... with the vision from the Parent Infant foundation, ... the range of support and understanding of different levels of need has been a major change (to what we previously provided), i.e. peer support, universal group activities, targeted support and specialist services."

"Thanks to the support received, we're in the process of developing a perinatal Mental Health and parent-infant team."

"As a result of support we have set up a working group to lead on this work, undertaken a mapping exercise and presented a case for change to Early Years Board."





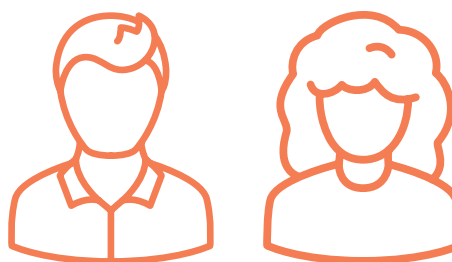
- Our online implementation toolkit on the Foundation website has received 8,750 visits since April 2022 up from 4,500 in the previous 12 months. 100% of users rated it 4 or 5 out of 5 for usefulness. Recent examples of how it has been used include:

"I'm not developing a team but I find the toolkit incredibly helpful for a wide range of my clinical work with parents and babies."

"Example referral and consultation forms for setting up a service, we have looked at others in other areas to create our own."

"(I used it) To look up which outcome measures I could use."

"I have used it to create a power point to share understanding of Parent Infant Relationship teams as we begin our journey of setting up a team."



- After listening to what would help practitioners and teams, we published and promoted our new self-audit tool for Teams so they could understand where they could further develop their service. We also developed a service mapping tool so local areas could identify strengths and weaknesses in their parent-infant relationship support across their universal, targeted and specialist services. Both tools have already been used over 500 times. As they are new resources, we are collecting feedback to use to further improve their effectiveness.

- The most recent example of use of the self-audit tool confirmed:



"We will be using the self-assessment tool to assess readiness for service development and where we are at this present moment in time. We will also promote its use across the region."

"Fantastic in relation to thinking about outcome measures and has sharpened our focus on what will be helpful."

Other important policy updates that will influence growing the number of teams include:

- The Scottish Government remain supportive of teams although the Perinatal and Infant Mental Health Programme officially ends this year. There will be a replacement programme board to ensure the work continues. Our learning is there is a need for a wider overarching policy to ensure the new services are embedded and understood among wider services (e.g. maternity, health visiting, and social care etc). We actively engaged with officials to help shape this programme;
- Mental Health policies in Wales, Northern Ireland, and England all recommend services are available to 0-5 years. However, they are not explicit in what these services should look like or deliver. We responded to the Government's Mental Health Strategy review, which will now form part of a 'Major Conditions' strategy with a draft due to be published in the Summer 2023; and
- In England, Start for Life cites the importance of parent-infant relationships and recommends services are developed to support these relationships. However, it does not mandate teams in all 75 areas. We provide regular advice and support to officials delivering this programme.



3 Work with parent-infant relationship specialists in other services (such as safeguarding, midwives, specialist perinatal and infant mental health visitors, social care and perinatal mental health) to help them support babies' relationships with their primary care givers

This aim is a new inclusion to our updated strategy and will be fully included into our strategic aims and plans for the year ahead and reported on in the new financial year (2023-2024).



4 Make the case for investment in babies' emotional wellbeing – working in close partnership with and convening friends and allies across the First 1001 Days Movement

Making the case for babies is always core to our different projects and we are making great gains. In this last reporting year we have:

- Held regular meetings with Andrea Leadsom MP, the government's early years advisor, and the Start for Life unit to support and influence delivery of the Start for Life programme.
- Had initial engagement with over 90% of Start for Life areas. We are also providing bespoke 1-1 support to 10 areas through an associate and attendance at development surgeries.
- Undertaken influencing work to ensure parent-infant teams were referenced in the Mental Health Strategy. However, the Government did not publish the strategy and will include mental health as part of a new Major Diseases Strategy.
- Worked with colleagues at Health Education England to create the perinatal and infant mental health e-learning programme. It is based on the expertise and resources first created by the Greater Manchester parent-infant team and will be available to professionals across the UK and can be accessed for free.
- We have also continued to coordinate the First 1001 Days Movement and membership now stands at 210 organisational members and 136 individual members.
As part of F1001D we have:
 - Hosted eight webinars with almost 1,000 places reserved in total;
 - Organised three All Party Parliamentary Group meetings with Andrea Leadsom MP appearing at all of them;
 - Grown the First 1001 Days newsletter audience to 2,435 contacts;
 - Produced Health Visitors Matter report with the Institute of Health Visitors (iHV); and
 - Produced the 'Casting Long Shadows' report with Sally Hogg and iHV. Through our media relations efforts the report gained at least 12 pieces media coverage including the Independent and ITV News online.

The findings of our research '*Understanding and attitudes about early social and emotional development in the centre of government*' into the pros and cons of using the terms infants, parent-infant relationships and infant mental health continues to be used by a range of charities.

As a result of the findings, First 1001 days reports highlight the challenges faced by babies, families and early years professionals and present the challenges as even more important and urgent. However, there is still work to be done to ensure a widely understood and compelling narrative for investment in these services. This will feature in our updated operational plan.

As a charity we work with all the main political parties to ensure existing and future governments are aware of the importance of this work regardless of the political composition. And with a general election expected by 2025, this activity has increased this year. We have engaged with the Shadow children's minister Helen Hayes MP and arranged a successful visit to her local parent-infant relationship team in Lambeth.

The impact of our campaigns and partnership work is also being seen in the language being used. We noticed positive changes during the 2023 Party Conference season where it was common for 'babies, children and young people' to be mentioned, an improvement and proof that babies are 'moving up the agenda'.

5 Raise public awareness of the critical, life-long importance of early relationships

Increasing public awareness is an important part of our wider work. Some key moments include:

- Supporting the work of the Foundation through a range of communications activity. Between April 2022 the end of March 2023, there were at least 55,000 unique visitors to parentinfantfoundation.org.uk and we saw increases of engagement across all our social media accounts, a 15% increase of 'followers' on Twitter (to 1,411) and a 40% increase of followers (to 686) on LinkedIn.
- Delivering another successful Infant Mental Health Awareness Week programme. As part of the week, we achieved:
 - The release of the Understanding Early Trauma report;
 - 14 pieces of media coverage;
 - A well-attended APPG meeting with the Children's Minister;
 - A Westminster Hall debate;
 - The creation of 2 new films and a popular infographic; and
 - The launch of the Parent-Infant Podcast.

- Evidencing the impact of our work and the work of teams – Showing impact has been another way to raise awareness of the importance of early relationships. This has been compiled together in our 'Impact of Parent-Infant Relationship Teams' report (published Sept 2023).

As a first of its kind, the Impact of Teams report pulls together current research and evidence and highlights that more specialised support is crucial for the mental health and wellbeing of babies and their families across the UK. The research and evidence show that parent-infant teams consistently help babies and their caregivers across three key domains:

- Strengthening relationships between babies and their carers;
- Improving the mental health of caregivers; and
- Supporting babies' early development and wellbeing (including those at most risk).

It has led to several discussions with government officials on how new parent-infant relationship services could be created and what they would achieve.



6 Develop our organisation for maximum impact

Our sincere thanks to all our funders and partners for their support during this year. Thanks to them we delivered a strong financial performance with income generation across contracts (earned income) and fundraising from trust and foundations, and cost savings helping us to keep reserves within our policy.

As always, we are grateful to Ana Leaf Foundation for their continued support and core funding. Thanks to our new funders The Dulverton Trust and Souter Foundation.

We would also particularly like to thank:

- National Lottery Community Fund;
- Cattanach;
- William Grant Foundation;
- Charles Gordon Foundation;
- Esmée Fairbairn Foundation;
- Merthyr Tydfil County Borough Council;
- Health Education England;
- Newcastle University;
- AIM Foundation; and
- All of our individual donors and supporters.

We have continued to invest in our organisational development and sustainability, with fundraising and funding diversification remaining a key priority.

We are ending the year in a positive position. Diversifying our income through our enhanced package of support to teams has been one part of this and the offer has been taken up by 11 areas with a number of others being worked on by associates.

We hope to see this grow further in the forthcoming financial year.

Our people

Due to staffing changes at the end of the last year (to March 2022), getting our team back up to full capacity has been a priority and a challenge. We started this year with our mostly part-time team at a FTE of 3.65. We then said farewell to two more team members, including Sally Hogg, our Deputy Chief Executive/Head of Policy and Communications.

These changes resulted in an update of the staff structure, new staff recruited, and adjustments made within the existing team. We ended the year with 7 FTE staff and a strong, passionate and much more settled team. The team has considerable expertise from a variety of backgrounds including big charities, local government, Royal Colleges and corporate institutions. We are delighted to welcome Tamora Langley into the team as Head of Policy and Communications. Tamora is an award-winning campaigner and joined us from the Royal College of Surgeons.

The core team has also been complemented by the addition of a national clinical advisor, Ben Yeo. Ben is a child and adolescent psychoanalytic Psychotherapist who joins us alongside his position at Lambeth LEAP. We have also recruited a team of four experienced clinical leads from parent-infant teams to provide paid consultancy support to local areas.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.





Plans for the year ahead

After successfully undertaking a strategic review since the end of the financial year 2022, we are now focusing on the new strategy, updated vision and aims. We have set strategic priorities on a three-year horizon, to be re-visited annually, and these will focus our planning for how we will work towards each of our six aims across the four quarters of the year ahead.

And as part of the new strategy we have highlighted that we will fulfil these aims through three inter-connected Means, facilitating:



Expertise: providing information, advice and guidance – both directly and by convening networks enabling the free exchange of knowledge, ideas and insight;



Evidence: contributing to knowledge and understanding of impact and effectiveness; and



Influence: winning support from decision-makers and opinion-formers.

Conclusions

A few key lessons we are taking from this busy and largely successful year, and how we plan to take them forward are:

- From our evaluation in Scotland and ongoing feedback from areas developing services, 1-1 bespoke development expertise is highly regarded and enables new services to be launched. We continue to expand capacity for 1-1 support in our new operational plans;
- Explicitly opening our network to professionals delivering parent-infant relationship work, not just as part of a team, supports them to feel motivated and included, even if they do not know what their service will finally look like. We will continue to encourage professionals from all backgrounds to attend our events and use our resources;
- Conducting research requires internal resource to plan, coordinate and deliver the outputs. Our new plans are focused on the amount of evidence that can be collected, analysed and published;
- Influencing policies is based on good relationships with key political decision makers and officials. To mitigate the risk of a change of government, we are developing our relationships with all the parties;
- Success in generating income is built on deepening relationships with funders and providing a compelling reason for them to support us. Time has been set aside in our new operational plan to update supporters more regularly. We continue to update and refine our case for support;
- Taking a wider view of the services and professionals needed to support parent-infant relationships beyond teams means more families will be supported and new models of delivering professional support are likely to emerge. This has been included in our new strategy; and
- New learning and skills brought by new members of the Foundation team mean undertaking an annual review of our strategy is imperative. This is in the trustee meetings forward plan.



Governance, management and organisational structure

Trustee recruitment and induction

Our board of trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Foundation. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. Given the nature of our work, trustees with experience of parent-infant therapy/ research are well represented. To increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed. A panel of trustees interview prospective trustees and new appointments are ratified by the full board of trustees.

Trustees serve for an initial term of three years, and with the approval of the board, may serve a second period of three years. They must then retire unless the board decides that the interests of the Foundation require a further, exceptional extension to their term of office. Inductions and training for trustees is by practice and informal mentorship from other trustees, one-to-one and group sessions with management, and formal training as required.

Contribution of volunteers

The Foundation wishes to acknowledge and thank the volunteers at the Parent-Infant Foundation for their hard work and dedication to our charity. All of our trustees are volunteers.



Relationship with other parties

The Parent-Infant Foundation acts as an umbrella organisation supporting any parent-infant relationship team around the UK, however they are funded or where they are situated. The definition of what constitutes a parent-infant team can be found on our website. From April 2022 until the end of March 2023, our engagement with local teams increased and by the end of the year we were actively engaged with 45 teams, over 100 staff within teams plus trustees (where teams are charities), and local commissioners/funders.

In our role as co-ordinator for the First 1001 Days Movement, we are actively working with and supporting just over 200 organisations, and have engaged with politicians, policymakers, and other key stakeholders.

Financial review

The Parent-Infant Foundation considers itself to be financially stable. Total income for 12 months from April 2022 to March 2023 was £453,088 and total expenditure was £378,599, details of which are set out in the accounts that follow. We continue to diversify funding to reduce the risk to the charity and to support our future stability and sustainability.

This year saw an increase in our income from £302,629 to £453,088 which was largely due to a previous change in our accounting end of year, and these being full year accounts (12 months) while the prior year were short accounts (7 months). Restricted income for the 12 months was £120,097 (2021-2022: £64,679). We also utilised £64,155 of brought forward restricted funds to complete several programmes.

Total expenditure was £378,599, of this we utilised £54,985 (14.5%) to raise further funds and the rest, £323,614 (85.5%) was spent supporting our charitable activities.

At the end of the 12 months, we had £337,459 of net assets. £104,871 of these funds are restricted funds that will be brought forward for expenditure in 2023-24. As of 1 April 2023, these brought forward funds comprise of £29,895 AIM Foundation, £61,697 Cattnach, and £13,279 Charles Gordon Foundation. £232,588 of these net assets are unrestricted funds and make up our unrestricted reserves at year end.





Risk management

Responsibility for risk management lies with trustees. A risk register has been established and is reviewed at each board meeting, with controls in place to manage minimal risks that occur.

The trustees consider that no material risks have emerged. Due to the increasing ambition of the new strategy, we continue to put in place a stronger and more robust governance methodology based on training delivered by the Foundation for Social Improvement (FSI).

Reserves policy

The trustees have agreed a reserves policy which takes into account the needs to:

1. mitigate income and expenditure risk;
2. winding up costs;
3. working capital; and
4. strategic development.

The Parent-Infant Foundation needs reserves to provide security to our operations. The Foundation does not provide direct services to families with parent-infant relationship difficulties and so winding up would not impact directly on vulnerable people. However, an abrupt ceasing of our operations would impact indirectly on parents and their babies with relationship difficulties and work to improve services. The Parent-Infant Foundation is heavily reliant on grant income.

Our reserves policy is therefore designed to cover shortfalls in income and periods when income does not reach expected levels or to some in the event of reduced income (e.g., grant not coming through or being delayed), and to take account of potential risks and contingencies that may arise from time to time, such as unplanned closure. In addition, reserves can be used to periodically allocate additional funds designated to meet essential future spending, such as funding a project that

could not be met from future income or for re-scaling up of activity after the Covid 19 crisis.

The Foundation has £232,588 of unrestricted net assets at year-end which is in line with our policy.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 charity and of the income and expenditure of the charity for that period. In preparing those 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 accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.



The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Ltd were re-appointed as the charitable company's independent examiners during the year and have expressed their willingness to act in that capacity.

Approved by the trustees on 28 November 2023 and signed on their behalf by

Nick Wilkie

Nick Wilkie
Chair of Trustees





Independent examiner's report

I report to the trustees on my examination of the accounts of Parent-Infant Foundation Ltd (the charitable company) for the period ended 31 March 2023, which are set out on pages 21 to 31.

Responsibilities and basis of report

As the trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charitable company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the charitable company. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Alison Godfrey

Date: 30 November 2023

Alison Godfrey FCA
Member of the ICAEW

For and on behalf of:
Godfrey Wilson Limited

Chartered accountants and statutory auditors
5th Floor Mariner House, 62 Prince Street,
Bristol BS1 4QD



Statement of financial activities including income and expenditure for the year ended 31 March 2023

	Note	Restricted funds £	Unrestricted funds £	12 months 2023 Total £	7 months 2022 Total £
Income from:					
Donations and legacies	3	120,097	308,932	429,029	262,664
Charitable activities	4	–	22,985	22,985	39,965
Investments		–	1,074	1,074	–
Total income		120,097	332,991	453,088	302,629
Expenditure on:					
Raising funds		–	54,985	54,985	37,288
Charitable activities		79,381	244,233	323,614	236,562
Total expenditure	6	79,381	299,218	378,599	273,850
Net income and net movement in funds		40,716	33,773	74,489	28,779
Reconciliation of funds:					
Total funds brought forward		64,155	198,815	262,970	234,191
Total funds carried forward		104,871	232,588	337,459	262,970

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 13 to the accounts.



Balance sheet for the year ended 31 March 2023

(Registered Company No: 08191666)

	Note	£	2023 £	2022 £
Current assets				
Debtors	10	12,155		4,095
Cash at bank and in hand		341,620		268,324
			353,775	272,419
Liabilities				
Creditors: amounts falling due within 1 year	11	(16,316)		(9,449)
			337,459	262,970
Net current assets				
	12		337,459	262,970
Funds				
	13			
Restricted funds			104,871	64,155
Unrestricted funds			232,588	198,815
			337,459	262,970
Total charity funds				

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime. Approved by the trustees on 28 November 2023 and signed on their behalf by:

Nick Wilkie – Chair of Trustees

Notes to the Financial Statements

1. Accounting policies

a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Parent-Infant Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b. Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income received in advance of service delivery is deferred until criteria for income recognition are met.

d. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

e. Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.



1. Accounting policies (continued)

f. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g. Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2023	2022
Raising funds	8.0%	8.0%
Charitable activities	92.0%	92.0%

h. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

i. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

j. Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

k. Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.



1. Accounting policies (continued)

I. Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

m. Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparative: statement of financial activities

	Restricted £	Unrestricted £	7 months 2022 Total £
Income from:			
Donations and legacies	64,679	197,985	262,664
Charitable activities	–	39,965	39,965
Total income	64,679	237,950	302,629
Expenditure on:			
Raising funds	–	37,288	37,288
Charitable activities	68,750	167,812	236,562
Total expenditure	68,750	205,100	273,850
Net income / (expenditure) and net movement in funds	(4,071)	32,850	28,779



3. Income from donations and legacies

	Restricted £	Unrestricted £	12 months 2023 Total £
Grants > £10k			
Ana Leaf Foundation	–	198,000	198,000
Esmee Fairbairn Foundation	–	44,000	44,000
Dulverton Trust	–	35,000	35,000
Souter Foundation	–	13,000	13,000
Cattanach Foundation	85,500	9,500	95,000
AIM Foundation	31,312	–	31,312
Donations	3,285	9,432	12,717
Total income from donations and legacies	120,097	308,932	429,029

	Restricted £	Unrestricted £	7 months 2022 Total £
Prior period comparative			
Grants > £10k			
Ana Leaf Foundation	–	150,000	150,000
Esmee Fairbairn Foundation	–	40,000	40,000
Cattanach Foundation	31,680	3,320	35,000
AIM Foundation	32,999	–	32,999
Donations	–	4,665	4,665
Total income from donations and legacies	64,679	197,985	262,664

4. Income from charitable activities

=	Restricted £	Unrestricted £	12 months 2023 Total £	7 months 2022 Total £
Contracts	–	22,985	22,985	39,615
Speaker fees	–	–	–	350
	–	22,985	22,985	39,965

Income from charitable activities in the prior year was unrestricted.



5. Government grants

The charitable company did not receive any government grants during the year.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	12 months 2023 Total £
Staff costs (note 8)	21,524	138,717	95,547	255,788
Recruitment, strategy and training	–	–	11,948	11,948
Communications	–	11,206	–	11,206
Evaluation	–	6,160	–	6,160
Consultancy	19,845	3,064	14,575	37,484
Travel	21	137	11,401	11,559
Office costs	415	11,234	21,457	33,106
Insurance	–	–	1,346	1,346
Accountancy	–	–	10,002	10,002
Sub-total	41,805	170,518	166,276	378,599
Allocation of support and governance costs	13,180	153,096	(166,276)	–
Total expenditure	54,985	323,614	–	378,599

Total governance costs were £7,157 (2022: £3,347).

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	7 months 2022 Total £
Staff costs (note 8)	16,104	96,697	61,832	174,633
Recruitment and training	–	–	6,363	6,363
Communications	–	4,784	–	4,784
Evaluation	–	12,318	–	12,318
Consultancy	13,500	19,758	3,125	36,383
Travel	–	153	3,447	3,600
Office costs	–	18,871	10,223	29,094
Insurance	–	–	1,428	1,428
Accountancy	–	–	5,247	5,247
Sub-total	29,604	152,581	91,665	273,850
Allocation of support and governance costs	7,684	83,981	(91,665)	–
Total expenditure	37,288	236,562	–	273,850



7. Net movement in funds

This is stated after charging:	12 months 2023 £	7 months 2022 £
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	100
Independent examiners' remuneration:		
• Independent examination (including VAT)	2,040	1,920

There were no trustees reimbursed for expenses during the year (2022: 1 trustee for subsistence expenses).

8. Staff costs and numbers

Staff costs were as follows:	12 months 2023 £	7 months 2022 £
Salaries and wages	229,448	159,517
Social security costs	17,788	9,603
Pension costs	8,552	5,513
	255,788	174,633

One employee earned between £60,000 - £70,000 during the year (2022: No employees earned more than £60,000). The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Senior Management Team. The total employee benefits of the key management personnel were £138,376 (2022: £109,593).

	12 months 2023 No.	7 months 2022 No.
Average head count	8	10
FTE equivalent	5	6



9. Taxation

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

10. Debtors

	2023 £	2022 £
Trade debtors	12,100	3,220
Prepayments	55	–
Other debtors	–	875
	12,155	4,095

11. Creditors: amounts due within 1 year

	2023 £	2022 £
Trade creditors	5,499	1,061
Accruals	9,055	6,464
Other creditors	290	40
Other taxation and social security	1,472	1,884
	16,316	9,449



12. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total funds £
Current assets	104,871	248,904	353,775
Current liabilities	–	(16,316)	(16,316)
Net assets at 31 March 2023	104,871	232,588	337,459

Prior period comparative	Restricted funds £	Unrestricted funds £	Total funds £
Current assets	64,155	208,264	272,419
Current liabilities	–	(9,449)	(9,449)
Net assets at 31 March 2022	64,155	198,815	262,970

13. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Restricted funds				
Cattanach: Scotland	19,908	85,500	(43,711)	61,697
AIM Foundation	21,905	34,597	(26,607)	29,895
Charles Gordon: Scotland	22,342	–	(9,063)	13,279
Total restricted funds	64,155	120,097	(79,381)	104,871
Unrestricted funds				
General funds	198,815	332,991	(299,218)	232,588
Total unrestricted funds	198,815	332,991	(299,218)	232,588
Total funds	262,970	453,088	(378,599)	337,459



13. Movements in funds (continued)

Purposes of restricted funds

Cattanach: Scotland	To develop Parent-Infant relationship provision in Scotland.
AIM Foundation	To grow and strengthen the First 1001 Days Movement and campaign for changes to national policy.
Charles Gordon: Scotland	To support the development of specialised parent-infant teams across Scotland.

Prior period comparative (7 months)	At 1 September 2021 £	Income £	Expenditure £	At 31 March 2022 £
Restricted funds				
Cattanach: Scotland	13,539	31,680	(25,311)	19,908
AIM Foundation	4,827	32,999	(15,921)	21,905
Charles Gordon: Scotland	35,000	–	(12,658)	22,342
Esmee Fairbairn Foundation	14,860	–	(14,860)	–
Total restricted funds	68,226	64,679	(68,750)	64,155
Unrestricted funds				
General funds	165,965	237,950	(205,100)	198,815
Total unrestricted funds	165,965	237,950	(205,100)	198,815
Total funds	234,191	302,629	(273,850)	262,970

14. Related party transactions

There were no related party transactions in the current or prior year.



www.parentinfantfoundation.org.uk

 @ParentInfantFdn @First1001days