

**WORKING FAMILIES**  
(Company limited by guarantee no. 04727690  
registered charity no. 1099808)

**REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 30 SEPTEMBER 2012**

## **WORKING FAMILIES**

(Company limited by guarantee no. 04727690, registered charity no. 1099808)

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### **REPORT AND FINANCIAL STATEMENTS**

For the year ended 30 September 2012

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## WORKING FAMILIES

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

For the year ended 30 September 2012

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<b>Honorary Officers</b>	Sally Brett Fleur Bothwick Nikki Walker Sarah Jackson Neil Sherlock	(Joint Chair from 1 January 2012) (Joint Chair from 1 January 2012) (Treasurer, Appointed 26 June 2012) (Secretary) (Chair, Resigned 31 December 2011)
<b>Trustees</b>	Alexandra Marks Alexis Walmsley Chris Ainslie Collette Lux Fiona Stark Fleur Bothwick Grant Taylor  Helen Longworth Laura Dewar Neil Sherlock Nikki Walker Pat Campbell Pat Leighton Peter Maple Punita Hossain Sally Brett Victoria Broackes Wendy Becker	   (Appointed 26 June 2012) (Appointed 27 March 2012)  (Appointed 27 March 2012) (Appointed 27 March 2012; Resigned 11 December 2012)  (Resigned 31 December 2011) (Appointed 26 June 2012)   (Appointed 27 March 2012)  (Resigned 14 December 2011)
<b>Director/Chief Executive</b>	Sarah Jackson	
<b>Company reg. no.</b>	04727690	
<b>Charity reg. no.</b>	1099808	
<b>Registered office</b>	1-3 Berry Street London EC1V 0AA	
<b>Senior Statutory Auditor</b>	Peter Gotham	
<b>Auditors</b>	MHA MacIntyre Hudson Chartered Accountants and Statutory Auditor New Bridge Street House 30-34 New Bridge Street London EC4V 6BJ	
<b>Bankers</b>	Barclays Bank plc Islington and Camden Business Centre PO Box 3474 London NW1 7NQ	
<b>Solicitors</b>	Farrer & Co 66 Lincoln's Inn Field London WC2A 3LH	

## WORKING FAMILIES

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### BOARD OF TRUSTEES' REPORT For the year ended 30 September 2012

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#### SUMMARY OF ACTIVITIES DURING 2011/2012

The activities undertaken to achieve the objectives were:

#### *External objectives*

#### 1. To tackle disadvantage by helping parents enter and remain in work, and to make work pay

##### Help for Families

##### *Legal Advice Service*

Our Advice Service for parents and carers is accredited by the Community Legal Service and provides advice and information on employment rights and flexible working, and coaching in making a request for flexible working. The majority of the users of the helpline are on low incomes. We continue to hear stories of people demoted on return from maternity leave, denied health and risk assessments during pregnancy, being disciplined for taking time off to care for sick children and struggling to agree flexible working arrangements.

##### *Parents comment:*

- *"I received an excellent service and would like to add that Stephanie was of great help to me at a really difficult time. I found it extremely useful to receive her expert advice and support at a time when I had no one else to turn to. She was very knowledgeable and helped me to stand up for myself. At the same time she was also very kind and understanding of the situation and how it feels to be in such a difficult position. I hope that this service will continue and that she will be able to help other people in my situation."*
- *"I cannot praise my legal advisor enough. She was honest and extremely helpful and made an otherwise awful situation seem slightly bearable."*
- *"Dear Working Families, I recently won a case of discrimination with your help and support, I think your organization is fantastic and the work you do is priceless. I am amazed at the difficulties faced with being a working mum. I found the strength, courage and knowledge to succeed with the help and support of your team."*

Demand for the legal advice service continued to be greater than we had resources to meet, despite generous funding from the Big Lottery for our casework service from June 2012. We were able to help 2,471 parents during the year, including 189 who received extended coaching. Numbers have increased somewhat since September 2012, in part as a result of an in-kind grant from Google Ads and in part reflecting continuing impact of the recession, to around 3,500 pa. There is undoubtedly unmet demand for the service, but numbers, reflect the continued impact of reduced core funding for the helpline service which forced us to maintain reduced opening hours. Around half have maternity issues, and there is a steady stream of problems around imposed change in contracts and redundancy. It is noticeable that many callers are less prepared to take action to enforce their rights, even when they have a good claim. Fear of job loss or potential damage to their reputation is a very strong factor during these difficult economic times.

The website continues to be well-used, by an average of 15,073 visitors pcm during the period, which has increased since September 2012 to 32,751 pcm as a result of the Google Adwords grant. More general queries appear to be answered via initial online contact. Calls to the helpline have shown a tendency to be more complex and to require more adviser time on each.

Our dedicated discrimination legal adviser, funded by the Big Lottery, further supported 150 of our callers in disputes with their employers – writing letters, preparing claims and supporting cases at Tribunal. In around one third of those cases which were closed during the year (34 out of 122), the dispute was amicably settled and/or the parent remained in their job. In other cases we helped to negotiate financial settlements, totalling at least £79,000 for employees over the year.

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### BOARD OF TRUSTEES' REPORT

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#### *Children with Disabilities programme*

We also support a network for parents of children with disabilities – Waving *not* drowning – made up of over 2,000 families and 1,000 professionals working with them. An internal review of the disability sector confirms that Working Families is still the only organisation which really addresses the needs of families of disabled children in terms of their working lives. During the period, the project development officer met face to face with parents at 32 events across the UK, to gather first hand information about concerns and challenges. We also carried out a survey of c1,000 parents of disabled children, which was published in November 2012 at our first national parents conference. Findings reveal a picture of significant unemployment and underemployment of parents, raising challenges for employers, service providers and government. We have developed a campaign strategy “*Staying Put*” in response, which will shape this programme of support and policy work over the next three years. We were supported in this work by Japanese bank Nomura, The Sir Julian Hodge Foundation and the Alchemy Foundation, all of whom helped to fund the latest edition of *Transitions*, a booklet which guides parents through the transition of their disabled child to adulthood.

A parent comments, “*I wish I didn't have to rely on benefits. I wish my daughter's school would be supportive of me working just 3 days a week rather than condemnatory. I wish my employers would support me in being the parent of a disabled child rather than penalising me for it. I wish we weren't stuck in poverty. I wouldn't change being mother of my child for anything but, of course, I grieve for a career and for the lifestyle I should have been able to give her*”.

Robust monitoring of the legal advice service and disability network strengthens the evidence base for our public policy work. In particular, collaboration between our legal advisers and our parliamentary officer adds to evidence which we use in our discussions with government.

## **2. To help employers engage with new models of work**

#### ***Policy, research and awards***

Critical to our ability to promote workplace change is our knowledge of how the best organisations approach and implement family friendly and work-life balance policy and practice.

- In collaboration with the flexible recruitment specialists Capability Jane, we carried out research into jobsharing in senior roles
- Our two year partnership with the relationships charity One Plus One, who have been funded by the Department for Education to investigate the impact of work on personal relationships generated a research report which was published in June 2012 which has been received with interest by employers. Work has also been carried out to develop a business case to support culture change. Further funding from DfE was confirmed in November 2012 to run until March 2015, which will enable us to develop practical tools and guidance for employers.
- We continued to develop the annual Top Employers Benchmark, in partnership with the Institute for Employment Studies. The benchmark has been well received by employers as an extremely useful strategic tool for the development of better models of employment. We have since worked with employers to refine the benchmark so that it better meets their needs in developing their diversity and equality strategies, and enables a sharper focus for us on key strategic areas of concern. We published a review of the responses to the 2012 benchmark survey, which allowed us to highlight the gap between espoused policy and how it is implemented, especially with regard to career progression for flexible workers and access to flexible employment. In 2013 we will develop a benchmark tailored to the needs of SMEs, and add an employee survey to both benchmarks, in order to provide validation of the employer's own evidence.
- We developed a new survey which we intend to carry out annually, examining the impact of work on home and family life. *Time, Health and the Family* was based on c900 responses and showed the gap between the availability of flexible work and the actual ability of parents to take advantage of this.

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Working Families is well placed to contribute to debates on improved rights for working parents, with recommendations informed by our understanding of how policy translates into practice for both our helpline callers and our employer members. Parliamentary work in 2012 has involved extensive campaigning with the Working Parents Group of voluntary organisations and trade unions to change the provisions of the Government's consultation plans on Modern Workplaces for a new form of shared leave for parents. We have been actively involved in issues relating to childcare and employment reform, notably the Employee Shareholder proposals in the Growth and Infrastructure Bill.

- We co-ordinated a campaign to amend the Modern Workplaces proposals which were to reduce maternity leave to 18 weeks. We wrote to Ministers with 15 supporting organisations from the Working Parents Group. We surveyed mothers (via Netmums) and our employer members about the proposals and called for a rethink of the proposals. As a result of our public campaign, we met with officials at No 10 Downing Street and at BIS and helped to develop an alternative transferable leave proposal which was announced in the final consultation response. As a result of our campaigns, women will continue to have 52 weeks of maternity leave, unless they choose to transfer some to their partner.
- The Children and Families Bill includes the extension of the right to request flexible working to all employees - something we have worked hard to achieve for many years, as well as introducing the new shared parental leave arrangements. Through the "Promoting Flexible Working to Private Sector Employers" Working Group which Sarah Jackson chairs for the DWP, we have advised ACAS on the draft Code of Practice which will accompany flexible working changes.
- We have contributed to the Government's Childcare Commission drawing attention to particular gaps in childcare provision for older children, for disabled children, for those working atypical hours and during school holidays. We have met with officials and with Opposition MPs to discuss how better to support parents with the high cost of childcare.
- We have opposed the introduction of Employee Shareholders who trade their rights to request flexible working, unfair dismissal and other rights for shares. We responded to the government consultation and Sarah Jackson gave oral evidence to the Growth and Infrastructure Bill Scrutiny Committee.
- We have continued to raise concerns about the impact of policy changes, including the introduction of Universal Credit and changes to tax credits, on parents. Sarah Jackson gave oral evidence to the BIS Parliamentary Committee investigating Women in the Workplace.

We continue to receive generous support from the Esmée Fairbairn Foundation for our parliamentary and policy work, and were delighted to receive an increased three-year grant which will enable us to continue this work in 2012, 2013 and 2014. As illustrated above, this work focuses on in-work poverty. We want to tackle the presumption that families who are in employment cannot also be in poverty. Drawing on case studies from our legal helpline and disability network, we published an annual review of our helpline work in spring 2012. We also coordinated the lobbying work during the year of the Working Parents Group – a coalition of voluntary organisations and trade unions working together to improve the employment rights of working parents.

#### ***Services for employers***

We have a close relationship with our **employer members** who are generous with their in-kind support such as speaking at conferences, hosting events and providing case studies and access to internal studies and surveys. Their membership informs the work that we do whilst they gain additional knowledge and expertise. Generally, our employer work has continued to gain in reputation, and we have maintained our network despite the recession.

Five events were held during the year addressing work life balance issues for employers:

- We presented research at the 'Job sharing in senior roles: making it work' breakfast briefing in November 2011 kindly hosted by Deloitte LLP and jointly organised with Capability Jane/

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- A members only breakfast briefing to discuss maternity and paternity leave reform was held in March 2012 and kindly hosted by Ernst & Young LLP.
- We launched a new research project 'What really drives performance' at our conference 'Working Well – from flexibility to wellbeing and engagement' in May 2012, kindly hosted by Meyer Brown LLP.
- We presented 'Happy Homes, Productive Workplaces' research at a breakfast briefing in June 2012, kindly hosted by Citi.
- We held a conference 'The Talent Pipeline: Getting it right' along with a reception to announce the winners of the Top Employers, Benchmark and Special awards for 2012, kindly hosted by KPMG.

New **publications** during the year were *Happy Home, Productive Workplaces*, the report on our joint relationships research with One Plus One; *Time, Health and the Family* interim briefing on a survey of working parents carried out in summer 2012, with the full report to be published January 2013; and the analysis of the Top Employers benchmark.

Our third **National Worklife Week** took place in September 2012, with title sponsorship from Bright Horizons, and our campaign Go Home On Time Day, within National Work Life Week, was kindly sponsored by Bisto.

The **Top Employers for Working Families benchmark and awards** attracted 49 in total (52 in 2011), 36 of whom entered for special awards. Our members continue to help us refine the benchmark to meet their needs and our long term culture change objectives. This was the second year of a three year title sponsorship arrangement for the awards with Computershare Voucher Services; we were also delighted to receive, sponsorship for particular awards in 2012 from Childcare Scheme, Lexington Gray and National Grid. The Institute for Employment Studies continued to work with us in partnership on the development and analysis of the benchmark. TPoll kindly supported the benchmark survey and its analysis.

***Our research project, High Trust to High Performance, is sponsored by Unum.***

For employers who wish to take more in-depth advantage of our expertise, we offer **training and consultancy** services via our trading subsidiary, Working Families Ltd, which trades under the name of Working Families Consultancy and Training. Liz Morris and Susanne Jacobs continue to work unpaid to develop this part of our business, receiving fees only when they win work. We are grateful for their commitment and have been pleased to see business coming in strongly, with some substantial consultancy contracts in 2012 as well as ongoing training work for clients on what is becoming a hot business topic.

### **3. To become the “go to” organisation around work and caring**

We are pleased that - as set out above – we are very regularly asked to present evidence at parliamentary level, to meet with Ministers and officials and to contribute to public discussion and events. We also ensured our messages reached a wider audience through our comments in newspapers, radio and television.

#### ***Media and campaigns***

2012 was an excellent year for media reach with coverage included in national, local and consumer print, national and local radio and national television. Highlights included mentions in The Daily Telegraph, The Guardian, The Observer and The Sunday Times; broadcast appearances on Sky News, Woman's Hour and Moneybox; regular quotes in the HR and business press and regular columns in parenting titles such as Mother and Baby.

The number of Twitter followers grew month on month and now stands at over 600. A successful Facebook campaign on 'Six months for mums' resulted in a rapid growth in the number of followers and we now have almost 400.

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Use of our website averaged 15,073 visitors creating 50,000 page views each month. The most visited pages were in the 'parents and carers' advice section. Within this category, the most popular pages were 'can my employer make me change my hours or pattern of work?', the 'flexible working web guide', the maternity calendar and the 'sample notice letter for maternity leave'. Visitors also came to the site to find information on National Work-life Week, our press comment, our responses to government consultations, our research and events and our Top Employers for Working Families awards. In late August 2012 we were given a Google Adwords grant and this immediately resulted in a higher number of daily web visits via targeted key words.

In September 2012 we organised a national Go Home On Time Day as part of National Work-Life Week. The aim of the day was to engage both employees and their employers with the work-life balance message. The day generated a huge amount of coverage in the national and local print and online media. On Go Home on Time Day alone, we had 7283 visits to our website. Media highlights included a mention of the day on the BBC Breakfast sofa.

#### *Internal objectives*

#### **1. To better understand and meet the needs and concerns of our beneficiaries and stakeholders**

- Funding from Big Lottery has enabled us to begin a three year evaluation of our Legal Advice Service, via online follow-up of callers as well as some survey questions at the close of some calls. It has also paid for a new case management system, which will enable us to monitor in greater depth the issues which arise for our callers.
- Outreach work to local support groups of parents of disabled children has brought more immediate insight into the concerns and needs of this constituency.
- We developed two new surveys – Time Health and the Family brings information about working parents generally; and we also carried out a survey of parents and carers of disabled children. We intend to carry out both surveys annually, funding permitting, to enable us to build up a long-term picture of worklife in the UK.
- We continue to develop an active and engaged relationship with our employer members, based on regular calls and meetings, networking events and email surveys.
- The Working Parents Group, as noted above, is a coalition of voluntary sector organisations and trades unions. Regular consultations with this group and face to face meetings enable us to remain abreast of the concerns of stakeholders and partners.

#### **2. To raise the profile of Working Families among all our stakeholder groups**

- Membership of Every Disabled Child Matters and of End Child Poverty
- Membership of Valuing Maternity Campaign and Alliance against Maternity Discrimination
- Joined the Fair4Families campaign to protect families from further spending cuts
- Working with Universal Credit DWP implementation team, acting as "Claimant Champion"
- Leadership and coordination of the Working Parents Group, as above

#### **3. To achieve financial stability**

- We intend to increase unrestricted income, as well as maintaining income for specific activities via successful fundraising from Trusts, statutory sources and via commercial sponsorship.
- We have reviewed the charity's strategy, and will develop a new three year business plan for financial year's 2013-2016.



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- We have created a new fundraising assistant post, to support the Fundraising Manager to develop new income from individual donors, via regular giving and events.
- We have strengthened the employer team by adding a part-time events specialist, to increase the quality of our employer conferences and the income we earn from them, as well as ensuring continued high levels of employer membership retention.
- We have successfully demonstrated that there is a market for our training and consultancy, and will now explore how to develop a longer term business to deliver these services.

### KEY OBJECTIVES IN 2011-2013

#### *External*

- To tackle disadvantage by helping parents enter and remain in work, and to make work pay
- To help employers engage with new models of work
- To become the "go to" organisation around work and caring
- To raise the profile of Working Families among all our stakeholder groups

#### *Internal*

- To better understand and meet the needs and concerns of our beneficiaries and stakeholders
- To raise the profile of Working Families among all our stakeholder groups
- To achieve financial stability

### FINANCIAL PERFORMANCE

In 2011/12 Working Families recorded net incoming resources for the year of £19,504 (£3,783 in 10/11). This was a slight increase on the budget, which had predicted a increased surplus of £10,996. Total unrestricted funds of £88,240 (£88,949 in 10/11) were carried forward into the next period, and total restricted funds of £57,933 (£37,720 in 10/11).

Income was broadly in line with expectations (with the exception of income from training and consultancy – see below), although fundraising continued to be affected by the recession. The charity responded by controlling costs closely, and by working hard to retain corporate relationships and maintain market position.

- Fundraising from **Trusts and Foundations** continues to be extremely competitive, but nevertheless we comfortably exceeded our budget target. The Esmée Fairbairn Foundation agreed a third three year grant which will fund our policy and parliamentary work until 2015. Grants were also received for the first time from the Dulverton Trust and the Santander Foundation, as well as further funding from the Garfield Weston Foundation
- The charity is fortunate not to depend on **statutory grants**: in 2011/12 the grant from the EHRC for our casework ended, and so we were delighted to receive new three year funding for this work from the Big Lottery. We also have continuing funding from the DfE via a sub-contract with One Plus One.
- **Individual donors** continue to feel the impact of the recession, but remained committed to us with attrition rates kept below 10%. However, planned work to develop a major donor programme and a range of supporter-led fundraising events was unsuccessful in generating engagement; we also found that the recession affected our ability to raise funds via a place at the London Marathon, which five years ago brought in significant income. The impact of the recession was also felt in the loss after over ten years of generous support of the regular monthly donation from Antic Ltd. Overall, we struggled to meet income targets from our individual supporters.

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### BOARD OF TRUSTEES' REPORT

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- **Sponsorship** however held steady despite the tough market, albeit with all agreements being in place for one year only. New support from Bright Horizons and Bisto for National Worklife Week and Go Home On Time Day respectively was particularly welcome, and in general we have built on relationships to enable us to maintain steady income from this source..
- **Sales** continued to consolidate, with membership and events doing well and performing strongly (£164,925 v £107,791 in 10/11). We began the year with minimal targets in place for training and consultancy, but have been extremely encouraged by the volume and value of work which Liz Morris and Susanne Jacobs have been able to build up (£145,086 v £3,775 in 10/11). We are now investigating the most appropriate way to structure this business, so as to establish a sustainable core income stream for our charitable activities. We aim to continue to build Working Families' profile in this space, and in particular see the consultancy as a key driver to providing value for corporates and continuing to drive forward our agenda.

The year ahead is predicted to show a small surplus, whilst the charity continues to focus on core activities and manages its costs. Income from Trusts is expected to increase, and sponsorships and sales to employers to continue strongly despite the recession. Fundraising from individuals will be the income area which will carry greatest risk and where we shall have to invest greatest effort in order to meet targets. 2013 will bring a number of significant projects including a renewal of our IT systems and a move to new premises which will maintain pressure on our cashflow, albeit while offering opportunities to challenge current ways of working and provide different models and opportunities for growth.

### RISK MANAGEMENT

The major risks to which the charity is exposed, as identified by the trustees, have been reviewed as set out below and systems have been established to mitigate those risks. In particular, Trustees have built into the Business Plan for Working Families an objective to be financially sound, well governed and a best practice employer. Key steps towards this objective have included:

- Revising the business plan to concentrate on core activities around a reduced core cost base, since the risk remains high that the charity will not meet its reserves target.
- Keeping under review the business plan and reserves policy in the context of the new Government and the fiscal consolidation that it has embarked upon.
- Maintaining tight budgetary control and financial reporting controls, given the threat to the charity's financial position from the continuing uncertainty in the economic climate at large, which has impacted some of our key supporters. The Senior Management Team and the Finance and Resources Group of the Board ensure the financial position is closely monitored and controlled, particularly with regard to cashflow.
- Investing in two new income generating posts (1.6 fte), to strengthen fundraising from individuals and employer membership and events.
- Examining the opportunities of developing new income streams via increased delivery of consultancy and training to employers.
- Increasing the level of business expertise on the Board via the recruitment of new Trustees.
- Beginning a strategic review of the charity, with a view to approving a new three year business plan in spring 2013.
- Investing in robust IT systems to ensure our ability to work offsite and to hold all data securely.
- Agreeing a three year phased increase to bring all senior manager salaries in line with the market, to reduce the risk of staff turnover at this strategic level.

### RESERVES POLICY

In the event of a large variation of income, we need reserves to be able to ensure continuity of service to our

*(continued...)*

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### **BOARD OF TRUSTEES' REPORT**

**For the year ended 30 September 2012**

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#### **RESERVES POLICY**

beneficiaries, and to mitigate the effects of unforeseen financial changes. The ongoing objective is to reach a financial position where there are three months general expenditure in reserve, to ensure that we can continue to pay salaries and meet other financial commitments. The free reserves at 30 September 2012 of £85,067 broadly met about seven weeks of such expenditure, and show an increase of £1,493 on the previous year. It is clearly recognised that maintaining this aim in the year ahead may be difficult and this may therefore need to be revisited. The reserves (and cashflow) position will be closely monitored by the Finance and Resources Group of the Board at their regular monthly meetings, and is also monitored weekly by the Financial Controller. The reserves target is reviewed as part of the annual budget setting cycle.

#### **RELATIONSHIPS WITH OTHER CHARITIES**

Working Families chairs and coordinates the Working Parents Group, a coalition of voluntary organisations and trades unions working to improve employment rights for parents. Members include Citizens Advice, One Parent Families, Fawcett, Mothers Union, the TUC and USDAW. Working Families is also a member of the Women's Budget group.

In April 2011, the relationship research charity One Plus One was awarded a grant by the Department for Education under their 'Improving outcomes for children, young people and families' national prospectus. This has since been consolidated by the awarding of a contract from the DfE to continue work in this area until 31 March 2015. The purpose of the grant, and of the subcontract with Working Families, is to increase understanding of how relationship wellbeing impacts on work performance and vice versa, and to develop policies and practices to promote the wellbeing of employees and their families. Given our extensive experience of examining the interface of work and family life, One Plus One invited Working Families to collaborate on these activities.

Working Families is a member of Child Concern, a fundraising consortium of five charities (whose other members are Action for Sick Children, British Association for Adoption and Fostering, 4Children and The Fostering Network) which raises funds via payroll giving. Child Concern is a charity, number 1103052, Company number 4625902. The Trusts Officer of Working Families and trustee Peter Maple are trustees and directors of Child Concern.

#### **STATEMENT OF BOARD OF TRUSTEES' RESPONSIBILITIES**

The Board of Trustees is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company and charity law applicable to charities in England and Wales requires the Board of Trustees to prepare group and parent company financial statements for each financial year which give a true and fair view of the state of affairs of the group and the charity and of the surplus or deficit of the group for that period. In preparing those financial statements the Board of Trustees have:

- selected suitable accounting policies and applied them consistently,
- observe the methods and principles in the Charities SORP,
- made judgements and estimates that are reasonable and prudent,
- stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepared the financial statements on a going concern basis (unless it is inappropriate to presume that the Charity will continue in operation).

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### BOARD OF TRUSTEES' REPORT

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The Board of Trustees has overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. It is also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. It is also responsible for safeguarding the assets of the group and the Charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

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

#### Statement of disclosure of information to auditors

The Directors have confirmed that, so far as they are aware, there is no relevant audit information of which the Charity's auditors are unaware, and that they have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

#### Preparation of the report

This report of the Board Directors has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

#### Auditors

MHA MacIntyre Hudson have indicated their willingness to continue in office and offer themselves for re-appointment as such, under Section 485 of the Companies Act 2006.

This report was approved and authorised for issue by the Board of Trustees on 20 March 2013 and signed on their behalf by:

Nikki Walker  
Treasurer



Alexis Walmsley  
Trustee



## **Independent auditors' report to the Members of Working Families (registered company no. 04727690)**

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We have audited the group and parent company financial statements (the "financial statements") of Working Families for the year ended 30 September 2012 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Company Balance Sheets and the related notes. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective April 2008).

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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Board of Trustees and auditors**

As explained more fully in the Responsibilities Statement of the Board of Trustees, the Board of Trustees (who are also the directors of Working Families 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 group's and parent company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Committee members; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Report of the Management Committee to identify material inconsistencies with the audited financial statements. 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 group's and parent company's affairs as at 30 September 2012, and of the group's profit and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been properly 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 Management Committee for the financial year for which the financial statements are prepared is consistent with the financial statements.

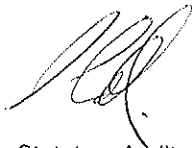
**Independent auditors' report to the Members of  
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**Matters on which we are required to report by exception**

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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company 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 of the information and explanations we require for our audit; or
- the Committee members were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Report of the Committee members.



Peter Gotham (Senior Statutory Auditor)  
For and on behalf of MHA MacIntyre Hudson  
Chartered Accountants and Statutory Auditors  
New Bridge Street House  
30-34 New Bridge Street  
London EC4V 6BJ

Date:

28 May 2013

## WORKING FAMILIES

### CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses) For the year ended 30 September 2012

	Note	Unrestricted Funds 2012 £	Restricted Funds 2012 £	Total Funds 2012 £	Total Funds 2011 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Voluntary income	2	95,210	282,796	378,006	412,972
Activities for generating funds	3	88,605	-	88,605	92,700
Bank interest receivable		-	-	-	20
Incoming resources from charitable activities	4	323,099	-	323,099	130,302
<b>TOTAL INCOMING RESOURCES</b>		<b>506,914</b>	<b>282,796</b>	<b>789,710</b>	<b>635,994</b>
<b>RESOURCES EXPENDED</b>					
Costs of generating funds					
Training and consultancy		124,536	-	124,536	27,122
Fundraising		144,416	-	144,416	114,509
		268,952	-	268,952	141,631
Charitable activities					
Help for families		34,598	154,501	189,099	193,678
Policy, research and awards		46,988	108,082	155,070	180,144
Media and campaigns		61,703	-	61,703	46,528
Services for employers		86,902	-	86,902	58,340
Charitable activities		230,191	262,583	492,774	478,690
Governance costs		12,797	-	12,797	11,676
<b>TOTAL RESOURCES EXPENDED</b>	6	<b>511,940</b>	<b>262,583</b>	<b>774,523</b>	<b>631,997</b>
Net income/(expenditure) before transfer		(5,026)	20,213	15,187	3,997
(Loss)/gain on investment asset	5	4,317	-	4,317	(214)
<b>NET MOVEMENT IN FUNDS</b>		<b>(709)</b>	<b>20,213</b>	<b>19,504</b>	<b>3,783</b>
TOTAL FUNDS AT 1 OCTOBER 2011		88,949	37,720	126,669	122,886
<b>TOTAL FUNDS AT 30 SEPTEMBER 2012</b>		<b>£ 88,240</b>	<b>£ 57,933</b>	<b>£ 146,173</b>	<b>£ 126,669</b>

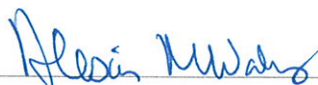

The annexed notes form part of these financial statements

WORKING FAMILIES (company limited by guarantee, number 04727690)

**BALANCE SHEET**  
As at 30 September 2012

	Notes	Charity 2012 £	Group 2012 £	Charity 2011 £	Group 2011 £
<b>FIXED ASSETS</b>					
Tangible assets	10	3,173	3,173	5,377	5,377
Investment in subsidiary	11	2	-	2	-
Investment in associate	12	20,412	20,412	16,095	16,095
		<u>23,587</u>	<u>23,585</u>	<u>21,474</u>	<u>21,472</u>
<b>CURRENT ASSETS</b>					
Stocks		-	-	1,848	1,848
Debtors	13	135,759	227,770	124,685	155,841
Cash at bank and in hand		60,973	97,435	47,731	47,728
		<u>196,732</u>	<u>325,205</u>	<u>174,264</u>	<u>205,417</u>
<b>CREDITORS: amounts falling due within one year</b>	14	(74,144)	(202,617)	(69,067)	(100,220)
<b>NET CURRENT ASSETS</b>		<u>122,588</u>	<u>122,588</u>	<u>105,197</u>	<u>105,197</u>
<b>NET ASSETS</b>		<u>£ 146,175</u>	<u>£ 146,173</u>	<u>£ 126,671</u>	<u>£ 126,669</u>
<b>FUNDS</b>					
Unrestricted funds:					
Designated funds	15	3,173	3,173	5,377	5,377
Subsidiary companies	15	-	-	-	-
General fund	15	85,069	85,067	83,574	83,572
		<u>88,242</u>	<u>88,240</u>	<u>88,951</u>	<u>88,949</u>
Restricted funds	15	57,933	57,933	37,720	37,720
		<u>£ 146,175</u>	<u>£ 146,173</u>	<u>£ 126,671</u>	<u>£ 126,669</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). They were approved and authorised for issue by the Board of Trustees on 20 March 2013 and signed on their behalf by:

ALEXIS WALMSLEY, Trustee

NIKKI WALKER, Treasurer

The annexed notes form part of these financial statements



**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 30 September 2012**

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**1. ACCOUNTING POLICIES**

***Basis of preparation of financial statements***

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2005, applicable accounting standards, the Companies Act 2006 and the Financial Reporting Standard for Smaller Entities (effective April 2008).

The effects of events relating to the year ended 30 September 2012 which occurred before the date of approval of the financial statements by the Board of Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 30 September 2012 and the results for the year ended on that date.

***Group financial statements***

These financial statements consolidate the results of the Charity and its wholly-owned subsidiary, Working Families Trading Ltd, on a line by line basis. No separate SOFA has been presented for the charity alone as permitted by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP 2005.

***Investment in Associate***

Child Concern is an associated charity valued by the Charity's share of net assets.

***Company status***

Working Families is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

***Fund accounting***

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

***Incoming resources***

Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when received. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.

Revenue grants are recognised in full in the statement of financial activities in the year in which they are received or are receivable, whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

## WORKING FAMILIES

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### NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2012

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#### ***Resources expended***

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Governance costs are those associated with constitutional and statutory requirements.

The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

#### ***Tangible fixed assets and depreciation***

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment	-	4 years
Furniture and fittings	-	4 years

#### ***Operating leases***

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.

#### ***Stocks***

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

#### ***Pensions***

The cost of providing pensions for employees is charged to the Statement of Financial Activities in the year in which the contributions are payable. Pension costs represent the amount of contributions paid to either the charity's stakeholder pension scheme or an individual's own scheme. These are defined contribution schemes.

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2012

#### 2. VOLUNTARY INCOME

	Unrestricted Funds 2012 £	Restricted Funds 2012 £	Total Funds 2012 £	Total Funds 2011 £
<b>Trusts and foundations</b>				
Esmée Fairbairn Foundation	-	65,773	65,773	46,879
The John Ellerman Foundation	-	20,000	20,000	20,000
The Dulverton Trust	-	20,000	20,000	-
Santander UK Foundation Limited	-	8,600	8,600	-
Souter Charitable Trust	-	5,000	5,000	-
The 29th May 1961 Charity	-	5,000	5,000	-
The Law Society Charity	-	5,000	5,000	-
London Legal Support Trust	-	6,250	6,250	-
Simmons & Simmons Charitable Foundation	-	5,000	5,000	-
Garfield Weston Foundation	-	10,000	10,000	-
The Matrix Trust	-	3,160	3,160	-
Small Trusts	850	7,800	8,650	1,700
Lloyds TSB Foundation for England and Wales	-	-	-	20,000
<b>Donations</b>				
Individual donations	87,360	-	87,360	134,215
Supporter Fundraising	-	-	-	10,590
Child Concern Consortium	7,000	-	7,000	6,000
<b>Statutory Grants</b>				
Equality and Human Rights Commission	-	20,000	20,000	40,000
One Plus One - Department for Education	-	66,175	66,175	26,047
Department of Health	-	-	-	9,227
Big Lottery Fund	-	35,038	35,038	93,524
Access to Work	-	-	-	4,790
	<b>£ 95,210</b>	<b>£ 282,796</b>	<b>£ 378,006</b>	<b>£ 412,972</b>

#### 3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds 2012 £	Restricted Funds 2012 £	Total Funds 2012 £	Total Funds 2011 £
Corporate sponsorships	<b>£ 88,605</b>	<b>£ Nil</b>	<b>£ 88,605</b>	<b>£ 92,700</b>

#### 4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2012 £	Restricted Funds 2012 £	Total Funds 2012 £	Total Funds 2011 £
Employer member subs	100,702	-	100,702	72,230
Event ticket sales	64,223	-	64,223	35,561
Publication sales	-	-	-	322
Internet sales	529	-	529	1,141
Helpline sales	1,700	-	1,700	1,050
Training and consultancy fees	145,086	-	145,086	3,775
Nanny Share	1,304	-	1,304	-
Other income	9,555	-	9,555	16,223
	<b>£ 323,099</b>	<b>£ Nil</b>	<b>£ 323,099</b>	<b>£ 130,302</b>

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2012

#### 5. OTHER INCOMING RESOURCES

	Unrestricted Funds 2012 £	Restricted Funds 2012 £	Total Funds 2012 £	Total Funds 2011 £
Share of associate's operating results (Note 12)	<u>£ 4,317</u>	<u>£ Nil</u>	<u>£ 4,317</u>	<u>£ (214)</u>

#### 6. RESOURCES EXPENDED

	Staff costs £	Activities under-taken directly £	Support costs £	Total 2012 £	Total 2011 £
Help for families	108,015	30,305	50,779	189,099	193,678
Policy, research and awards	103,653	2,694	48,723	155,070	180,144
Media and campaigns	34,040	11,666	15,997	61,703	46,528
Services for employers	<u>51,626</u>	<u>11,010</u>	<u>24,266</u>	<u>86,902</u>	<u>58,340</u>
Total charitable expenditure	<u>297,334</u>	<u>55,675</u>	<u>139,765</u>	<u>492,774</u>	<u>478,690</u>
Costs of generating funds					
Training & Consultancy	10,149	109,618	4,769	124,536	27,122
Fundraising	60,419	55,588	28,409	144,416	114,509
Governance costs	2,365	9,300	1,132	12,797	11,676
Support costs	<u>41,207</u>	<u>132,868</u>	<u>(174,075)</u>	<u>-</u>	<u>-</u>
	<u>£ 411,474</u>	<u>£ 363,049</u>	<u>£ Nil</u>	<u>£ 774,523</u>	<u>£ 631,997</u>

Resources expended include:

	2012 £	2011 £
Auditors' remuneration:		
Audit fee	9,300	9,300
Audit fee - previous years (over)/under accrual	(1,000)	(2,185)
Depreciation - on owned assets	<u>2,204</u>	<u>2,204</u>

Details of staff costs are given in Note 8.

#### 7. SUPPORT COSTS

	Total 2012 £	Total 2011 £
Rent, rates & other premises costs	70,676	54,440
Support staff costs	41,207	31,723
Legal & professional fees	4,690	10,940
Non-recoverable VAT	4,136	13,871
Bad debts	29,000	-
Other support costs	<u>24,366</u>	<u>35,373</u>
	<u>£ 174,075</u>	<u>£ 146,347</u>

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2012

#### 8. STAFF NUMBERS AND COSTS

	2012 £	2011 £
Wages and salaries	358,340	322,655
Social security costs	33,985	29,108
Pension costs	13,260	10,690
Other costs including recruitment, training and welfare	5,889	16,380
	<u>£ 411,474</u>	<u>£ 378,833</u>

The average weekly number of employees, calculated as full time equivalents, during the period was:

	2012 Number	2011 Number
Help for families	3.2	3.3
Policy, research and awards	2.8	2.5
Media and campaigns	1.1	1.1
Services for employers	1.5	1.6
Training and consultancy	0.3	0.3
Fundraising	1.5	1.7
Overheads	0.9	1.1
	<u>11.3</u>	<u>11.6</u>

No employee received remuneration of more than £60,000.

#### 9. BOARD OF TRUSTEES

During the year, no member of the Board of Trustees received any remuneration (2011 - £NIL). One member of the Board of Trustees received reimbursement of expenses for £48 (2011 - £NIL). Some Trustees received complimentary tickets to conferences run by the Charity.

#### 10. TANGIBLE FIXED ASSETS

Charity and Group	Computer equipment £	Office equipment £	Total £
<b>Cost</b>			
At 1 October 2011	22,743	36,737	59,480
At 30 September 2012	22,743	36,737	59,480
<b>Depreciation</b>			
At 1 October 2011	18,534	35,569	54,103
Charge for the year	1,814	390	2,204
At 30 September 2012	20,348	35,959	56,307
<b>Net book value</b>			
At 30 September 2012	<u>£ 2,395</u>	<u>£ 778</u>	<u>£ 3,173</u>
At 30 September 2011	<u>£ 4,209</u>	<u>£ 1,168</u>	<u>£ 5,377</u>

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2012

#### 11. INVESTMENT IN SUBSIDIARIES

Working Families controls 100% of the issued ordinary share capital of Working Families Trading, a company incorporated in England and Wales. There are 2 shares issued and these are held by the Charity.

##### Activities

Working Families Trading provides training and consultancy to employers in flexible working work-life balance practice, in order to advance the broader aims of Working Families to improve the welfare of children by improving the working lives of their parents. Profits from training and consultancy also provide a source of general funding to support the charitable work of Working Families.

Working Families Trading also receives sponsorship income on behalf of the Charity.

Relevant financial information regarding Working Families Trading is as follows:

	2012 £	2011 £
Turnover	233,686	96,475
Cost of sales	(136,331)	(61,772)
Gross profit	97,355	34,703
Administrative expenses	(1,299)	(1,229)
Profit on ordinary activities	96,056	33,474
Gift Aid to parent undertaking	(96,056)	(33,474)
Profit for financial year	£ Nil	£ Nil

	2012 £	2011 £
Current assets	187,866	78,142
Current liabilities	(187,864)	(78,140)
	£ 2	£ 2
Share capital	£ 2	£ 2

The Charity has taken advantage of the exemption under Section 408 of the Companies Act 2006 and paragraph 397 of the SORP 2005 not to present its own Statement of Financial Activities.

The income of the Charity in the year was £683,203 (2011 - £620,036) and its inflow of funds was £19,504 (2011 - £3,783).

#### 12. INVESTMENT IN ASSOCIATE

Child Concern is a payroll giving consortium of which Working Families is a member.

Child Concern is an associate of Working Families and has been consolidated into the accounts on the net equity basis. The investment represents a 20% holding.

Child Concern prepares its accounts to 31 March. The figures used for consolidation are pro rata for the six months from 1 October 2011 to 31 March 2012 and management information for the six months to 30 September 2012. The Trustees consider this to be appropriate as Child Concern's income and costs arise evenly throughout the year.

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2012

An initial investment in Child Concern of £8,500 was made by Parents at Work. This was transferred to Working Families with the rest of Parents at Work's assets on 31 October 2003. The investment of £20,412 is the initial investment plus movements in Working Families' share of Child Concern's funds.

The results of Child Concern Consortium for the 12 months to 31 March 2012 and the amounts included in Working Families are as follows:

#### Child Concern results - Statement of Financial Activities

	2012 £	2011 £
<u>Incoming resources</u>		
Donations	110,112	107,570
Interest	122	121
<b>Total incoming resources</b>	<b>110,234</b>	<b>107,691</b>
<u>Resources expended</u>		
Donor recruitment	5,324	4,801
Staff costs	38,689	44,233
Telephone/Money-box Campaign	7,330	7,497
Newsletter	4,425	4,944
Administration	5,150	6,935
<b>Total resources expended</b>	<b>60,918</b>	<b>68,410</b>
<b>Net incoming resources for the year</b>	<b>49,316</b>	<b>39,281</b>
Distributions	(35,000)	(42,500)
<b>Net movement in unrestricted funds</b>	<b>14,316</b>	<b>(3,219)</b>
Balance brought forward at 1 April 2011	22,665	25,884
Balance carried forward at 31 March 2012	36,981	22,665
<b>Amounts included in Working Families:</b>		
Net results for the 12 months to 30 September 2012	4,317	(214)

#### Child Concern results - Balance Sheet

	2012 £	2011 £
<b>Current assets</b>		
Debtors	1,460	1,460
Cash at bank	81,207	66,794
	82,667	68,254
<b>Creditors: amounts falling due within one year</b>	<b>(3,186)</b>	<b>(3,089)</b>
<b>Net assets</b>	<b>79,481</b>	<b>65,165</b>
<b>Funds</b>		
Designated funds	42,500	42,500
Unrestricted general funds	36,981	22,665
<b>Total funds</b>	<b>79,481</b>	<b>65,165</b>

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2012

#### 13. DEBTORS

	Charity 2012 £	Group 2012 £	Charity 2011 £	Group 2011 £
<b>Due within one year</b>				
Trade debtors	27,950	177,702	33,427	111,569
Due from group undertakings	59,391	-	46,986	-
Prepayments	11,019	11,019	13,843	13,843
Accrued income	37,399	39,049	30,429	30,429
	<u>£ 135,759</u>	<u>£ 227,770</u>	<u>£ 124,685</u>	<u>£ 155,841</u>

#### 14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Charity 2012 £	Group 2012 £	Charity 2011 £	Group 2011 £
Bank loans and overdrafts	-	-	-	5,346
Trade creditors	19,583	83,017	12,583	19,811
Deferred income	1,689	32,641	22,133	22,133
Social security and other taxes	-	-	9,717	9,717
VAT creditor	16,289	45,130	9,632	23,069
Accruals	21,517	26,763	14,836	19,978
Other creditors	15,066	15,066	166	166
	<u>£ 74,144</u>	<u>£ 202,617</u>	<u>£ 69,067</u>	<u>£ 100,220</u>

	Charity 2012 £	Group 2012 £	Charity 2011 £	Group 2011 £
<u>Deferred income</u>				
Balance at 1 October 2011	22,133	22,133	6,031	18,031
Amount released to incoming resources	(22,133)	(22,133)	(6,031)	(18,031)
Amount deferred in the year	1,689	32,641	22,133	22,133
Balance at 30 September 2012	<u>£ 1,689</u>	<u>£ 32,641</u>	<u>£ 22,133</u>	<u>£ 22,133</u>

#### 15. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
<b>DESIGNATED FUNDS</b>					
Fixed Asset Fund	<u>£ 5,377</u>	<u>£ Nil</u>	<u>£ (2,204)</u>	<u>£ Nil</u>	<u>£ 3,173</u>

##### *Fixed Asset Fund*

The Fixed asset reserve represents the net book value of unrestricted tangible fixed assets. Each year an amount is transferred to or from the fund representing the movement in the net book value of unrestricted tangible fixed assets in the year.



## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2012

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
<b>RESTRICTED FUNDS</b>					
<i><b>Help for Families</b></i>					
Equality and Human Rights Commission	-	20,000	(20,000)	-	-
Big Lottery Fund		35,038	(22,516)		12,522
Lloyds TSB Foundation for England and Wales	17,737	-	(17,737)	-	-
Souter Charitable Trust	-	5,000	(5,000)	-	-
The 29th May 1961 Charity	-	5,000	(5,000)	-	-
The Law Society Charity	-	5,000	(5,000)	-	-
The Dulverton Trust	-	20,000	(20,000)	-	-
Garfield Weston Foundation	-	10,000	(10,000)	-	-
 Santander UK Foundation Limited	-	8,600	(8,600)	-	-
Chapman Charitable Trust	-	2,000	(2,000)	-	-
The Alchemy Foundation	-	500	(500)	-	-
The Sir Julian Hodge Charitable Trust	-	1,000	(1,000)	-	-
Miss E F Rathbone Charitable Trust	-	2,000	(2,000)	-	-
The SNR Denton LLP Charitable Trust	-	500	(500)	-	-
Schroder Charity Trust	-	1,500	(1,500)	-	-
The Matrix Trust	-	3,160	(3,160)	-	-
C Samaritan Fund	-	300	(300)	-	-
London Legal Support Trust	-	6,250	(4,688)	-	1,562
Simmons & Simmons Charitable Foundation	-	5,000	(5,000)	-	-
The John Ellerman Foundation	-	20,000	(20,000)	-	-
<i><b>Policy, Research and Awards</b></i>					
Big Lottery fund - research	4,357	-	(4,357)	-	-
One Plus One - Department for Education	-	66,175	(66,175)	-	-
Esmée Fairbairn Foundation	15,626	65,773	(37,550)	-	43,849
	<u>£ 37,720</u>	<u>£ 282,796</u>	<u>£ (262,583)</u>	<u>£ Nil</u>	<u>£ 57,933</u>

#### ***Help for Families***

These funds enable us to provide free legal advice and information to disadvantaged working parents and carers about employment rights, negotiating with employers, child care and in-work benefits.

Advice is provided via a freephone helpline, at outreach sessions in London and via factsheets available by post or on our website. Further support is available via an interactive flexible working toolkit on our website.

Included within these funds is our "Waving not drowning" children with disabilities project, which supports a network of 2,000 families of disabled children and the professionals who work with them. As well as providing advice and information by phone, fact sheets and website, we produce a regular newsletter and other publications, run and bring the concerns of this disadvantaged group of families to the attention of employers and public policy makers.

The funding from EHRC enables us to carry out casework to support parents experiencing discrimination at work.

#### ***Policy, Research and Awards***

These funds enable us to carry out and publish research with parents and employers into the effect of worklife balance policies and practice on family life and business outcomes.

## WORKING FAMILIES

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2012

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers/ Associate's result £	Carried Forward £
<b>SUMMARY OF FUNDS</b>					
Designated Funds	5,377	-	(2,204)	-	3,173
Subsidiary companies	-	233,686	(233,686)	-	-
General Funds	83,574	273,228	(276,050)	4,317	85,069
	88,951	506,914	(511,940)	4,317	88,242
Restricted Funds	37,720	282,796	(262,583)	-	57,933
	<u>£ 126,671</u>	<u>£ 789,710</u>	<u>£ (774,523)</u>	<u>£ 4,317</u>	<u>£ 146,175</u>

### 16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds £	General Funds £	£	£
Tangible fixed assets	3,173	-	-	3,173
Fixed asset investments	-	20,414	-	20,414
Net current assets	-	64,655	57,933	122,588
	<u>£ 3,173</u>	<u>£ 85,069</u>	<u>£ 57,933</u>	<u>£ 146,175</u>

### 17. OTHER FINANCIAL COMMITMENTS

	2012 £	2011 £
At the year end the charity had annual commitments under non-cancellable operating leases for as set out below:		
Operating leases which expire:		
within one year	35,498	-
within two to five years - land and buildings	-	47,340

At the year end the charity had annual commitments under non-cancellable operating leases for equipment as set out below:

	£	£
Operating leases which expire:		
within two to five years - equipments	2,420	2,420

### 18. PENSION COMMITMENTS

The Charity operates a defined contribution pension scheme. The pension cost charge represents the contributions payable to the fund in respect of the year and amounted to £13,260 (2011 - £10,690). At the year end there were outstanding contributions of £5,348 (2011 - £3,416).

### 19. TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The subsidiary Working Families Trading Ltd gift aids all its taxable profits to Working Families and so pays no corporation tax.