

A photograph showing a group of people, mostly women, sitting in a room with large windows. They are looking towards the right side of the frame. A woman is standing on the right, speaking to the group. The image is overlaid with a semi-transparent blue filter.

# Annual review

# 2015–16

Incorporating the report and financial statements  
for the period ended March 2016

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# Introduction

# Foreword

## The year of nimbleness

We won several new contracts for innovative projects strengthening relational capability in families and practitioners across a range of settings and locations. The talented and dedicated OnePlusOne team of researchers and specialists in practice development and learning, project management, digital content development, and finance and administration, rose magnificently to the challenge of short deadlines and very demanding outputs and outcomes.

Our 10-year lease expired simultaneously, and we found alternative, accessible, and affordable premises, which is quite a feat in the expensive London property market. In November, we moved into serviced offices for the third sector and social enterprises just south of London Bridge. Moving has been a mixed experience. It was liberating to get rid of all the ‘stuff’ that had accumulated over the years, but it was also challenging to decide what to keep. Could we really become paperless? Well, we have. Almost.

For the last 25 years, OnePlusOne received funding from national government for its core services. The funding ended in March 2015. We addressed this in several ways: by reviewing the costs of the services; by testing new ways of generating income; and by using reserves to invest in new approaches.

Meanwhile, and most importantly, we kept these services, which attract 1.3 million unique users annually (and growing), open. However, we need to find more funding.

By critically reviewing the functionality and content across all our digital properties, we have concluded that digital services are our key strategic priority. Digital is not an add-on. It is integral to and supportive of, everything we do in order to ensure our services and products meet our users’ needs, and to generate sustainable income streams through a wider mix of sources.

So, in the coming year, we must create a new structure—a common platform for all our audiences that differentiates them, and a structure capable of monetisation applied selectively. We will be seeking major investment in this vital digital transformation to sustain the tried and tested core offer of OnePlusOne.

**Penny Mansfield CBE**

Director

# Report of the Trustees

## For the year ending 31 March 2016

The Trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity for the year ending 31 March 2016, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, The Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015).

## About us

Founded 45 years ago, OnePlusOne creates resources and services based on sound evidence to prevent relationship breakdown in couples and families. The evidence is unequivocal: poor-quality relationships damage the mental and physical health of adults and especially children, while good quality relationships increase wellbeing. Society as a whole benefits from relationships that work well and bears the cost when they fail.

Our unique approach is early intervention—we reach couples and families through the professionals, volunteers and networks they turn to for help with other issues in their lives, such as parenting or health. We promote early action in relationship support and seek to shift relationship support from crisis intervention to prevention. Our value-for-money resources give people the skills and knowledge to tackle relationship issues before they become entrenched, and help individuals build resilience.

Everything we do is based on the latest evidence. Our research builds the knowledge base on relationships and by sharing what we know, we influence policy and the development of services that work.

## We work to strengthen couple and family relationships by:

- o offering online services and tools to help couples and co-parents to help themselves through the platforms [thecoupleconnection.net](http://thecoupleconnection.net) and [theparentconnection.org.uk](http://theparentconnection.org.uk);
- o providing tried and tested learning resources to support frontline practitioners and volunteers to help families with relationship issues;
- o promoting a culture where it's OK to seek relationship help;
- o building knowledge on relationships in order to inform and improve family policies and services.

## Charitable objectives

Our objectives for the public benefit are:

- to advance the education of the public in all aspects of committed relationships;
- to safeguard and protect the mental, physical, emotional, and psychological health of people involved in committed relationships and their dependents;
- to prevent and relieve poverty, hardship, and distress caused by difficulties in or the breakdown of committed relationships for the people involved, including their dependents; and
- to further, according to the law of England and Wales, other such exclusively charitable purposes that the Trustees determine in their absolute discretion, to assist those people who are in or who have been in committed relationships and their dependents.

Here, 'committed relationships' refer to marriages, civil partnerships, or an enduring family relationship whether recognised by law or otherwise, and whether or not the relationship is conducted in the same household.

## Public benefit

All our charitable activities focus on providing a broad range of early interventions in support of relationships, and are undertaken to further our charitable purposes for the public benefit. Through working in partnerships with other organisations, and having established web-based services accessible to the general public, we are able to greatly extend the reach of the benefit we can offer. The Trustees confirm that, in exercising their powers and duties, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

**Erica De'Ath OBE**

Chair

# 2015–16 achievements

# Aims & achievements 2015–16

Below is a quick summary of our achievements against the aims we set ourselves for 2015–16. For more details on these achievements and specific projects, please see the pages that follow.

## Aim 1

**Continue to proactively and reactively obtain £75,000 in funds to support research into innovation, helping to ensure that OnePlusOne's resources are fully based on current evidence.**

## Achievement

OnePlusOne is working in partnership with Prof. Liz Trinder of Exeter University, who was awarded a Nuffield Foundation grant to carry out a two-year research project to understand more about the process and experience of people going through a divorce. The aim of this project is to see whether the 'finding fault' component of the current law makes the divorce journey more or less difficult.

We are inviting people in England and Wales who are at the beginning of a divorce process to take part in three interviews over the course of a year. This will involve a sample recruited through Wikivorce, a free online self-help organisation, and Resolution, a national organisation of family lawyers and legal professionals committed to constructive dispute resolution.

The findings from the research will help inform us of the best ways to support those going through a divorce, and to refine our innovative services. More details about the project can be found at: <http://findingfault.org.uk>.

We won the Department of Work and Pensions (DWP) funding for the perinatal pilot research into innovation project. The objective of this pilot project was to provide an evidence-based psycho-educative perinatal relationship package for parents, to be delivered by health visitors and midwives as part of existing local antenatal education services. For more information on the delivery of the perinatal pilot, see page 21.

A grant fund from the Ministry of Justice enabled us to explore the feasibility of delivering online parenting and relationship skills training to prisoners. For details on this project, see page 22.



## Aim 2

**Continue to monitor the evidence, making it accessible to frontline practitioners supporting families, commissioners and policy makers through the evidence base of OnePlusOne, run a quarterly seminar series to disseminate key research findings and deliver two manuscripts to publishers.**

## Achievement

At OnePlusOne, we continually monitor research evidence on the relationships within couples and families, and make this accessible to those working with and supporting families through the OnePlusOne **Knowledge Bank**, a highly respected repository of studies, surveys, and reports.

During the partnership with Innovation Unit, under the DWP-funded **Local Family Offer**, we worked with 12 local authorities across the UK, supporting them to develop evidence-based strategies to strengthen the quality of relationships shared by couples or co-parents in their localities with a view to improving outcomes for families and children.

We drew together evidence about the factors that affect the quality of relationships that couples or co-parents share, as well as parent, child, and family outcomes that can be affected by the quality of these relationships, into a logic model that helped local authorities understand the impact relationship quality has on children's outcomes.

This logic model was used to collect a wide range of publicly available data for each local authority, and compare it to the national average. This project is discussed in further detail on page 23.

In the summer of 2015, we submitted a book proposal to Policy Press on **relational capability** in different settings. The proposal was positively received by the publishers, and we are now considering two possible routes for the future—one, looking at a greater focus on social care, and the other, splitting the project into two books—one focusing on the concept of relationship quality and another exploring this concept within different settings.

We used our wide evidence base to contribute to **policy consultations** affecting family and relationship support. These include the Family Stability Review on child poverty and the Family Test guidance for government departments considering when to create new policies that will have an impact on families.

Another way in which we are helping to bring research findings to practitioners, policy makers, and researchers is through the quarterly ‘OnePlusOne Talks’ seminar series. At our re-launch event, child development psychologist Dr Penelope Leach discussed the evidence around infant attachment during parental separation. The event was well-attended with delegates from a wide spectrum of backgrounds checking in.

Our director Penny Mansfield plays a key role in the dissemination of evidence, and is a frequent speaker at events and seminars, including taking actively participating roles in the Applying Relationships Science to Contemporary Interventions (ApReSCI) seminars, the Resolution Annual Conference, the relationships policy consultation at St George’s House, and the Cumberland Lodge Children’s Health Conference.

## Aim 3

**Refresh our digital services for intact and separated couples to deliver a high-functioning, evidence-based, effective, ongoing service reaching 1.3 million unique users in 2015–16.**

## Achievement

In April 2015, the funding ceased for our online portals [TheCoupleConnection](#) and [TheParentConnection](#). We have continued to run these services, and have been reviewing ways to increase our sustainability. We see our digital services as a key strategic priority.

Despite this lack of funding, we supported [1.3 million unique users](#) on TheParentConnection and TheCoupleConnection in 2015–16, plus a further [300,000 unique users](#) through our professional-facing site [OnePlusOne](#).

We have instigated a review of our online services and undertaken a significant content audit to gain insight into users’ needs and the journeys they take to accessing our support. This insight has allowed us to review existing content and refine content planning for the future. We continue to develop engaging, evidence-based content for both intact and separating couples.

We have invested our own funds in reviewing existing functionality of online services, and considered future needs that will help us define our digital developments. This new approach will allow us to build a single platform

that serves our user base through a single technology rather than fragmented across multiple sites and systems. To support the start of this digital transformation, we have undergone a small re-structuring to create a digital team, bringing together the staff working on our online services. This work will involve a major investment in the coming financial year.

We regard this future platform as a way to continue building a highly engaged community of users who we can support throughout their relationship journeys. As part of our redevelopment plan, we are reducing costs and improving our strategic positioning so as to support the sustainability of the service.

## Aim 4

**Working with at least three employers beginning to embed relational capability in their workforces, the aim of this work will be to deliver a solution to employers that leads to higher employee engagement and better work/life balance.**

## Achievement

Evidence shows a positive connection between work engagement and relationship quality, and that home life can be a real driver of motivation and performance at work. Work-life balance is not the bringing together of two separate and competing domains but rather an understanding that working time and home life are two aspects of the same dynamic. We have developed **B.E.S.T. (Brief Encounters Skills Training)** in response to this need.

**Brief Encounters®** is our tried and tested training course for frontline practitioners working with families, designed to give them the skills to offer quick and effective relationship support when it is first needed. B.E.S.T. is a development of this training aiming to give employers the skills to help their staff deal with personal and relationship issues, with a view to improving overall work-life balance.

This year we have delivered B.E.S.T. training to three different organisations—a housing association, a Fortune 500 company, and an international youth charity. With each of these organisations, we carried out training sessions for a variety of managers. The training gave the managers the skills and tools to be more confident approaching team members about personal and relationship issues.

Managers acknowledged that there was an organisational culture of leaving personal problems at the door. During the training, they became aware of the importance of facing up to personal issues as not only healthy, but an essential part of a manager's duty of care.

The training evaluation showed that attendees felt better equipped to discuss personal and relationship matters with team members, and were more likely to initiate these conversations.

Managers reported back that they found the use of video clips particularly useful in demonstrating how to get past the barriers to having difficult conversations, and putting the skills into action. See page 18 for more information.

# Details of achievements 2015–16

# Curating relationship research

OnePlusOne has curated relationship data since the early 1990s. Our research team continually monitor the latest studies, surveys, and reports from across a wide range of national and international research and policy sources. Weekly research monitoring updates are provided to keep OnePlusOne on the pulse of new research and policy developments in the field of relationships.

These regular monitoring reports are used to identify relevant evidence for inclusion in Zotero, our online library of resources. **The Zotero database currently holds 2,680 key research documents**, and allows us to access the most relevant and up-to-date research at all times; it plays a leading role in everything we do, and is the inspiration behind countless articles, academic summaries, research and policy digests, and newsletters, which we share with a broad community—from the professional to the simply curious.

OnePlusOne's public-facing **Knowledge Bank** is the first port of call for many researchers, policy makers, practitioners, and media professionals, and we continually review and update its categories as new literature is added. Currently, the six main topic areas are: **education and interventions, employment, family formation, family stability and breakdown, health and wellbeing; and life-course and transitions**. Our criteria for inclusion in the Knowledge Bank are: transparency in reporting, methodological quality, appropriateness of the methods, and quality of the messages in the research (adapted from Boaz and Ashby, 2003).

This valuable resource has meant that we are able to contribute to a variety of policy initiatives and developments such as the Family Test, the Family Stability Review, and pilot work for antenatal education.

The screenshot displays the KnowledgeBank website. At the top, the logo for 'The Relationships Alliance' is visible. Below the logo, there are tabs for 'Latest', 'Popular', and 'A-Z', and a search bar with the text 'Filter by resource type' and a dropdown menu set to 'All'. The main content area shows a search result for 'Relationship Distress Monitor: Estimating levels of adult couple relationship distress across the UK'. The author is listed as 'Dr Isaac Sserwanja & Dr David Marjoribanks' and the organization as 'Relate'. The date is '2016' and the type is 'Report'. The description states: 'Good quality, couple, family and social relationships are the basis of a thriving society – they are central to our health and wellbeing, and poor quality relationships have far-reaching consequences. Inter-parental relationships have also been recognised in research as well as government policy as a major determinant of children's life chances. However, Relate's analysis estimates that almost one-in-five (18%) people (2.87 million people) in adult couple relationships in the UK are in relationships which could be characterised as 'distressed'. (A 'distressed' relationship is one with a severe level of relationship problems, which has a clinically significant negative impact on partner's wellbeing. Those in 'distressed' relationships report regularly considering separation/divorce, quarrelling, regretting being in their relationship, being unhappy in their relationship, for example. Research shows clear links between relationship distress and depression, anxiety, increased blood pressure and heightened risk of heart attacks. Relationships are characterised as 'distressed' using a brief version of a scientifically validated scale for measuring relationship quality.)' On the right side, there is a 'resource' button and a list of categories: 'Policy', 'Relationship quality', 'Relationship transitions', and 'Separated/separating parents'.

# Relational capability

The **relational capability** framework encapsulates what it takes to form and maintain effective relationships, taking into account an individual's relational capability and the impact that the circumstances of their lives or systems have on their ability to utilise that capability.

This is a key concept for OnePlusOne as it enables us to create a dialogue with different partners about relationships, and apply our understanding to strengthen any number of relationships in a variety of settings—not only to intimate couples' relationships, but also to the relationship between, for example, a service user and a practitioner.



The latter is the focus of our project with **Essex County Council**, in partnership with **Innovation Unit**, where we are working in a small locality to enhance the relational capability of the children's services workforce to make services more effective and improve outcomes for families.



We are working with three associates on this project—Jenny Reynolds, Prof. Janet Reibstein, and Dr Angharad Rudkin.

The research team has developed an **observation tool** to measure practitioner capability during interaction with a client, alongside self-completion questionnaires. These observations will feed into the workforce development programme structured around a series of learning sets developed in partnership with practitioners.

At the same time, Innovation Unit will be working with Essex County Council to identify and tackle some of the system barriers to working in a relationally capable way.

In summer 2015 we submitted a book proposal to the Policy Press to explore what relational capability may look like in different settings, such as schools, workplace, or home. **The proposal was positively received.**

As we are still developing the framework, we have decided to proceed with our Essex 'test case' project. Once the project is complete, we will review our publication plans. We continue to look for ways to create conversation around the subject, and are in discussions with the Dartington Social Research Unit and Relational Schools about a forthcoming seminar.

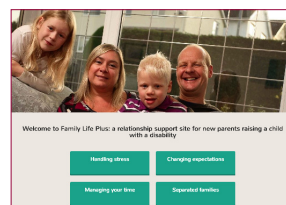
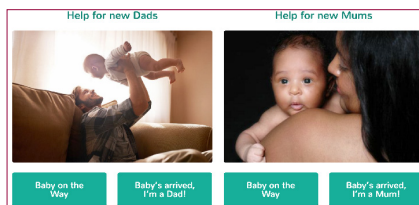
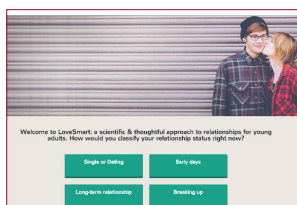
# Strengthening relationships

Changing the culture towards relationship support

Our work on this DWP contract is built around the idea of delivering a ‘culture change’ programme for the target audiences. Our aim is to change the way people think about relationship support by normalising the idea that relationships need support, particularly at key stress points, and taking away the stigma of seeking relationship support as an early, preventative measure.

The project focuses on engaging with three key audiences:

- 1) **New parents and young people** (key transitions)
- 2) **Couples in relationships affected by substance use problems**
- 3) **Employers** (positive link between relationship quality and work engagement)



## New parents and young people (key transitions)

Relationship conversations are already happening online. Our goal is to bring relationship support to those places where the day-to-day discussions are going on. We are doing this through **relationship content** co-created with our digital partners, **online platforms** such as forums and social media, and **digital support services**. We are stimulating these conversations by providing evidence-based content on the most talked about relationship issues, tailored to the needs of key groups, and accessed via our partner networks:

- o **mums** via Netmums
- o **dads** via dad.info
- o **students** via The Student Room
- o **young people** via THE MIX
- o **parents of children with disabilities** via Contact a Family



In 2015–16, we reached **8.5 million new parents** and **7.7 million young people** with our strengthening relationship messaging.



## Couples in relationships affected by substance use problems

This strand focusses on couples in relationships affected by substance use problems. Rather than the users themselves, we are targeting **their family members who get affected**—an area that has traditionally been neglected.

Couples' relationships come under great strain as a result of dealing with addictions, but partners tend to avoid seeking support for themselves, not wanting to detract attention from their loved ones and the substance misuse itself. There was a clear need for this initiative, widely identified by research from the addiction sector.

We partnered with the addiction charity **Adfam** and created an audio resource to support people living in families affected by drug or alcohol misuse. This took the form of a collection of six short stories with relationship advice from real people living in similar situations, titled **Relationship Realities**.



The purpose of the stories is to offer first-hand advice and tips that can help to improve and maintain relationship quality and normalise relationship discussions. The stories may also encourage listeners to seek support, leading to better coping processes in difficult times.

Family support workers distributed MP3 and CD copies of the stories to **120 couples** across the UK. To date, the stories have been listened to **405** times at [www.oneplusone.org.uk/addiction](http://www.oneplusone.org.uk/addiction). Initial findings show that more than **four out of five couples** agreed that the recordings contained useful insights and that they would recommend them to other families.

## Employers trained to positively influence the relationship quality of their employees

Helping people to strengthen their relationships has been shown to predict positive work engagement in a virtuous cycle of reinforcement. Our project focused on delivering training based on the principles of the OnePlusOne Brief Encounters® model tailored to suit the needs of employers, to create **Brief Encounters Skills Training (B.E.S.T.)**.

Line managers were trained to:

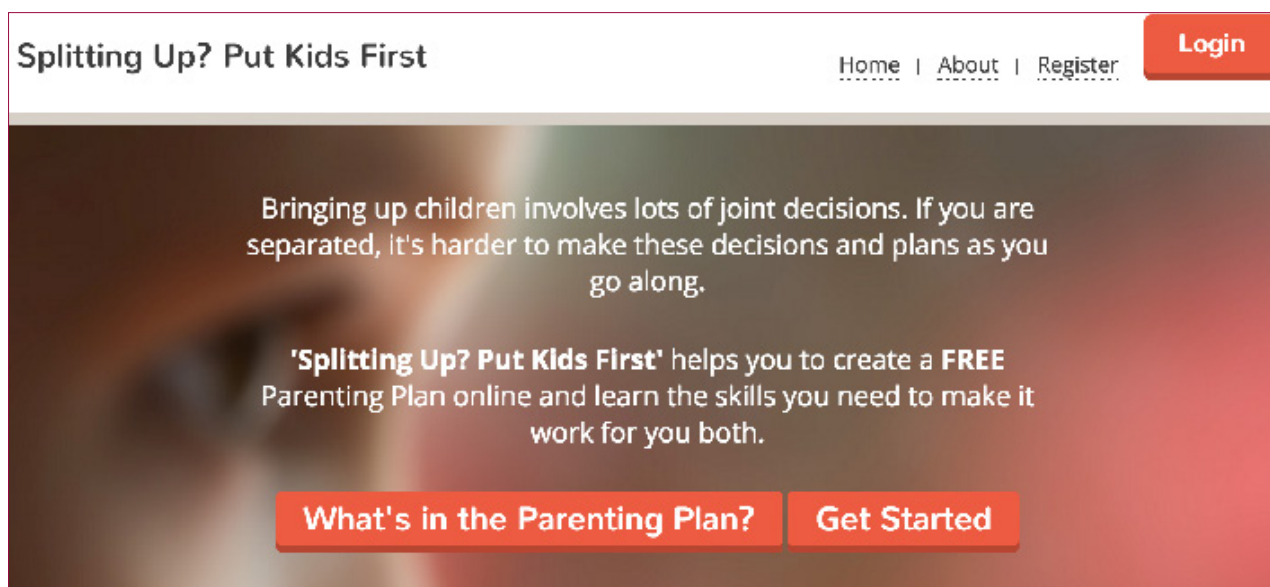
- o **recognise** relationship difficulties;
- o **respond** using active listening skills and solution-focused techniques;
- o **review** the need for further support.

This approach encourages the employer to make an early intervention by building empathy, helping people to understand more about what is going on beyond the presenting issues, reminding them of the strengths in their relationship, and encouraging them to seek their own solutions.

The training was delivered to **33 line managers across three sectors**—a housing association, a Fortune 500 company, and an international youth charity—and resulted in **97%** of attendees reporting feeling more able to have conversations with employees about relationship issues. They also felt more confident to handle difficult conversations around personal issues affecting work performance, and were more aware of other support services to signpost their employees to.

# Support for separated parents

Funded by the DWP Innovation Fund, **Splitting Up? Put Kids First** is our easily accessible online service that can help parents sort out childcare arrangements and reduce conflict. It includes a personalised parenting plan and behaviour modelling training tools to help parents communicate with each other and their children.



Since its inception, the service has acquired over **13,000 registered users**, and continues to receive approximately **470 new registrations per month**.

Our evaluation showed that the service had led to improvements for users, with around **77%** starting a parenting plan and **25%** returning to visit the service more than once.

## Impact

- o **52%** of users reported improvement in at least one area of collaborative co-parenting six weeks after registering.
- o **58%** of users said that they found the service helpful.
- o The skills videos seem to support people in being better able to communicate with their ex-partners (further analysis is being carried out).
- o Users who were referred or supported by Home Start volunteers were significantly more likely to engage with the service and show improvements.
- o Specific targeting at fathers is valuable as there is still a tendency in users to read 'parents' as 'mothers'.

While DWP funding for this service concluded in September 2015, we have continued to keep the service running.

## Emotional readiness

A key finding from the ESRC research study [Mapping Paths to Family Justice](#) (Barlow et al, 2014) was that the emotional state of people going through divorce affected their understanding of and suitability for different forms of dispute resolution. This finding resonated with the experiences of many of the users of [Splitting Up? Put Kids First](#), OnePlusOne's service for separating and separated parents. They were often not emotionally ready to take action towards resolving issues in the best interests of their children.

In early 2015, we started to explore how an individual's emotional state affected the ability to take in information and engage with different forms of support. [We developed and piloted a tool to measure 'emotional readiness'](#). Working with OnePlusOne associate Dr Abigail Millings, this tool was tested for validity and reliability with users of TheParentConnection. Parents' ratings of experiencing various emotions were strongly related to their feeling able to manage emotions when in contact with their ex-partner, calmly expressing views about childcare arrangements, and the ability to work out necessary childcare arrangements. This emotional readiness scale was found to be reliable and valid.

We are carrying out further research around what it means to be ['emotionally ready'](#) and how we can support parents at different stages of their emotional journeys, with a view to expanding the tool to meet these needs. Work on this tool continues and will be delivered as part of our digital transformation.

## Getting it Right for Children

We have continued to offer [Getting it Right for Children](#) to Cafcass. This online service aims to help separated parents communicate with their ex-partner through behaviour modelling training. Since its launch, we have had over [2,700 registered users](#), with around [83%](#) saying they would recommend the programme to other separating or separated parents. Cafcass values this tool and uses it as part of their Separated Parents Information Programme.

# Piloting perinatal education in relationships

## Me, You, and Baby Too

The DWP funded a pilot to support couples during the perinatal period—and we won the contract to carry this out.

Evidence shows that **the perinatal period is a key transition** that can negatively impact the couple relationship. Using OnePlusOne's wide database of extensive existing resources and our heritage of working across the perinatal period, we developed a packaged support called **Me, You and Baby Too**.



Me, You and Baby Too ran from April 2015 to March 2016. We trained **113 practitioners** (25% midwives, 71% health visitors, 4% other) from eight different regions of England to use Me, You and Baby Too, our evidence-based relationship course for new parents.

The purpose of the professional training was to give these practitioners the skills and practical resources to help prepare parents for the impact a baby may have on their relationship. Evaluation of the pilot, supported by an expert panel which included members of the Institute of Health Visiting, the NCT, the NSPCC, and perinatal health expert Prof. Mary Nolan, showed that those who completed the training felt more able and likely to support couples with their relationships.

One health visitor told us about a couple she met who were waiting to be signposted to a targeted relationship support. The health visitor worked with this couple over a number of visits, using the skills and resources from Me, You and Baby Too. The relationship support she offered was so effective that the couple felt that they no longer needed further specialist support and could see a clear path forward towards solving their relationship issues themselves.

Key findings from workshops with health visitors and midwives:

- o **99%** understand how having a baby may affect couples' relationships
- o **100%** understand how the relationship between new parents may affect their baby
- o **100%** understand how couples can prepare for changes in their relationship after having a new baby
- o **100%** understand what the common causes of arguments are in a relationship
- o **100%** agree that it is important for fathers to be included in perinatal education
- o **79%** would feel confident to deliver relationship education to new or expectant parents

# Working with prisoners and their families

## A proof of concept for online delivery

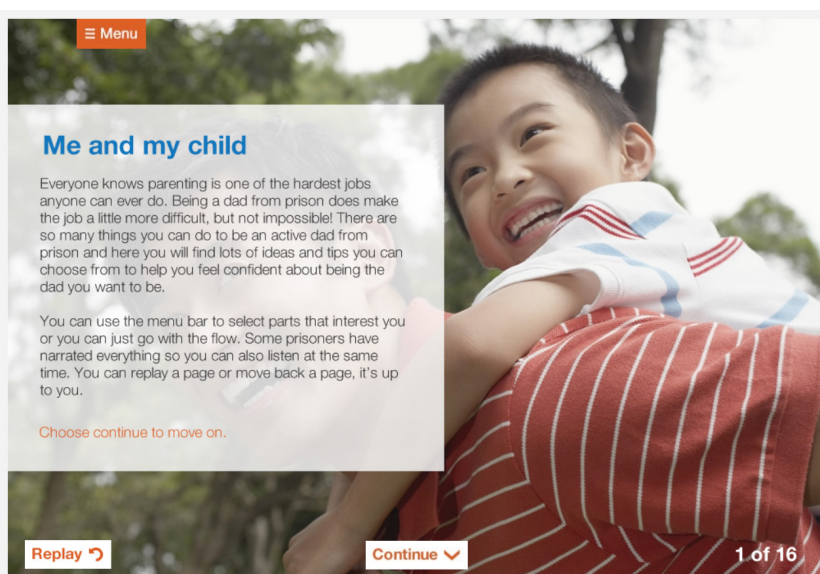
In 2015, we were commissioned by the Ministry of Justice to conduct a ‘proof of concept for online delivery’ project examining the feasibility of delivering a parenting and relationship skills programme to prisoners through the prison’s online learning system.

The first stage of this process was a review of the available learning programmes to determine which would be the most effective when translated to an online setting.

This led us to form a working partnership with Safeground and Solihull, with whom we developed an e-learning programme, *Staying Connected*, comprising of three modules. We experienced a number of challenges in getting the programme live, reflecting some of the complexities of operating in the secure environment of a prison, which necessitates working through different tiers of delivery partners.

Despite these challenges, 224 prisoners accessed the programme *Staying Connected* in 45 prisons over a five-month period. Findings from focus groups and interviews with prison staff suggested that the programme was positively received and had a wide appeal beyond its original target group of young offenders on short to medium sentences.

Perceived benefits of the programme included: a better understanding amongst prisoners of their behaviour towards partners, changes in how they communicated, increased self-confidence in their relationship skills, and an opportunity to demonstrate a commitment to their families.



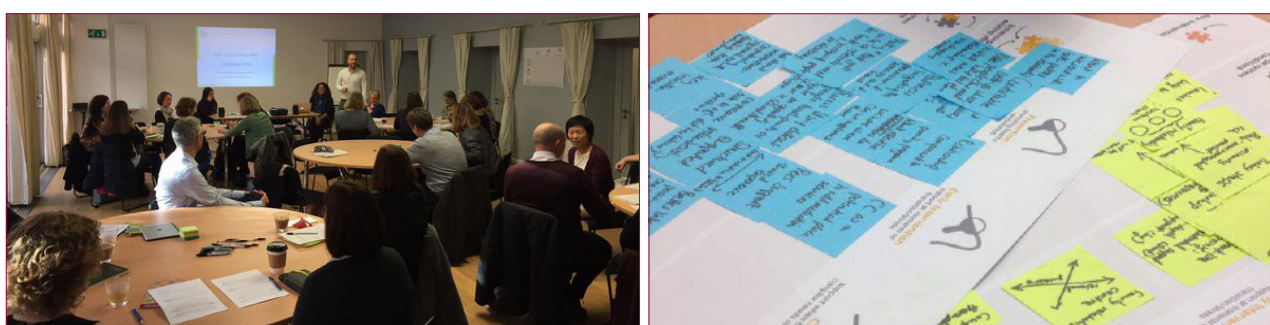
As the government is currently reviewing the role of education in prisoner rehabilitation and the opportunities provided by e-learning, we are hopeful that this project will feed into their considerations, reflecting the robust evidence base on the role of strong family relationships in reducing re-offending.



# Local support

## Helping local authorities to deliver effective relationship support

The **Local Family Offer** is a new programme led by the DWP, set up to maximise the important role that local authorities have in communities in delivering and managing family-centred services. The main focus is on strengthening **couples'** and **co-parenting** relationships. Working in partnership with **Innovation Unit**, we have supported **12 local authorities across the UK** to develop a 'Local Family Offer' focusing on improving the quality of couple or co-parenting relationships with a view to improving outcomes for families and children.



By drawing together the evidence about factors that affect the quality of couple or co-parenting relationships, and how the quality of these relationships can affect parent, child, and family outcomes, a logic model was developed to help local authorities understand why relationship quality matters to children's outcomes.

This logic model was used to collect a wide range of publicly available data for each local authority, and compared to the national average. Coaches from both organisations helped local authorities identify which factor was most significant for them, and therefore presented the biggest opportunity to intervene early with those families at risk of poor quality relationships.

The Local Family Offer programme has given 12 local authorities the opportunity to think carefully about relationships and their critical role in **prevention** and **early intervention**. Each local authority involved in the programme developed a strategy and a successful bid for grant funding from the DWP to implement an aspect of this vision.

It is anticipated that this work will continue in the coming year. The details of this are yet to be confirmed.

# Acknowledgements

Our Trustees are listed within the legal details section on page 29.

## Our staff during 2015–16

Kate Balston (retired March)

Sarah Bellorini (joined June)

Dr Debbie Braybrook

Dr Lester Coleman

Elaine Cooper (left December)

Jonathan Devereux

James Durston

Ramon Fritz

Lauren Gasser (left February)

Verity Glasgow (maternity leave from June)

Dr Hannah Green (left February)

Dr Catherine Houlston

Charly Hutson (joined May)

Jolanta Kaczmarek (joined June)

Reanne Kedge

Penny Mansfield CBE

Alec Martin

Jan Mitcheson

Kate Nicolle

Jimi Odell

Chantal Savignon (joined January)

Aminath Shareef (left May)

Veronica Shimonovskaya (May-February)

Meg Stapleton (joined December)

Dr Mariya Stoilova (left August)

Jessica Sweeney

Luci Trew (left December)

Dean Wilson

## OnePlusOne associates

Bernie Davis, Emmet Hart, Dr Abigail Millings, Professor Janet Reibstein, Jenny Reynolds, Dr Angharad Rudkin, Mark Weber.

## Our patrons

Professor John Bowker

Dr Margaret Bowker

Michael Buerk

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Rt Hon The Earl of Gowrie

Professor Sir Michael Rutter

## Our trainers

Karen Groenewold

Denise Chatfield

Beverley Haynes

Christiane Johnson

Jane Joseph

Pat Joseph



## Online service moderators

Rosalind Ashford  
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Aideen Mattimore  
Sally Stordy-Allison  
Janet Breeze  
Judy Lindsell

Frances Place  
Kerry Williamson  
Bernadette Davis  
Jean Marsh  
Elisabeth Raymond  
Sheila Wright

## Our research subcommittee

Professor Mel Bartley (retired)  
Professor Paul Black OBE (retired)  
Erica De'Ath OBE  
Professor Kathleen Kiernan  
Dr Rebecca Lacey  
A number of staff are also part of this subcommittee.

Dr Abigail Millings  
Professor Janet Reibstein  
Jenny Reynolds  
Emma Ries

## Our funders

Enrique Boo  
Birmingham City University  
Christine Webber  
B. Dickinson  
Exeter University (from Nuffield Foundation)  
Jenny Wilson  
National Offender Management Service  
Tavistock Centre for Couple Relationships  
Ag Eisteacht

Essex County Council  
Professor P. Black  
Department for Work and Pensions  
John Dodwell  
Helen Harris  
National Children's Bureau  
R. E. Nugee  
Innovation Unit  
Other anonymous donors

Looking forward  
2016–17

# Aims 2016–17

In 2015–16, we revised our mission statements as follows:

*“to strengthen relational capability and increase opportunities to live and work relationally by stimulating learning and behaviour change through accessible, evidence-based resources”*

This year we will continue to focus our efforts on achieving our mission through the following key aims:

## Aim 1

Developing our research observatory to ensure that evidence on relationships is accessible to frontline practitioners supporting families, commissioners, and policy makers. Using robust evidence as the base for all new innovations, we will take a test and learn the approaches (test, observe, enquire, assess, evaluate, and gain insight) to new product development.

## Aim 2

Continue to proactively seek and secure opportunities to broaden our funding base and improve our sustainability, including a mix of income from government contracts, partnerships, commercial agreements, grants, and donations.

## Aim 3

Transform our digital services in order to create a single platform built on a toolkit that enables us to grow, flex, and develop as the online world changes and our understanding of our users deepens. This will allow us to improve accessibility and user experience, enable us to build a vibrant community, and provide opportunities for us to monetise services.

## Aim 4

Continue to develop relational workplaces by supporting employers to embed relational capability in their workforces in order to contribute to higher employee engagement and better work-life balance.

Finance & legal

# Governance, legal, & administration

## Governance

OnePlusOne Marriage & Partnership Research was originally registered as a charity in 1971. It is now a charitable private company limited by guarantee, incorporated on 29 December 2000, and registered as a charity on 13 August 2001. It commenced activities on 1 January 2002 with the transfer of operations from the unincorporated charity.

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

## Trustees

The charity is governed by a board of Trustees, who are also directors under company law. The board consists of three to fifteen persons elected by the membership and up to five members co-opted by the Trustees. The charity has a policy that the members are all directors. The recruitment for the Trustees is conducted by the senior Trustees and the senior staff and is based on an evaluation of the skills required to govern the charity. Newly appointed Trustees receive a letter of appointment and a pack of information about the charity, their fellow Trustees and their responsibilities as Trustees. They are invited to awaydays and additional training is provided as requested. Trustees are elected for a three-year period and may be re-elected for further three-year periods.

The Trustees and key management personnel serving during the year and since the year end were as follows:

## Trustees and directors

Ms Suzy Ashworth (retired January 2016)  
Professor Paul Black (retired July 2015)  
Ms Erica De'Ath OBE (Chair of Trustees)  
Ms Sarah Healey (appointed February 2016)  
Mr Axel Heitmueller (appointed February 2016)  
Ms Jayne Hilditch

Ms Ruth Kennedy  
Ms Katharine Landells  
Ms Elizabeth Mills, Treasurer  
Ms Maggie Rae  
Ms Josephine Richardson (appointed December 2015)  
Ms Emma Ries

## Senior management team

Penny Mansfield CBE, Director

Kate Balston, Head of Administration and Company Secretary (retired March 2016)

Dr Lester Coleman, Head of Research

Jonathan Devereux, Head of Finance and Company Secretary

Verity Glasgow, Deputy Director – Operations

Charly Hutson, Head of Operations

Jan Mitcheson, Deputy Director – Innovation

## Organisational structure

The board has established sub-committees with specific terms of reference and functions delegated by the board and chaired by a Trustee. They are:

- the finance sub-committee, which oversees all financial aspects of the charity's operations; and
- the research sub-committee, which advises on the research programme.

The Director and the Heads of Finance and Administration attend the main Trustee meetings. They also attend the finance sub-committee. The deputy directors attend them as and when required. The Director, the Deputy Director – Innovation, Head of Research, and the research staff attend the research sub-committee. Minutes of these meetings are taken by the director's PA.

The board can co-opt to the sub-committees' additional expert members who are not Trustees should they see the need. The board has delegated the day to day running of the charity to the director, working with the senior management team which comprises the two deputy directors and the heads of administration, finance, and research.

## Pay policy for senior staff

The Trustees of the charity are not remunerated. Details of the Trustees' expenses are contained at note 6 to the accounts. In line with the pay of all staff, the pay of the senior staff is reviewed annually with the aim to maintain staff salaries between the top of the lower quartile and the median of market salaries compared to organisations of a similar size, nature and location. Trustees consider the rationale and affordability of any cost of living rise, or individual salary adjustment annually in the light of benchmark reviews.

# Financial review

The results for this year are shown in the statement of financial activities on page 36, and the financial position is shown in the balance sheet on 37.

## Reserves policy

It is the Trustees' general view that the desirable level of unrestricted reserves is three month's operating costs. Trustees regularly review the reserves policy and achieved their aim to hold free reserves on 31 March 2015, which would cover six months' operating costs. Two significant contracts were renewed for 2015–16, which meant that reserves by 31 March 2016 had declined less than anticipated.

This is to ensure that the charity can cash flow its activities without recourse to bank loans when there are delays in payment from funders, and would allow current activities to continue in the short term should funding drop significantly. The three month's operating costs during 2015–16 were £438k. The free reserves were £142k at the year end. The free reserves are calculated as comprising the expendable endowment fund and the general unrestricted funds (excluding the designated reserve). Of the £784k designated reserves, an amount of £288k was related to the balance held against the operating costs of services where funding was not continued during 2015–16 and is not as yet funded for 2016–17.

## Principal funding sources

Source	Amount (£)
<b>Department for Work and Pensions</b>	
Culture Change contract	833,331
Innovation contract	444,592
Perinatal Pilots	170,000

The charity's main sources of funding are listed above. While funding of the Culture Change contract has continued for 2016–17 at the same level, further funding opportunities from the Department of Work and Pensions were withdrawn in February 2016. It is expected that the Department will invite tenders for five new contracts in the autumn commencing on April 2017.

## Financial position

At the balance sheet date, OnePlusOne had forward contracts worth £954k for 2016–17 and reserves of £784k. Work undertaken to diversify funding sources and expected opportunities to bid for new government contracts means OnePlusOne retains the ambition to develop its core digital assets to improve a sustained service delivery during 2016–17. With a smaller current contract portfolio, reserves allow a similar level of activity provided additional funding can be secured to deliver discretionary investment spending to develop a more efficient digital platform.

## Risk statement

The Trustees consider the risks to the charity on a regular basis, in particular those related to the governance and management, operations and finances of the charity. Risks are identified and assessed for their likelihood and their impact on both reputation and finances. Systems are in place for mitigation and their efficacy is reviewed by the executive strategy group and by the Trustees.

## Statement of Trustees' responsibilities

The Trustees (who are also directors of OnePlusOne Marriage and Partnership Research for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- o Select suitable accounting policies and then apply them consistently;
- o Observe the methods and principles in the Charities SORP;
- o Make judgements and estimates that are reasonable and prudent;
- o State whether or not UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- o Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.



The Trustees are responsible for keeping adequate accounting records that disclose the financial position of the charitable company with reasonable accuracy at any time, and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other regularities.

# Auditor's report

## Independent Auditor's Report to the members of OnePlusOne Marriage and Partnership Research

We have audited the financial statements of OnePlusOne Marriage and Partnership Research for the year ended 31 March 2016, which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet, the cash flow statement, and the related notes. The financial reporting framework that has been applied in their preparation is the applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 that we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility of anyone other than the charitable company and the charitable company's members as a body for our audit work, for this report, or for the opinions we have formed.

## Respective responsibilities of Trustees and auditor

As explained more accurately in the statement of the Trustees' responsibilities, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements, and for being satisfied that these statements give a true and fair view.

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

## Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at [www.frc.org.uk/apb/scope/private.cfm](http://www.frc.org.uk/apb/scope/private.cfm).

## Opinion on financial statements

In our opinion, the financial statements—

- give a true and fair view of the state of the charitable company's affairs as on 31 March 2016, and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

## Independent auditor's report to the members of OnePlusOne Marriage and Partnership Research

Matters on which we are required to report by exception.

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

- adequate accounting records have not been kept or adequate returns for our audit have not been received from branches not visited by us or
- the financial statements are not in agreement with the accounting records and returns or
- certain disclosures of Trustees' remuneration specified by law are not made or
- we have not received all the information and explanations we require for our audit or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies.

**Julie Grimmer FCA DChA, Senior Statutory Auditor**

For and on behalf of  
Larking Gowen, Statutory Auditor  
Norwich

Date: 30 June 2016

# Statement of financial activities

Statement of financial activities (incorporating income & expenditure account) period ending 31 March 2016

	Note	Expendable endowment	Restricted Funds	Unrestricted Funds	2015–16 Total	2014–15 Total
<b>Incoming resources</b>		£	£	£	£	£
Grants and donations	3	-	52,800	860	<b>53,660</b>	301,887
Bank interest		-	-	7,232	<b>7,232</b>	3,226
Sales of training and resources		-	-	23,896	<b>23,896</b>	15,261
Sundry income		-	-	300	<b>300</b>	-
<b>Incoming resources from charitable activities</b>						
Building the knowledge base on relationships	4	-		234,757	<b>234,757</b>	191,818
Direct support to Couples & Parents		-	-	469,138	<b>469,138</b>	787,549
Encouraging a culture of relationship self help		-	-	290,637	<b>290,637</b>	653,651
Improving front line relationship support				458,805	<b>458,805</b>	335,120
Outreach & Marketing		-	-	57,295	<b>57,295</b>	98,695
<b>Total incoming resources</b>		-	<b>52,800</b>	<b>1,542,920</b>	<b>1,595,720</b>	<b>2,387,207</b>
<b>Resources expended</b>						
Cost of raising funds	5	-	34,382	75,590	<b>109,972</b>	107,545
<b>Charitable activities</b>	5					
Building the Knowledge base		-	49,199	225,648	<b>274,847</b>	291,430
Direct Support to Couples & Parents		-	9,944	489,449	<b>499,393</b>	531,030
Encouraging a Culture of Relationship Self Help		-	-	290,093	<b>290,093</b>	252,093
Improving Front Line Relationship Support		-	11,868	445,695	<b>457,563</b>	645,405
Out reach and Marketing		-	-	76,348	<b>76,348</b>	88,305
Governance costs		-	-	29,639	<b>29,639</b>	29,798
<b>Total resources expended</b>		-	<b>105,393</b>	<b>1,632,462</b>	<b>1,737,855</b>	<b>1,945,606</b>
Transfer between funds	13		41,878	(41,878)		
<b>Net Movement in Funds</b>		-	<b>(10,715)</b>	<b>(131,420)</b>	<b>(142,135)</b>	<b>441,601</b>
<b>Reconciliation of Funds</b>						
<b>Funds brought forward at 1 April</b>		<b>136,239</b>	<b>13,427</b>	<b>920,621</b>	<b>1,070,287</b>	<b>628,686</b>
<b>Funds Carried forward at 31 March</b>	13	<b>136,239</b>	<b>2,712</b>	<b>789,201</b>	<b>928,152</b>	<b>1,070,287</b>

Prior year Income was £300,177 restricted grants and £2,087,030 unrestricted earnings and funding. Resources expended were £325,486 restricted and £1,620,120 unrestricted.

All of the above results are derived from continuing activities. There are no recognised gains or losses other than those stated above

Erica De'Ath – Chair

# Balance sheet as at 31 March 2016

As at 31 March 2016

		2015–16		2014–15	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	10	<u>23,483</u>		<u>3,359</u>	
			23,483		3,359
<b>Current assets</b>					
Stocks		-		-	
Debtors & Prepayments	11	290,883		402,483	
Cash on deposit		731,282		882,085	
Cash at bank and in hand		<u>(803)</u>		<u>1,459</u>	
		1,021,362		1,286,027	
<b>Creditors: amounts falling due within one year</b>	12	<b>(116,693)</b>		<b>(219,099)</b>	
<b>Net current assets</b>			<u>904,669</u>		<u>1,066,928</u>
<b>Total funds</b>			<u><b>928,152</b></u>		<u><b>1,070,287</b></u>
<b>Expendable endowment</b>					
			<b>136,239</b>		136,239
<b>Restricted funds</b>					
			2,712		13,427
<b>Funds</b>					
	13/14				
Designated Fund			783,700		765,957
General funds			5,501		154,664
<b>Unrestricted funds</b>			<u><b>789,201</b></u>		<u><b>920,621</b></u>
<b>Total funds</b>			<u><b>928,152</b></u>		<u><b>1,070,287</b></u>

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006, the Charity SORP 2015, and Financial Reporting Standard 102. The notes at pages on 39 to 52 form part of these accounts.

Approved by the Trustees on 5th July 2016 and signed on their behalf by Erica De'Ath and Elizabeth Mills.

Erica De'Ath – Chair of Trustees  
Company No 4133340

Elizabeth Mills – Trustee and Treasurer  
Charity No 1087994

# Cash flow statement

For the year ended 31 March 2016

Operating activities	2015–16	2014–15
	£	£
Net cash inflow (outflow) from operating activities	(134,071)	388,577
Interest received from returns on investment	6,730	2,160
<b>Net cash inflow from investments</b>	<b>6,730</b>	<b>2,160</b>
Capital Expenditure and financial investment		
Purchase of tangible fixed assets	(25,724)	(2,991)
Sale of tangible fixed assets	-	-
<b>Net cash outflow from capital expenditure</b>	<b>(25,724)</b>	<b>(2,991)</b>
Change in cash and cash equivalents in the reporting period	(153,065)	387,746
Cash and cash equivalents at beginning of year	883,544	495,798
Cash and cash equivalents at the end of year	730,479	883,544
<b>Reconciliation of operating deficit to net outflow from operating activities</b>		
<b>Increase (decrease) in cash</b>	<b>(153,065)</b>	<b>387,746</b>
<b>Operating surplus (deficit)</b>	<b>(142,135)</b>	<b>441,601</b>
Depreciation charges	5,600	5,144
Decrease/(increase) in debtors and prepayments	111,600	(67,018)
Increase/(decrease) in receipts in advance	(8,855)	(23,455)
Increase/(decrease) in creditors	(93,551)	34,465
(Increase)/decrease in fixed assets	(25,724)	(2,991)
<b>Net cash (outflow)/inflow from operating activities</b>	<b>(153,065)</b>	<b>387,746</b>
Reconciliation of cash movement from operating activities		
Government grants	64,054	240,826
Other grants and donations	26,160	57,983
Other cash receipts from contracts and trading	1,620,823	2,009,678
Payments to suppliers	(1,043,071)	(1,130,592)
Cash paid to and on behalf of employees	(802,037)	(789,318)
<b>Net cash inflow (outflow) from operating activities</b>	<b>(134,071)</b>	<b>388,577</b>

# Note 1

## 1. Accounting policies

a) Basis of Preparation. The financial statements are in accordance with the Financial Reporting Standard FRS 102 (applicable 2015) and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, and Accounting and Reporting by Charities (issued in January 2015). OnePlusOne meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historic or transaction costs unless otherwise stated in the relevant accounting policy notes. All transactions are reported in pounds sterling (£) to the nearest £.

b) Reconciliation with previous generally accepted practice. In preparing the accounts, Trustees have considered whether a restatement of comparatives was required in applying FRS102 and the SORP 2015. The requirement to recognise the employee benefit to paid annual leave led to a potential liability for annual leave due but not taken on 31st March on a leave year commencing on 1st January. Assuming no leave were taken for the first quarter of the leave year, this liability would impact the financial statements as follows:

	<b>April 2015</b>	<b>April 2016</b>
Fund balances previously stated	1,070,287	928,152
Annual leave accrual (max)	(18,935)	(15,522)
Restated fund balances	1,051,352	912,630

The actual accrual is expected to be significantly less than this and not material, so the accounts have not been restated. In accounting for operating leases the liability disclosed in note 13 changed from the annual commitment in respect to operating leases, to the outstanding commitment to operating leases.

c) Preparation of accounts on a going concern basis. The accounts are prepared on the basis that the charity remains a going concern. On the balance sheet, the date reserves were £928k with £730k held as cash. All year end debtors had paid in full within terms by May 2016. Reserves, together with signed contract income for 2016–17 of £954k, means the charity will be able to continue activity on a similar level to that of 2015–16. This financial position, together with the opportunities for further funding through scheduled Government contract opportunities and other charitable purpose trading.

d) Voluntary income is received by way of donations and gifts, and is included in full in the statement of financial activities when receivable. Donated goods and services are recognised as an incoming resource at an estimate of the value of the contribution to the charity, where this can be quantified. Volunteer time is not included in the financial statements.

e) Grants, including those grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are received or receivable, whichever happens earlier, unless:

- The donor specifies that the grant or donation must only be used in future accounting periods or
- The donor has imposed conditions which must be met before the company has unconditional entitlement.

f) Resources expended are recognised in the period in which they are incurred, and include any irrecoverable VAT. Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support costs, consisting of staff costs and other overheads, are allocated among activities on the basis of staff time or a base appropriate to the specific support cost.

Governance costs include the management of the charity's assets, organisational management, and compliance with constitutional and statutory requirements.

g) Depreciation is provided at rates calculated to write down the cost of each asset over its expected useful life. The depreciation rates in use are as follows:

Office equipment	3 years straight line
Office furniture and fittings	3 years straight line

Items of equipment are normally capitalised where the purchase price exceeds £1,000 or where it is clear that future economic benefits will be derived from equipment purchases of a lower value which should be recognised against future activity.

Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate that their carrying value may exceed their net realisable value and value-in-use.

h) Restricted funds are to be used for specific purposes as laid down by the donor. The expenditure which meets these criteria is charged to the fund.

i) Designated funds are funds set aside by Trustees from unrestricted reserves to meet specific purposes they may define from time to time. Funds are designated to develop activities which are essential to the sustainability of the organisation's capacity to deliver its objectives.

j) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose, and are available as general funds.

k) The expendable endowment fund is for unrestricted funding purposes which will be approved by the Trustees when appropriate.

l) The cost of generating funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

m) Exceptional items are recognised in the accounts where they are material to the understanding of financial statements in relation to continuing activities. They are reported in notes to the accounts so as to highlight exceptional activity during the reporting period within a relevant cost category.

n) Trade and other debtors are recognised at the settlement date due to less and trade discounts offered. Prepayments are valued at the amount pre-paid net of any trade discounts due.

o) Creditors and provisions are recognised where the charity has a present obligation as a result of a past event that will probably result in the transfer of funds to a third party, and the settlement obligation can be reliably measured or estimated. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. It is the charity's aim to pay creditors within agreed terms where there is no dispute over liability.

p) Cash at bank relates to cash held in instant access with no penalty accounts net of any credit card liabilities.

q) Cash on deposit relates to cash held in 90-day access accounts where, depending on the notice period given, there may be a loss of interest on sums withdrawn.

r) Pension contributions are made at 6% where the staff opt to join the money purchase scheme OnePlusOne operates through AEGON. For 2015–16, the staff were entitled to join the scheme where they had completed their probationary period. From November 2016, all the staff will be auto enrolled into a pension scheme. No other pension scheme has been operated by OnePlusOne in the last financial year, and accordingly, there are no outstanding pension liabilities at



# Note 2

the balance sheet date.

s) Operating leases are limited to office printing equipment, the title for which remains with the lessor, with rental charges charged on a straight line basis over the 5-year economic life. Note 15 to the accounts follows FRS102 requirements to show the remaining liability under this lease.

t) Financial Instruments are 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.

## 2. Legal status

OnePlusOne Marriage and Partnership Research is a company limited by guarantee, company number 4133340 with the working title OnePlusOne. It is also a registered Charity No. 1087994.

The registered office is CAN Mezzanine, 7–14 Great Dover Street, London SE1 4YR.

# Note 3

## 3 Grants and donations

	Endowment	Restricted	Unrestricted	2015–16	2014–15
				£	£
DfE Relationship Alliance	-	-	-	-	133,904
NOMs	-	27,500	-	27,500	110,000
Anonymous Trust	-	25,000	-	25,000	35,000
Nuffield Foundation	-	-	-	-	19,361
General donations, including Gift Aid	-	300	860	1,160	3,622
Total grants and donations	-	52,800	860	53,660	301,887
Bank Interest	-	-	7,232	7,232	3,226
Sales of training and resources	-	-	23,896	23,896	15,261
Sundry Income	-	-	300	300	-

# Note 4

## 4 Incoming resources from charitable activities

	Endowment	Restricted	Unrestricted	2015–16	2014–15
				£	£
DfE online services contract	-	-	-	-	316,823
DfE/DWP Culture Change contract	-	-	833,331	833,331	881,130
DWP Innovation contract	-	-	444,592	444,592	842,092
DWP Perinatal Pilots	-	-	170,000	170,000	-
Exeter University—No Fault Divorce	-	-	8,212	8,212	-
Innovation Unit—Local Family Offer	-	-	26,250	26,250	-
Essex County Council—Relational Capability	-	-	15,625	15,625	-
National Childrens Bureau—LEAP project	-	-	12,622	12,622	-
SPIPS Contract	-	-	-	-	-
Exeter University contract (ESRC)	-	-	-	-	8,500
CAFCASS Contract	-	-	-	-	18,288
<b>Total incoming resources from charitable activities</b>	<b>-</b>	<b>-</b>	<b>1,510,632</b>	<b>1,510,632</b>	<b>2,066,833</b>
<b>TOTAL INCOMING RESOURCES</b>	<b>-</b>	<b>52,800</b>	<b>1,542,920</b>	<b>1,595,720</b>	<b>2,387,207</b>

# Note 5: Total resources expended

5	Total resources expended	Building the knowledge base	Direct support to couples and parents	Encouraging a culture of relationship self help
		£	£	£
	Staff costs (note 8)	194,556	188,813	134,698
	Project expenses	36,465	254,898	97,199
	Travel, recruitment and training	8,612	12,584	30,071
	Premises and office costs	35,122	43,425	28,113
	Telephone, postage and stationery	1,464	1,779	1,136
	Legal and professional fees	3,265	4,812	2,830
	Depreciation	1,109	1,634	960
	Recovered VAT	(5,746)	(8,552)	(4,914)
	Total resources expended	274,847	499,393	290,093

Included above are support costs which have been apportioned across the work of the charity as set out below (and as described in note 1f):

Support	13,991	65,922	32,462
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Fundraising	Governance	Improving front line relationship support	Outreach and marketing	2015–16	2014–15
£	£	£	£	£	£
30,271	12,314	226,868	26,924	814,444	795,054
62,171	3,415	175,415	31,632	661,195	964,992
8,593	2,114	27,757	2,494	92,225	46,012
8,212	8,907	26,153	15,370	165,302	135,633
322	341	1,835	597	7,474	6,749
1,760	3,771	2,606	1,568	20,612	11,479
326	298	740	533	5,600	5,145
(1,683)	(1,521)	(3,811)	(2,770)	(28,997)	(19,458)
109,972	29,639	457,563	76,348	1,737,855	1,945,606
17,361	2,622	51,841	9,050	193,249	190,193

# Notes 6–7

6	Support costs are made up of:	2015–16	2014–15
		£	£
	Staff costs	174,548	182,309
	Premises and office costs	15,777	6,479
	Project costs	539	771
	Travel, recruitment and training	2,445	943
	Legal and professional fees	1,710	170
	Telephone, postage and stationery	661	330
	Depreciation	582	266
	Overhead recovery		(72)
	Recoverable VAT	(3,013)	(1,003)
		<u>193,249</u>	<u>190,193</u>

7	Net incoming resources stated after charging	2015–16	2014–15
		£	£
	Depreciation	5,600	5,145
	Trustees' expenses	821	728
	Auditors' remuneration	8,466	8,800
	Auditors'—other services	1,621	3,144
	Operating lease rentals on property	24,173	49,999
	Operating lease rentals on equipment	6,126	6,196

The charity pays the expenses of Trustees to attend meetings and events on behalf of the charity. During the year, eight Trustees either claimed expenses or had expenses paid by the charity directly.

# Note 8

8	Staff costs and numbers	2015–16	2014–15
		£	£
	Salaries	706,102	684,128
	Social security costs	72,251	71,401
	Pension contributions	25,861	27,872
	Other salary costs	-	-
	Temporary Staff	10,230	12,224
		<b>814,444</b>	<b>795,625</b>

One employee received remuneration between £70,000 and £80,000, exclusive of an employers pension contribution of £6,337.

	£	£
Key management team employee benefits	264,814	299,436

The key management team comprises: the Director, the Deputy Director – Innovation, the Deputy Director – Operations, and the Heads of Research, Finance and Administration.

The staff were able to join a defined contribution scheme for pension provision. The employer contribution was set at 6% provided the employee contributed a minimum of 3%. No contributions were outstanding at the balance sheet date.

	FTE	FTE
Charitable activities		
Building the knowledge base on relationships	4.2	5.4
Improving frontline relationship support	2.2	2.7
Encouraging a culture of relationship self help	3.4	4.4
Direct support to couples and parents	5.6	2.8
Outreach and marketing	2.0	1.4
Capacity building and business development	0.0	0.0
Cost of generating funds	0.9	1.3
Governance	1.0	1.0
	<b>19.3</b>	<b>19.0</b>

On average, 23.5 people were employed during the year 12.7 full time and 10.8 part time.

# Notes 9–10

## 9 Taxation

There is no corporation tax charge as all the charity's income falls under charitable tax exemptions where income is applied for charitable purposes.

## 10 Tangible assets

### Cost

	Furniture and fittings £	Equipment £	Total £
On 31 March 2015	32,597	102,882	135,479
Additions	12,893	12,831	25,724
Cost of disposals			-
Period ending 31 March 2016	45,490	115,713	161,203

### Depreciation

On 31 March 2015	32,292	99,828	132,120
Charge for the year	1,738	3,862	5,600
On disposals		-	-
Period ending 31 March 2016	34,030	103,690	137,720

### Net book value

On 31 March 2016	11,460	12,023	23,483
On 31 March 2015	305	3,054	3,359



# Notes 11–12

## 11 Debtors

	2015–16	2014–15
	£	£
Trade debtors	224,380	319,230
Grants receivable	-	36,554
Other debtors	3,456	4,826
Accrued income	1,568	1,066
Prepayments	61,479	40,807
	<u>290,883</u>	<u>402,483</u>

## 12 Creditors

	2015–16	2014–15
	£	£
Trade creditors	69,760	115,154
Pre-paid income	-	8,855
Accruals	25,752	7,877
PAYE and NIC	19,499	19,115
Other creditors	423	-
VAT	1,259	68,098
	<u>116,693</u>	<u>219,099</u>

# Note 13

## 13 Movements in funds

	On 31 March 2015	Incoming resources	Resources expended	Transfers	On 31 March 2016
	£	£	£	£	£
<b>Expendable endowment</b>	<b>136,239</b>	-	-	-	<b>136,239</b>
<b>Restricted funds</b>					
NOMs	9,698	27,500	45,919	8,721	-
Anonymous trust	1,317	25,000	59,474	33,157	-
Edith Dominican Memorial Fund	2,412	300	-	-	<b>2,712</b>
<b>Total restricted funds</b>	<b>13,427</b>	<b>52,800</b>	<b>105,393</b>	<b>41,878</b>	<b>2,712</b>
<b>Designated funds</b>					
Building the evidence base	133,904	-	-	(52,109)	81,795
Development of tools and content	150,000	-	-	-	150,000
Funding gap for online service	316,823	-	-	(110,568)	206,255
Digital platform refresh	112,000	-	-	(66,489)	45,511
Development and delivery of services	53,230	-	-	246,909	300,139
	<b>765,957</b>	<b>-</b>	<b>-</b>	<b>17,743</b>	<b>783,700</b>
<b>General funds</b>					
Online services	-	-	110,568	110,568	-
Digital platform	-	-	66,489	66,489	-
DWP—Culture Change contract	-	833,331	693,255	(140,076)	-
DWP—Innovation Fund	-	444,593	330,872	(113,721)	-
DWP—Perinatal Pilots	(500)	170,000	176,388	6,888	-
Exeter University—No Fault Divorce	-	8,212	24,765	16,553	-
Innovation Unit—Local Family Offer	-	26,250	29,224	2,974	-
Essex CC—Relational Capability	-	15,625	35,402	19,777	-
National Children's Bureau—LEAP	-	12,622	25,427	12,805	-
NOM's match funding	-	-	-	(8,721)	(8,721)
Anonymous trust match funding	-	-	-	(33,157)	(33,157)
Bank interest	-	7,232	-	-	7,232
Donations	-	860	-	-	860
Training	-	13,466	19,286	-	(5,820)
General fund balance	155,164	10,729	120,786	-	45,107
<b>General funds</b>	<b>154,664</b>	<b>1,542,920</b>	<b>1,632,462</b>	<b>(59,621)</b>	<b>5,501</b>
<b>Unrestricted funds</b>	<b>920,621</b>	<b>1,542,920</b>	<b>1,632,462</b>	<b>(41,878)</b>	<b>789,201</b>
<b>Total funds</b>	<b>1,070,287</b>	<b>1,595,720</b>	<b>1,737,855</b>	<b>-</b>	<b>928,152</b>

Transfers to designated reserves are in line with the accounting policy (Note 1 i.) of setting aside resources for the sustainability of contract services through surpluses generated in contract delivery. Transfers to restricted funds relate to the match funding brought to restricted activity from the general reserve.

#### Restricted funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

**NOMS**—National Offenders Management Service (part of the Ministry of Justice) grant to conduct a proof of concept study for online delivery of parenting and relationship skills for prisoners.

**Anonymous Trust**—continued grant funding to explore opportunities to broaden the funding base of OnePlusOne through commercial opportunities with business.

**Edith Dominian Memorial Fund**—funds restricted to the delivery of a biannual lecture. The addition being funds received at the memorial service held for our Founder Jack Dominian.

#### Designated funds

Trustees formally review the opportunity to designate funds from resources available, and specify what designations to make for future aims and objectives annually in the light of known funding for at least the next twelve months. At the balance sheet date, these were as shown below.

**Building the evidence base**—a reserve designated to allow OnePlusOne to continue conducting original research following the ending of specific funding in March 2015.

**Development of tools and content**—reserve to allow for refreshing digital products expected to be used once the digital platform has been implemented.

**Funding gap for online service**—a reserve set up allowing core digital services to continue at a time in March 2015 when specific funding was ended.

**Digital platform refresh**—a reserve recognising the need to explore the potential for digital services created through a series of contract opportunities, is to be brought together by generating efficiencies in operation and expanding the reach of our service offer to new and existing markets. Spend during the year covered the research element of this project defining potential development which would need to attract further funding in order to be fully implemented.

**Development and delivery of services**—a reserve which recognises the need to hold resource to submit tenders for new contract offers and to be able to adjust existing products for new uses, and retain the Intellectual Property Rights for products created.

# Notes 14–17

## 14 Analysis of net assets between funds

	Endowment funds	Restricted funds	Designated funds	Unrestricted funds	2015–16 Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	23,483	23,483
Net current assets	136,239	2,712	783,700	(17,982)	904,669
	136,239	2,712	783,700	5,501	928,152

## 15 Obligations under operating leases

	2015–16	2014–15
	£	£
On 31 March 2016, the Charity had outstanding commitments under operating leases as set out below:-		
<b>Operating leases expiring in 2–5 years</b>		
Land and buildings	-	-
Office equipment	22,972	29,097
	<b>22,972</b>	<b>29,097</b>

The operating lease for photocopiers due annually is £6,126.

### Operating lease expiring in less than a year

The operating lease for 1 Benjamin Street was renegotiated from 25 June 2011 and expired on 25 December 2015. New premises at CAN Mezzanine are occupied under a license, not an operating lease.

Office equipment lease expired on 13 Jan 2016	-	5,759
	-	<b>43,559</b>

## 16 Related party transactions

There were no emoluments paid to Trustees in the period (2014–15: nil). Trustees and the senior management team annually declare any business interests they have. During 2015–16 there was no spend with an organisation where a business interest was declared.

## 17 Post balance sheet events

No material post balance sheet events are reportable for the 2015–16 financial year.



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