

Working Families

Annual Report and Consolidated Financial Statements

31 March 2019

Company Registration Number
04727690

England and Wales Charity Registration Number
1099808

Scotland Charity Registration Number
SC045339

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Reference and administration details of the charity, its trustees and advisors

Trustees	Tim Oliver Nikki Walker Fiona Stark Helen Humphreys Mary Starks Gemma Rosenblatt Jennifer Thomas Rachel Verdin
Honorary officers	Tim Oliver (Chair) Fiona Stark (Vice Chair) Nikki Walker (Treasurer)
Chief Executive	Jane van Zyl
Registered office	City Point, Spaces 1 Ropemaker Street London EC2Y 9AW
Charity registration number (England and Wales)	1099808
Charity registration number (Scotland)	SC045339
Company registration number	04727690
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	Barclays Bank plc PO Box 3474 London NW1 7NQ

Trustees' report Year ended 31 March 2019

The trustees, who are directors of the company for the purposes of the Companies Act, present their report with the financial statements of Working Families (the "charity") for the year ended 31 March 2019.

The financial statements have been prepared in accordance with the principal accounting policies set out on pages 22 to 24 and comply with the requirements of the Companies Act 2006, the Charity's Memorandum and Articles of Association, applicable laws, 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 United Kingdom and Republic of Ireland (FRS 102).

Introduction

Working Families was established from a merger between Parents at Work (Charity Registration Number 1051936) and New Ways to Work (Charity Registration Number 290090). All assets and activities of the two merging charities were transferred on 31 October 2003. The charity was incorporated as Working Lives on 9 April and registered as a charity on 2 October 2003. The charity changed its name to Working Families on 1 October 2003 and it registered in Scotland on 9 January 2015.

Objectives and activities

Objectives

Working Families helps working parents and carers (and their employers) to find a better balance between responsibilities at home and in the workplace. The charity has the following objectives:

- ◆ The promotion and advancement of the physical and mental health and well-being of working families and carers;
- ◆ The relief of working families in need by reason of age, ill health, disability, financial hardship or other disadvantage; and
- ◆ Advancing public education (particularly amongst employers and employees) about all aspects of alternative and flexible working patterns and practices.

Including (but without limitation) by:

- ◆ promoting and advancing better working practices; and
- ◆ providing information, advice, guidance and counselling for people in work or seeking work including about their rights and entitlements and the provision of care for dependants (including those with disabilities)

where "working families" means working parents; grandparents and/or guardians or carers, and the children and other dependants for whom they are providing care or support.

Objectives and activities (continued)

Activities

The charity carries out the following activities in order to satisfy its charitable objectives:

- ◆ Providing free legal advice to parents and carers on their rights at work;
- ◆ Providing employers with strategies to create flexible, family-friendly workplaces;
- ◆ Influencing policy; and
- ◆ Advocating on behalf of working parents and parents across the United Kingdom.

Public benefit

The trustees confirm that they have referred to the Charity Commission's general guidance on Public Benefit when reviewing and shaping the charity's aims and objectives for the year and planning future activities. The charity works to ensure that its programmes are inclusive, accessible and responsive to the needs of its beneficiaries.

Achievements and performance

In 2019, Working Families celebrated its 40th anniversary and what it has accomplished over the last 40 years. From our first work with employers, to establishing our legal advice helpline, to winning major policy victories with the Right to Request Flexible Working and Shared Parental Leave — Working Families has helped millions of people take control of their time and find the balance that works best for themselves and their loved ones.

Working Families is the UK's work-life balance organisation. We help working parents and carers—and their employers—find a better balance between responsibilities at home and in the workplace. We provide free legal advice to parents and carers on their rights at work; we give employers the tools they need to support their employees while creating a flexible, high-performing workforce; and we advocate on behalf of the UK's 13 million working parents, influencing policy through campaigns informed by ground-breaking research.

This year has seen some big changes for the charity. We've appointed a new CEO, welcomed new members of the Senior Leadership Team, and moved our headquarters to new offices in the City of London. Along with these changes have come new ways of monitoring and evaluating our progress and success, including producing a separate impact report. From this year onwards, this report will be produced alongside our annual accounts. By showcasing how we are making a difference in the lives of working parents and carers across the UK, We hope the report inspires even more people to get involved with our important work and mission.

With all the changes we have seen in the last year, one thing has remained the same: our commitment to changing the world of work for the better. Whether it's training employers on the benefits of flexible working, offering advice to parents suffering unfair treatment at work, or working with lawmakers to create lasting policy change, our small charity makes a big impact.

Achievements and performance (continued)

Helping Parents and Carers Fight for Their Rights

Our Legal Advice Service won a Law Society Excellence In-house Award for its innovative e-mail platform.

We give parents and carers the understanding that it is possible to balance work and caring for loved ones and arm them with the knowledge and expertise to make it happen.

In 2018-2019, Working Families' legal advisers helped 1,730 people fight for their rights in the workplace. 64% of these people were on a low income. We also saw a record number of visitors (760,000) to the legal advice pages on our website, showing just how many working parents and carers need our help.

Below are some of their stories, in their own words.

1. "I have been working part-time as a midwife at a large teaching hospital since 2013. For five years, I had set days and a set shift pattern. I needed this predictability in my schedule to manage my childcare responsibilities.

When I moved departments and my new manager told me I could no longer have set days, it was shocking. I work really hard, I put in extra hours, and I am never off sick. My manager's decision made me feel worthless and completely undervalued. It felt grossly unfair, and I was worried that I would have no choice but to leave my job if I couldn't retain my set days.

I contacted Working Families, and I got a reply really quickly. The legal adviser gave me excellent and clear advice, suggesting what I should do and how I should phrase my reply to my boss. The adviser was so lovely and supportive; I felt like I had a real advocate on my side. When I had the conversation with my boss, she immediately backed down and allowed me to keep my set working pattern.

Working Families has given me the confidence to stand up for myself when I feel like my rights are being trampled. I have recommended the helpline to many of my colleagues, including those who share the same manager. If I hadn't spoken to Working Families, I could not have carried on with my job."

2. "When my company was re-structured, I had to change my role with my employer, which required me to have a new contract. In my original role, I had agreed that I would work from home, as the headquarters in London is not a reasonable commutable distance for me and my local branch had shut down. In my new contract, they changed my working location to London, which was not discussed when the role was originally offered.

This change was surprising and very stressful — I am a single parent of a child with special needs, and finding suitable childcare for him is incredibly difficult and expensive. While going to London for meetings would have been possible, I would not have been able to be based there full-time.

Achievements and performance (continued)

Helping Parents and Carers Fight for Their Rights (continued)

Working Families told me my legal position and gave me options to discuss with my employer. This was really helpful, and meant that I knew my rights when I met with my employer. Following the meeting, my employer put me on a six-month homeworking trial period, which worked so well that they let me continue with the homeworking arrangement permanently.

I have received help from Working Families on two occasions when I was having issues around managing my working and caring responsibilities. On both occasions, they provided me with quick, clear advice that made me feel more confident to advocate for myself. The service Working Families provides is incredibly valuable — particularly for working parents of disabled children — and I have recommended the Legal Advice Service to other parents of children with special needs."

3. "When I contacted Working Families, I was on Statutory Adoption Leave after having worked for my company for five years. I had a full-time, permanent contract in an administrative role and had long worked over and above what was required of me. I had prior knowledge of my employer's poor treatment of other workers who had taken maternity leave, and was worried about what this might mean for me.

Whilst I was on adoption leave, I received a back-to-work calculation that did not include my accrued bank holidays. This seemed unfair as these days were contractually part of our leave entitlement, and I was fairly certain that during maternity and adoption, you are entitled to the same contractual terms — save for wage — as normal. Sadly, this practice was standard at my workplace; I knew of other colleagues who faced the same issue but did not have the knowledge or confidence to fight back.

I was nervous to address this with my employer and had few avenues from which to seek support. I felt I needed qualified legal advice to give me the confidence to approach my employer with my concerns, so I contacted Working Families. In response to my e-mail query, I promptly received a detailed response from a legal adviser explaining contractual entitlements during adoption leave, and particularly how bank holiday entitlement should be calculated. The e-mail was friendly yet professional and easy to interpret for a non-legal brain like mine.

Thankfully, I did not need to pursue the issue further with my employer as he backed down once I asserted my knowledge on the situation, paying me in full for the bank holiday entitlement I had accrued whilst on adoption leave. However, had I needed it, the Working Families adviser had also provided me with an action plan for further support. This gave me assurance that there were other avenues I could pursue to make sure I received my entitlement, had the outcome of my meeting with my employer had gone a different way.

I was so grateful that during a time of some isolation from the adult working world, I was able to access a service that could give me the knowledge I needed to stand up for myself. The adviser explained the law well enough for me to confidently interpret and apply it to my own situation. Receiving this advice helped me relax and enjoy the time off with my children when otherwise I would have been anxious and unsure.

Achievements and performance (continued)

Helping Parents and Carers Fight for Their Rights (continued)

I feel I have almost become a regular in seeking advice from the team and will always be grateful for the time and expertise they have offered me. I can honestly say that over the past two years, my life would have been a lot more stressful — and I would have lost significant entitlements from my employment — had it not been for Working Families. This would have had a considerable financial impact on my family, and to receive such help for free is simply fantastic.”

4. “I contacted Working Families following a meeting with HR whilst on maternity leave. Before I went on leave, my employer had verbally agreed to my request to work a four-day week with compressed hours when I returned to work. However, in this meeting, the HR representative went back on that agreement, saying that as a team leader I was required to work core hours, five days a week.

This decision felt unfair, especially as I had made childcare arrangements based on the promise of a four-day week. I was distraught and anxious as I did not want to work five days a week with a new baby to care for. I wanted to balance work with raising my child.

I received really helpful e-mail advice from Working Families, who went above and beyond by reviewing the e-mails I drafted to my employer and guiding me through making a formal flexible working request. As a result, I was able to keep my role and work four days a week, with compressed hours.

Working Families' help impacted me more than I can say. I can't thank them enough for supporting me through a very stressful and upsetting time.”

Providing this level of support to our service users would not be possible without our pro bono volunteer solicitors, who respond to some of our e-mail queries from parents, at a time and place that is convenient for them. This initiative is supported by most of the magic circle law firms, with around 100 volunteers. Working Families is hugely grateful for their time.

Providing employers with strategies to create flexible, family-friendly workplaces

Our work with our members now directly impacts over 750,000 employees and in this financial year 34 new employer members joined Working Families. We provided 1,100+ hours of advising, training, and tailored feedback to employers across the UK.

As an example of what is possible, Working Families worked with our longstanding employer member Unibail-Rodamco-Westfield (URW) to improve the company's flexible and family-friendly policy and practice.

As the largest commercial real estate company in Europe, URW is a top player in the male-dominated property industry, where women make up only 15% of the workforce⁽¹⁾. By joining Working Families, URW hoped to become an industry leader in supporting women, parents, and families.

1 – <http://cinmagazine.co.uk/liz-peace-cbe-the-property-industry-is-still-problematic-for-women/>

Achievements and performance (continued)

Providing employers with strategies to create flexible, family-friendly workplaces (continued)

"The property and construction sector has its challenges when it comes to attracting and retaining women, especially in senior positions," said Una O'Reilly, Director of Human Resources at URW. "We wanted to make a difference not only within our business but across the property industry — sharing best practice and setting an example that can change our industry for the better."

Building a Supportive Culture for Fathers

One of the most effective ways for employers to help women progress in the workplace is to encourage fathers to take parental leave and work flexibly. While URW already offered enhanced paternity leave, the organisation went even further in 2018 — at Working Families' recommendation — and began offering this leave entitlement from day one of employment. As a result, more than three-quarters (78%) of new fathers took four weeks of fully paid paternity leave in 2018.

In addition to improving its paternity leave policy, URW was committed to making its support for fathers' part of its company culture. The organisation already had popular parental coaching and family buddy schemes, but wanted to do more to boost the visibility of fathers. In 2018, Working Families supported URW in delivering a Father's Day event, which offered fathers from across the business the opportunity to share their experiences of being working dads. By giving fathers a public platform to talk about parenthood, paternity leave, and work-life balance, URW demonstrated that its support for fathers runs deeper than HR policy: it is at the heart of the organisation.

Embracing Flexible Working

A recent study from the Royal Institute of Chartered Surveyors found that flexible working is the key to attracting and retaining more women in the property and construction sector⁽²⁾. URW not only encourages flexible working on an organisational level, but ensures that line managers are equipped to have frequent conversations with their teams about their flexible working options. In 2018, with the help of Working Families, URW amended its performance review process to include questions about work-life balance and flexible working in all appraisal conversations, which take place three times per year.

This new process, designed to promote flexibility and wellbeing, contributed to a 50% increase in flexible working requests in 2018, all of which were approved. Importantly, 46% of flexible working requests were from men, demonstrating URW's progress in creating a gender-equal workplace.

Reaping Rewards and Looking to the Future

Working Families' involvement was instrumental in the success of URW's new initiatives: "Working Families has helped us drive our D&I strategy and improve our policies and practices to better support families. They reviewed all of our new policies and supporting documentation before implementation within our business, making valuable recommendations at each stage. The positive results speak for themselves," said O'Reilly.

2 – <https://www.rics.org/uk/news-insight/latest-news/press-releases/flexible-working-the-key/>

Achievements and performance (continued)

Providing employers with strategies to create flexible, family-friendly workplaces (continued)

Reaping Rewards and Looking to the Future (continued)

URW's efforts to improve their family-friendly and flexible offering in 2018-2019 earned them a place in the Top 30 Employers for Working Families, as well as Working Families Best Practice Awards in two categories: Best for Fathers and Best for Line Manager Support. "The recognition we received in the Top Employers list and the Best Practice Awards is fantastic and is great for our employee value proposition, helping us to attract a more diverse talent pool," said O'Reilly.

Looking ahead, URW plans to conduct regular listening exercises to gather feedback from employees on its new policies and practices and inform future activities around family-friendly and flexible working. The company's HR team even has plans to expand some of these initiatives beyond the UK, a testament to their success. "Our Working Families membership has helped us to make improvements not only to our UK business, but across our European network as well," said O'Reilly.

In early 2019, Family Friendly Working Scotland (FFWS)—part of Working Families—partnered with Glasgow maintenance and construction company City Building to transform the organisation's flexible working culture. Supported by the Workplace Equality Fund, FFWS ran a series of interactive workshops and gathered feedback from staff to improve take-up and perception of flexible working at all levels of the organisation.

Challenges and Opportunities

The executive management team at City Building knew that embedding flexibility would improve the working lives of employees, and the business as a whole. One-third of the company's workforce is under 30, a demographic that places a high value on flexibility. And as a 24-hour business with much of its customer base expecting immediate service, the company had a vested interest in making flexible and agile working a reality.

However, with a workforce that is 90% male, the company had to challenge the prevailing attitude that flexibility was largely for working mothers. While there were small pockets of the organisation that already worked flexibly — mostly back-office staff — there was a long way to go before City Building could develop a truly flexible culture.

Changing Attitudes

To better understand the culture around flexible working at City Building, FFWS conducted a staff survey. The survey found that while over 150 employees wanted to change their start and finish times, over half of those employees felt that requesting flexible working would give the impression that they were not serious about their jobs.

Achievements and performance (continued)

Providing employers with strategies to create flexible, family-friendly workplaces
(continued)

Changing Attitudes (continued)

Following the survey, FFWS chaired a series of focus groups and interactive workshops with stakeholders across the organisation to change attitudes around flexible working and determine how City Building could build a more flexible culture. These workshops showed the benefits that flexibility could bring to all staff members — from office employees to technical workers — and challenged negative assumptions about flexible working.

A key finding from these exercises was that the effectiveness of flexible working is highly dependent on the relationship between line managers and staff members. "There was a notion among some line managers that flexible working impedes productivity, but that's not the case," said Sharon McGrath, Head of Corporate Services at Glasgow City Building. "The workshops helped show line managers that working under an assumption of trust is crucial."

Once the workshops and the focus groups came to an end, the findings were presented to the rest of the organisation for comment, and champions from various business areas were identified to encourage teams across the organisation to adopt flexible working patterns.

Embedding Flexible Working

Since the partnership with FFWS concluded, City Building now has more than 80 employees with formal flexible working arrangements. One of these employees is Darren Fogg, who now comes into work one hour early and leaves one hour early. This small change has already had a substantial positive impact on his wellbeing and productivity. "The roads are totally clear when I leave home earlier, so my commute is much shorter and I'm much less stressed going into work," said Fogg. "I get loads more done because I feel more productive and by leaving an hour earlier I can pick up my kids from school and spend quality time with them." Fogg's manager was inspired and encouraged to introduce more flexible work patterns for his team by one of the FFWS line manager workshops.

City Building has already seen a significant positive impact from its work with FFWS: "We are thrilled with the early impact of the project. We now have open conversations with employees at all levels in the business, a 'just ask' culture, and commitment from the leadership team to deliver," said McGrath. "We have increased the numbers and variations of flexible arrangements and our employees have embraced the opportunity this brings. There have been improvements in morale, demonstrated by a much-improved satisfaction rating on our staff survey. Family Friendly Working Scotland has transformed us into a flexible organisation."

Achievements and performance (continued)

Influencing policy and advocating on behalf of working parents and parents across the United Kingdom

We held a roundtable in Parliament, bringing together lawmakers, employers, and parents of disabled children to inform the Government's consultation on carer's leave.

We joined the Government-led Flexible Working Taskforce, a partnership across various government departments, business groups, trade unions, and charities that aims to widen the availability and take-up of flexible working.

Our National Work Life Week campaign reached 4 million people on social media. Through the year, more than 270 pieces of media coverage mentioned Working Families.

In July 2018, Working Families—in partnership with employee benefits provider Unum—launched a report called Off Balance: Parents of disabled children and paid work. Based on feedback from 1,250 parents of disabled children, the report found that these parents are struggling to hold down vital jobs—even when they downshift and stall career progress—because of a lack of suitable and affordable childcare, flexible jobs, and appropriate leave.

Mandy's Story

Mandy Aulak is one of the parents who participated in the research. Her 7-year-old son Swaran was diagnosed with autism at the age of three. He also has sensory processing dysfunction, somatosensory dyspraxia, and hypermobility. An employment lawyer and a divorcée, Mandy had to give up her job to care for Swaran. When she was invited to join our focus group, she knew she wanted to get back into work—but wasn't sure how:

"I went from being a lawyer with a defined role—first at a city law firm and then in-house—to suddenly being at home and not having a job, income, or any independence. In retrospect, I was quite lost. I wanted and needed a job, but with Swaran, I had very specific requirements. I required a high degree of flexibility with my job, which was a no-go for some employers. I felt uncertain of which direction I was going to go in."

Mandy's need for flexibility is not uncommon amongst parents of disabled children: 91% of the parents surveyed for Off Balance said that finding a job with the right pattern of hours was a significant barrier to returning to work. Equally challenging is the lack of affordable specialist childcare for children with disabilities, with 86% of respondents—including Mandy—citing this as a major obstacle to finding employment. "Finding a specialist nanny for Swaran would have been prohibitively expensive—and no one was going to look after him and invest in his development the way that I do," said Mandy.

Finding a Support System

In a focus group run by Working Families, Mandy found common ground with other parents of disabled children and found herself offering general advice on employment matters:

Achievements and performance (continued)

Influencing policy and advocating on behalf of working parents and parents across the United Kingdom (continued)

Finding a Support System (continued)

"Meeting other parents who were struggling made me realise I wasn't the only one out there. The focus group also gave me a platform to share my expertise as an employment lawyer—to start being 'professional Mandy' again. It reminded me what I was capable of, and that there was a community that supported me."

Energised by Working Families' research and motivated to help other parents in her situation, Mandy decided to launch a boutique virtual law firm with Sean Kennedy, a fellow parent carer. The firm specialises in employment law and special education needs law. She credits her involvement with Working Families with giving her the push she needed to re-start her career:

"Being a part of this important research gave me the confidence to be more open with people about what I have gone through. Personally, this has been very cathartic. And professionally, being able to share my story has really resonated with my clients as I continue to grow the business. Doing this work has given me a sense of purpose. You can be at rock bottom and feel like you've lost your identity, and you can turn it around."

Future plans

The charity has spent time this year reviewing its governance arrangements and refreshing the Board. Four new trustees were recruited and appointed, in an open recruitment in the middle of 2019.

With the appointment of the new CEO in September 2018 and the new trustees, a refresh of the three-year strategy for the charity is in place.

We are fully committed to continue delivering our award winning, valuable services, to fulfil our mission: for work to work for people, families and the economy, so that families thrive and business prospers.

Financial review

Results for the financial period

A summary of the results of the group for the period can be found on page 19 of this report and accounts.

During the year, total income for the group amounted to £1,025,665 (18-month period to 31 March 2018: £1,389,808). Income from grants and donations amounted to £440,302 (18-month period to 31 March 2018: £727,889), income from charitable activities amounted to £483,581 (18-month period to 31 March 2018: £515,106), and income from other trading activities amounted to £101,782 (18-month period to 31 March 2018: £146,813).

Financial review (continued)

Results for the financial period (continued)

Total expenditure for the group for the year amounted to £971,889 (18-month period to 31 March 2018: £1,391,234). Expenditure on raising funds totalled £100,602 (18-month period to 31 March 2018: £250,163) and expenditure on charitable activities amounted to £871,287 (18-month period to 31 March 2018: £1,141,071).

This results in a net income and net movement in funds during the year of £53,776 (18-month period to 31 March 2018: net expenditure and net movement in funds of £1,141,071).

Financial position

The balance sheet shows total funds of the group of £85,358 (2018: £31,582). £52,977 (2018: £37,674) relates to the charity's restricted funds which comprise monies which must be applied for the specific project or purpose for which the funds were received. Further details are given in note 13 to the accounts. £8,500 (2019: £8,500) of unrestricted funds represents and investment in Child Concern Consortium (CCC). Therefore, funds available to meet general expenditure i.e. free reserves are those shown on the balance sheet as unrestricted funds less the CC investment and amounted to £23,881 (2018: deficit of £17,210 £32,383).

Reserves policy

The reserves position is carefully monitored by the Finance and Risk Committee at their monthly meetings. We have been able to increase our unrestricted reserves during the year by prudent financial management and a significant increase in the value of our employer membership, consultancy and training. There is a plan in place to continue to grow unrestricted reserves.

Governance, structure, management and relevant policies

Recruitment, appointment and induction of new trustees

Working families appoints trustees on the basis of the skills and experience they can bring to the custodianship and management of the business and its activities. All prospective trustees, who are also directors of the company, are recruited from a range of external sources and by public advertisement and are appointed or co-opted after a formal interview process. Recommendations from the interview panel are voted on at a Board meeting in accordance with our Memorandum and Articles of Association. Each new trustee is offered mentoring by an existing trustee, provided with full induction information, and offered relevant training.

The trustees who served throughout the year are detailed on page 1.

Statement of trustees' responsibilities

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

Governance, structure, management and relevant policies (continued)

Statement of trustees' responsibilities (continued)

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure of the charitable company and group for that period.

In preparing these financial statements, the trustees are required to:

- ♦ select suitable accounting policies and then apply them consistently;
- ♦ observe the methods and principles in 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 (FRS 102);
- ♦ make judgements and estimates that are reasonable and prudent;
- ♦ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ♦ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Each of the trustees confirms that:

- ♦ so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ♦ the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

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

Governance, structure, management and relevant policies (continued)

Risk management

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

- ♦ Tight budgetary control, including monthly meetings by the Finance and Risk Committee. Working Families has appointed JS2 as its accountants and appointed new auditors following a tender process.

Key management personnel

The charity is governed by a Board of Trustees. Day to day running of the charity is delegated to the Chief Executive and Senior Leadership Team. The charity is staffed by paid employees, supported by volunteers as well as by professionals giving their time an expertise pro bono.

The salary for the key management personnel – the CEO – is set and reviewed annually by our HR Committee (a sub-committee of our board of trustees), taking into account industry standards

Sub-committees

The Finance and Resources Committee of the Board meets monthly to monitor financial performance, staff and other resourcing issues. The HR Committee is responsible for ensuring that Working Families is a best practice employer for its size and sector, and for settling any specific disciplinary or grievance issues which may arise during the year. It meets as required.

Fundraising policy

The charity aims to achieve best practice in the way in which it communicates with donors and other supporters. The charity takes care with both the tone of its communications and the accuracy of its data to minimise the pressures on supporters. It applies best practice to protect supporters' data and never sells data, it never swaps data and ensures that communication preferences can be changed at any time. The charity manages its own fundraising activities and does not employ the services of professional fundraisers. The charity undertakes to react to and investigate any complaints regarding its fundraising activities and to learn from them and improve its service. During the year, the charity received no complaints about its fundraising activities.

Approved and authorised for issue by the Board of Trustees on 18th October 2019 and signed on its behalf by



Trustee

Independent auditor's report to the members of Working Families

Opinion

We have audited the financial statements of Working Families (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 March 2019 which comprise the group statement of financial activities, the group and charitable parent company balance sheets and consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the group's and of the charitable parent company's affairs as at 31 March 2019 and of the group's 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- ◆ the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- ◆ the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the charitable parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- ◆ the information given in the trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable parent company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- ◆ adequate accounting records have not been kept by the charitable parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- ◆ the charitable 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 the information and explanations we require for our audit; or

Matters on which we are required to report by exception (continued)

- ◆ the trustees were not entitled to take advantage of the small companies exemptions from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the charitable parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

Buzzacott LLP

Hugh Swainson (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

23 October 2019

Consolidated statement of financial activities Year to 31 March 2019

		Un- restricted funds £	Restricted Funds £	Year ended 31 March 2019 £	Un- restricted funds (as restated) £	Restricted Funds £	18-month period to 31 March 2018 (as restated) £
Notes							
Income and expenditure account							
Income from:							
	2	120,772	319,530	440,302	283,037	444,852	727,889
Grants and donations							
Charitable activities	3	483,581	—	483,581	515,106	—	515,106
Other trading activities	4	101,782	—	101,782	116,813	30,000	146,813
Total income		706,135	319,530	1,025,665	914,956	474,852	1,389,808
Expenditure on:							
Raising funds	5	100,602	—	100,602	250,163	—	250,163
Charitable activities	5	567,060	304,227	871,287	662,224	478,827	1,141,071
Total expenditure		667,662	304,227	971,889	912,407	478,827	1,391,234
Net income (expenditure) and net movement in funds	6	38,473	15,303	53,776	2,549	(3,975)	(1,426)
Reconciliation of funds:							
Balances brought forward at 31 March 2018		(6,092)	37,674	31,582	(8,641)	41,649	33,008
Balances carried forward at 31 March 2019		32,381	52,977	85,358	(6,092)	37,674	31,582

There is no difference between the net movement in funds stated above and the historical cost equivalent.


All of the group's activities derived from continuing operations in the above two financial periods.

The group has no recognised gains and losses other than those shown above.

Balance sheets 31 March 2019

	Notes	Group		Charity	
		2019 £	2018 (as restated) £	2019 £	2018 (as restated) £
Fixed assets					
Tangible assets	9	—	—	—	—
Investments	10	8,500	8,500	8,502	8,502
		<u>8,500</u>	<u>8,500</u>	<u>8,502</u>	<u>8,502</u>
Current assets					
Debtors	11	189,589	142,049	204,019	214,929
Cash at bank and in hand		160,969	97,095	144,735	12,181
		<u>350,558</u>	<u>239,144</u>	<u>348,754</u>	<u>227,110</u>
Creditors: amounts falling due within one year	12	(273,700)	(216,062)	(271,896)	(204,028)
Net current assets		<u>76,858</u>	<u>23,082</u>	<u>76,858</u>	<u>23,082</u>
Net assets		<u>85,358</u>	<u>31,582</u>	<u>85,360</u>	<u>31,584</u>
Represented by:					
Funds and reserves					
Restricted funds	13	52,977	37,674	52,977	37,674
Designated funds	14	—	2,618	—	2,618
Unrestricted funds		32,381	(8,710)	32,383	(8,708)
		<u>85,358</u>	<u>31,582</u>	<u>85,360</u>	<u>31,584</u>

Approved by the Board of Trustees and signed on its behalf by:



Trustee

Approved on:

Working Families: A company limited by guarantee, Company Registration Number 04727690

Consolidated statement of cash flows 31 March 2019

	Notes	2019 £	2018 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	A	63,874	(68,095)
 Change in cash and cash equivalents in the year		63,874	(68,095)
Cash and cash equivalents at 1 January 2018	B	97,095	165,190
Cash and cash equivalents at 31 December 2018	B	160,969	97,095

Notes to the statement of cash flows for the year to 31 March 2019.

A Reconciliation of net movement in funds to net cash provided by operating activities

	2019 £	2018 (as restated) £
Net movement in funds (as per the statement of financial activities)		
Adjustments for:	53,776	(1,426)
Increase in debtors	(47,540)	(34,299)
Increase (decrease) in creditors	57,638	(36,767)
Depreciation charge	—	4,397
Net cash provided by (used in) operating activities	63,874	(68,095)

B Analysis of cash and cash equivalents

	2019 £	2018 £
Total cash and cash equivalents: cash at bank and in hand	160,969	97,095

Principal accounting policies Year to 31 March 2019

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation

These financial statements have been prepared for the year to 31 March 2019. Comparative information reflects the 18-month period to 31 March 2018.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with 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 United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees and management to make significant judgements and estimates.

The item in the accounts where these judgements and estimates has been made is in the allocation of support costs.

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements and have reviewed cash flow forecasts and budgets in performing this review.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

Basis of consolidation

The consolidated statement of financial activities, the group balance sheets and consolidated statements of cash flows comprise the assets, liabilities, income and expenditure of the charity and its subsidiary Working Families Trading Limited.

No separate statement of financial activities has been presented for the charitable company alone as permitted by Section 480 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS 102).

During the year to 31 March 2019, the charitable company made a surplus of £53,776 (2018 – deficit of £1,426).

Details of the subsidiary company's results for the year are shown as part of note 10.

Principal accounting policies Year to 31 March 2019

Income

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

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

Income received in advance of the provision of a specified service or the delivery of other performance conditions is deferred until the criteria for income recognition are met.

Income from memberships is recognized over the period of the membership.

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

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs

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

Allocation of support costs

Expenditure is 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 based on staff time which is an estimate of the amount attributable to each activity.

Fund accounting

Unrestricted general funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charitable company's charitable objects.

The restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

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

Principal accounting policies Year to 31 March 2019

Tangible fixed assets and depreciation

All assets costing more than £2,000 and with an expected life exceeding one year are capitalised at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value of each asset, over its expected useful life, as follows:

- ♦ Computer and office equipment 3 years

Investments

Investments comprise funds provided to an associated charity, Child Concern Consortium, and shares held in the wholly owned trading company, Working Families Trading Limited. These investments are held at cost less impairment.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Basic financial instruments

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

Pensions

The charity is part of an occupational pension scheme, which is a defined contribution scheme. The cost of contributions payable by the charity to the scheme is charged to the statement of financial activities as incurred.

Operating leases

Rentals payable under operating leases are charged to the statement of financial activities on a straight line basis over the term of the lease.

1 Prior year adjustment

During the year ended 31 March 2019 there has been a change in accounting policy for membership income. Previously membership income was recognised in full at the start of the membership period. The revised accounting policy recognises membership income over the period of membership. This change in accounting policy has been applied retrospectively from the year ended 30 September 2016.

The impact of this change was to defer a proportion of membership income into the next accounting period, which therefore reduced the charity's unrestricted funds. Further details of the impact of the change in accounting policy are shown in note 20.

As a result of this change in accounting policy, there was reduction in funds carried forward at 31 March 2018 to £31,584, comprising a deficit position on unrestricted funds of £6,092, and a surplus position on restricted funds of £37,674.

The trustees, having considered the revised deficit position on unrestricted funds at 31 March 2018, are content that this has arisen through timing differences and that there is no impact on the group's status as a going concern. The trustees plan to refine the charity's reserves policy in 2019/20 following this change.

The effect of this change is set out below:

	£
Net assets brought forward at 1 October 2016 (as previously stated)	109,045
Less: membership income deferred under revised policy	(76,037)
Net assets brought forward at 1 October 2016 (as restated)	33,008
Net income for the period ended 31 March 2018 (as previously stated)	16,625
Less: movement on deferred membership income under revised policy	(18,051)
Net expenditure for the year ended 31 March 2018 (as restated)	(1,426)
Net assets earned forward at 31 March 2018 (as previously stated)	125,670
Less: membership income deferred under revised policy	(94,088)
Net assets carried forward at 31 March 2018 (as restated)	31,582

2 Income from: Grants and donations

	Un-restricted funds £	Restricted Funds £	2019 £	Un-restricted funds £	Restricted Funds £	2018 £
Trusts and foundations	10,500	90,000	100,500	57,130	192,287	249,417
Statutory grants	—	216,250	216,250	—	250,065	250,065
Donations	110,272	13,280	123,552	225,907	2,500	228,407
Total funds	120,772	319,530	440,302	283,037	444,852	727,889

3 Income from: Charitable activities

	Unrestricted funds	
	2019 £	2018 (as restated) £
Employer membership	310,775	406,157
Event ticket sales	19,253	10,018
Consultancy and training	91,719	31,767
Other income	61,834	67,164
Total funds	483,581	515,106

4 Income from: Other trading activities

	Un- restricted funds £	Restricted Funds £	2019 £	Un- restricted funds £	Restricted Funds £	2018 £
Fundraising events	9,740	—	9,740	—	—	—
Sponsorship	92,042	—	92,042	116,813	30,000	146,813
Total funds	101,782	—	101,782	116,813	30,000	146,813

5 Expenditure on: Charitable activities

	Staff costs £	Other direct costs £	Support costs £	2019 £	Staff costs £	Other direct costs £	Support costs £	2018 £
Charitable activities								
Services for employers	334,648	155,828	70,179	560,655	342,691	131,189	74,867	548,747
Legal advice service	117,089	22,178	26,434	165,701	227,789	87,202	49,764	364,755
Policy and research	100,447	21,807	22,677	144,931	142,116	54,405	31,048	227,569
	552,184	199,813	119,290	871,287	712,596	272,796	155,679	1,141,071
Raising funds	33,284	59,803	7,515	100,602	156,226	59,803	34,134	250,163
Support costs (see below)	75,458	51,347	(126,805)	—	137,262	52,551	(189,809)	—
Total funds	660,926	310,963	—	971,889	1,006,084	385,150	—	1,391,234

Support costs comprise:

	2019 £	2018 £
Staff costs	75,458	137,262
Other staff costs	8,636	2,527
Marketing and communications	6,461	3,709
IT costs	4,155	10,086
Premises costs	8,570	9,978
Office and administration costs	13,875	17,040
Governance costs	9,650	9,206
Total funds	126,805	189,809

6 Net movement in funds

Net income (expenditure) is stated after charging:

	2019 £	2018 £
Staff costs (note 7)	660,926	1,006,084
Auditor's remuneration		
. Statutory auditor's fees	6,250	3,000
. Other fees	—	3,000
Depreciation (note 9)	—	4,397

7 Staff costs and trustees' remuneration

	2019 £	2018 £
Staff costs during the year were as follows:		
Wages and salaries	576,531	810,717
Social security costs	38,459	72,617
Pension costs	22,136	26,443
	637,126	909,777
Other employee costs	23,800	96,307
	660,926	1,006,084

The average number of employees, (head count based on number of staff employed) during the year to 31 March 2019 was as follows:

	2019 £	2018 £
Charitable activities	20.9	15.7
Fundraising	1.6	2.9
Support	0.7	1.2
Governance	0.1	0.1
	23.3	19.9

No employee earned £60,000 per annum or more (including taxable benefits) during the year (2018: none). The key management personnel in charge of controlling the day to day account of the charity comprise the Chief Executive Officer and the Commercial Director. During the year ended 31 March 2019, the costs of key management personnel include the out-going and in-coming Chief Executive Officer and interim support. The total employee benefits including employer pension contributions and employer national insurance contributions of key management personnel was £110,174 (2018 – £102,964).

The amounts paid to the Chief Executive Officer during 2018/19 were:

	2019 £
Gross salary	37,917
Employer's NIC	4,554
Employer's pension contribution	1,625
	44,096

The charity trustees were not remunerated or received any other benefits from employment with the charity during the year (2018 – none). During the year, no trustees were reimbursed for costs incurred in relation to their role as trustees (2018 – none).

8 Taxation

Working Families is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

The subsidiary company donates any taxable profits to the parent charity, and therefore pay no corporation tax (2018 – none).

9 Tangible fixed assets

Group and Charity	Computer and office equipment £	Total £
Cost		
At 1 April 2018	27,193	27,193
Disposals	(27,193)	(27,193)
At 31 March 2019	—	—
Depreciation		
At 1 April 2018	27,193	27,193
Eliminated on disposal	(27,193)	(27,193)
At 31 March 2019	—	—
Net book values		
At 1 April 2018 and 31 March 2019	—	—

10 Investments

	Group		Charity	
	2019 £	2018 £	2019 £	2018 £
Child Concern Consortium (CCC) (note a)	8,500	8,500	8,500	8,500
Investment in subsidiary undertaking (note b)	—	—	2	2
	8,500	8,500	8,502	8,502

a) Investment in Child Concern Consortium

Child Concern Consortium (CCC) is an associated charity in which Working Families invested £8,500, which was the money given to CCC as initial set up costs. The consortium attributes each year, a donation to Working Families, based on available funds in the year.

A donation of £7,000 (2018 - £24,000) was received during the year.

b) Investment in subsidiary undertaking

The charitable company owns the wholly issued ordinary share capital of £2 in Working Families Trading Limited, a company registered in England (Company Registration No. 02590219). All activities have been consolidated on a line by line basis in the statement of financial activities.

10 Investments (continued)

b) Investment in subsidiary undertaking (continued)

A summary of the results of the subsidiary are shown below:

	2019 £	2018 £
Turnover	126,400	158,950
Cost of sales	(20,229)	(30,732)
Gross profit	106,172	128,218
Administrative expenses	(850)	(43,208)
	105,322	85,010
Gift aid to charitable parent company – Working Families	(105,322)	(85,010)
Profit for the financial year	—	—
Retained profit brought forward	—	—
Retained profit carried forward	—	—

11 Debtors

	Group		Charity	
	2019 £	2018 £	2019 £	2018 £
Trade debtors	114,374	87,552	100,244	71,438
Other debtors	8,475	—	8,475	—
Due from group undertakings	—	—	28,560	88,994
Prepayments	8,590	2,709	8,590	82,709
Accrued income	58,150	51,788	58,150	51,788
	189,589	142,049	204,019	214,929

12 Creditors: amounts falling due within one year

	Group		Charity	
	2019 £	2018 (as restated) £	2019 £	2018 (as restated) £
Trade creditors	21,837	14,879	21,837	14,879
Deferred income (see below)	196,414	112,763	196,414	107,888
VAT creditor	25,930	37,645	24,126	30,486
Accruals	14,007	27,933	14,007	27,933
Other creditors	15,512	22,842	15,512	22,842
	273,700	216,062	271,896	204,028

Deferred income comprises membership fees paid in advance.

	Group		Charity	
	2019 £	2018 (as restated) £	2019 £	2018 (as restated) £
Balance brought forward at 1 April 2018	112,763	76,038	107,888	76,038
Amount released to income in the year	(112,763)	(76,038)	(107,888)	(76,038)
Amount deferred in the year	196,414	112,763	196,414	107,888
Balance carried forward at 31 March 2019	196,414	112,763	196,414	107,888

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances held on trust to be applied for specific purposes:

Group and Charity	At 1 April 2018 £	Income £	Expenditure £	At 31 March 2019 £
Legal Advice Service	26,674	31,200	(43,147)	14,727
Scotland – Employers' Services	—	226,250	(221,750)	4,500
Waving Not Drowning	—	2,080	(2,080)	—
Trust for London	—	45,000	(11,250)	33,750
Phillip King	—	15,000	(15,000)	—
Policy and research	8,500	—	(8,500)	—
Media and campaigns	2,500	—	(2,000)	—
Total funds	37,674	319,530	(304,277)	52,977

Group and Charity	At 1 October 2016 £	Income £	Expenditure £	At 31 March 2018 £
Legal Advice Service	20,750	170,187	(164,263)	26,674
Scotland – Employers' Services	11,399	250,065	(261,464)	—
Phillip King	—	15,000	(15,000)	—
Policy and research	4,000	30,000	(25,500)	8,500
Media and campaigns	5,500	2,500	(5,500)	2,500
Total funds	41,649	467,752	(471,727)	37,674

The Legal Advice Service fund comprises money received to provide legal advice to parents and carers on their rights at work.

The Scotland Employers' Services fund comprises money received to provide support to Working Families work with employers in Scotland.

The Waving Not Drowning fund comprises money received to provide support to parents of disabled children.

The Trust for London fund comprises money received to support Working Families across the legal advice service and policy work.

The Phillip King fund comprises money received to fund the salaries of the Commercial Director and Head of Marketing and Communications for three years.

The policy and research fund comprises money received towards work including advocating on behalf of the UK's 13 million working parents, influencing policy through campaigns informed by ground-breaking research.

The media and campaigns fund comprises money received towards work involving advocating for and educating about rights to work.

14 Designated funds

Group and Charity	At 1 April 2018 £	Expenditure £	At 31 March 2019 £
Other funds	2,618	(2,618)	—
Total funds	2,618	(2,618)	—

Group and Charity	At 1 October 2016 £	Expenditure £	At 31 March 2018 £
Other funds	6,000	(3,382)	2,618
Total funds	6,000	(3,382)	2,618

Other funds represents money set aside by the trustees for specific projects which are in line with their charitable objects.

15 Analysis of net assets between funds

Fund balances at 31 December 2018 are represented by:

Group	Un- restricted funds £	Restricted Funds £	Total 2019 £	Un- restricted funds (as restated) £	Restricted Funds £	Designated fund £	Total 2018 (as restated) £
Investments	8,500	—	8,500	8,500	—	—	8,500
Current assets	297,581	52,977	350,558	198,852	37,674	2,618	239,144
Creditors due within one year	(273,700)	—	(273,700)	(216,062)	—	—	(216,062)
Total net assets	32,381	52,977	85,358	(8,710)	37,674	2,618	31,582

Charity	Un- restricted funds £	Restricted Funds £	Total 2019 £	Un- restricted funds (as restated) £	Restricted Funds £	Designated fund £	Total 2018 (as restated) £
Investments	8,502	—	8,502	8,502	—	—	8,502
Current assets	295,777	52,977	348,754	186,818	37,674	2,618	227,110
Creditors due within one year	(271,896)	—	(271,896)	(204,028)	—	—	(204,028)
Total net assets	32,383	52,977	85,360	(8,708)	37,674	2,618	31,584

16 Financial commitments

At 31 March 2019, the group had annual commitments under non-cancellable operating leases as follows:

	Buildings	
	2019 £	2018 £
Operating leases		
. Due within one year	50,847	7,442
. Due between two and five years	4,237	—
	55,084	7,442

17 Ultimate control

The charitable company is controlled by its trustees.

18 Related party transactions

During the year ended 31 March 2019, a donation of £7,000 (2018 – £24,000) was received from Child Concern Consortium – an associated charity.

Aggregate donations of £7,150 (2018 – £nil) were received from trustees and key management personnel during the year to 31 March 2019.

There were no other related party transactions, including donations from related parties, which were outside the normal course of business.