

Charity Registration No. 1015665

Company Registration No. 2702928 (England and Wales)

FRG LIMITED
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2008

FRG LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Jones E Owens A Price R Derriman R Harding R Stringfellow C Lambrick D Jackson E Monck N Priestley C Whittaker
Secretary	S Caldwell
Charity number	1015665
Company number	2702928
Principal address	The Print House 18 Ashwin Street London E8 3DL
Registered office	The Print House 18 Ashwin Street London E8 3DL
Auditors	Ward Williams Park House 25 - 27 Monument Hill Weybridge Surrey KT13 8RT
Bankers	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB

FRG LIMITED

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FRG LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2008

The Trustees present their report and accounts for the year ended 31 March 2008.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 1985 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

R Jones

E Owens

A Price

R Derriman

R Harding

R Stringfellow

C Lambrick

D Jackson

E Monck

N Priestley

C Whittaker

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Directors' Responsibilities

The directors acknowledge their responsibility as detailed on page 4 for the preparation of the charity's annual financial statements, upon which the auditors are obliged to report to the members of the charity.

Appointment of directors

Every person desiring to become a member must, before she/he can do so, sign and deliver to the company an application for admission in such form as the Management Committee may from time to time require. The Management Committee may, on passing of a special resolution, determine the membership of any member of the company.

Organisation

The governing document of FRG Limited is the memorandum and articles of association incorporated 1st April 1992 and as amended by special resolution dated 22nd April 1993.

The Management Committee

The Management Committee shall manage the business of the company and may raise or borrow for the purposes of the company such money as they think fit and may secure the repayment of or raise such sum as aforesaid by mortgage or charge upon any part of the property and assets of the company. It shall appoint and employ all such officers and servants as they consider necessary and shall (subject to the provisions of the Memorandum of Association) regulate their duties and fix their salaries.

The directors have assessed the major risks to which FRG Limited is exposed, and are satisfied that systems are in place to mitigate exposure to these risks.

FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

Objectives and activities

The main objectives of the charity throughout the year were:

1. The provision of an advice and advocacy service for families.
2. The provision of training for social workers, lawyers and others working in the childcare field.
3. Undertaking policy and research projects to highlight and disseminate good practise.
4. Campaigning for change in legislation, policy and procedures which reflect the objectives of the organisation.

The charity number is 1015665. The charity is a company limited by guarantee, the company number is 02702928.

Once again it has been a year in which the charity's achievements are out of proportion with its size. We are a relatively small charity, yet we are having a significant impact in improving vulnerable families' access to the services they need, to fair process when dealing with social care agencies about their children and in enabling children to remain safely within their families.

All members of the management committee continue to make an important contribution to our governance. There have been no changes in the membership of the committee and meetings are well attended. The committee agreed that the role of the chair should be "job shared". Rosemary Jones is involved in the selection of new staff and she represents the trustees at public events in London. Elwyn Owens chairs committee meetings and meets with the chief executive, Cathy Ashley, on a regular basis. Everyone plays a part in shaping the strategy and direction for the organisation. Most notably there is now an active fundraising sub committee that is exploring ways of developing new income streams. Our first ever sponsored sports event raised over £4100 and particular thanks is due to trustee Clio Whittaker and her family who led the way, not only on the running track but in raising monies. Family Rights Group's first fundraising dinner, with guest speaker Helena Kennedy QC was also a big success.

Family Rights Group achievements over the last year includes:

- Providing professional advocacy to 294 families, more than ever before;
- Advising more than 2500 families on child welfare and access to support services;
- Successfully securing funding for the future expansion of the advice service, including doubling the number of lines;
- Launching our new website - with over 94000 unique visitors in 2007/8, an increase of more than 50% compared to two years earlier;
- Leading the family group conference network in England and Wales; and launching the world's first post graduate award for Family Group Conference Co-ordinators;
- Influencing the new system for managing care proceedings, known as the Public Law Outline and its associated guidance, which highlights the potential use of Family Group Conferences and recommends that all family and friends care options should have been explored before care proceedings are started.
- Provisions in the Children and Young Persons Act 2008 to remove some of the hurdles that relatives, such as grandparents raising their grandchildren, face in applying for a residence or special guardianship order.

FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

Nevertheless, there remain significant failings in the system, to the detriment of children and their carers. We regularly get calls to our advice line from parents who are having difficulties - but who can't get the support they want to prevent family stress escalating because they or their child don't meet the high thresholds set by local authorities for accessing support services. Indeed the lack of statutory entitlement to assessment for support for children in need means that many children and parents/carers do not even have their need for services assessed until the home situation has become critical. Yet later down the line, it is often these same families who, when crisis point is reached, are subject to compulsory state intervention - be it in the child protection or youth justice systems. We also regularly deal with calls from desperate relatives who have stepped in to raise a child on the brink of care. However, financial and other support is only mandatory for children who are in care, thus it remains a postcode lottery whether such relatives receive any practical or financial assistance to help them in this task.

The Campaign Agenda

Family Rights Group remains the only organisation in England and Wales that specifically advises, advocates and campaigns on behalf of families whose children are involved with or require social care services because of welfare needs or concerns. Set up in 1974, the charity continues to campaign for reforms to improve the lives of children and families including:

- A right to an assessment for support services if a parent, carer or agency with which the child is involved believes the child is 'in need';

- A right to independent advice and advocacy for all families who become involved with children's social care services, so that children, parents and wider family members are enabled to have a clearer understanding of the processes in which they are involved, and greater ownership of decisions being made about their and their children's lives;

- A right for families to be offered a family group conference before any child is looked after in the care system, so that the families' knowledge and strengths inform decisions about the child and all efforts are made to enable the child to remain safely within the family network. That the resulting family plan from the family group conference is agreed and implemented by agencies, as long as safe, in partnership with the family.

- That government, as part of its anti child-poverty strategy, requires local authorities to provide suitable support services and introduces a national financial allowance for relatives who are raising children who cannot live at home, to assist with the costs of bringing up vulnerable children who would otherwise need to be in care.

We have pressed our agenda by contacting politicians and Children's Services directors and having meetings with ministers, backbench politicians and civil servants. We have given radio interviews, written articles and been quoted in the press. We have attended stakeholder and parliamentary events, drafted amendments to the Children and Young Persons Act and worked with other organisations, including the Family Justice Council, to get our message across. Family Rights Group works alongside Parentline Plus and Family Welfare Association as lead members of the Family Policy Alliance campaigning about policies that affect vulnerable families. We have lead the work of the Kinship Care Alliance, which is an informal network of 20 organisations and academics that work together to develop a joint policy agenda and to campaign to improve the situation of children who cannot live with their parents.

FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

Advice and Advocacy Service

Advice Service

Our telephone advice service is open every weekday, staffed by experienced child care professionals. We also advise clients who contact us by email and by letter. More than 90% of our callers are mothers, fathers or relatives. The remaining 10% are social care and legal professionals seeking specialist advice.

The main issues on which families contact Family Rights Group are:

- Family support
- Child protection; and
- Placement of children through care proceedings or voluntary accommodation.

In 2007/8 we answered 2556 calls. Nevertheless only one in four callers was able to get through to one of our advisers. The excellent news is that we have now secured funds from the Department of Children, Schools and Families' Parent Know How Fund to enable the advice service to expand over the next three years. The funding will enable us to staff two lines and open over lunch time, with the aim of doubling the number of callers we can assist in 2008/9.

Advocacy Services

We are pioneering professional family advocacy for families involved with child welfare services.

Thanks to funding from the Big Lottery Fund and the City Parochial Foundation, we are able to provide face to face advocacy for some parents in London whose children are subject to child protection enquiries. The service is targeted at parents who are particularly at risk of having their children removed, including young parents and families who have already had a child taken into care. The support of the advocate enables parents to have a fuller understanding of the processes in which they are involved, to feel supported and to be in a stronger position to work co-operatively with local authority children's social care services in the interests of their child.

In April 2007 we signed agreements with the London Boroughs of Enfield and Tower Hamlets and subsequently in 2008 with the London Borough Barnet and City of Westminster. The agreements include the authorities making a financial contribution towards the service. Our face to face advocacy service is focused upon parents in these four local authorities.

We are also now assisting more families throughout England and Wales than ever before, through our self and indirect advocacy work. Advocates assist families who contact our advice service, by drafting a tailored letter that the caller can send out in their own name (self advocacy), or by pursuing the case through letters and phone calls to the relevant social care agency (indirect advocacy).

Our advocacy services are being independently evaluated by Professor Brid Featherstone, University of Bradford. We are also developing national advocacy standards for professional family advocacy which will be launched at a conference in June 2009.

Family support and social care advice for asylum seeking families.

The Diana, Princess of Wales Memorial Fund has provided funding for Family Rights Group to provide advice and advocacy for asylum seeking families who need family support or assistance in negotiating with social care agencies to help them care for their children. The aim of the project is to support their children to be raised safely within their families regardless of their immigration status. Family Rights Group can advise families who are asylum seekers or refused asylum seekers on:

- Childcare law and policy;
 - Family support and community care; and
 - The limitations on access to these services due to the impact of asylum and legislation.
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FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

The service is intended to be primarily a second tier advice service, with advice being given to other agencies who work with asylum. Detailed advice sheets have been produced and are available on the web.

Family and Friends Care

Family Rights Group's internet discussion forum for family and friends carers continues to be extremely popular, having attracted over 12,000 'posts' on over 1,700 discussion topics. Forum users can seek advice about legal matters, such as how the court process works, or what the difference is between various legal orders, as well as what sort of support they are might be able to receive from the local authority or other government agencies. There is also a lot of informal support offered between carers using the forum, with those who have experience of dealing with particular problems offering ideas and encouragement to those who are new to them.

There are a small but growing number of family and friends carers support groups. Family Rights Group offers a telephone advice line and some hands on support to assist family and friends carers to set up local groups. We have run fun days enabling children to have a good time whilst their relative carers meet others in a similar situation to themselves. The good news is that we have secured 3 year funding from the Department of Children, Schools and Families' Children Young Persons and Families Grant to expand our work in helping set up such support groups. The funding will also enable us to carry out research and produce advice materials for carers and practitioners on safe contact arrangements and separately for siblings who are raising their young brothers or sisters.

We have consistently received feedback from family members who have put themselves forward as a potential carer for their young relative, that the local authority assessment process is designed for adults who wish to foster children they don't know but doesn't reflect the circumstances of relatives, such as a grandparent who just wish to raise their grandchild. Family Rights Group is working in partnership with a number of authorities, BAAF and The Fostering Network to pilot an assessment tool for social workers carrying out fostering and special guardianship assessments of family and friends carers.

The lack of official data on the number of family and friends carers is a significant obstacle in costing proposals for a national financial allowance for family and friends carers, and thus in persuading politicians to act. In order to help to address this gap and also identify best practice by local authorities, Family Rights Group wrote to all English and Welsh local authorities, under the Freedom of Information Act, to elicit relevant information and received a response rate of over 90%. We will undertake a detailed analysis of the information received and produce a good practice guide in the year ahead, which will also inform our lobbying as to what should be included within the Government's new framework for family and friends carers due out in 2009.

FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

Family Group Conferences (FGC)

Family Rights Group runs the national FGC Network, whose membership includes the great majority of FGC projects in England and we publish a magazine for FGC practitioners. A section of our website is devoted to up to date information, research and good practice guidance on FGCs and includes a discussion board for FGC co-ordinators and managers. Over the last year network membership has grown, with quarterly meetings held on themes of relevance to FGC co-ordinators including the legal framework and family and friends care.

Family Rights Group has consistently been at the forefront of developing standards within family-led decision making. The book 'Family Group Conferencing - Where Next? Policies and Practices for the Future' was published by Family Rights Group in Autumn 2007. It includes thought provoking contributions from practitioners, families, policy makers and academics including pieces that explore the application of FGCs in education and young justice, as well as child welfare. We have worked in partnership with FGC network members and the University of Chester and secured monies from the Esmee Fairbairn Foundation to develop the first national accredited award for family group conference co-ordinators in the world. The award is aimed at promoting high, consistent standards across the country, to the benefit primarily of families and is being independently evaluated by Professor Peter Marsh, University of Sheffield.

During the year we were approached by organisations from Eastern Europe and Asia to support the introduction and development of FGCs. In December 2007 staff visited Sri Lanka to assist local practitioners, through support and training, to run FGCs to make decisions about children who have lost one or both parents in the Tsunami. In September 2007 Family Rights Group provided training to officials and practitioners in Poland who are interested in establishing FGC services and wanted to learn from the experience in England and Wales.

With funding from Big Lottery Fund, we have developed a project that aims to increase the access, availability and take-up of FGC services among black and minority ethnic families. Black Perspectives Meetings involving interested black and minority ethnic co-ordinators from across the country are being convened by Family Rights Group. The project is supporting two community black and minority ethnic family support organisations, Claudia Jones and Hopscotch Asian Women's Centre to develop FGC services and is being independently evaluated by Professor Ravinder Barn, Royal Holloway, University of London.

Fathers Matter

In 2006 Family Rights Group with its partners successfully received two year Parenting Fund/Department for Children, Schools and Families' monies to address obstacles to fathers engagement by social care services. We negotiated partnership agreements with two children's services authorities to develop 'best practice' models on working with fathers that could be replicated nation-wide. Field work has included interviews with practitioners, fathers and mothers, as well as auditing of case files and analysis of policies.

A new training course for social care workers and managers has been being developed, entitled 'addressing child welfare concerns - working with fathers' and has proved popular. Fathers are being supported to become joint trainers on this and other social care education courses.

FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

Events, training and consultancy

In January 2008 we held the well attended annual Alison Richards memorial seminar which considering special guardianship two years on from its enactment. We have continued to expand the number of one day training course that we run, and as a result our training and consultancy income in 2007/8 was ££62,125 . The legal components of our courses are credited by the Law Society and the Bar Council for continuing professional development.

Funders

We are very grateful for the support received during the financial year April 1 2007 to 31 March 2008 from the following trusts, funders and government departments. Without their support we would be unable to continue our work: Big Lottery Fund; City Parochial Foundation; Department for Children, Schools and Families; Diana, Princess of Wales Memorial Fund; Esmee Fairbairn Foundation; Parenting Fund; and the Welsh Assembly.

Individual Donors

The charity is also extremely grateful to individuals who support the organisation by giving a donation. Not only are we reliant on these donations but they also remind us how much our work is needed and valued.

Financial review

Once again the trustees can report that the hard work, dedication and sound financial management shown by our chief executive Cathy Ashley and her team has resulted in a small surplus on unrestricted funds of £36,020. After making a transfer of £30,000 into a designated fund created to cover staffing contingencies, such as maternity leave or long term sick leave, the free reserves have increased slightly to £209,237. These reserves comfortably meet the trustees' target to cover at least three months' expenditure and maintain a level we consider prudent to cover all eventualities and honour our commitment to Family Rights Group's greatest asset - its staff. It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of resources has been maintained throughout the year.

Over 85% of income in 2007/08 came in the form of grants from trusts and government bodies. Income generated by training and consultancy was down slightly (8% of total income as opposed to 13% in 2006/07), but the trustees remain committed to maximising income from this source and we will be looking at ways to achieve this when we review the business plan during 2009 and set new strategic targets.

Our total expenditure for the year was £715,621 and of this 76% went to meet our charitable objectives, 18% was spent on governance and administration and 6% on generating funds.

Overall, the trustees are pleased that the organisation continues to operate from a sound financial basis from which to tackle the inevitable fundraising challenges facing us in the coming years.

Asset cover for funds

Note 15 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

FRG LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2008

Disclosure of information to auditors

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Auditors

In accordance with section 385 of the Companies Act 1985, a resolution proposing that Ward Williams be reappointed as auditors of the company will be put to the Annual General Meeting.

On behalf of the board of Trustees

X Trustee  U Hooley
Dated:
12.11.08

FRG LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the accounts in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its net income and expenditure for the year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

FRG LIMITED

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF FRG LIMITED

We have audited the accounts of FRG Limited for the year ended 31 March 2008 set out on pages 12 to 20. These accounts have been prepared in accordance with the accounting policies set out on page 14.

This report is made solely to the charitable company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and auditors

As described on page 9, the Trustees, who are also the directors of FRG Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Trustees' Report is consistent with the accounts.

In addition we report to you if, in our opinion, the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed.

We read the Trustees' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the Trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

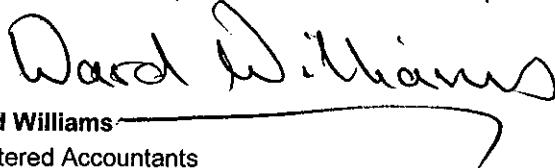
FRG LIMITED

INDEPENDENT AUDITORS' REPORT (CONTINUED) TO THE MEMBERS OF FRG LIMITED

Opinion

In our opinion:

- the accounts give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the charity's affairs as at 31 March 2008 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the accounts have been properly prepared in accordance with the Companies Act 1985; and
- the information provided in the Trustees' Report is consistent with the accounts.



Ward Williams
Chartered Accountants
Registered Auditor
Park House
25 - 27 Monument Hill
Weybridge
Surrey
KT13 8RT

Dated: 2/12/08

FRG LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2008

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2008 £	Total 2007 £
Incoming resources from generated funds						
Voluntary income	2	13,934	-	-	13,934	13,795
Activities for generating funds		62,125	-	-	62,125	94,935
Investment income	3	13,455	-	-	13,455	10,531
		89,514	-	-	89,514	119,261
Incoming resources from charitable activities	4	25,583	-	626,825	652,408	566,091
Other Incoming resources	5	9,719	-	-	9,719	1,682
Total incoming resources		124,816	-	626,825	751,641	687,034
Resources expended						
Costs of generating funds	6					
Costs of generating voluntary and charitable income		20,383	-	24,290	44,673	41,830
Net incoming resources available		104,433	-	602,535	706,968	645,204
Charitable activities						
Charitable Expenditure		38,050	-	499,305	537,355	492,767
Governance costs		30,363	-	103,230	133,593	111,998
Total resources expended		88,796	-	626,825	715,621	646,595
Net incoming resources before transfers		36,020	-	-	36,020	40,439
Gross transfers between funds		(30,000)	30,000	-	-	-
Net income for the year/ Net movement in funds		6,020	30,000	-	36,020	40,439
Fund balances at 1 April 2007		203,217	24,000	-	227,217	186,778
Fund balances at 31 March 2008		209,237	54,000	-	263,237	227,217

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 1985.

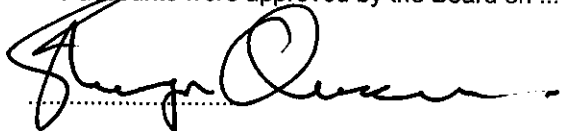

FRG LIMITED

BALANCE SHEET

AS AT 31 MARCH 2008

	Notes	2008 £	£	2007 £	£
Fixed assets					
Tangible assets	9		10,545		5,934
Current assets					
Debtors	10	64,813		30,994	
Cash at bank and in hand		331,146		304,709	
		<u>395,959</u>		<u>335,703</u>	
Creditors: amounts falling due within one year	11	<u>(44,927)</u>		<u>(40,345)</u>	
Net current assets			<u>351,032</u>		<u>295,358</u>
Total assets less current liabilities			<u>361,577</u>		<u>301,292</u>
Deferred income	12		<u>(98,340)</u>		<u>(74,075)</u>
Net assets			<u><u>263,237</u></u>		<u><u>227,217</u></u>
Income funds					
Unrestricted funds:					
Designated funds	14	54,000		24,000	
Other charitable funds			<u>209,237</u>		<u>203,217</u>
			<u><u>263,237</u></u>		<u><u>227,217</u></u>

The accounts were approved by the Board on 12.11.08

X  

Trustee

FRG LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2008

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 1985.

1.2 Incoming resources

Income from grants are recognised over the period in which funding is intended for, as specified by the grant provider. Donations are recognised when received. All other income is recognised on an accruals basis.

1.3 Resources expended

Costs are allocated between restricted and unrestricted activities by determining the % of total staff costs attributable to restricted and unrestricted activities. This % split is then applied to non staff costs.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. 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:

Plant and machinery	25% reducing balance method
Fixtures, fittings & equipment	25% reducing balance method

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

2 Voluntary income

	2008	2007
	£	£
Donations and gifts	<u>13,934</u>	<u>13,795</u>

3 Investment income

	2008	2007
	£	£
Interest receivable	<u>13,455</u>	<u>10,531</u>

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2008

4 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2008 £	Total 2007 £
Grants receivable for charitable activities	-	626,825	626,825	540,209
Network membership	17,095	-	17,095	13,599
Publications	8,488	-	8,488	12,283
	<u>25,583</u>	<u>626,825</u>	<u>652,408</u>	<u>566,091</u>

5 Other Incoming resources

	2008 £	2007 £
Subscriptions, Fundraising events and miscellaneous	<u>9,719</u>	<u>1,682</u>

6 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total 2008 £	Total 2007 £
Costs of generating funds					
Costs of generating voluntary and charitable income	32,149	246	12,278	44,673	41,830
Charitable activities					
<u>Charitable Expenditure</u>					
Activities undertaken directly	326,084	2,496	208,775	537,355	492,767
Governance costs	101,041	-	32,552	133,593	111,998
	<u>459,274</u>	<u>2,742</u>	<u>253,605</u>	<u>715,621</u>	<u>646,595</u>

Governance costs includes payments to the auditors of £7,813 (2007- £6,675) for audit fees and £nil (2007- £nil) for other services. Also included is depreciation of £774 (2007: £471).

7 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year. Five trustees were reimbursed a total of £1,287 (2007: £1,439) travelling expenses.

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2008

8 Employees

Number of employees

The average monthly number of employees during the year was:

	2008 Number	2007 Number
Project workers	14	13
Support and administration	5	4
	<u>19</u>	<u>17</u>

Employment costs

	2008 £	2007 £
Wages and salaries	<u>459,274</u>	<u>385,506</u>

There were no employees whose annual emoluments were £60,000 or more.

Wages and salaries includes £33,245 (2007: £20,460) relating to staff pension contributions.

9 Tangible fixed assets

	Plant and machinery £	Fixtures, fittings & equipment £	Total £
Cost			
At 1 April 2007	25,448	10,105	35,553
Additions	6,129	1,997	8,126
At 31 March 2008	<u>31,577</u>	<u>12,102</u>	<u>43,679</u>
Depreciation			
At 1 April 2007	21,040	8,579	29,619
Charge for the year	2,634	881	3,515
At 31 March 2008	<u>23,674</u>	<u>9,460</u>	<u>33,134</u>
Net book value			
At 31 March 2008	<u>7,903</u>	<u>2,642</u>	<u>10,545</u>
At 31 March 2007	<u>4,408</u>	<u>1,526</u>	<u>5,934</u>

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2008

10 Debtors	2008	2007
	£	£
Other debtors	49,273	17,008
Prepayments and accrued income	15,540	13,986
	<u>64,813</u>	<u>30,994</u>

11 Creditors: amounts falling due within one year	2008	2007
	£	£
Taxes and social security costs	10,206	10,463
Other creditors	4,992	2,786
Accruals	29,729	27,096
	<u>44,927</u>	<u>40,345</u>

Other creditors includes unpaid pension contributions at the year end £4,992 (2007: £2,786).

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2008

12 Deferred income

	2008	2007
	£	£
Total deferred income at 1 April 2007	74,075	111,672
Amounts received in year	651,090	502,612
Amounts credited to statement of financial activities	(626,825)	(540,209)
Total deferred income at 31 March 2008	98,340	74,075

Accruals and deferred income comprises grant income received which is earmarked to fund specific projects after 31 March 2008. Deferred income comprises funds received but allocated by the donor to be spent in future periods as follows: Welsh Wider Family Matters £11,893 (2007: £nil); DCSF £43,112 (2007: £nil); Esmee Fairbairn £21,915.

Accruals and deferred income also includes training and consultancy of £21,420 (2007: £7,950) which relates to future periods.

Amounts received in the year includes the following:

	£
Parenting Fund (Fathers Project)	74,200
Big Lottery Fund (BME & FGC)	58,003
Big Lottery Fund (Advocacy)	105,038
Diana, Princess of Wales, Memorial Fund (Advocacy)	31,554
City Parochial (Advocacy)	15,000
DCSF (Advice Line)	152,386
DCSF (Family and Friends)	73,000
Esmee Fairbairn (FGC Accreditation)	46,520
London Borough of Enfield (Advocacy)	10,000
London Borough of Tower Hamlets (Advocacy)	10,000
Welsh Assembly	11,893
DCSF (Advice Line 2008/2009)	43,112

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2008

13 Restricted funds

The income funds of the charity include restricted funds set up to account for grant funding given to support specific projects.

	Movement in funds			Balance at 31 March 2008
	Balance at 1 April 2007	Incoming resources	Expenditure	
	£	£	£	£
Parenting Fund (Fathers Project)	-	90,319	(90,319)	-
Big Lottery Fund (BME & FGC)	-	58,003	(58,003)	-
Big Lottery Fund (Advocacy)	-	123,094	(123,094)	-
Diana (Advocacy)	-	65,963	(65,963)	-
City Parochial (Advocacy)	-	17,950	(17,950)	-
DCSF (Advice Line)	-	152,386	(152,386)	-
DCSF (Family & Friends)	-	73,000	(73,000)	-
Esmee Fairbairn (FGC Accreditation)	-	26,110	(26,110)	-
London Borough of Enfield (Advocacy)	-	10,000	(10,000)	-
London Borough of Tower Hamlets (Advocacy)	-	10,000	(10,000)	-
	-	626,825	(626,825)	-

14 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			Balance at 31 March 2008
	Balance at 1 April 2007	Incoming resources	Resources expended	
	£	£	£	£
Projected office premises removal costs	24,000	-	-	24,000
Staffing contingency fund	-	30,000	-	30,000
	24,000	30,000	-	54,000

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2008

15 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2008 are represented by:				
Tangible fixed assets	10,545	-	-	10,545
Current assets	341,959	54,000	-	395,959
Creditors: amounts falling due within one year	(44,927)	-	-	(44,927)
Accruals and deferred income	(98,340)	-	-	(98,340)
	<u>209,237</u>	<u>54,000</u>	<u>-</u>	<u>263,237</u>

16 Commitments under operating leases

At 31 March 2008 the company had annual commitments under non-cancellable operating leases as follows:

	2008	2007
	£	£
Expiry date:		
Within one year	2,905	-
Between two and five years	42,386	42,798
	<u>45,291</u>	<u>42,798</u>