

Charity Registration No. 1015665

Company Registration No. 2702928 (England and Wales)

FRG LIMITED
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2012

FRG LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

R Jones
R Stringfellow
D Jackson
E Monck
K Ellis
N Priestley
C Felton
R Harvey
C Whittaker
M Pilgrim
E Hudson
S Woodcock

Secretary

S Caldwell

Charity number

1015665

Company number

2702928

Principal address

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18 Ashwin Street
London
E8 3DL

Registered office

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18 Ashwin Street
London
E8 3DL

Auditors

Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Bankers

Unity Trust Bank plc
Nine Brindleyplace
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FRG LIMITED

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2012

The Trustees present their report and accounts for the year ended 31 March 2012.

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	
R Harding	(Resigned 10 November 2011)
R Stringfellow	
D Jackson	
E Monck	
K Ellis	(Appointed 1 February 2012)
A Couldrick	(Resigned 14 March 2012)
N Priestley	
C Felton	(Appointed 1 February 2012)
R Harvey	
C Whittaker	
M Pilgrim	(Appointed 1 February 2012)
E Hudson	
S Woodcock	

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.

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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.

The Trustees have paid due regard to the Charity Commission guidance regarding public benefit in accordance with Charities Act 2011.

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 practice.
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 02702918.

Review of activities

Once again it has been a busy year in which the charity's achievements are out of proportion with its size.

The need amongst children and their families for Family Rights Group has never been greater. We are advising many more vulnerable parents now than at any time in our past: assisting them to access the services they need, to understand and address child protection concerns; to have a voice in decisions about their child and to challenge, where legitimate.

Our advice and advocacy services and the promotion of family group conferences for families, have enabled many children to live safely within their families and prevented unnecessary entry into care, at a significant saving to the state.

An independent economic study (Corry, 2011)¹ into the impact of our advice service, for example, found that our advice service in 2010/11 had saved the state £3.4 million in care costs and legal proceedings. Moreover, we have had some significant victories in influencing policy and legislation. For example we successfully campaigned to prevent many family and friends carers losing legal aid when they apply for a permanent legal order for a child who is unable to live safely with their parents.

The financial climate has been a difficult one, but we have managed to protect our reserves in anticipation of very tough times ahead.

Members of the management committee make an important contribution to our governance. They bring an impressive wealth of knowledge and experience, particularly of family law, children's social care and management. Many congratulations are due to Rita Stringfellow, our conscientious and thoughtful Chair of Trustees, who was awarded an extremely well deserved OBE. Rita regularly meets with the Chief Executive, Cathy Ashley and plays a very active role in promoting the Charity as well as chairing trustee meetings.

Everyone on the management committee plays a part in shaping the strategy and direction of the organisation and we have been particularly fortunate to have Martin Pilgrim appointed as our honorary treasurer and the input of new trustees Keith Ellis and Cassie Felton. There is an active fundraising subcommittee which meets at 1 Garden Court, who kindly provides their premises for free; has very generously raised funds for the Charity and whose Shona Kelly is the leading force on the sub-committee. We also have a newly established finance sub-committee. Trustees also formed a working group during the year to consider revisions and updates to the Charity's memorandum and articles of association.

¹ Corry D (2010) Cost Benefit Analysis of telephone advice services provided by Family Rights Group

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Family Rights Group's achievements over the last year include the following:

- We advised over 6,000 families in 2011/12, an increase of 52% in two years and more than in any previous year in the organisation's history. We redesigned our website so that it is more accessible. The site now includes visual as well as written materials, including the new, popular film reconstructing a child protection conference; and interactive facilities so families can get information tailored to their situation and a new, moderated parents' discussion board, alongside one for family and friends carers. Consequently the number of unique visitors to our website, 79,235, in 2011/12, grew by over a third (35%) compared to the previous year.
- We have developed and now promote a spot purchasing service to London boroughs for our pioneering professional family advocacy service. Unexpectedly, we also found some parents wishing to directly purchase the service. During 2011/12 we were spot purchased to provide face to face advocacy support to four families at child protection conferences or in a stage 3 complaints meeting. Unfortunately our partnership agreement with four London boroughs to provide advocacy to parents subject to child protection enquiries had ended as a result of local authority cuts to non-statutory services.
- We helped establish 5 new local support groups for family and friends carers; support was given to sustain more than 12 existing groups and we are working with carers in 8 other local areas to get new groups up and running. Fun days were also held for these carers and the children they are raising.
- We have worked with the Family Group Conference Network and Dr Louise Brown of Bath University, to develop a national accreditation system, which we are now trialling with 15 local family group conference (FGC) services. The number of local authorities with family group conference services has continued to grow, in part because of our free local consultancy service.
- We published four new research reports on family and friends care, including the findings of the first phase of a study undertaken with the University of Oxford exploring the relationship between need, support and legal status of children raised in family and friends care.

Nevertheless, the combined impact of the recession and the anxious professional climate in social care following the death of Baby Peter, is having a huge impact upon both families and those working for local authorities. There has been a significant rise in referrals to children's social care services and the number of children subject to child protection plans. Care proceeding applications are at record levels, although there is some local variation across the country. There are severe shortages of foster carers and potential adopters. All too often, children entering care face temporary placements; are split up from their siblings and have to move school.

Despite partnership working being core to the safeguarding of children, the current child protection process is often poor at engaging with families. The system often feels overwhelming for parents whose fears can easily erupt into hostility and anger. We regularly receive calls to our advice line from parents who had difficulties – but could not get the support they needed to prevent family stress escalating because they or their child didn't meet the increasingly extremely high thresholds set by local authorities for accessing support services. Later down the line, when the family has reached crisis point, they 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 who cannot live safely with their parents. Financial and other support is only mandatory for the small minority of these children who are in the care system (i.e. looked after); for the others the system remains a postcode lottery as to whether they and their carers receive any practical or financial assistance from their local authority to help with the arrangement. During the year we secured limited monies to provide indirect/self advocacy for some family and friends carers, which allowed us, in some cases, to challenge local authorities successfully to secure help on family and friends carers' behalf, to enable some placements to go ahead and prevent others from breaking down.

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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:

- Access to effective preventative services and support for struggling families
- A right to independent advice and advocacy for all families whose children are subject to child protection enquiries or other compulsory state intervention;
- 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.
- The government to:
 - require and fund local authorities to provide suitable support services; and
 - introduce a national financial allowance for relatives who are raising children who cannot live with their parents, in order to assist with the costs of bringing up vulnerable children who would otherwise need to be in care.

Our written submissions to the Munro review and responses to the Family Justice Review interim and final reports, focused on the importance of pre-proceedings support to families. We emphasised the importance of advice, advocacy and mediation and the right to be offered a family group conference, so as to maximise effective partnership working and co-operation between families and the state, and in order that parents and wider family members make informed decisions and unnecessary care proceedings are averted.

Bridget Lindley, our Principal Legal Adviser is the Parents and Relatives' representative on the Family Justice Council. Bridget chaired a plenary session of the Dartington two day Family Justice Council conference in October 2011 focused on 'Users of the Family Justice System'. Our Chief Executive spoke at the session, followed by a parent and a sibling carer who had in-depth experience of the court system. Bridget subsequently wrote two papers on family group conferences and early parental engagement, requested by Mr Justice Ryder, who has been tasked with developing a programme for the Modernisation of Family Justice following the final report of the Family Justice Review.

We also submitted a response to the Commission on a Bill of Rights Discussion Paper 'Do we need a UK Bill of Rights?' in which we emphasised that the Human Rights Act has made a profound difference to families involved in the family justice system in England and Wales and why it was so important that the Act was retained. Our paper illustrates how the Act has been relied upon in child welfare and legal proceedings to ensure fair process and to prevent unnecessary interference or an abuse of power by the state into the family life of vulnerable children and families.

Alongside written submissions, we have promoted our policy agenda with Ministers and other decision makers including the judiciary, with academics and practitioners at meetings and presentations at events; through partnership working and our presence on advisory, working groups and established bodies. David Roth, Family and Friends Care Policy Adviser, for example, is a member of the Cafcass Cymru stakeholder group, whilst Bridget Lindley, sat on the General Medical Council's expert advisory group which, in 2012, drew up new child protection guidelines for doctors.

We have worked with Amazon PR to develop a communication strategy and we have succeeded in having a significantly greater presence in the press, on radio and social media and increasing awareness of the Charity's work amongst journalists.

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We are grateful to the Noel Buxton Trust, Trust for London and Tudor Trust for helping fund our work in leading the Kinship Care Alliance, which is an informal network of 20 organisations and academics. Over the last year, we have, on behalf of the Kinship Care Alliance:

- Serviced regular meetings in order that the Kinship Care Alliance's policy recommendations draw upon the expertise and knowledge of all its members.
- Drafted an overview policy briefing and recommendations for local and national government.
- Pooled expertise within the Family and Friends Care Tax/Benefits Working Group. This included consideration in detail of implications of the Welfare Reform Bill and ensured we have had benefit experts available in our dialogue with Government.
- Held meetings on the impact of the Welfare Reform Bill on family and friends carers with Lord Freud, the Minister who led the Bill in the House of Lords, other parliamentarians and cross-departmental officials. We were particularly concerned that unemployed family and friends carers would be required to actively seek work if the children are over 5 years old, even if they had been forced to give up their previous job at the insistence of the child's social worker and that the benefit cap would apply to carers, even if the large size of their households was the result of them preventing children going into care, for example, by taking on a sibling group alongside their existing children. We also co-produced briefings on the Welfare Reform Bill as it went through Parliament, participated in the Welfare Reform Consortium of voluntary organisations lobbying to amend the bill, and drafted and promoted amendments on both conditionality and the benefit cap.
- Identified that the initial Government consultation on legal aid excluded all family and friends carers from qualifying for public funding to secure a permanent legal order and lobbied parliamentarians to acknowledge and address the consequences of this situation. This included a meeting with Lord McNally, the Minister who led the Legal Aid, Sentencing and Punishment of Offenders Bill (LASPO) through the Lords.

As a direct consequence of this work:

- Ministers agreed that the LASPO Act regulations would be revised so that access to public funding will continue for family and friend carers seeking a legal order where there is evidence that the child cannot remain at home due to abuse (e.g. a court finding or a child protection plan in the previous 24 months).
- The Minister for Work and Pensions in the Lords has publicly accepted that they will incorporate into regulations, an exemption for family and friends carers for one year, from being required to actively seek work, when a child joins the family.

Nevertheless, these concessions do not go far enough to prevent:

- Many families being adversely affected by the benefit cap, to the extent that it will drive many impoverished parents to have to uproot their child's schooling, and move away from their own support networks
- The benefit cap penalising large family and friends care households and potentially preventing family members from taking on children who will otherwise end up in care
- Many family and friends carers, especially those who step in early to prevent a child being abused, not qualifying for public funding to seek a permanent legal order for the child or being forced to represent themselves in contested hearing if the parent seeks to discharge the order.

Moreover, we are concerned that there are unintended consequences of proposals in the Family Justice Review to reduce the timescale for care proceedings to six months and reduce judicial scrutiny of care plans. We fear this will mean that there will be insufficient rigorous examination of such plans, including decisions critical to a child, such as contact and sibling placements. We are also concerned that once care proceedings are underway, family members who come forward to be considered as carers will be squeezed out due to insufficient time to undertake assessments within the court's timescale.

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Advice and Advocacy Service

Advice Service

In 2011 we secured a Department for Education contract to overhaul our website, to significantly increase the number of families we inform and advise digitally as well as continue to provide a telephone advice service. As a consequence we advised over 6,000 families in 2011/12, more than in any previous year, and had over 79,000 unique visitors to the website.

More than 90% of those we advise 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.

Our advice staff have extensive experience of and expertise in legal and social work practice.

The new website: information resources

The new website was designed and developed inhouse to be accessible, attractive and informative. New features include:

- Interactive decision trees that are tailored to people's individual circumstances. For example, an aunt considering taking on the care of her niece can in a few clicks, understand her legal options and consequences for support.
- A series of films about what happens at an initial child protection conference including a reconstruction of a conference and talking head interviews which are engaging and informative for parents and practitioners.

In addition, we have continued to develop our detailed legal advice materials for families, including guides on residence orders and special guardianship orders for carers who cannot afford a solicitor.

As well as improving our web content, we have worked hard to make it easier for families who may benefit from the site, to find it. We applied for a google grant which gives us free online advertising, and have improved the search engine optimisation (SEO) of our site.

Digital advice: in-depth online help

Alongside the website innovation we have developed our digital advice service:

- We now moderate two discussion forums – one for parents and another for family and friends carers. The parents' forum is a new development, providing parents with an online support network as well as access to specialist help from an expert adviser.
- Our partnership with Netmums entails our advisers supporting parents on the Netmums boards. This activity is an important way of promoting our service.
- We instigated a partnership with Dadtalk whereby we advise on their discussion boards, thus raising our profile amongst fathers.

The increased profile of our website has led to a significant rise in the numbers of advice enquiries made via email and web-enquiry form.

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Telephone advice service

Our expert advisers offer advice and support to families via our advice line which is open Monday to Friday, from 9.30 until 3.30pm. In March 2012 the service received the Helplines Association Quality Mark. Demand for the service continued to rise over the year, with demand up by more than 25% in March 2012 as compared to March 2011. We also advise clients by letter.

Measuring our impact

We have previously commissioned evaluations in order to ensure service standards, help inform service developments as well as to establish levels of user satisfaction. More recently we have sought to specifically measure the impact of our work in order to quantify changes in outcomes for families as a result of help received (Ritchie, 2010), and resultant cost-savings to the state (Corry, 2010).²

Corry 2011 found that the major outcome; "Is that FRG advice leads to fewer children coming into care." The study concluded that the benefit to cost ratio was 11:1 i.e. an investment of approximate £300,000 in the advice service in 2010/11 had saved the state £3.4 million in care costs and legal proceedings.

The study also acknowledged the additional beneficial impact of our advice service in:

- Supporting parents to access appropriate help early, thus preventing problems escalating into the child protection/youth justice arena;
- Improvements in children's long term wellbeing and outcomes due to parents gaining insight into their situation and addressing concerns;
- Improvement in family/state partnership working within child protection, leading to savings in social work costs.

We have now commissioned a more extensive impact evaluation which has an increased sample size, a longitudinal element, includes the advocacy service and further develops the methodology. The evaluation is being undertaken by the Open University as the lead institution, with Consult Research and New Philanthropy Capital. The final report will be published in October 2012.

Advocacy Services

We are pioneering professional advocacy for families of children at risk. 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. An independent evaluation³ of the service found that 73% of clients 'strongly agreed' or 'agreed' that having advocacy support made it easier for them to communicate with the local authority. 40% of parents also believed that advocacy support had influenced the outcome of their case because it had enabled them to contain their emotions; to feel empowered; to understand their rights and to challenge the local authority where this was considered to be appropriate. This was reinforced by the views of social workers and conference chairs; 71% of the latter believed that advocacy support had influenced parental engagement with the local authority.

Unfortunately partnership agreements with four London boroughs to provide advocacy for an agreed number of parents whose children were subject to the child protection process ceased, due to funding cuts. However, thanks to funding from the Transition Fund we are marketing our face to face advocacy service for parents on a full cost recovery, spot-purchasing basis to London local authorities. This includes parents subject to child protection enquiries, child in need meetings, looked after child meetings and complaints. The objective is for the face to face advocacy service to become self-financing, and thus viable long term, as well as benefiting more children and families.

² (Corry, 2011, CBA Analysis of telephone advice services provided by Family Rights Group)

³ Fraser C and Featherstone B, Evaluation of Family Rights Group's professional advocacy service (2011)

<http://www.frg.org.uk/Images/PDFS/frg-advocacy-service-evaluation-report-2011.pdf>

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We have sent information about the service to most London local authorities, with the intention of meeting relevant senior managers. The service is also advertised on our website. Some parents have requested to purchase the service directly.

Thanks to funding from Lloyds TSB Foundation, we were able to establish a further dimension to the parental advocacy service: advocating for parents where their children had been subject to a child protection plan for at least 12 months and where there was a poor relationship between them and the local authority. We worked during the year with seven families referred by three London boroughs who contributed towards the costs of the advocacy. Domestic violence was a feature in several of the cases, but there were also concerns about physical chastisement, parental mental ill health and learning disabilities.

During the year we received 12 months funding from the Rayne Foundation and Orp Foundation to enable us to provide a self or indirect advocacy service to 237 families contacting our advice service, including:

- mothers and fathers whose children are subject to child protection enquiries or are on a child protection plan.
- grandparent carers or other family members, such as an older sibling, who wish to be considered by the local authority and/or courts, to take on the care of a younger brother or sister because of factors such as parental imprisonment, drug abuse or mental illness.
- family and friends carers who are raising a child who is unable to live with their parents, but need to understand their legal options for providing the child with permanence and help in securing financial support and/or specialist services for the child who may be very traumatised as a result of tragedy or trauma.

The self advocacy service involves our advisers drafting a letter containing relevant legal references and case law, on behalf of a client and forwarding it to a client to be sent in their name. The adviser also gives detailed written advice to the client about their own specific family situation. The indirect advocacy service includes detailed advice over a period of time, as well as written and telephone representation, to elicit the necessary support from Children's Services.

Family and Friends Care

There is a small but growing number of family and friends carers support groups. A survey that we conducted with The Grandparents' Association found that these groups are often the main source of help to carers who often feel very isolated and alone. Family Rights Group offers a telephone consultancy line and some hands on support undertaken by Chris Leaves and Ann Tucker, both experienced carers, to assist family and friends carers to set up local groups and to run some fun days so that children have a good time and they and their relative carers meet others in a similar situation to theirs. We are seeking fundraising opportunities including through our sponsored sporting events, to support this work.

Research

Family Rights Group has remained at the forefront of research into family and friends care with resultant recommendations for policy and practice.

In 2010 we undertook the first research study into managing contact in family and friends placements. The report includes the findings from a survey of and discussions with carers; interviews with parents and practitioners; an outline of the legal framework, an international literature review and good practice recommendations. It can be purchased or is freely downloadable from the website⁴.

In March 2012 we launched four new research studies, published by Family Rights Group. The studies can all be downloaded from our website⁵.

⁴ <http://www.frg.org.uk/involving-families/family-and-friends-carers-e-publications-and-studies/managing-contact>

⁵ <http://www.frg.org.uk/involving-families/family-and-friends-carers-e-publications-and-studies>

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1. Hunt & Waterhouse (2012) *Understanding family and friends care: the relationship between need, support and legal status: Carers' experiences.*

This reports on the first phase of the study which is funded by the Big Lottery, is based on interviews with 95 family and friends carers. Three of the interviewees were family and friends carers who were specially trained, and whose personal experience contributed to the design of the interviews. The hypothesis of this study was that support offered would vary according to legal status rather than the child's needs. Although the initial research findings support this, with foster carers more likely to be better supported financially, there was evidence of unmet needs across all legal statuses. There was no correlation between the support offered or given by Children's Services and either the level of difficulty the child was presenting or the needs of the carers. In fact, carers with children categorised as challenging, were more likely than carers with easier children, to be receiving no help from Children's Services. The second, current phase of the study involves interviews with practitioners and professionals who work with family and friends carers and are involved with decisions about legal status and providing support. These include frontline social workers, kinship social workers, social work managers, Cafcass workers, FGC co-ordinators, lawyers and judges.

2. Aziz, Roth & Lindley (Ashley, ed.) (2012) *Understanding family and friends care: The largest UK survey.*

This study was based on a comprehensive internet survey carried out between August and October 2011. 493 carers responded, who in total were raising 762 kin children and a quarter were also raising their own children. The survey found that 26% of the carers had a long-term illness or disability. Most of the children had experienced abuse or neglect and most cases featured parental drug and/or alcohol abuse, mental health issues or death. Significant numbers of carers were unhappy with both the financial and the non-financial support they received, and, when asked to rate such support from Children's Services on a scale of 1 to 5, with 1 being poor and 5 being very good, 54% gave the lowest score possible, and only 12% rated the support as good or very good. Despite the many difficulties besetting them, many carers took the opportunities provided in the survey to write eloquent and moving testimony about how rewarding it had been for them to take care of the children and ensure their safety: some felt the experience had made them a better person.

3. Roth, Aziz and Lindley (2012) *Understanding family and friends care: local authority policies – the good, the bad and the non-existent.*

This survey was based on a freedom of information questionnaire that was sent out to all 152 English local authorities in October 2011, the month after they were obliged by the Government statutory guidance⁶, to introduce a family and friends care policy. The statutory guidance requires that each local authority should have a designated manager who is responsible for the policy. It specifies what should be included in the policy; that it should be responsive to local needs based on consultations with children, carers and parents, taking account of local demographic and needs data. Five months after the government's deadline, 45% of local authorities had not produced a family and friends care policy, although 88% were able to provide details of a responsible manager. While there were some examples of excellent policies, and some had some sections which were good, most failed to comply fully with the statutory guidance. Policies were often vague or incomplete, particularly when it came to financial support.⁷

⁶ <https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00025-2011>

⁷ Links to local authority family and friends care policies by council and the contact details of the senior manager with overall responsibility for family and friends care is now on our website <http://www.frg.org.uk/need-help-or-advice/family-and-friends-carers/local-policies-and-contacts>

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4. Aziz and Roth (2012) *Understanding family and friends care: analysis of a population study.*

This study was based on an analysis of the Government's Understanding Society Survey, a longitudinal study of 40,000 UK households. Those households where it could be demonstrated with certainty that there was a family and friends care arrangement, which applied to 68 households with 77 children, were compared with data about other households where children are growing up with parents. Consistent with the 2001 census analysis by Bristol University, this study found a large number of sibling care arrangements: they accounted for 38% of the family and friends care households. Demographically, there were more likely to be factors present which could be taken as indicators of poverty or low income in the kin-placement households: kin households were more likely than other households with children to have no one in the household in employment, and ten times more likely to have one or more people over pensionable age. They were also less likely to own their own home, more likely to live in rented accommodation, and, where renting, more likely to live in social housing and to receive housing benefit. Financially, kin households were managing as well as other households with children to pay their most important bills, e.g. rent or mortgage, council tax and household bills and keeping their homes in a decent state of repair. However, they struggled to meet other expenses, such as going on family holidays, making regular savings and replacing major electrical goods. Many wanted to do these things but could not afford them.

The four studies were presented and discussed at conferences that we organised in Birmingham and London, which were attended by carers, practitioners, managers, politicians, academics and civil servants. In addition, we discussed aspects of the studies at a number of externally run events, including Community Care Live 2012; and both local and national Family Justice Council conferences.

Further interrogation of the data from the research studies have also informed an anti-poverty project funded by the Trust for London and the Tudor Trust, into the effects of poverty on family and friends carers in London boroughs.

Assessment processes

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 whom they don't know. It doesn't reflect the circumstances and knowledge of relatives, such as a grandparent, who just wishes to raise their grandchild. In response, Family Rights Group has designed an alternative assessment tool, which a number of authorities' social workers are now using to carry out fostering and special guardianship assessments of family and friends carers.

Family Group Conferences (FGC)

Family Rights Group runs the national FGC Network whose membership includes the majority of FGC projects in England. Regular Network meetings are held on themes of relevance to FGC project managers and co-ordinators, including the child welfare legal and policy framework and on family and friends care. We host an electronic discussion board for FGC practitioners who are members of the Network.

In 2011 we secured a 2 year Government grant to develop and trial an accreditation scheme to promote consistent, high quality standards amongst family group conference projects. The work has been developed in conjunction with a development group comprising members of the FGC National Network in England and Wales and chaired by Dr Louise Brown, University of Bath. It is steered by an advisory group involving commissioners, the judiciary and civil servants. The development group met regularly throughout 2011 to develop a proposed accreditation framework, drawing upon existing regional, national and international FGC service standards and practice arrangements and findings from a national survey of FGC projects. Presentations as to how other relevant services had approached accreditation including Family Mediation and Restorative Justice, were considered. Justin Irwin, a consultant, undertook an economic viability study into the proposed recommendations. The proposed framework was then widely consulted upon, including at a specially convened Challenge event in February 2012, and feedback incorporated. The revised framework is currently being trialled by 15 FGC projects.

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The Government grant has also enabled us to provide consultancy support to local authorities and organisations that are setting up or expanding child welfare FGC services.

In 2008, in partnership with FGC network members and the University of Chester, we developed the first national accredited award for family group conference co-ordinators in the world. We are continuing to recruit co-ordinators to sign up to the award.

Our international links continue to be beneficial in raising our profile, increasing our knowledge of international developments and also in enabling other countries to draw upon our experience. We have provided training and participated in conferences in Rome and Brussels on FGCs and restorative justice, at the request of the Ministry of Justice in Italy. We also ran workshops on FGC accreditation and on using FGCs to address gangs, at a conference in the Netherlands.

Fathers Matter

Family Rights Group has pioneered action research into fathers' involvement with local authorities' children's services. The findings and recommendations of the initial stages are set out in *Fathers Matter* Vol 1 and 2 (Ashley et al, 2006⁸ and Ashley et al, 2008)⁹. The third stage of this work focused upon fathers who are domestically abusive.

The Department for Education have now funded Family Rights Group, in partnership with the Fatherhood Institute, to further develop aspects of the *Fathers Matter* work of the last 6 years. Sean Haresnape, our policy adviser, in conjunction with consultant Clare Roskill, have completed a detailed audit of 20 case files in Bristol, Islington and Southwark as part of the project's work in six local authorities to influence practice in engaging with fathers in the child protection system. The findings have been incorporated into reports which will be presented to the authorities' safeguarding boards in order for them to develop a plan to address the presenting issues. Each of the six authorities have also had a day's training and access to the on-line resources developed as part of this ambitious programme.

Organisational developments

The Transition Fund and DfE Capacity Building Monies provided the organisation with the opportunity to tackle specific areas of, to date, unfunded work which could make a significant difference in terms of our sustainability. A diagnostic assessment was carried out by consultant Dionne Nelson supplemented by a robust internal 'health' audit of the organisation undertaken by consultant Justin Irwin. This confirmed that the organisation's internal systems were robust. It did make some specific recommendations for improving procedures and policies and helped to identify specific areas which required investment and attention, including investment in the emerging senior management team's development; internal and external communications and marketing.

A staff working group took the lead in arranging a staff away day which informed the early drafting of a new strategic/business plan. Trustees provided clear direction in the production of the plan at a trustee away day.

Utilising in-house IT skills, a contacts database has been designed and an e-newsletter is now being produced and sent out regularly, covering news and consultations as well as promotion of our training and new publications.

⁸ Ashley C, Featherstone B, Roskill C, Ryan M, White S (2006) *Fathers Matter: Research findings on, fathers and their involvement with social care services* (Family Rights Group)

⁹ Roskill C, Featherstone B, Ashley C and Haresnape S (2008) *Fathers Matter: Further findings on fathers and their involvement with social care services* (Family Rights Group)

FRG LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2012

Training and consultancy

We delivered 15 open training courses during the year, including five three day family group conference co-ordinator courses. All received excellent feedback. We also delivered commissioned consultancy, including: training of judges on family and friends care (in which a sibling carer co-trained with our legal adviser); working with Cardiff University to develop a training package for social workers on engaging fathers; advising Swindon Council on its approach to family and friends care, including its new policy; and training and support to the NSPCC with their new work in delivering family group conferences to black families, advising on its development. Nevertheless, the current economic climate is affecting bookings for some courses and a training and consultancy review will be undertaken in 2012 to ensure that we are optimising impact, income and resources.

Funders and fundraising

We are very grateful for the support received during the financial year April 1 2011 to 31 March 2012 from the following trusts, funders and government departments, without whose support we would be unable to continue our work: Big Lottery Fund, Cabinet Office (Transition Fund), Department for Education, Family Justice Council, Esmee Fairbairn Foundation, Lloyds TSB Foundation, The Noel Buxton Trust, The Orp Foundation, The Rayne Foundation, The Tudor Trust, Trust for London.

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 of how much our work is needed and valued.

We have organised a number of fundraising events:

- Many thanks to our cyclists and runners who participated in the London Cycle Nightrider, the British 10k London run, Run to the Beat half marathon, the Great North Run and the Royal Parks half marathon in 2011 and to the very fortunate Angela Jackman who won a place to run in the Olympic Stadium. A big thank you to them, and most importantly, to their sponsors.
- In November 2011 we also held a very successful fundraising dinner raising £1300, with Polly Toynbee giving a fascinating after dinner speech.

FRG LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2012

Financial Review

Given the harsh economic climate within which all charities are currently operating, we are delighted to be able to report a small surplus of £17,078 in 2011/12.

Total income increased from £1,005,976 to £1,211,167. Unrestricted income was up by 27% from £170,283 to £217,153 and restricted income by 15% from £835,693 to £959,924. Income generated by training and consultancy increased slightly from £60,918 to £66,974 and overall income from charges for activities not funded by grants or contracts (including training and consultancy, fundraising events, sale of publications and membership fees), came to £113,580 or 9% of total income. 90% of income came from grants and contracts, including:

- the second of three payments of £100,000 from an unrestricted grant from the Esmee Fairbairn Foundation;
- the first year's payment of £362,448 from a two year contract with the Department of Education to run the advice service;
- grant income of £102,300 from the DfE to cover the first year of a two year grant to trial a family group conference practice standards accreditation framework (and which includes £9,300 for capacity building);
- grant income of £48,000 also came from the DfE for the first year of a two year project led by the Fatherhood Institute on working with men to safeguarding children.
- £98,600 from the Big Lottery Fund for the second year of a three year research project on the legal status and support of children in kinship care;
- £260,925 from the Government's Transition Fund.

Other funding came from Trust for London, Lloyds TSB Foundation, The Noel Buxton Trust, The Orp Foundation, The Rayne Foundation, The Tudor Trust and Family Justice Council.

Total expenditure increased from £1,046,211 to £1,194,089 and 91% went directly on charitable activities compared to 77% in the previous year. This year the SOFA report has been amended to give a clearer picture of where the expenditure on charitable activities went. This reveals that 42% (£458,044) of expenditure went on the advice service, 6% on running training courses and consultancy work, and 52% on all other project work. There has also been a correction to the way governance costs have been apportioned. In previous years, the cost of management and administration of projects funded by restricted income has been treated as core governance costs rather than as part of charitable activities. Following this correction, the true cost of governance is shown as £36,534 or 3% of total expenditure.

The cost of generating income was £68,614 or 6% of total expenditure and the fundraising ratio was a cost of nearly 18p for every £1 of income.

The year ended with unrestricted reserves increasing slightly to £316,766 and the maintenance of a designated reserve of £100,000 to cover staffing contingencies, such as maternity leave or long term sick leave. The reserves continue to remain at a level in line with the trustees' policy of covering three months' running costs.

Asset cover for funds

Note 19 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.

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.

FRG LIMITED

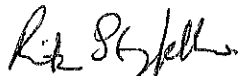
TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

Auditors

Warner Wilde were appointed auditors to the company, a resolution proposing that they be re-appointed will be put to the members.

On behalf of the board of Trustees



R Stringfellow

Trustee

Dated: 21 November 2012

FRG LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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).

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 the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. 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 TRUSTEES OF FRG LIMITED

We have audited the accounts of FRG Limited for the year ended 31 March 2012 set out on pages 18 to 29. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and auditors

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of FRG Limited for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

The Trustees have elected for the accounts to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

FRG LIMITED

INDEPENDENT AUDITORS' REPORT (CONTINUED)

TO THE TRUSTEES OF FRG LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the accounts; or
- the charitable company has not kept adequate accounting records; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

FWilde

Frances Wilde (Senior Statutory Auditor)

for and on behalf of Warner Wilde

Chartered Certified Accountants

Statutory Auditors

4 Marigold Drive

Bisley

Surrey

GU24 9SF

Dated: *12 December 2012*

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

FRG LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2012

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2012 £	Total 2011 £
Incoming resources from generated funds						
Voluntary income	2	102,746	-	-	102,746	54,854
Activities for generating funds		66,974	-	-	66,974	60,918
Investment income	3	1,323	-	-	1,323	1,316
		<u>171,043</u>	-	-	<u>171,043</u>	117,088
Incoming resources from charitable activities	4	29,852	-	994,014	1,023,866	863,367
Other Incoming resources	5	16,258	-	-	16,258	25,521
Total incoming resources		<u>217,153</u>	-	<u>994,014</u>	<u>1,211,167</u>	1,005,976
Resources expended						
Costs of generating funds						
Costs of generating voluntary and charitable income	6	34,524	-	34,090	68,614	72,507
Net incoming resources available		<u>182,629</u>	-	<u>959,924</u>	<u>1,142,553</u>	933,469
Charitable activities						
Advice and Advocacy		3,162	-	454,882	458,044	809,605
Training and Consultancy		69,205	-	-	69,205	-
Other Charitable Activities		48,705	-	512,987	561,692	-
Total charitable expenditure		<u>121,072</u>	-	<u>967,869</u>	<u>1,088,941</u>	809,605
Governance costs		36,534	-	-	36,534	164,099
Total resources expended		<u>192,130</u>	-	<u>1,001,959</u>	<u>1,194,089</u>	1,046,211
Net incoming/(outgoing) resources before transfers		<u>25,023</u>	-	<u>(7,945)</u>	<u>17,078</u>	<u>(40,235)</u>
Gross transfers between funds		<u>(7,788)</u>	-	<u>7,788</u>	-	-
Net income/(expenditure) for the year/ Net movement in funds		<u>17,235</u>	-	<u>(157)</u>	<u>17,078</u>	<u>(40,235)</u>
Fund balances at 1 April 2011		<u>299,531</u>	<u>100,000</u>	<u>1,774</u>	<u>401,305</u>	<u>441,540</u>
Fund balances at 31 March 2012		<u>316,766</u>	<u>100,000</u>	<u>1,617</u>	<u>418,383</u>	<u>401,305</u>

FRG LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2012

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FRG LIMITED

BALANCE SHEET

AS AT 31 MARCH 2012

	Notes	2012		2011	
		£	£	£	£
Fixed assets					
Tangible assets	12		9,484		7,646
Current assets					
Stocks	13	12,363		12,363	
Debtors	14	222,921		71,749	
Cash at bank and in hand		346,378		450,654	
		<u>581,662</u>		<u>534,766</u>	
Creditors: amounts falling due within one year	15	<u>(103,883)</u>		<u>(86,107)</u>	
Net current assets			<u>477,779</u>		<u>448,659</u>
Total assets less current liabilities			<u>487,263</u>		<u>456,305</u>
Deferred income	16		<u>(68,880)</u>		<u>(55,000)</u>
Net assets			<u><u>418,383</u></u>		<u><u>401,305</u></u>
Income funds					
Restricted funds	18		1,617		1,774
Unrestricted funds:					
Designated funds			100,000		100,000
Other charitable funds			<u>316,766</u>		<u>299,531</u>
			<u><u>418,383</u></u>		<u><u>401,305</u></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2012, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.


These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

FRG LIMITED

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2012

The accounts were approved by the Board on 21 November 2012



R Stringfellow
Trustee



M Pilgrim
Trustee

Company Registration No. 2702928

FRG LIMITED

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

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 2006.

1.2 Incoming resources

Deferred income is credited to the balance sheet to the extent that the terms of the income state that it is to be applied to future accounting periods.

Incoming resources from grants is recognised in the accounting period that the funding is allocated to, as specified by the grant provider. Where no accounting period is specified, it is recognised as soon as the charity becomes entitled to it. Donations are recognised when received. All other income is recognised when the charity becomes entitled to it.

1.3 Resources expended

Liabilities are recognised when either a constructive or legal obligation exists.

Overheads are allocated between restricted and unrestricted activities by determining the percentage of total staff costs attributable to restricted and unrestricted activities. Irrecoverable VAT is allocated to expenditure with the expense to which it relates.

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.

1.6 Stock

Stock is valued at the lower of cost and net realisable value.

1.7 Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.8 Accumulated funds

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2012

2 Voluntary income

	2012 £	2011 £
Donations and gifts	2,746	4,854
Grants receivable for core activities	100,000	50,000
	<u>102,746</u>	<u>54,854</u>

3 Investment income

	2012 £	2011 £
Interest receivable	1,323	1,316

4 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2012 £	Total 2011 £
Advice	-	446,938	446,938	835,693
Restricted Grant Income	-	547,076	547,076	-
Other	29,852	-	29,852	27,674
	<u>29,852</u>	<u>994,014</u>	<u>1,023,866</u>	<u>863,367</u>

£835,693 relates to both Advice and Advocacy and other Restricted Grant Income. More detailed analysis has been given for 2012.

5 Other Incoming resources

	2012 £	2011 £
Other income	16,258	25,521

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

6 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total 2012 £	Total 2011 £
Costs of generating funds					
Costs of generating voluntary and charitable income	49,997	-	18,617	68,614	72,507
Charitable activities					
<u>Advice and Advocacy</u>					
Activities undertaken directly	336,200	3,162	50,939	390,301	809,605
Support costs	-	-	67,743	67,743	-
Total	336,200	3,162	118,682	458,044	809,605
<u>Training and Consultancy</u>					
Activities undertaken directly	34,841	-	24,675	59,516	-
Support costs	-	-	9,689	9,689	-
Total	34,841	-	34,364	69,205	-
<u>Other Charitable Activities</u>					
Activities undertaken directly	241,834	-	231,845	473,679	-
Support costs	-	-	88,013	88,013	-
Total	241,834	-	319,858	561,692	-
	612,875	3,162	472,904	1,088,941	809,605
Governance costs	21,701	-	14,833	36,534	164,099
	684,573	3,162	506,354	1,194,089	1,046,211

Governance costs includes payments to the auditors of £6,600 (2011- £6,450) for audit fees (including accounts preparation) and £nil (2011- £nil) for other services.

7 Costs of generating voluntary and charitable income

	2012 £	2011 £
Other costs comprise:		
Organisational Running Costs	6,487	-
Fundraising Costs	4,712	-
Other costs	7,418	24,737
	18,617	24,737

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

8 Support costs

	Advice and Advocacy £	Training and Consultancy £	Other Charitable Activities £	Total 2012 £	Total 2011 £
Organisational Running Costs	67,743	9,689	88,013	165,445	-
	<u>67,743</u>	<u>9,689</u>	<u>88,013</u>	<u>165,445</u>	<u>-</u>

9 Governance costs

	2012 £	2011 £
Other governance costs comprise:		
Management Committee	2,298	-
Organisational Running Costs	6,035	-
Other costs	6,500	44,691
	<u>14,833</u>	<u>44,691</u>

10 Trustees

4 (2011: 3) trustees were reimbursed a total of £916 (2011: £1,012) travelling expenses.

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2012	2011
	Number	Number
Project workers	20	20
Support and administration	4	4
	24	24

Employment costs

	2012	2011
	£	£
Wages and salaries	586,120	544,432
Social security costs	58,640	69,688
Other pension costs	39,813	37,148
	684,573	651,268

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

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

12 Tangible fixed assets

	Plant and machinery	Fixtures, fittings & equipment	Total
	£	£	£
Cost			
At 1 April 2011	17,147	1,997	19,144
Additions	5,000	-	5,000
At 31 March 2012	22,147	1,997	24,144
Depreciation			
At 1 April 2011	10,132	1,366	11,498
Charge for the year	3,004	158	3,162
At 31 March 2012	13,136	1,524	14,660
Net book value			
At 31 March 2012	9,011	473	9,484
At 31 March 2011	7,015	631	7,646

13 Stocks

Stocks represent that value of publications which are valued at the lower of cost or net realisable value. In calculating the value of stock held as at the balance sheet date, the purpose of the publication (whether it is sold or given away as part of a charitable initiative or other service such as training), its condition and its age and possible obsolescence is taken into account.

14 Debtors

	2012	2011
	£	£
Other debtors	219,105	66,469
Prepayments and accrued income	3,816	5,280
	222,921	71,749

£185,906 of debtors is made up of outstanding grant and contract payments approved by the Department of Education, but not received at the year end.

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

15 Creditors: amounts falling due within one year	2012	2011
	£	£
Trade creditors	75,170	30,681
V.A.T. control account	15,825	44,265
Other creditors	12,888	-
Accruals	-	11,161
	<u>103,883</u>	<u>86,107</u>

16 Deferred income	2012	2011
	£	£
Total deferred income at 1 April 2011	55,000	121,159
Amounts received in year	118,880	939,817
Amounts credited to statement of financial activities	(105,000)	(1,005,976)
Total deferred income at 31 March 2012	<u>68,880</u>	<u>55,000</u>

Deferred income comprises funds received but allocated by the donor to be spent in future periods as follows: Esmee Fairbairn £50,000 (2011: £50,000); The Orp Foundation £10,880 (2011: nil); The Rayne Foundation £8,000 (2011: nil) and Lloyds TSB £nil (2011: £5,000).

17 Pension and other post-retirement benefit commitments

Defined contribution

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund.

	2012	2011
	£	£
Contributions payable by the company for the year	<u>39,813</u>	<u>37,148</u>

FRG LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

18 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 2012
	Balance at 1 April 2011	Incoming resources	Expenditure	Transfers	
	£	£	£	£	£
Transition Fund	-	260,925	(260,925)	-	-
Big Lottery (Research)	814	98,600	(98,600)	-	814
DfE (Fatherhood Institute)	-	48,101	(48,101)	-	-
Community Development Foundation (Hardship Fund)	276	-	-	-	276
London Boroughs (Advocacy)	24	-	-	-	24
DFE (Advice Line)	157	446,938	(454,883)	7,788	-
DFE FCG Accreditation and Regional Training	-	102,300	(102,300)	-	-
DFE (Refurbishment, Marketing and IT)	503	-	-	-	503
Family Justice Council	-	7,400	(7,400)	-	-
Trust for London, Noel Buxton & Tudor Trust	-	29,750	(29,750)	-	-
	<u>1,774</u>	<u>994,014</u>	<u>(1,001,959)</u>	<u>7,788</u>	<u>1,617</u>

19 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2012 are represented by:				
Tangible fixed assets	9,484	-	-	9,484
Current assets	480,045	100,000	1,617	581,662
Creditors: amounts falling due within one year	(103,883)	-	-	(103,883)
Accruals and deferred income	(68,880)	-	-	(68,880)
	<u>316,766</u>	<u>100,000</u>	<u>1,617</u>	<u>418,383</u>