

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

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2013

WORKING FAMILIES

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

REPORT AND FINANCIAL STATEMENTS

For the year ended 30 September 2013

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WORKING FAMILIES

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 30 September 2013

Honorary Officers	Sally Brett Fleur Bothwick Alexis Walmsley Fiona Stark Nikki Walker Sarah Jackson	(Joint Chair; on maternity leave 20 March 2013 until 11 December 2013) (Joint Chair until 20 March 2013) (Acting Joint Chair from 20 March 2013 until 8 April 2014; Joint Chair from 8 April 2014) (Acting Vice Chair from 20 March 2013 until 8 April 2014; Vice Chair from 8 April 2014) (Treasurer) (Secretary)
Trustees	Chris Ainslie Fleur Bothwick Sally Brett Victoria Broackes Pat Campbell Vivienne Creevey Laura Dewar Punita Hossain Pat Leighton Helen Longworth Collette Lux Peter Maple Alexandra Marks Fiona Stark Grant Taylor Nikki Walker Alexis Walmsley	(Resigned 20 March 2013) (Resigned 20 March 2013) (Maternity leave 20 March 2013 until 11 December 2013) (Appointed 2 October 2013) (Resigned 11 December 2012) (Resigned 20 March 2013)
Director/Chief Executive	Sarah Jackson	
Company reg. no.	04727690	
Charity reg. no.	1099808	
Registered office	Cambridge House 1 Addington Square London SE5 0HF	
Senior Statutory Auditor	Peter Gotham	
Auditors	MHA MacIntyre Hudson Chartered Accountants and Statutory Auditor New Bridge Street House 30-34 New Bridge Street London EC4V 6BJ	
Bankers	Barclays Bank plc Islington and Camden Business Centre PO Box 3474 London NW1 7NQ	
Solicitors	Farrer & Co 66 Lincoln's Inn Field London WC2A 3LH	

WORKING FAMILIES

BOARD OF TRUSTEES' REPORT **For the year ended 30 September 2013**

The Board of Trustees, who act as directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their annual report and the financial statements of Working Families for the year ended 30 September 2013. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities (revised 2005)'.

Status

The organisation is a charitable company limited by guarantee, incorporated on 9 April 2003 as Working Lives, and as Working Families on 1 October 2003. It was registered as a charity on 2 October 2003.

Governing document

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

The Trustees submit the annual report and audited financial statements for Working Families for the 12 months ended 30 September 2013. Working Families was established from a merger between Parents At Work (charity number 1051936) and New Ways to Work (charity number 290090). All assets and activities of the two merging charities were transferred on 31 October 2003.

The financial statements which follow this report comply with the following: current statutory requirements; our Memorandum and Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005). The Legal and Administrative information set out on page 1 forms part of this report.

OVERVIEW

Working Families works for a society in which everyone can fully meet their work and caring responsibilities.

Our mission is:

- To support and be the voice of working families and carers, especially those who are disadvantaged.
- To promote workplace cultures which support work-life balance and flexible working for all working people.
- To work collaboratively with employers, policy makers, opinion formers and working people as a pragmatic force for change.

OBJECTS AND ORGANISATION

Working Families is set up under its Memorandum and Articles of Association:

1. To advance public education about all aspects of alternative and flexible working patterns and in particular to conduct research into all aspects of working patterns including job-sharing, part-time work, flexible working hours and early retirement schemes;
2. For the relief of children and other dependants of working parents, other dependants who are in need of care and protection in particular by the provision of information, advice and counselling regarding provision of care for dependants especially children; and
3. To promote for the public benefit the physical and mental health of employees and their dependants through the promotion of a family friendly work life balance.

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BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

The charity is governed by a Board of Trustees. The Finance and Resources Committee of the Board meets monthly to monitor financial performance, staffing and other resourcing issues. The Governance Committee is responsible for the performance of the Board and for recruiting and inducting new trustees; it meets at least annually. The HR committee is responsible for ensuring that Working Families is a best practice employer for its size and sector, and for settling any specific disciplinary or grievance issues which may arise during the year. It meets as required. Day-to-day running of the charity is delegated to the Chief Executive and Senior Management Team. The charity is staffed by paid employees, supported by volunteers in the office as well as by professionals giving their time and expertise *pro bono*.

METHOD OF APPOINTMENT OF TRUSTEES AND TRUSTEE TRAINING

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

OBJECTIVES

The specific objectives of the charity for the financial year 2012/13 were set for the two year period 2011-2013:

External

- To tackle disadvantage by helping parents enter and remain in work, and to make work pay.
- To help employers engage with new models of work.
- To become the "go to" organisation around work and caring.

Internal

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

Public Benefit

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

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BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

SUMMARY OF ACTIVITIES DURING 2012/13

The activities undertaken to achieve the objectives were:

External objectives

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

Help for Families

Legal Advice Service

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

Parents comment:

- *Their knowledge and warmth goes a long way when you are stressed out, especially when talking about your children.*
- *Their phonelines are hard to access, engaged etc, so more staff I guess would be the answer as the service is impeccable!*
- *It made me more open to negotiation with my employer because I think I went in [to the meeting] with a more balanced view rather than a view of being unjustly treated and wanting it to be resolved.*
- *I have a young baby and with all the forms you have to fill in, it's stressful. To have to do that alone and not understand it...I was very thankful to Working Families.*

Demand for the legal advice service continued to be high, and we were grateful for a new three year grant for our casework from the Big Lottery from June 2012. During the period we helped 3,012 people. From October 2012 to January 2013 we helped 1,103: 811 by phone, 288 by email and 4 by other methods, including text. From February 2013 to September 2013 we helped 1,909. We had 2,343 interactions with them, 1,607 by phone, 709 by email and 27 by text.

The service did experience technical disruption for several months after we moved premises in July 2013 and also when our website was hacked (with no financial loss or loss of data). This has affected numbers for the period, which were down against an expected 3,500. Indications are caller numbers have recovered and that we can expect c3,500 in 2013-14. Around half have maternity issues, and there is a steady stream of problems around imposed change in contracts and redundancy. It is noticeable that many callers are less prepared to take action to enforce their rights, even when they have a good claim. Fear of job loss or potential damage to their reputation is a very strong factor during these difficult economic times. We are also beginning to see the impact of fees for employment cases, which has resulted in many of our callers who have well-founded complaints about discrimination being unable to progress them. In addition to the National Lottery, we also received generous funding from Simmons & Simmons Charitable Foundation, London Legal Support Trust, 29th May 1961 Charitable Trust, the Souter Trust and Matrix Causes Fund.

The website continues to be well-used, by an average 28,592 visitors pcm during the period, a monthly total which has almost doubled since we received a Google Adwords grant in September 2012. More general queries appear to be answered via initial online contact. We are seeing a steady increase in email queries, and calls to the helpline have shown a tendency to be more complex and to require more adviser time on each.

Our dedicated discrimination legal adviser, funded by the Big Lottery, further supported 79 of our callers in disputes with their employers – writing letters, preparing claims and supporting cases at Tribunal. In over a quarter of those cases which were closed during the year and where the outcome is known (16 out of 59), the dispute was amicably settled and/or the parent remained in their job. In other cases we helped to negotiate financial settlements, totalling at least £107,800 for employees over the year.”

BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

Children with Disabilities programme

We support a network for parents of children with disabilities – Waving not drowning – made up of over 2,000 families and 1,000 professionals working with them. A recent internal review of the disability sector confirms that Working Families is still the only organisation which addresses the needs of families of disabled children in terms of their working lives. During the period we published the results of a survey of c1,000 parents of disabled children, which was published in November 2012 at our first national parents conference which was kindly hosted by Metro Bank. Findings reveal a picture of significant unemployment and underemployment of parents, raising challenges for employers, service providers and government. We have developed a campaign strategy “Working On” in response, which will shape this programme of support and policy work over the next three years. We also carried out a survey of parents to assess the availability of childcare during the summer holidays. Those who responded reported great difficulty in finding and paying for suitable childcare, with significant problems as a result in terms of their responsibilities at work.

Luiza is typical of many of the parents we help. She is a single parent with a son who has autism whose employer wanted to move her to another job which meant that she would not be able to take her son to school or pick him up as she had done for many years. She says that the advice she got from Working Families was very practical and honest – we helped her to write a grievance letter and explained that her employer was showing some flexibility by allowing her to keep her part-time hours. She says ‘I found the whole situation difficult and I was signed off from work because of stress. I’m on my own and I just had visions of being out of work and not being able to find part-time work and not being able to look after my son. Working Families couldn’t give me an outright solution but they provided support and I felt that they listened, they actually heard what I was saying and reacted in response to that.’

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

2. To help employers engage with new models of work

Policy, research and awards

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

- Two-year funding from the DfE which originally ran until March 31 2013, and which was extended until March 2015, supported our partnership with the relationships charity One Plus One. Together we are investigating the impact of work on personal relationships, building on a research report published in summer 2012. The focus in 2013 has been on practical work with employers, which will lead to the production of tools and guidance, available in summer 2014.
- We continued to develop the annual Top Employers Benchmark, in partnership with the Institute for Employment Studies and with generous support from Computershare Services. The benchmark has been well received by employers as an extremely useful strategic tool for the development of better models of employment. We work with our employer members to refine the benchmark so that it better meets their needs in developing their diversity and equality strategies, and enables a sharper focus for us on key strategic areas of concern. In 2013 we developed a benchmark tailored to the needs of SMEs, kindly sponsored by the Childcare Scheme.
- We carried out a study into the relationship between trust at work and employee engagement, made possible by sponsorship from Unum. Published in July 2013, this showed that by managing in a way that builds trust from employee to employer, the pathway to better performance is opened up at an individual and organisational level.

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- We published the full findings of our survey of working parents, Time Health and the Family, in January 2013. Based on an online survey of almost 1,000 parents, the report showed the negative impact on family life and relationships of long hours and intensive work.

Working Families is well placed to contribute to debates on improved rights for working parents, with recommendations informed by our understanding of how policy translates into practice both for our helpline callers and our employer members.

- Much of our policy work this year has focused on the Children and Families Bill which was introduced to the House of Commons in February 2013. Working Families CEO was invited to give oral evidence to the Bill Committee in the Commons. Working Families has led the renamed "Families and Work" (formerly Working Parents Group – to recognise the wider role of grandparents and carers) in drafting and tabling amendments to the Bill in both Houses.
- We submitted written evidence to Parliamentary inquiries in Scotland (on Women and Work) and in Northern Ireland (on flexible working) which led to requests for CEO to give oral evidence to both committees (although technical difficulties thwarted the latter.)
- We have joined the reconvened childcare group to lobby to make work pay, drawing attention (based on evidence from Citizens Advice and Resolution Foundation) to the lack of work incentives for the second earner in UC. We have attended stakeholder meetings with DWP, Treasury and HMRC, and the CEO spoke at a fringe event on childcare at the Conservative Party conference.
- Our helpline report 2012 (published February 2013) gave high prominence to the ongoing issue of maternity discrimination. We called for EHRC to repeat its 2005 national investigation on the issue as our helpline callers represent the tip of the iceberg, and are pleased that the Commission has since announced a programme of work on this issue.
- We have continued to raise our concerns about women's access to quality part time work – for example acting as advisors to the Women's Business Council which was strongly supportive of flexible working as a solution to retaining women's talent.
- We developed a new campaign to take forward our work for parents of disabled children who have particular needs for flexible and part time work. Nine leading organisations including Carers UK, Ambitious about Autism, Contact a Family and Family Fund have signed up as supporters. We coined the phrase "adjustment leave" to capture the particular needs that parents of disabled children have to cope with their caring responsibilities, especially at times of crisis eg going through a disability diagnosis. We promoted this idea in amendments to the Children and Families Bill and were pleased to see it debated in both Houses. The phrase is also being picked up elsewhere eg to cater for grandparents' needs, and by Labour in their "Older Women's Commission" report.
- Working Families has chaired the "Promoting Flexible Working to Private Sector Employers" Working Group which advised ACAS on the draft Code of Practice for flexible working. The group endorsed the voluntary "Happy to talk flexible working" strapline for employers and the DWP has now agreed to pilot it with a few employers.
- Working Families has developed a new partnership with Parenting Across Scotland and Fathers Network Scotland to develop a "Family Friendly Scotland" plan, in response to the Scottish Government's parenting strategy and as a result of our input to the Women and Work Parliamentary inquiry (see above). This will include WF attendance at Parliamentary and employer events in Scotland and the development of a new "Top Employers for Working Families" award in Scotland for 2014.

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We continue to receive generous support from the Esmée Fairbairn Foundation for our parliamentary and policy work, which will enable us to continue this work until June 2015. As illustrated above, this work focuses on in-work poverty. We want to tackle the presumption that families who are in employment cannot also be in poverty. Drawing on case studies from our legal helpline and disability network, we published an annual review of our helpline work in spring 2013. We also coordinated the lobbying work during the year of the Working Parents Group/Families and Work Group – a coalition of voluntary organisations and trade unions working together to improve the employment rights of working parents.

Services for employers

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

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

- In January 2013 we held a policy briefing and launched our Time, Health and the Family report at a breakfast event kindly hosted by Ashurst LLP.
- In April Mayer Brown hosted a breakfast briefing on the plans to extend the Right to Request and for Shared Parental Leave.
- In May Northern Trust hosted a masterclass on engagement.
- In July State Street kindly hosted our summer conference, at which we launched our report into Trust and Engagement
- In September we were very grateful to return to Mayer Brown for our National Worklife Week conference, at which we announced the winners of our Top Employer awards.

New **publications** during the year were *Trust: the key to building wellbeing and performance in the workplace*; *Time, Health and the Family* survey report ; and the analysis of the Top Employers benchmark.

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

Our fourth National Worklife Week took place in September 2013, including the popular Go Home On Time Day. Santander provided kind sponsorship of a series of webinars.

The **Top Employers for Working Families benchmark and awards** are the foundation of our best practice work. Our members continue to help us refine the benchmark to meet their needs and our long term culture change objectives. This was the third year of a three year title sponsorship arrangement for the awards with Computershare Voucher Services, who have since confirmed continued funding for a further three years; we were also delighted to receive sponsorship for particular awards in 2013 from Childcare Scheme (also for the new SME benchmark), E-On, My Family Care, RBS and National Grid. The Institute for Employment Studies continued to work with us in partnership on the development and analysis of the benchmark. TPoll and Plus4 kindly supported the benchmark survey and its analysis.

For employers who wish to take more in-depth advantage of our expertise, we offer training and consultancy services via our trading subsidiary, Working Families Ltd, which trades under the name of Working Families Consultancy and Training. Liz Morris and Susanne Jacobs continued to work unpaid to develop this part of our business, receiving fees only when they win work. We are grateful for their commitment and have been pleased to see business coming in strongly, with some substantial consultancy contracts in 2013 as well as ongoing training work for clients on what is becoming a hot business topic.

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3. To become the "go to" organisation around work and caring

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

Media and campaigns

2013 was an excellent year for media reach with coverage included in national, local and consumer print, national and local radio and national television. Highlights included mentions in The Daily Telegraph, The Sun, The Observer, The Independent on Sunday, The Sunday Times, The FT and The Metro. Broadcast coverage included Sky News, Channel 5 News, Radio 5 Live, Radio 4 (Moneybox, Woman's Hour and You and Yours) and BBC Radio London.

The number of Twitter followers grew month on month and now stands at over 1,200, while our Facebook page is now "liked" by over 600.

Use of our website averaged 28,592 (15,073 in 2012) visitors each month, creating 69,000 page views. The most visited pages were in the 'parents and carers' advice section. Within this category, the most popular pages were 'can my employer make me change my hours or pattern of work?', the 'flexible working web guide', the maternity calendar and the 'sample notice letter for maternity leave and pay'. Visitors also came to the site to find information on National Work-life Week and Go Home on Time Day, our press comment, our responses to government consultations, our research and events and our Top Employers for Working Families awards. We are grateful for the ongoing Google Adwords grant, which raises the visibility of our website in internet searches.

In 2013 we developed our national Go Home On Time Day which takes place during National Work-Life Week. A bespoke website was launched for Go Home on Time Day - (gohomeontimeday.com) and new initiatives to support the day included a Twitter feed, a Pinterest page and pledge certificates for participants. The aim of the day was to engage both employees and their employers with the work-life balance message. The day generated good national and local coverage including a piece in The Sun which included the logo and web address. Our main website had a total of 7,410 visitors during National Work Life Week with 1,946 of these visits on Go Home on Time Day.

Internal objectives

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

- Funding from Big Lottery has enabled us to continue a three year evaluation of our Legal Advice Service, via online follow-up of callers as well as some survey questions at the close of some calls. It also paid for a new case management system, which enables us to monitor in greater depth the issues which arise for our callers.
- We developed two new surveys in 2012 which we had intended to repeat annually. We reviewed the timing on these, and concluded that Time, Health and the Family would have greater impact if it set the scene at the beginning of each year. Accordingly, we held over this survey until later in 2013, and results will be published in January 2014. Our survey of parents of disabled children will be carried out biennially, and will therefore be published for the second time in late 2014. Together, these surveys will enable us to build up a long-term picture of worklife in the UK.
- We developed two new surveys - Time Health and the Family brings information about working parents generally; and we also carried out a survey of parents and carers of disabled children. We intend to carry out both surveys annually, funding permitting, to enable us to build up a long-term picture of worklife in the UK.

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BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

- We continue to develop an active and engaged relationship with our employer members, based on regular calls and meetings, networking events and email surveys.
- The Working Parents Group (now relaunched as the Families and Work Group), is, as noted above, a coalition of voluntary sector organisations and trades unions. Regular consultations with this group and face to face meetings enable us to remain abreast of the concerns of stakeholders and partners.

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

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

3. To achieve financial stability

- We intend to increase unrestricted income, as well as maintaining income for specific activities via successful fundraising from Trusts, statutory sources and via commercial sponsorship.
- We have reviewed the charity's strategy, and developed a new three year business plan for financial years 2013-2016.
- We reviewed the post of Head of Fundraising, repositioning it as Head of Philanthropy and Development, with a specific remit to leverage our corporate networks in order to create longer term unrestricted income from individual donors, via regular giving and events.
- The new role of Events Manager which was created in 2013 has enabled us to develop a fuller programme of events for employers and supporters, in London and regionally.
- We have successfully demonstrated that there is a market for our training and consultancy, and will now explore how to develop a longer term business to deliver these services. We are particularly pleased to have been adopted by Pilotlight for business development support, work which will begin in early 2014.
- We are very grateful to the Garfield Weston Foundation, which offered us the opportunity to take part in the December 2013 Big Give match funding challenge. Our supporters responded with great generosity, resulting in almost £100,000 in unbudgeted, unrestricted income, enabling us to enter 2014 in much better financial health.

KEY OBJECTIVES IN 2013-2014

These are three-year objectives 2013-2016:

External

- To enable parents and carers of children and young people, especially those who are disadvantaged, to find and remain in work which suits their family's needs.
- To change the world of work so that it works for all – parents, carers of children and young people, employers, communities.
- To increase public understanding about and support for the need for work life integration for families, business and society in the UK.

Internal

- Be a best practice charity in governance and management
- Communicate effectively with the diverse range of people and stakeholders we deal with
- Have established sustainable income streams to support our work and our future ambitions

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BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

FINANCIAL PERFORMANCE

In 2012/13 Working Families recorded net outgoing resources for the year of £21,250 (incoming resources of £19,504 in 11/12). Total unrestricted funds of £65,397 (£88,240 in 11/12) were carried forward into the next period, and total restricted funds of £59,526 (£57,933 in 11/12).

2013 was a challenging year for Working Families largely driven by the economic climate which impacted both corporate budgets and individual giving. While overall income was down the charity was able to respond by controlling costs closely, reducing overheads by moving to cheaper, serviced offices. During the year we worked hard to maintain support from individual donors and retain corporate relationships and maintain market position strengthening our position as we move into more positive economic times.

- Fundraising from **Trusts and Government** sources was challenging, with several previous funders unable to support us this year. Despite this we were very fortunate to receive a core funding grant of £50,000 over two years from the Garfield Weston Foundation, and an increased donation of £10,000 from the Simmons & Simmons Foundation. We were also delighted, shortly after the end of the financial year, to receive a core grant of £20,000 from the Sisters Trust, and a new grant of £10,000 from the London Legal Support Trust towards our legal advice work. A grant of £100,000 from the Scottish Government will fund a programme of work with Scottish employers until 31 March 2015. Funding from the Big Lottery for our legal casework; from DfE for our partnership work with One Plus One; and from Esmée Fairbairn Foundation for our policy and research work is in place until 2015, and we are actively fundraising to replace this.
- **Individual donors** continue to feel the impact of the recession, but remained committed to us with attrition rates kept below 10%. Overall, we struggled to meet income targets from our individual supporters, although the annual Quiz and dinner continued to do well and several supporters raised funds by taking part in the Nightrider challenge. This area of fundraising will be a focus for 2014, with the appointment of a new Head of Philanthropy and Development, and the re-engagement of many supporters via the successful Big Give match funding challenge in December 2013.
- **Sponsorship** also suffered, as marketing budgets contracted and decisions about support were deferred and projects put back. Long term relationships with Computershare, the Childcare Scheme and My Family Care were very much valued, as well as support from RBS, National Grid and others. Sponsorships are now in place for 2014 for the majority of work planned, with multi year support confirmed by Computershare and the Childcare Scheme.
- **Sales** membership and events were hit by tightening corporate budgets (£146,008 v £164,925 in 11/12), as was our training and consultancy work. We responded by updating the membership package; and by responding to member wishes by establishing a programme of free regional events for 2014. Membership renewals strengthened towards the end of the year, as has attendance at events, and commissioned training and consultancy work. We aim to continue to build Working Families' profile in this space, and in particular see the consultancy as a key driver to providing value for corporates and continuing to drive forward our agenda.

The year ahead to 30 September 2014 was predicted to show a small P&L surplus of £5,499, whilst the charity continues to focus on core activities and manages its costs. The successful fundraising via the Big Give, plus funding from the Scottish Government and generous additional support from Computershare and Antic London, leads us to project a year-end P&L surplus of £132,490. Income from Trusts is expected to increase, and sponsorships and sales to employers to recover. Fundraising from individuals will be the income area which will carry greatest risk and where we shall have to invest greatest effort in order to meet targets.

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BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

RISK MANAGEMENT

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

- Maintaining tight budgetary control and financial reporting controls, given the threat to the charity's financial position from the continuing uncertainty in the economic climate at large, which has impacted some of our key supporters. The Senior Management Team and the Finance and Resources Group of the Board ensure the financial position is closely monitored and controlled, particularly with regard to cashflow.
- Investing in a new Head of Philanthropy and Development, to focus on maximising the value of the charity's strong corporate links.
- Investing in a new client relationship management database, to enable us to better record and manage our employer contacts.
- Examining the opportunities of developing new income streams via increased delivery of consultancy and training to employers.
- Seeking external business support via the Pilotlight programme.
- Continuing a three year phased increase to bring all senior manager salaries in line with the market, to reduce the risk of staff turnover at this strategic level.
- Creating a new senior management post – Head of Operations – to lead on performance management and cross-team project coordination; and a Head of Policy, Research and Communications to lead on raising the profile of our work.
- Continuing risk management of cybersecurity - our use of confidential data is audited by Advice Quality Standard; new Head of Operations will bring senior oversight to this area.

RESERVES POLICY

In the event of a large variation of income, we need reserves to be able to ensure continuity of service to our beneficiaries, and to mitigate the effects of unforeseen financial changes. The ongoing objective is to reach a financial position where there are three months general expenditure in reserve, to ensure that we can continue to pay salaries and meet other financial commitments. The free reserves at 30 September 2013 of £65,397 broadly met about six weeks of such expenditure, and showed a decrease from £85,067 at the end of the previous year. Forecast reserves at 30 September 2014 are more robust, at £163,780 (£138,776 free reserves and £25,004 investment in associate), meeting c13 weeks of general expenditure. The reserves (and cashflow) position will be closely monitored by the Finance and Resources Group of the Board at their regular monthly meetings, and is also monitored weekly by the Financial Controller. The reserves target is reviewed as part of the annual budget setting cycle.

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BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

RELATIONSHIPS WITH OTHER CHARITIES

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

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

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

STATEMENT OF BOARD OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

WORKING FAMILIES

BOARD OF TRUSTEES' REPORT For the year ended 30 September 2013

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

Statement of disclosure of information to auditors

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

Preparation of the report

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

Auditors

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

This report was approved and authorised for issue by the Board of Trustees on 8 April 2014 and signed on their behalf by:



Alexis Walmsley
Chair

Nikki Walker
Treasurer



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

We have audited the group and parent company financial statements (the "financial statements") of Working Families for the year ended 30 September 2013 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Company Balance Sheets and the related notes. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective April 2008).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Board of Trustees and auditors

As explained more fully in the Responsibilities Statement of the Board of Trustees, the Board of Trustees (who are also the directors of Working Families for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the group's and parent company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Committee members; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Report of the Management Committee to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent company's affairs as at 30 September 2013, and of the group's profit and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006;

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Management Committee for the financial year for which the financial statements are prepared is consistent with the financial statements.

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

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all of the information and explanations we require for our audit; or
- the Committee members were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Report of the Committee members.



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

Date:

WORKING FAMILIES

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses) For the year ended 30 September 2013

	Note	Unrestricted Funds 2013 £	Restricted Funds 2013 £	Total Funds 2013 £	Total Funds 2012 £
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income	2	106,030	230,797	336,827	378,006
Activities for generating funds	3	83,500	-	83,500	88,605
Incoming resources from charitable activities	4	225,063	-	225,063	323,099
TOTAL INCOMING RESOURCES		414,593	230,797	645,390	789,710
RESOURCES EXPENDED					
Costs of generating funds					
Training and consultancy		77,351	-	77,351	124,536
Fundraising		135,556	-	135,556	144,416
		212,907	-	212,907	268,952
Charitable activities					
Help for families		59,375	108,198	167,573	189,099
Policy, research and awards		1,941	121,006	122,947	155,070
Media and campaigns		50,594	-	50,594	61,703
Services for employers		105,375	-	105,375	86,902
Charitable activities		217,285	229,204	446,489	492,774
Governance costs		11,836	-	11,836	12,797
TOTAL RESOURCES EXPENDED	6	442,028	229,204	671,232	774,523
Net income/(expenditure) before transfer		(27,435)	1,593	(25,842)	15,187
(Loss)/gain on investment asset	5	4,592	-	4,592	4,317
NET MOVEMENT IN FUNDS		(22,843)	1,593	(21,250)	19,504
TOTAL FUNDS AT 1 OCTOBER 2012		88,240	57,933	146,173	126,669
TOTAL FUNDS AT 30 SEPTEMBER 2013		£ 65,397	£ 59,526	£ 124,923	£ 146,173

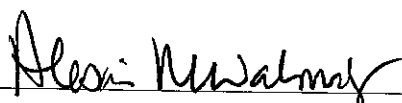
The annexed notes form part of these financial statements

WORKING FAMILIES (company limited by guarantee, number 04727690)

BALANCE SHEET
As at 30 September 2013

	Notes	Charity 2013 £	Group 2013 £	Charity 2012 £	Group 2012 £
FIXED ASSETS					
Tangible assets	10	-	-	3,173	3,173
Investment in subsidiary	11	2	-	2	-
Investment in associate	12	25,004	25,004	20,412	20,412
		<u>25,006</u>	<u>25,004</u>	<u>23,587</u>	<u>23,585</u>
CURRENT ASSETS					
Debtors	13	89,431	94,362	135,759	227,770
Cash at bank and in hand		94,605	126,528	60,973	97,435
		<u>184,036</u>	<u>220,890</u>	<u>196,732</u>	<u>325,205</u>
CREDITORS: amounts falling due within one year	14	(84,117)	(120,971)	(74,144)	(202,617)
NET CURRENT ASSETS		<u>99,919</u>	<u>99,919</u>	<u>122,588</u>	<u>122,588</u>
NET ASSETS		<u>£ 124,925</u>	<u>£ 124,923</u>	<u>£ 146,175</u>	<u>£ 146,173</u>
FUNDS					
Unrestricted funds:					
Designated funds	15	-	-	3,173	3,173
Subsidiary companies	15	-	-	-	-
General fund	15	65,399	65,397	85,069	85,067
		<u>65,399</u>	<u>65,397</u>	<u>88,242</u>	<u>88,240</u>
Restricted funds	15	59,526	59,526	57,933	57,933
		<u>£ 124,925</u>	<u>£ 124,923</u>	<u>£ 146,175</u>	<u>£ 146,173</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). They were approved and authorised for issue by the Board of Trustees on 8 April 2014 and signed on their behalf by:



ALEXIS WALMSLEY, Trustee



NIKKI WALKER, Treasurer

The annexed notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2013

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

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

The effects of events relating to the year ended 30 September 2013 which occurred before the date of approval of the financial statements by the Board of Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 30 September 2013 and the results for the year ended on that date.

Group financial statements

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

Investment in Associate

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

Company status

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

Fund accounting

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

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

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

Incoming resources

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

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

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

WORKING FAMILIES

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2013

Resources expended

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

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

	2013	2012
Help for Families	26%	18%
Policy, research and awards	22%	37%
Media and campaigns	10%	9%
Services for employers	20%	14%
Training and consultancy	3%	3%
Fundraising	18%	18%
Governance	1%	1%

Governance costs are those associated with constitutional and statutory requirements.

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

Tangible fixed assets and depreciation

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

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

Office equipment	-	4 years
Furniture and fittings	-	4 years

Operating leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

Stocks

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

Pensions

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

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 September 2013

2. VOLUNTARY INCOME

	Unrestricted Funds 2013 £	Restricted Funds 2013 £	Total Funds 2013 £	Total Funds 2012 £
Trusts and foundations				
Esmée Fairbairn Foundation	5,000	62,773	67,773	65,773
Garfield Weston Foundation	25,000	-	25,000	10,000
Bank Workers Charity	11,600	-	11,600	-
Simmons & Simmons Charitable Foundation	-	10,000	10,000	5,000
The 29th May 1961 Charity	-	5,000	5,000	5,000
Drapers Trust	-	5,000	5,000	-
Small Trusts	350	1,350	1,700	8,650
The Matrix Trust	-	2,276	2,276	3,160
Souter Charitable Trust	-	1,000	1,000	5,000
The John Ellerman Foundation	-	-	-	20,000
The Dulverton Trust	-	-	-	20,000
Santander UK Foundation Limited	-	-	-	8,600
The Law Society Charity	-	-	-	5,000
London Legal Support Trust	-	-	-	6,250
Donations				
Individual donations	55,436	-	55,436	87,360
Supporter Fundraising	2,144	-	2,144	-
Child Concern Consortium	6,500	-	6,500	7,000
Statutory Grants				
One Plus One - Department for Education	-	62,122	62,122	66,175
Big Lottery Fund	-	81,276	81,276	35,038
Equality and Human Rights Commission	-	-	-	20,000
	£ 106,030	£ 230,797	£ 336,827	£ 378,006

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds 2013 £	Restricted Funds 2013 £	Total Funds 2013 £	Total Funds 2012 £
Corporate sponsorships	£ 83,500	£ Nil	£ 83,500	£ 88,605

4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2013 £	Restricted Funds 2013 £	Total Funds 2013 £	Total Funds 2012 £
Employer member subs	106,209	-	106,209	100,702
Event ticket sales	39,799	-	39,799	64,223
Internet sales	31	-	31	529
Nanny Share	998	-	998	1,304
Helpline sales	-	-	-	1,700
Training and consultancy fees	68,358	-	68,358	145,086
Other income	9,668	-	9,668	9,555
	£ 225,063	£ Nil	£ 225,063	£ 323,099

WORKING FAMILIES

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2013

5. OTHER INCOMING RESOURCES

	Unrestricted Funds 2013 £	Restricted Funds 2013 £	Total Funds 2013 £	Total Funds 2012 £
Share of associate's operating results (Note 12)	<u>£ 4,592</u>	<u>£ Nil</u>	<u>£ 4,592</u>	<u>£ 4,317</u>

6. RESOURCES EXPENDED

	Staff costs £	Activities under-taken directly £	Support costs £	Total 2013 £	Total 2012 £
Help for families	85,082	45,038	37,453	167,573	189,099
Policy, research and awards	74,074	16,272	32,601	122,947	155,070
Media and campaigns	33,143	2,865	14,586	50,594	61,703
Services for employers	64,716	12,170	28,489	105,375	86,902
Total charitable expenditure	<u>257,015</u>	<u>76,345</u>	<u>113,129</u>	<u>446,489</u>	<u>492,774</u>
Costs of generating funds					
Training & Consultancy	10,524	62,192	4,635	77,351	124,536
Fundraising	60,218	48,839	26,499	135,556	144,416
Governance costs	2,319	8,500	1,017	11,836	12,797
Support costs	28,954	116,326	(145,280)	-	-
	<u>£ 359,030</u>	<u>£ 312,202</u>	<u>£ Nil</u>	<u>£ 671,232</u>	<u>£ 774,523</u>

Resources expended include:

	2013 £	2012 £
Auditors' remuneration:		
Audit fee	8,500	9,300
Audit fee - previous years (over)/under accrual	1,200	(1,000)
Depreciation - on owned assets	-	2,204
	<u>-</u>	<u>2,204</u>

Details of staff costs are given in Note 8.

7. SUPPORT COSTS

	Total 2013 £	Total 2012 £
Rent, rates & other premises costs	57,964	70,676
Support staff costs	28,954	41,207
Legal & professional fees	-	4,690
Non-recoverable VAT	9,829	4,136
Bad debts	-	29,000
Computer costs	19,105	4,207
Other support costs	29,428	20,159
	<u>£ 145,280</u>	<u>174,075</u>

WORKING FAMILIES

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2013

8. STAFF NUMBERS AND COSTS

	2013	2012
	£	£
Wages and salaries	318,776	358,340
Social security costs	29,359	33,985
Pension costs	6,732	13,260
Other costs including recruitment, training and welfare	4,163	5,889
	<u>£ 359,030</u>	<u>£ 411,474</u>

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

	2013	2012
	Number	Number
Help for families	3.0	3.2
Policy, research and awards	1.8	2.8
Media and campaigns	1.1	1.1
Services for employers	2.2	1.5
Training and consultancy	0.3	0.3
Fundraising	1.5	1.5
Overheads	0.8	0.9
	<u>10.7</u>	<u>11.3</u>

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

9. BOARD OF TRUSTEES

During the year, no member of the Board of Trustees received any remuneration (2012 - £NIL). One member of the Board of Trustees received reimbursement of expenses for £62 (2012 - £48).

Some Trustees received complimentary tickets to conferences run by the Charity.

10. TANGIBLE FIXED ASSETS

Charity and Group	Computer equipment £	Office equipment £	Total £
Cost			
At 1 October 2012	22,743	36,737	59,480
Disposals	(16,072)	(24,890)	(40,962)
At 30 September 2013	<u>6,671</u>	<u>11,847</u>	<u>18,518</u>
Depreciation			
At 1 October 2012	20,348	35,959	56,307
On disposals	(13,677)	(24,112)	(37,789)
At 30 September 2013	<u>6,671</u>	<u>11,847</u>	<u>18,518</u>
Net book value			
At 30 September 2013	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>
At 30 September 2012	<u>£ 2,395</u>	<u>£ 778</u>	<u>£ 3,173</u>

WORKING FAMILIES

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 September 2013

11. INVESTMENT IN SUBSIDIARIES

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

Activities

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

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

Relevant financial information regarding Working Families Trading is as follows:

	2013	2012
	£	£
Turnover	151,858	233,686
Cost of sales	(89,790)	(136,331)
Gross profit	62,068	97,355
Administrative expenses	(28,543)	(1,299)
Profit on ordinary activities	33,525	96,056
Gift Aid to parent undertaking	(33,525)	(96,056)
Profit for financial year	£ Nil	£ Nil

	2013	2012
	£	£
Current assets	88,583	187,866
Current liabilities	(88,581)	(187,864)
	£ 2	£ 2
Share capital	£ 2	£ 2

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

The income of the Charity in the year was £586,516 (2012 - £683,203) and its outflow of funds was £13,562 (2012 - inflow of £19,504).

12. INVESTMENT IN ASSOCIATE

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

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

Child Concern prepares its accounts to 31 March. The figures used for consolidation are pro rata for the six months from 1 October 2012 to 31 March 2013 and management information for the six months to 30 September 2013. The Trustees consider this to be appropriate as Child Concern's income and costs arise evenly throughout the year.

WORKING FAMILIES

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 September 2013

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
RESTRICTED FUNDS					
<i>Help for Families</i>					
Big Lottery Fund	12,522	81,276	(82,010)	-	11,788
Drapers Trust	-	5,000	(5,000)	-	-
The 29th May 1961 Charity	-	5,000	(5,000)	-	-
Souter Charitable Trust	-	1,000	(1,000)	-	-
Companies of Actuaries	-	500	(500)	-	-
The Alchemy Foundation	-	500	(500)	-	-
Holiday Charitable Trust	-	250	(250)	-	-
Rest Harrow Trust	-	100	(100)	-	-
The Matrix Trust	-	2,276	(2,276)	-	-
London Legal Support Trust	1,562	-	(1,562)	-	-
Simmons & Simmons Charitable Foundation	-	10,000	(10,000)	-	-
<i>Policy, Research and Awards</i>					
One Plus One - Department for Education	-	62,122	(58,233)	-	3,889
Esmée Fairbairn Foundation	43,849	62,773	(62,773)	-	43,849
	<u>£ 57,933</u>	<u>£ 230,797</u>	<u>£ (229,204)</u>	<u>£ Nil</u>	<u>£ 59,526</u>

Help for Families

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

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

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

Policy, Research and Awards

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

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers/ Associate's result £	Carried Forward £
SUMMARY OF FUNDS					
Designated Funds	3,173	-	(3,173)	-	-
Subsidiary companies	-	151,858	(151,858)	-	-
General Funds	85,069	262,735	(286,997)	4,592	65,399
	<u>88,242</u>	<u>414,593</u>	<u>(442,028)</u>	<u>4,592</u>	<u>65,399</u>
Restricted Funds	57,933	230,797	(229,204)	-	59,526
	<u>£ 146,175</u>	<u>£ 645,390</u>	<u>£ (671,232)</u>	<u>£ 4,592</u>	<u>£ 124,925</u>

WORKING FAMILIES

NOTES TO THE FINANCIAL STATEMENTS For the year ended 30 September 2013

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds £	Total Funds £
	Designated Funds £	General Funds £		
Fixed asset investments	-	25,006	-	25,006
Net current assets	-	40,393	59,526	99,919
	<u>£ Nil</u>	<u>£ 65,399</u>	<u>£ 59,526</u>	<u>£ 124,925</u>

17. OTHER FINANCIAL COMMITMENTS

	2013 £	2012 £
At the year end the charity had annual commitments under non-cancellable operating leases for as set out below:		
Operating leases which expire: within one year	<u>-</u>	<u>35,498</u>

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

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

18. PENSION COMMITMENTS

The Charity operates a defined contribution pension scheme. The pension cost charge represents the contributions payable to the fund in respect of the year and amounted to £6,732 (2012 - £13,260). At the year end there were outstanding contributions of £3,581 (2012 - £5,348).

19. TAXATION

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

