

Company no. 06869556
Charity no. 1129095

Family Society
Report and Financial Statements
31 March 2010

sayer vincent

consultants and auditors

Family Society

Reference and administrative details

For the year ended 31 March 2010

Company number 06869556

Charity number 1129095

Registered office 50 Broadway
London
SW1H 0BL

Operational Address Father Hudson's Campus
Coventry Road
Coleshill
Birmingham
B46 3ED

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Benjamin David James	Chair	03 April 2009
Mary Jones	Vice Chair appointed	30 October 2009
Kevin P Caffrey	appointed	09 April 2009
Tim Bradford	appointed	09 April 2009
Patricia Bailey	appointed	31 July 2009
John Barley	appointed	28 August 2009
Ian Richard Adamson	resigned	17 June 2009

Principal staff Anna Sharkey Chief Executive

Bankers Lloyds TSB
High Street
Coleshill
Birmingham

Solicitors Bircham Dyson Bell LLP
50 Broadway
London
SW1H 0BL

Auditors Sayer Vincent
Chartered accountants and statutory auditors
8 Angel Gate
City Road
London
EC1V 2SJ

Family Society

Report of the trustees

For the year ended 31 March 2010

The trustees present their report and the audited financial statements for the year ended 31 March 2010.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP 2005).

Structure

Family Society (the **Charity**) was established in 2009 as a company limited by guarantee and is a registered charity.

The Charity is governed by its Memorandum and Articles of Association and is registered as a company in England under Company Number 06869556. It is also registered with the Charity Commission for England and Wales under charity number 1129095.

The Charity operates in England and Wales and the Trustees give their time voluntarily.

Objects

The objects of the Charity are set out in the Articles and are:

The relief of financial hardship and suffering by the provision of such grants, goods, service or facilities as the Charity shall from time to time determine; the relief of sickness and preservation of health; the support, relief and care and, the promotion thereof, of children and young people without families to care for them, including, but not limited to, adoption and fostering services; individuals and couples seeking to adopt and/or foster children and young people; families comprising adopted and foster children; children and young people; those in need by reason of age, ill-health, disability or other disadvantage; the carers of those individuals and groups; individuals, families, communities and groups who are in need; and those in need by reason of financial hardship; to provide or assist in the provision of facilities in the interest of social welfare for recreational or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, ill-health, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life; and any activity which is charitable under the laws of England, save that if any activity is undertaken in Scotland or Northern Ireland, such activity shall also be charitable under the laws of the jurisdiction in which such activity is undertaken.

The Trustees review the aims, objectives and activities of the Charity each year to ensure that they remain focused and with the Objects. This report summarises the results of the 2010 review. The Trustees have considered the public benefit offered by the Charity and considered how the future activities will contribute to the aims and objectives which have been set. The focus of the charity is on children and families and all of the activities are for the public benefit and the Trustees have referred to the Charity Commission Guidance on Public Benefit in reaching this view.

Activities

The Charity's principal activity is that of an Adoption Agency, registered with OFSTED (SC394569), under the operating name of Adoption Focus. It became operational on the 1st June 2009, having taken over the adoption work previously carried out by Father Hudson's Society under the operational name of Families Through Adoption.

Family Society

Report of the trustees

For the year ended 31 March 2010

The Charity has three office bases, in Newcastle-under-Lyme, in Staffordshire; Coleshill, in Warwickshire; and Witney, in Oxfordshire. It is staffed by qualified and registered (with the General Social Care Council) social workers, with administrative support, and managed by a CEO and Board of Trustees.

The Charity is a member of the Consortium of Voluntary Adoption Agencies (CVAA); the British Association for Adoption and Fostering (BAAF); the West Midlands Family Placement Consortium; and the Midlands Family Placement Group (MFPG).

Adoption Focus offers an adoption service to prospective adopters (who satisfy the agency's recruitment criteria) and live within a 50 miles radius of any of the 3 offices. We also provide post-adoption support services in our role as an Adoption Support Agency, to adopters who have achieved adoption placements with Adoption Focus; and, on behalf of Father Hudson's Society, to adopters who adopted through Families through Adoption and Father Hudson's Society in the past, and have children under the age of 18 years.

The Charity seeks to benefit children without parents by assisting individuals interested in adopting a child to find out more information about the process and to assist those wishing to seek an approval as adopters to obtain such approval. The Charity also benefits adoptive parents who have adopted through the Charity on an ongoing basis.

Eligibility to seek an assessment as an adopter is restricted by regulatory requirements (concerning domicile/residence; being aged 21 years or over; and not having committed any specified offences); and the geographical constraints of the area of operation, currently determined by the location of the offices. This ensures accessibility of social work support throughout the preparation, assessment and placement of children.

Adoption Focus does not make any charge to adopters utilising the service at any stage in the process, except that it purchases an Adopter's Workbook on behalf of applicants (from BAAF), and seeks reimbursement for this cost from those attending preparation groups.

The assessment of adoptive families enables the Charity to achieve adoptive placements for 'children in need', throughout England and Wales. Adoption Focus does not undertake inter-country adoptions. Local Authorities (who have statutory responsibility for all children assessed to be 'in need') pay an inter-agency fee to Adoption Focus for any adoptive placements made. This is a nationally agreed fixed fee which aims to reflect the cost of recruiting, preparing and assessing adopters; and supporting them into their adoptive parenting. The Charity does not recoup any money for work undertaken with prospective adopters which does not result in a placement.

The majority of children referred for adoptive placements will have experienced early life trauma, and originate from families where a range of factors have impacted on their development and life chances. The children referred to potential parents approved by the Charity are generally older (4 years and above) and in sibling groups.

The preparation and assessment process provided by the social workers in the Charity aims to ensure that adopters understand the implications of early life trauma for their children, and for them as adoptive parents. It aims to equip them with knowledge and strategies for managing their children's behaviour and developing needs, and to support them in enabling their adopted children to achieve stability and security. This is often very challenging, and will require dedicated parents, who will need to feel that they can access support from their adoption agency.

Family Society

Report of the trustees

For the year ended 31 March 2010

The Charity is committed to the provision of post-adoption support services. The children who achieve stability and permanence in their adoptive homes are the ultimate beneficiaries of the service.

Achievements & Performance

The key objectives for the Team were to:

- recruit, assess and approve adoptive families.

We can confirm that between 1st June 2009 and the 31st March 2010, Adoption Focus received 161 enquiries from people interested in adoption. Of these, 24 requested an 'Initial Visit', and from these, 17 were invited to attend preparation groups. 2 Preparation Groups were organised during the year, attended by 13 prospective adoptive households. 7 families were approved, and 15 households are currently in assessment.

- work with Local Authorities and families to find the right children for each family. In seeking to achieve this objective the Trustees have the following comments:

All families approved by the Charity are referred to the National Adoption Register, and to the local West Midlands Family Placement Consortium. These maintain data bases of children referred for placement, and approved adopters, and make preliminary 'matches' between the two groups. The Charity also receives referrals of children in need of placements, directly from referring social workers.

Between 1st June 2009 and the 31st March 2010, Adoption Focus placed 16 children with 12 families. The placements comprised 4 sibling groups of 2 children, and 8 single children. The children ranged in age from 17 months to 7 years 8 months; 12 are boys; 2 are black children placed with black adopters; and 1 child has a visual disability.

Amongst the adopters, there was 1 single female adopter, and 4 families which already had birth children. 13 children (in 10 families) obtained adoption orders. There were no disruptions.

- offer support, advice and training to families and adoptive children, when they are placed, through to adulthood. In seeking to achieve this objective the Trustees have the following comments:

The social worker with core responsibility for developing post adoption support services, works with the rest of the team to develop additional post approval and post placement training events, and support. This includes crisis and planned intervention, co-working with other professionals (e.g. CAMHS), and the development of training material.

In recognition of the life-long implications of adoption, the team is committed to providing a range of additional support opportunities including coffee mornings, newsletters, and social events for adopters. Between 1st June 2009 and the 31st March 2010, the Charity offered post-adoption support to 25 families with 48 children (under the age of 18 years).

This support has included telephone contact for advice about schooling matters, direct work with 2 young sisters (complimentary to therapeutic input), home visits to discuss behavioural concerns, and assistance with contact and letterbox arrangements (i.e. passing on correspondence between birth parents and the children given for adoption).

Family Society

Report of the trustees

For the year ended 31 March 2010

Additional areas of work which the Charity's social workers can offer includes the preparation of children for adoptive placements, life-story work; and the independent chairing of disruption and other formal meetings. The Charity charges a fee to placing Local Authorities for adoption placements made, and a fee for additional services provided. This area of work developed over 2009/10 and we seek to continue to work on this development.

The Charity achieved its additional objective to appoint a new Adoption Team Leader who started in post on the 1st December. She has many years experience in adoption in a Voluntary Agency. Further, the Charity was able to recruit a new full time social worker to undertake key work with potential adoptive parents.

Plans for 2010/11

The Trustees' plan for the Charity in 2010/11 is to:

- work to recruit, assess and approve a wide range of adoptive families for children in need;
- work to its core objective of placing children with families;
- comply with current legislation, regulations and practice guidance, and ensure that amendments and new guidelines are incorporated into practice, policy and procedures;
- work within agreed financial parameters;
- develop a fundraising strategy;
- ensure staff, and adopters are offered training opportunities and support, in line with service development and registration requirements.

The Charity also seeks:

- to achieve full staffing; and
- increase the number of families assisted.

Employees

The trustees are heartened by and express gratitude for the dedication and hard-work of the staff. This has been a stressful and uncertain period in the adoption world and the issues have been even more difficult for the Charity following its recent creation.

Volunteers

The Charity has a number of volunteers who assist with and support the work undertaken.

The Charity would like to thank those individuals who volunteer to sit on our adoption panel for their tireless work in ensuring that families will meet the needs of the children and that children will be taken into loving families and also those adoptive parents who have been through the process who support our training programme and the activities of the Charity.

Financial Review

Family Society results for the period to 31st March 2010 are very much in line with expectations and the five year financial plan. The trustees are pleased with the financial outcome for the period and continue to monitor the recruitment of prospective adopters and placements by Local Authorities closely.

Family Society

Report of the trustees

For the year ended 31 March 2010

The Charity received a grant from Father Hudson's Society to enable it to take over the work of Families through Adoption and to see it through the lean period brought about by that organisation being unable to recruit prospective adopters in accordance with its eligibility criteria which contravened the Equality Act (Sexual Orientation) Regulations 2007. A further grant was received from Porticus Trust to assist with the set-up of the new agency. The trustees express their gratitude to both organisations, without whom this important and life-changing work could not have continued.

The Trustees have noted that it is essential that the Charity undertakes fundraising activities and is seeking to commission a review of fundraising from an external consultant. From the review the Trustees hope to develop a fundraising plan to develop the raising of unrestricted funds.

Reserves Policy

The nature of adoption work requires a commitment to the adoption process. It takes approximately twelve months for a family seeking approval to be able to have a child placed with them to pass through the necessary processes. Therefore, it is important for the Charity to be able to show that it will be in a position to support such families throughout the process.

Family Society seeks to hold reserves of between six and twelve months expenditure. The Trustees estimate that the operating expenditure of the Charity's continuing activities over a six month period is £240,000.

Therefore, the Trustees consider that it is appropriate for the Charity to maintain a reserve of at least six months operating income in order to meet effectively the needs designated by its trusts.

Governance

The Charity looks for Trustees who are committed to children and the adoption process and have professional, ministerial and/or practical experience which will contribute to the effective management and operation of the Charity.

The Charity recruited three new Trustees in 2009.

The Charity would normally seek Trustees by advertising in journals and seeking nominations from the community and people connected to social work and adoption.

In accordance with the Charity's constitution, new trustees are appointed by the majority of Trustees attending the meeting at which an appointment proposed is affirmed. All Trustees are encouraged to attend courses on Charity law and management.

The Board of Trustees, which aims to meet six times per year, administers the Charity. The Charity prepares monthly management accounts and these are reviewed by the executive. The Trustees as a whole review the management accounts on a bi-monthly or quarterly basis.

The Trustees who served in the year are shown on the Legal and Administrative Details at the front of the Annual Report and Financial Statements.

The Trustees receive training from the Charity's lawyers and are also encouraged to attend training courses and charity related events. The Trustees' also receive briefings on legal, accounting and charity issues from a number of sources.

Family Society

Report of the trustees

For the year ended 31 March 2010

New Trustees are taken through an induction process by the Chief Executive involving their training concerning the principles on which the Charity's accounts are based and the operational activities of the Charity.

One trustee of Family Society is also a trustee of Father Hudson's Society. Two employees of Father Hudson's Society are also trustees of Family Society and two employees of Father Hudson's Society have been seconded to work for Family Society on a part time basis.

Risk

The Trustees have identified the major risks which the Charity faces and consider that all necessary action has been taken to manage those risks.

Statement of responsibilities of the trustees

The trustees are required to prepare annual report and financial statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. The trustees are also required to prepare financial statements which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

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

Each of the trustees confirms that to the best of his/her knowledge there is no information relevant to the audit of which the auditors are unaware. Each of the trustees also confirms that he/she has taken all necessary steps to ensure that he/she is aware of all relevant audit information and that this information has been communicated to the auditors.

Family Society

Report of the trustees

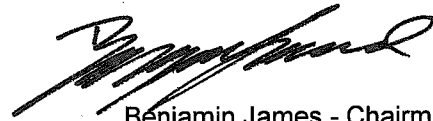
For the year ended 31 March 2010

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2010 was 8. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 30 July 2010 and signed on their behalf by



Benjamin James - Chairman

Independent auditors' report

To the members of

Family Society

We have audited the financial statements of Family Society for the year ended 31 March 2010 which comprise the statement of financial activities, balance sheet and related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the charitable company's members, as a body, in accordance with section 495 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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the trustees and auditors

The responsibilities of the trustees (who are also the directors of Family Society for the purposes of company law) for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the statement of responsibilities of the trustees.

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

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether, in our opinion, the information given in the trustees' annual report is consistent with those financial statements.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

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

Basis of audit opinion

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

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

Independent auditors' report

To the members of

Family Society

Opinion

In our opinion:

- the financial statements give a true and fair view of the state of the charity's affairs as at 31 March 2010 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been properly prepared in accordance with the Companies Act 2006; and
- the information given in the trustees' annual report is consistent with the financial statements.

Catherine L Sayer, Senior Statutory Auditor
for and on behalf of Sayer Vincent, Statutory Auditors

SAYER VINCENT
8 Angel Gate
City Road
LONDON
EC1V 2SJ

1 November 2010

Family Society

Statement of Financial Activities (incorporating an Income and Expenditure Account)

For the year ended 31 March 2010

	Note	Unrestricted £	2010 Total £
Incoming resources			
<i>Incoming resources from generated funds</i>			
Activities for generating funds	2	333,152	333,152
<i>Incoming resources from charitable activities</i>	3		
Fees in respect of Adoption Agency Services		368,604	368,604
<i>Other incoming resources</i>	4	<u>500</u>	<u>500</u>
Total incoming resources		<u>702,256</u>	<u>702,256</u>
Resources expended			
<i>Costs of generating funds:</i>			
Costs of generating voluntary income		-	-
<i>Charitable activities</i>	5		
Adoption Services		349,017	349,017
<i>Governance costs</i>		4,612	4,612
<i>Other resources expended</i>		<u>-</u>	<u>-</u>
Total resources expended		<u>353,629</u>	<u>353,629</u>
Net incoming resources before transfers		348,627	348,627
Gross transfers between funds		-	-
Net incoming resources before other recognised gains and losses		<u>348,627</u>	<u>348,627</u>
Realised gains		<u>-</u>	<u>-</u>
Net income for the year		-	-
Unrealised gains		<u>-</u>	<u>-</u>
Net movement in funds		348,627	348,627
Reconciliation of funds			
Total funds brought forward		<u>-</u>	<u>-</u>
Total funds carried forward		<u><u>348,627</u></u>	<u><u>348,627</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 12 to the financial statements.

Family Society

Balance sheet

31 March 2010

	Note	£	2010 £
Fixed assets			
Tangible fixed assets	9	17,878	17,878
			<u>-</u>
			17,878
Current assets			
Debtors	10	74,095	74,095
Cash at bank and in hand		<u>274,864</u>	<u>274,864</u>
			-
		348,959	348,959
			-
Liabilities			
Creditors: amounts due within one year	11	<u>18,210</u>	18,210
			-
Net current assets			<u>330,749</u>
Net assets			<u><u>348,627</u></u>
The funds of the charity	12		
Unrestricted funds			-
General funds			348,627
			<u>-</u>
Total charity funds			<u><u>348,627</u></u>

Approved by the trustees on 30 July 2010 and signed on their behalf by


Benjamin James - Chairman

Family Society

Notes to the financial statements

For the year ended 31 March 2010

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2005).
- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable.
- c) Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

- d) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
- e) Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.
- f) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- g) Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

Family Society

Notes to the financial statements

For the year ended 31 March 2010

1. Accounting policies (continued)

- h) 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.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

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

Motor vehicles	5 years
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Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

- j) The charity operates a defined benefit scheme in the UK, which commenced as a segregated section of the FHS Pension Scheme on 1st June 2009. The assets are held separately from those of the charitable company, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the charitable company. The contributions are determined by a qualified Actuary using the projected unit method.

2. Voluntary income

	Unrestricted £	2010 Total £
Grants	331,099	331,099
Donations	2,054	2,054
	-	-
Total	<u>333,153</u>	<u>333,153</u>

Family Society

Notes to the financial statements

For the year ended 31 March 2010

3. Incoming resources from charitable activities

	Unrestricted £	2010 Total £
Fees in respect of Adoption Agency Services	368,604	368,604
	-	-
Total	368,604	368,604

4. Other operating income

	Unrestricted £	2010 Total £
Profit on disposal of fixed assets	500	500
	500	500

5. Total resources expended

	Adoption Services £	Governance Costs £	Support Costs £	2010 Total £
Staff costs (Note 7)	217,265	-	-	217,265
Depreciation	3,436	-	-	3,436
Other Costs	109,146	4,612	19,170	132,928
	329,847	4,612	19,170	353,629
Support Costs	19,170	-	(19,170)	-
Total resources expended	349,017	4,612	-	353,629

Family Society

Notes to the financial statements

For the year ended 31 March 2010

6. Net incoming resources for the year

This is stated after charging / crediting:

	2010 £
Depreciation	3,436
Auditors' remuneration:	
▪ audit	4,112
▪ other services	500
Trustees' reimbursed expenses (1 trustee)	<u>106</u>

Trustees' reimbursed expenses represents the reimbursement of travel and subsistence costs to 1 member relating to attendance at meetings of the trustees.

7. Staff costs and numbers

Staff costs were as follows:

	2010 £
Salaries and wages including total cost of seconded staff	182,663
Social security costs	15,054
Pension contributions	<u>19,548</u>
	<u>217,265</u>
Total emoluments paid to staff were:	<u>202,211</u>

No employee earned more than £60,000 during the year.

The average weekly number of employees (full-time equivalent) during the year : 9

8. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Family Society

Notes to the financial statements

For the year ended 31 March 2010

9. Tangible fixed assets

	Vehicles £	Total £
Cost		
At the start of the year	-	-
Additions in year	21,314	21,314
Disposals in year	-	-
	<hr/>	<hr/>
At the end of the year	21,314	21,314
Depreciation		
At the start of the year	-	-
Charge for the year	3,436	3,436
Disposals in year	-	-
	<hr/>	<hr/>
At the end of the year	3,436	3,436
Net book value		
At the end of the year	<u>17,878</u>	<u>17,878</u>
At the start of the year	<u>-</u>	<u>-</u>

10. Debtors

	2010 £
Trade debtors	<u>74,095</u>
	<u>74,095</u>

11. Creditors: amounts due within one year

	2010 £
Trade creditors	7,372
Taxation and social security	5,251
Accruals	<u>5,587</u>
	<u>18,210</u>

Family Society

Notes to the financial statements

For the year ended 31 March 2010

12. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
General funds	<u>-</u>	<u>702,256</u>	<u>(353,629)</u>	<u>-</u>	<u>348,627</u>
Total unrestricted funds	<u>-</u>	<u>702,256</u>	<u>(353,629)</u>	<u>-</u>	<u>348,627</u>
Total funds including pension fund	<u>-</u>	<u>702,256</u>	<u>(353,629)</u>	<u>-</u>	<u>348,627</u>

Family Society

Notes to the financial statements

For the year ended 31 March 2010

13. Defined benefit pension scheme

The charity operates a defined benefit scheme in the UK, which commenced as a segregated section of the FHS Pension Scheme on 1st June 2009. The assets are held separately from those of the charitable company, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the charitable company. The contributions are determined by a qualified Actuary using the projected unit method.

There has not yet been an actuarial valuation of the section. The actuarial valuation is due as at 1st August 2011.

Contributions are currently paid at 12.9% of pensionable pay, plus all costs of running the scheme. Additionally the employee members contribute 8% of pensionable pay.

The employers contribution for the period was £19,548.

The employee benefit obligations recognised in the balance sheet are as follows:

	2010 £'000
Present value of funded obligations	(27)
Fair value of plan assets	<u>27</u>
	-
Present value of unfunded obligations	-
Unrecognised past service cost	<u>-</u>
Net liability	<u><u>-</u></u>
Amounts in the balance sheet	
Liabilities	(27)
Assets	<u>27</u>
Net liability	<u><u>-</u></u>

Amounts recognised in net incoming resources are as follows:

	2010 £'000
Current service cost	(15)
Interest on obligation	(1)
Expected return on plan assets	1
Past service cost	-
Losses (gains) on curtailments and settlements	<u>-</u>
Total	<u><u>(15)</u></u>
Actual return on plan assets	<u><u>-</u></u>

Family Society

Notes to the financial statements

For the year ended 31 March 2010

13. Defined benefit pension scheme (cont.)

Changes in the present value of the defined benefit obligation are as follows:

	2010 £'000
Opening defined benefit obligation	-
Service cost	15
Interest cost	1
Contribution by members	10
Actuarial losses / (gains)	6
Losses / (gains) on curtailments	-
Liabilities extinguished on settlements	-
Benefits paid	<u>(5)</u>
Closing defined benefit obligation	<u><u>27</u></u>

Changes in the fair value of plan assets are as follows:

	2010 £'000
Opening fair value of plan assets	-
Contributions by members	10
Expected return	1
Actuarial gains and (losses)	-
Assets distributed on settlements	-
Contributions by employer	21
Benefits paid	<u>(5)</u>
	<u><u>27</u></u>

The major categories of plan assets as a percentage of total plan assets are as follows:

	2010 %
Equities	55%
Bonds	18%
Property	0%
Cash	<u><u>27%</u></u>

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2010 %
Discount rate at the end of the year	5.70%
Expected return on plan assets at the end of the year	6.23%
Future salary increases	5.00%
Future pension increases	<u><u>3.50%</u></u>

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Notes to the financial statements

For the year ended 31 March 2010

13. Defined benefit pension scheme (cont.)

Amounts for the current and previous four periods are as follows:

	2010 £'000
Defined benefit	(27)
Plan assets	27
Surplus / (deficit)	-
Experience adjustments on plan liabilities	
Experience adjustments on plan assets	<u>(6)</u>

14. Related parties

During the year the charity has engaged Bircham, Dyson Bell (solicitors) to provide certain legal and company secretarial services. The chair of trustees - Mr Benjamin James is a partner in this firm. The transactions arising during the year were on normal arms length terms.