

Charity registration number 1106460

Company registration number 05191052 (England and Wales)

THE RELATIONSHIPS FOUNDATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

THE RELATIONSHIPS FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jeremy Lefroy Sarah Dingley Eleanor McCrone Philip Powell David Shamiri Philippa Taylor
Charity number	1106460
Company number	05191052
Principal address	Future Business Centre The Hive Kings Hedges Road Cambridge CB4 2HY
Registered office	Future Business Centre The Hive Kings Hedges Road Cambridge CB4 2HY
Independent examiner	Richard F Hopper 4 Rhodfa Clawdd Offa Denbigh Denbighshire LL16 4RJ
Bankers	National Westminster Bank plc 56 St Andrews Street Cambridge CB2 3DA

THE RELATIONSHIPS FOUNDATION

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THE RELATIONSHIPS FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their annual report and financial statements for the year ended 31 August 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The objectives of The Relationships Foundation are:

1. To carry out research into theological and ethical principles and economic and social issues concerning the organisation and conduct of human relationships in personal and public life by:
 - (a) carrying out and/or commissioning research projects, and
 - (b) evaluating the results of research projects and applying the same for the public benefit, in particular, but not exclusively, by sponsoring public initiatives.
2. To provide education and training to the general public in the promotion and encouragement of improved organisational and personal relationships.

In order to further these two objectives we work with political and civic leaders, private and public sector organisations, voluntary bodies and the general public.

A concern for relationships lies at the heart of the Foundation's work. Based on existing research the Foundation believes that good relationships are essential to individual and collective wellbeing, and therefore that a central goal of public policy should be to create an environment conducive to the formation and development of good relationships at all levels of society. Consequently it works to see the importance of relationships recognised and acted upon in public and private life through a combination of research programmes, practical initiatives and strategic partnerships which help to shape public policy, encourage best practice and equip people to think and act more relationally.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

During the course of the year our main activities have been in the following areas:

The pressures on schools due to Covid-19 meant that some projects were delayed or more difficult to deliver, particularly those using surveys to measure relationships. Many pupils were not in school and staff were under additional pressure due to absences and developing new ways of remote teaching. This impacted our main project on the quality of alternative provision for excluded pupils as well as an evaluation of the impact of going on camps on the relationships between pupils and with their teachers for schools in Australia. Work on both these projects will extend into the following financial year as a result.

THE RELATIONSHIPS FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The Covid pandemic also opened up new debates and we were delighted to be commissioned by Big Change to conduct 'listening posts' for teachers, pupils and parents. Big Change are using insights from our report "Pandemic as 'portal': listening to the voices of the school system" to inform the creation of a new commission on the purpose and future of education. We found that the social and relational purpose of schools is highly valued by students, parents and teachers alike, and was greatly missed during the first lockdown. Even under great pressure, many teachers and leaders grasped a rare opportunity for reflection, renewal and development. Issues raised that will continue to shape education debate after the pandemic included the need to understand variation in pupil and teacher wellbeing, inequalities around digital inclusion, the nature and role of assessment, the role of schools in their local communities and the nature of home-school relationships.

Increased use of technology was another consequence of lockdowns. We fed into a literature review by UCL on the impact of technology on learning relationships for the International Boy Schools Coalition and will be working with member schools in the coming financial year to explore this further using our measures of relationships. Other smaller pandemic related projects including piloting our class network tools to assess the changes in a class pre- and post-lockdown and to evaluate changes in wellbeing among young people supported by a small arts charity.

We have taken the opportunity of the pandemic to further develop our dashboards. They allow more automated analysis of results and thus run projects at lower cost and enable remote interactive exploration of results with schools and other organisations. We have also worked with partners such as Neometrics in developing tools to assess organisational relationships outside the school context that can be deployed via these dashboards. We believe that this will leave us well positioned to deliver projects in the coming year.

An important part of our impact is through promoting awareness of the importance of relationships. During the financial year part of our work on the relational factors in teacher retention with Suffolk and Norfolk School-Centred Initial Teacher Training (SCITT) and Open University was published in the Chartered College of Teaching's 'Impact'. Our literature review on the role of relationships in the quality of alternative provision for excluded pupils was published on the IntegratEd programme website alongside blogs from the staff team. We have also continued to support the programme's wider influencing led by the Centre for Social Justice. Rob Loe continues to speak at a range of events and we continue to work with him in promoting the vision for more relational schools.

Alongside our schools work we have continued to support the work of FASTn which we helped establish. The main area of work to which we contributed was around the development and promotion of a set of principles for excellence in the provision of relationships education by schools. We continue to believe that the development of relational capability by schools is an important part of a good education.

The Foundation continues to host the Keep Sunday Special campaign with its concern for the importance of shared time for family and community relationships. As well as responding to media enquiries we worked with our campaign partners, most notably the Association of Convenience Stores, other retail groups, the shopworkers union USDAW, politicians and various churches and faith groups.

Financial review

The attached accounts show that the Foundation incurred a deficit of £49,003 for the year, down from £91,751 in the previous year. Free reserves at the end of the year were £164,831.

Delays in developing new projects due to the pandemic created a challenging financial context and we are grateful for the support of our main grant funder, Porticus, throughout this period.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between 3 and 6 months' salary costs. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

THE RELATIONSHIPS FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. The systems of internal control are designed to provide reasonable, but not absolute, assurance against misstatement and loss. They include:

- an annual budget approved by the trustees
- regular written reports submitted by the CEO
- regular consideration of the finances by the trustees
- identification and management of risks.

Every year the trustees undertake a detailed analysis of the risks facing the Foundation and receive a report at a subsequent trustees' meeting. They agree the strategic risks facing the organisation and measures to be adopted to mitigate those risks.

Structure, governance and management

The charity is a company limited by guarantee under the Companies Act 2006, formed and regulated by its Memorandum and Articles of Association on 28 July 2004 as amended by special resolution on 7 October 2004. The company was registered by The Charity Commission as a charity on 27 October 2004. Prior to incorporation as a company the charity was governed by a Deed of Trust.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Jeremy Lefroy
Sarah Dingley
Eleanor McCrone
Philip Powell
David Shamiri
Philippa Taylor

Invitations are extended from time to time by the existing trustees (who are also the members of the company) to suitably qualified men and women to become trustees. A matrix of trustees' interests and skills is reviewed every three years.

Newly appointed trustees are provided with a comprehensive pack of induction materials, including a copy of the Memorandum and Articles of Association of the company and of the Trust Deed. They have an induction with fellow trustees and the Director and are expected to spend time with other staff members, familiarising themselves with the workings of the charity. All trustees act as directors for any associated bodies that The Relationships Foundation maintains.

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

Associated Bodies

The Relationships Foundation owns 100% of the shares and maintains the secretariat for Jubilee House Ltd which receives donations for the Keep Sunday Special project, which are then used to fund and promote research and campaigns. Jubilee House Ltd also developed copyright dashboards and assigned them to The Relationships Foundation in the previous financial year. The Relationships Foundation also owns 100% of the shares of Relational Analytics Ltd which is dormant.

THE RELATIONSHIPS FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 AUGUST 2021*

Organisational structure

The charity is run on a day-to-day basis by the Director. Any decisions which would affect key aspects of the charity's policy or governance are referred to the trustees for discussion at their meetings, which are held at least four times a year and usually more often. In establishing governance policies and procedures the trustees have been guided by the Charity Commission's published advice and guidance.

Following his move to Australia Robert Loe continued as Chief Executive Officer until 30 April 2021 with oversight of The Relationships Foundation, Relational Schools, Keep Sunday Special and Jubilee House Ltd. Neil Prem was Chief Operating Officer and took over as Executive Director on 1 June 2020 in order to help manage a transition. Julia Manning was Chief Executive Officer from 1 June 2021 to 28 February 2022. Since 1 March 2022 John Ashcroft, who has been with the Foundation since its launch, has served as Director, forming an executive team with James Griffin. Jeremy Lefroy as Chair has taken some executive responsibilities.

The trustees' report was approved by the Board of Trustees.

Jeremy Lefroy
Trustee

30 May 2022

THE RELATIONSHIPS FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees, who are also the directors of The Relationships Foundation for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

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

THE RELATIONSHIPS FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE RELATIONSHIPS FOUNDATION

I report to the trustees on my examination of the financial statements of The Relationships Foundation (the charity) for the year ended 31 August 2021.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Richard F Hopper

4 Rhodfa Clawdd Offa
Denbigh
Denbighshire
LL16 4RJ

Dated: 30 May 2022

THE RELATIONSHIPS FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted funds	Unrestricted funds
		2021	2020
	Notes	£	£
<u>Income from:</u>			
Donations and legacies	3	192,541	203,283
Charitable activities	4	62,351	66,920
Investments	5	1	16
		<hr/>	<hr/>
Total income		254,893	270,219
		<hr/>	<hr/>
<u>Expenditure on:</u>			
Charitable activities	6	303,896	361,970
		<hr/>	<hr/>
Net expenditure for the year/ Net movement in funds		(49,003)	(91,751)
Fund balances at 1 September 2020		213,834	305,585
		<hr/>	<hr/>
Fund balances at 31 August 2021		164,831	213,834
		<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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

THE RELATIONSHIPS FOUNDATION

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Intangible assets	10		101,549		135,398
Tangible assets	11		1,319		969
			<u>102,868</u>		<u>136,367</u>
Current assets					
Debtors	12	4,597		10,930	
Cash at bank and in hand		123,333		85,671	
		<u>127,930</u>		<u>96,601</u>	
Creditors: amounts falling due within one year	13	(65,967)		(19,134)	
Net current assets			61,963		77,467
Total assets less current liabilities			<u>164,831</u>		<u>213,834</u>
Income funds					
Unrestricted funds			164,831		213,834
			<u>164,831</u>		<u>213,834</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 30 May 2022

Jeremy Lefroy
Trustee

Company registration number 05191052

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Charity information

The Relationships Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Future Business Centre, The Hive, Kings Hedges Road, Cambridge, CB4 2HY.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

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

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Research and development expenditure

Significant development expenditure which is expected have use over a number of years is capitalised in the Balance Sheet and amortised over its expected useful life. Other research expenditure is written off against profits in the year in which it is incurred.

1.7 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Development costs	in equal instalments over five years
-------------------	--------------------------------------

1.8 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	20% p.a. on net value
Computers	33.33% p.a. on net value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	37,537	103,283
Grant income	155,004	100,000
	<u>192,541</u>	<u>203,283</u>

4 Charitable activities

	Charitable Income	Charitable Income
	2021	2020
	£	£
Sales of publications	194	-
Project income	57,663	66,920
Other income	4,494	-
	<u>62,351</u>	<u>66,920</u>

5 Investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Interest receivable	1	16

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

6 Charitable activities

	Charitable Expenditure 2021 £	Charitable Expenditure 2020 £
Staff costs	211,820	219,914
Depreciation and impairment	35,477	34,396
Other direct project expenses	29,612	75,644
	<u>276,909</u>	<u>329,954</u>
Share of support costs (see note 7)	25,367	29,816
Share of governance costs (see note 7)	1,620	2,200
	<u>303,896</u>	<u>361,970</u>

7 Support costs

	Support costs £	Governance costs £	2021 £	Support costs £	Governance costs £	2020 £
Premises expenses	15,803	-	15,803	19,473	-	19,473
Administrative expenses	9,564	-	9,564	10,343	-	10,343
Accountancy	-	1,200	1,200	-	2,200	2,200
Trustees' expenses	-	420	420	-	-	-
	<u>25,367</u>	<u>1,620</u>	<u>26,987</u>	<u>29,816</u>	<u>2,200</u>	<u>32,016</u>
Analysed between Charitable activities	<u>25,367</u>	<u>1,620</u>	<u>26,987</u>	<u>29,816</u>	<u>2,200</u>	<u>32,016</u>

Governance costs includes payments to the independent examiner of £1,200 (2020- £2,200) for independent examination and accounts preparation fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

9 Employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
Research, management and support	5	5

Employment costs

	2021	2020
	£	£
Wages and salaries	188,606	192,474
Social security costs	15,949	16,033
Other pension costs	7,265	11,407
	<u>211,820</u>	<u>219,914</u>

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

10 Intangible fixed assets

	Development costs
	£
Cost	
At 1 September 2020 and 31 August 2021	169,248
Amortisation and impairment	
At 1 September 2020	33,850
Amortisation charged for the year	33,849
At 31 August 2021	<u>67,699</u>
Carrying amount	
At 31 August 2021	<u>101,549</u>
At 31 August 2020	<u>135,398</u>

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

11 Tangible fixed assets

	Fixtures and fittings	Computers	Total
	£	£	£
Cost			
At 1 September 2020	7,163	17,722	24,885
Additions	-	1,978	1,978
Disposals	(7,163)	(17,722)	(24,885)
	<u>-</u>	<u>1,978</u>	<u>1,978</u>
At 31 August 2021	-	1,978	1,978
	<u>-</u>	<u>1,978</u>	<u>1,978</u>
Depreciation and impairment			
At 1 September 2020	7,155	16,761	23,916
Depreciation charged in the year	8	1,620	1,628
Eliminated in respect of disposals	(7,163)	(17,722)	(24,885)
	<u>-</u>	<u>659</u>	<u>659</u>
At 31 August 2021	-	659	659
	<u>-</u>	<u>659</u>	<u>659</u>
Carrying amount			
At 31 August 2021	-	1,319	1,319
	<u>-</u>	<u>1,319</u>	<u>1,319</u>
At 31 August 2020	8	961	969
	<u>8</u>	<u>961</u>	<u>969</u>

12 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	468	3,227
Other debtors	3,044	2,876
Prepayments and accrued income	1,085	4,827
	<u>4,597</u>	<u>10,930</u>
	<u>4,597</u>	<u>10,930</u>

13 Creditors: amounts falling due within one year

	Notes	2021	2020
		£	£
Other taxation and social security		4,136	5,182
Deferred income	14	58,000	-
Trade creditors		257	4,076
Other creditors		2,174	5,204
Accruals and deferred income		1,400	4,672
		<u>65,967</u>	<u>19,134</u>
		<u>65,967</u>	<u>19,134</u>

THE RELATIONSHIPS FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

14 Deferred income

	2021 £	2020 £
Other deferred income	58,000	-
	<u>58,000</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2021 £	2020 £
Deferred income is included within:		
Current liabilities	58,000	-
	<u>58,000</u>	<u>-</u>
Movements in the year:		
Deferred income at 1 September 2020	-	-
Resources deferred in the year	58,000	-
	<u>58,000</u>	<u>-</u>
Deferred income at 31 August 2021	58,000	-
	<u>58,000</u>	<u>-</u>

15 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

The charity owns 100% of Jubilee House Limited (Co No 8242636) which was dormant throughout the year apart from receiving £4,817 donations for the benefit of the Foundation and which it passed on to the charity after deduction of related bank charges.