1001 Critical Days
FOUNDATION

ANNUAL REPORT

2025

Including Financial Statements for the period ended 31 December 2025



The Leadsom Foundation
Charity registration number 1212594 (England and Wales)
Company registration number 16183723

A better world begins at the beginning. Ensuring every baby experiences the best start in life is the most powerful way to shape a brighter future for all.

Our vision, at the 1001 Critical Days Foundation, is to build a better world for babies where governments prioritise the 1,001 critical days as the foundation for a healthy society.

The Rt Hon. Dame Andrea Leadsom DBE, Founder

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Welcome from our Founder, Executive Chair and Chair of Trustees

When I first became involved in early years work over 30 years ago, it was driven by the simple realisation: if we want to create a healthy and happy society then we must start at the very beginning. For decades, the evidence has been clear - the period from pregnancy to the age of two is the most important stage of human development.

A baby's earliest experiences create the building blocks for lifelong emotional and physical wellbeing. Yet for too long, babies have been a low priority in public policy, in spite of the overwhelming consensus about the importance of the 1,001 critical days.

My commitment to giving babies the best start in life began long before I entered Parliament. Through my involvement in specialist parent-infant charities, including the highly regarded Oxford Parent-Infant Project, I saw first-hand how a strong and secure bond between a baby and their caregiver transforms outcomes for families. That experience shaped my work over many years, including setting up PIP UK, now the Parent-Infant Foundation (PIF), the creation of the 1001 Critical Days Cross-Party Manifesto, and also establishing the All-Party Parliamentary Group on Babies, which has brought together parliamentarians from across the political spectrum around a shared belief in prevention and early intervention.

In government I had the amazing opportunity to build the Vision for the 1,001 Critical Days, which became government policy in early 2021, and led to the roll out of the Family Hub and Start for Life Programme. It is wonderful to see the new government has continued to support and build on this programme, with the result that thousands of families are now getting the help, information and advice they need to give their babies the best start in life.

However, over the years I came to understand that if we really want to transform the health and happiness, not just of our own nation, but of all nations, then the way to achieve that would be through building something independent and new: a Foundation that would be totally dedicated to turning knowledge into action. That conviction led to the establishment of the 1001 Critical Days Foundation.

In our first year, we have made a superb start. We have committed over £2 million in long-term funding to charities that are focused on the best outcomes for babies, we have commissioned world-first research to clarify the crucial importance of the earliest years and we have begun to forge international partnerships with countries including Norway, South Africa and the United Arab Emirates. Through our grant-making, research and advocacy, we intend to make sure that the best start for every baby is firmly placed at the heart of government decision-making everywhere.

We are just at the beginning of our mission to change the world for the better – as with universal education for children, that in the early 20th Century became a priority everywhere, our ambition is global – because the 1,001 critical days matter everywhere. If we want to create healthier, happier societies, then every nation needs to change and recognise that by focusing on strong support from pregnancy to age two, we can transform the health, wellbeing and productivity of every human being.

I am deeply grateful to our donors, trustees, advisers, grantees and supporters who share this belief, and none of what we aim to achieve will be possible without the dedication and hard work of the Foundation's team. Together, we will build a better world for babies.



The Rt Hon. Dame Andrea Leadsom DBE

Andrea Leadsom

I believe that the early work of the 1001 Critical Days Foundation has already had an impact in this absolutely crucial area of providing the nurturing and development which offers a foundation for life.

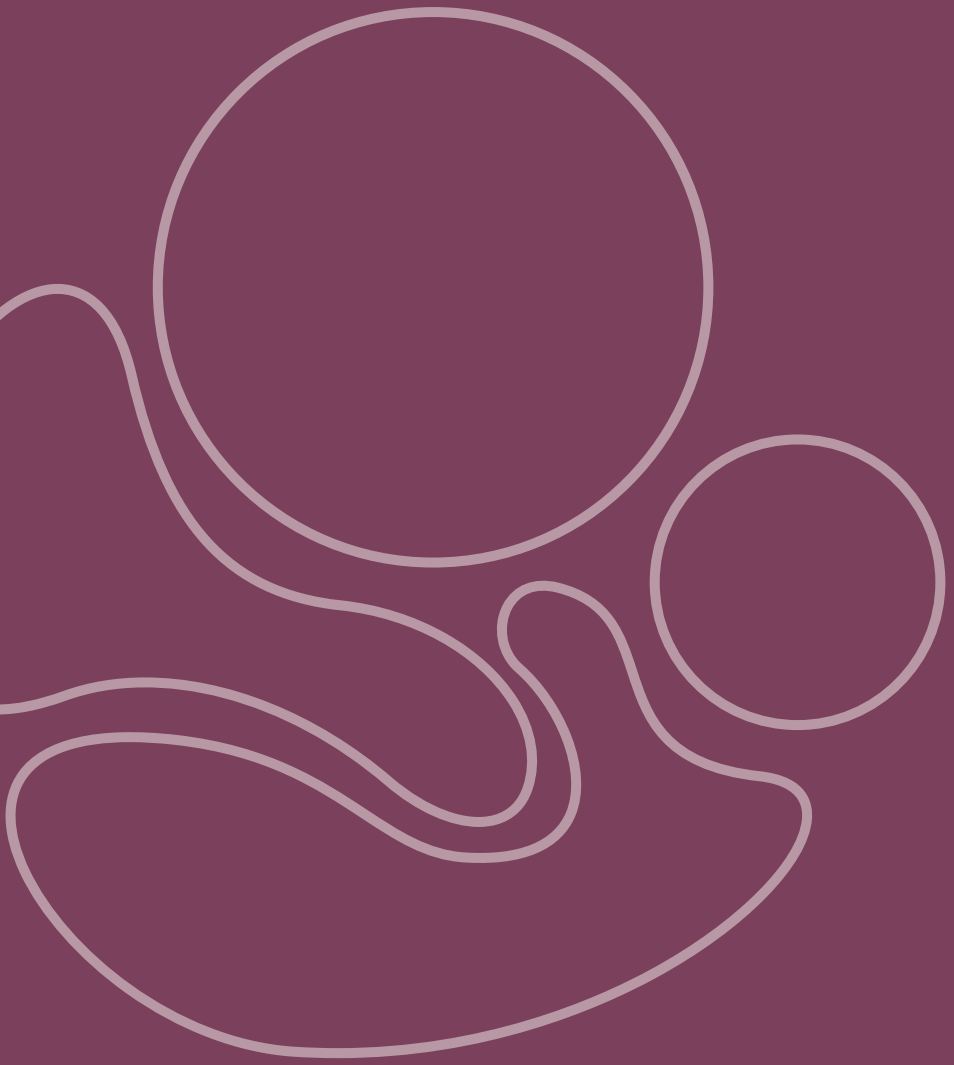
So many babies and toddlers lose out but this work is vital for equality and opportunity, and replicates the values inherent in the original local Sure Start programmes – commended last year by the Institute for Fiscal Studies' longitudinal study.

Lord David Blunkett
Patron, 1001 Critical Days Foundation



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Executive Summary

A Better World For Babies



This Annual Report marks our first year of operation, a year focused on establishing strong foundations for long-term impact.

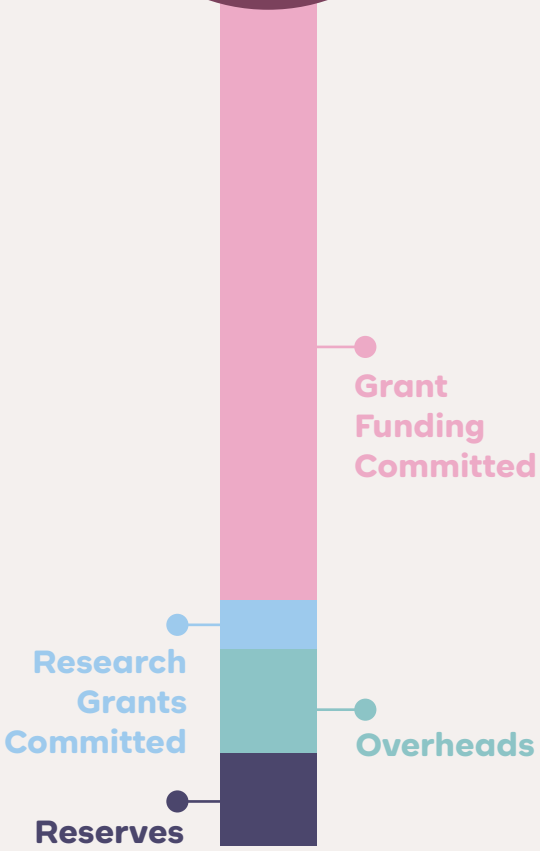
It marks an important milestone as we approach our first birthday. Just as a baby's first year is defined by rapid development, the Foundation has grown quickly in its first year, laying strong foundations for the future.

Our focus remains the same: invest early, build strong systems and work globally to build a better world for babies.

Our first year in review

Total Income

£2.7m



Grant Funding

Total charity grants committed

£2m

7 charities supported

Number of babies and their families to benefit

22,492



Advocacy

Signatures from parliamentarians in support of our declaration that every baby should experience the best start in life:



101 across eight countries and counting

Research Grants

Total research grants committed

£90k

3

Research projects commissioned

Our first year: building the foundation for a healthy society



Our **vision** is to build a better world for babies where governments prioritise the 1,001 critical days as the foundation for a healthy society.

To achieve this, we are guided by our **mission** to fund what works, to act on evidence and to drive change through advocacy.

Our values underpin all of our work and inform every decision we make.

Our **values** motivate us to be compassionate, action-centred, collaborative and impactful.









How we create change for babies

We are driving change by funding charities that improve outcomes for babies, commissioning pioneering research to prove the case for greater support from pregnancy to age two and advocating for the importance of the 1,001 critical days right across the world. These three pillars guide our mission to build a better world for babies.



Grant funding to deliver better outcomes for babies

We support, strengthen and fund charities that are delivering better outcomes for babies through family hubs and other 'one stop shop' community initiatives.

We provide multi-year grants for work that achieves measurable long-term impact and positive outcomes for babies.



Commissioning groundbreaking research

We know our experiences in the 1,001 critical days shape the adults we become and that supporting babies and their families leads to long-lasting positive outcomes.

However, there is still much to learn. We fund innovative studies to demonstrate the long-term economic and social value of early intervention from pregnancy to age two.



Advocating globally for the 1,001 critical days

Supporting the 1,001 critical days is a global economic and social justice issue. By championing the importance of this time on the world stage, we can inform policymakers and leaders about where they can have the biggest impact on society.

Our advocacy includes leveraging decades of research and learning from frontline practice to ensure that parents and carers are supported to give their babies the best start in life.

A global movement for the 1,001 critical days

Our advocacy efforts have been prioritised around the UK, Norway, the UAE and South Africa throughout our first year.

We are also seeking to unite 1,001 cross-party parliamentarians from across the world to sign our declaration: 'We believe that every baby should experience the best start in life.'







Norway

UK

Belgium

Nigeria

Brazil

Namibia

South Africa

UAE

Pakistan

Delivering for babies across the UK

We prioritise delivering grant funding to charities working in family hubs and trusted community settings, so that services are universal, accessible and available early.

In the UK, we bring our mission to life by funding what works, building partnerships and engaging directly with frontline practice.

We have supported charities delivering services through family hubs and trusted community settings, worked with research partners to strengthen the evidence base, visited family hubs across the country and spoken at events.

This approach ensures our work is grounded in real experience and delivers meaningful impact for babies and families.







This map highlights our charity partners, family hub visits, research partners and key speaking engagements.

Turning evidence into action for babies

Alongside grant funding, we have invested in research to strengthen understanding of the earliest years including world-first research into paternal suicide during the 1,001 critical days, and a £1 million, five-year investment to scale up Home-Start UK's Dad Matters programme, strengthening support for dads throughout the period from pregnancy to age two.





> Just knowing someone was there for me made all the difference. I feel more connected as a dad.
>
> Dad supported by Dad Matters

Our first year: laying the foundations for change



January 2025
The Leadsom Foundation is registered as a company limited by guarantee

Ruby Field joins our Founder as the first member of the team

February 2025
Our inaugural Board of Trustees meeting

March 2025
We receive our official Charity Commission registration and approval is given for the working name of the 1001 Critical Days Foundation

First visit to the UAE

May 2025
Our team grows with Dr Matt Price, Debbie Scott and Cat Smith joining

June 2025
First charity grants window opens – 114 applications received

August 2025
First visit to Norway

Maria Restrepo joins our team

September 2025
Our official launch

Announcement of our first research findings and charity partners

October 2025
The International Journal of Birth and Parent Education joins our family

November 2025
First visit to South Africa

We move into our office in London

December 2025
237 charities apply to our second charity grants window

101 signatures gained on our global political declaration

About Us

Underpinning our work is a strong and maturing organisation, supported by a dynamic staff team, an experienced Board of Trustees and three Expert Advisory Groups.

Robust evaluation, learning and transparency ensure that every pound invested helps deliver lasting change for babies.

As we enter our second year, we welcome the appointment of our first Chief Executive Officer, Will Quince, strengthening leadership as the Foundation moves from establishment to sustained impact.



Our Founder, Executive Chair and Chair of Trustees



The Rt Hon. Dame Andrea Leadsom DBE

Our Team



Dr Matt Price
Director of Research & Grants



Debbie Scott
Senior Communications Manager



Cat Smith
Grants Manager



Maria Restrepo
International Engagement Officer



Ruby Field
Chartered Manager Degree Apprentice

Our Trustees



Dame Jayne-Anne Gadhia DBE CVO FRSE



Maria Chapman



Lucia Hodgson



Frederick Leadsom



Alanna Clear

Our Specialist Advisory Groups provide expertise and guidance

Academic Advisory Group



Professor Jane Barlow, DPhil, FFPH (Hon)

Professor Gabriella Conti, BSc, MSc, PhD

Professor Peter Fonagy, OBE, FMedSci, FAcSS, FBA, PhD

Dr Alain Gregoire

Professor James Leckman, MD, PhD

Dr Tammy Mann, PhD

Professor Sir Michael Marmot, CH, MBBS, MPH, PhD, FRCP, FFPHM, FMedSci, FBA

Dr Campbell Paul, PFHEA, NTF, PhD

Dr Susan Pawlby, MA, PhD

Professor Jack Shonkoff, M.D

Parliamentary Advisory Group



Jess Asato MP

Jess Brown-Fuller MP

Maya Ellis MP

Lord Michael Farmer

Paulette Hamilton MP

Sharon Hodgson MP

Baroness Eleanor Laing

Dr Kieran Mullan MP

Lord Simon Russell

Professional Advisory Group



Kieran Anders

Dr Karen Bateson

Kate Brintworth, RM, BSc (Hons), MSc

Rukshana Kupasi, OBE

Emeritus Professor Eunice Lumsden, PhD, MA, PGC, BA, CQSW, SHEA, FRSA

Alison Morton, OBE

Professor Heather O'Mahen, PhD

Gabrielle Palmer, MSc

Keith Reed

Gill Walton, CBE

> The 1001 Critical Days Foundation is one of the most exciting things to happen in the early years charity sector.
>
> Charity CEO

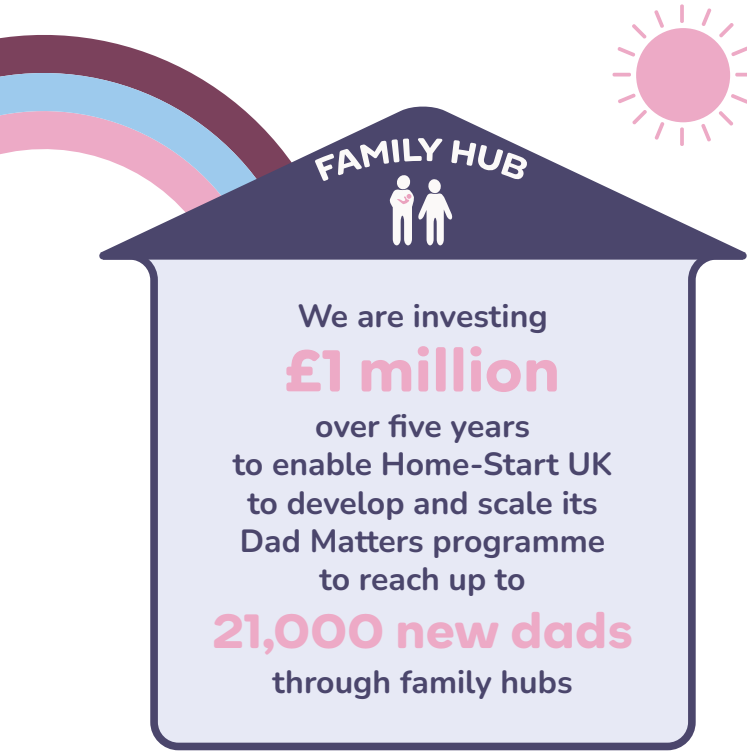
When we invest in babies, we reduce the pressure on social services, schools, the NHS and even the criminal justice system. We give parents the tools to nurture, not just survive.

We help break cycles of disadvantage. We save billions in taxpayers' money but, most importantly, we change our world for the better.

Grant Funding to Deliver Better Outcomes for Babies

Closing the gap in support for dads through a £1 million national partnership with Home-Start UK

Dads play a vital role in their baby's healthy development and in supporting maternal wellbeing. Yet many dads struggle with their mental health in the 1,001 critical days, feeling unprepared or excluded from their baby's care. Despite this, support for new dads in the UK remains limited.



We are investing

£1 million

over five years to enable Home-Start UK to develop and scale its Dad Matters programme to reach up to

21,000 new dads

through family hubs

Since its inception in 2017, Dad Matters has:

Engaged more than **40,000 dads** through universal outreach in maternity wards, antenatal classes, neonatal intensive care units (NICUs) and community settings

Provided one-to-one support to nearly **2,000 dads,** many experiencing anxiety, trauma or isolation

Trained and engaged **over 15,000 professionals,** helping shift practice towards being more dads-inclusive

77% reported improved knowledge of baby bonding and attachment

86% reported improved mental health and wellbeing

These improvements matter for babies and mums as well as dads.

Research shows that when dads feel more confident, emotionally supported and connected to their baby, parent-infant relationships are strengthened and family stability improves.



The 1001 Critical Days Foundation has felt like a true partner rather than a funder. Their depth of expertise, insight and strong networks, combined with a genuine commitment to the early years, have helped shape our work and strengthen our project design. They bring thought leadership, flexibility and a willingness to listen and learn, making the partnership a real pleasure to be part of.

Jodie Read and Natalie Acton: Co-CEOs of Home-Start UK

Championing better outcomes for babies through innovative, multi-year open access grants

Charities do brilliant work to support babies and families in their communities, but short-term funding is a particular challenge for the sector. We're tackling this by awarding multi-year grants to UK-registered charities.

Our funding prioritises projects that deliver the greatest impact for babies, with a clear focus on work that measurably improves outcomes from pregnancy to the age of two.

Our grant funding supports our research and advocacy work to highlight the importance of investing in babies to create healthier and happier societies.

We know that parents and carers value joined up support delivered in 'one stop shop' community settings. These are places, such as Best Start Family Hubs, that are universally accessible and reduce the stigma of accessing support. All of our funded projects are embedded within these settings.

> We recognise that there is no 'one size fits all' approach when it comes to the support that babies and their families may need. That's why we offer grants to charities providing everything from universal to specialist support and for everything from nurturing speech and language development to supporting perinatal mental health.
>
> Dr Matt Price, Director of Research and Grants, 1001 Critical Days Foundation





Strengthening outcomes through independent evaluation

To make the case for greater investment in babies around the world, we must understand what works, why it works and how it can be strengthened over time.

We have established a five-year partnership with Ecorys, a global research-based consultancy, to independently evaluate each of our charity grants.

Ecorys brings expertise in evaluation, public policy and social impact. It will ensure that each grantee receives its own impact report, as well as creating an impact report for our whole portfolio of funded projects.

Independent evaluation underpins transparency and accountability, maintaining trust with donors, partners and policymakers as we continue to grow.

ECORYS Answering tomorrow's challenges today

> This partnership enables us to build meaningful evidence with charities supporting babies and families at the grassroots level, while designing evaluation that is flexible, proportionate and focused on learning.
>
> Laurie Day,
> Director of Policy and Research,
> Ecorys



Introducing our first charity partners delivering better outcomes for babies





1,001 opportunities to support speech and language development

We know that school readiness is important, but a focus on school readiness alone misses important opportunities for early intervention. Supporting school readiness must begin with babies. That's why we have funded **Literacy Volunteers** to expand their Learning to Love Books programme in deprived areas where many families speak English as a second language.

£ 100,000

5 years

Nottinghamshire

Helping **300** babies build confidence, communication skills and a love of reading

We are thrilled to receive this grant, which will help us reach hundreds of babies and families in Nottingham's most disadvantaged communities, nurturing early language, confidence and strong parent-child bonds.

Mike Collis, Chair of Trustees, Literacy Volunteers



Wraparound support that meets the needs of babies and their families

Services and support during the 1,001 critical days can often feel fragmented, leaving parents and carers unsure where to turn when they need a little extra help. We have funded **Home-Start Edinburgh** and **Stepping Stones North Edinburgh** to provide holistic support from pregnancy to age two. This includes everything from the basics like housing and fuel poverty through to peer support and one-to-one parenting support.

£ 226,000

3 years

Edinburgh

Providing holistic support to **192** babies and their families

With this funding, we can extend our partnership to deliver Bump Start with Stepping Stones North Edinburgh and reach even more families. We know that when a family receives holistic support, starting in pregnancy, their baby enters the world healthier, safer and more secure.

Eliza Waye, CEO, Home-Start Edinburgh



Breaking the cycle of domestic abuse

We know that up to 30% of domestic abuse begins in pregnancy and that there are cycles of domestic abuse across generations. Babies cannot thrive in environments where domestic abuse takes place.

We are funding **The For Baby's Sake Trust** to deliver a trauma-informed, whole-family programme that breaks the cycle of abuse and gives babies a safe start in life.

£ 212,000

5 years

London

Protecting and supporting **350** babies and their parents

> We are deeply grateful to the 1001 Critical Days Foundation for funding For Baby's Sake and championing the vital role of family hubs. Every baby deserves to feel safe, loved and nurtured, and this funding enables us to reach families at the heart of communities.
>
> Lauren Seager-Smith, CEO, The For Baby's Sake Trust





Parent-infant relationships form our blueprint of future relationships

We know that 15% of babies experience relationships that lead to the worst outcomes. Our funding for the **Oxford Parent Infant Project** (OXPIP) will enable them to offer specialist parent-infant psychotherapy to strengthen bonding and attachment.

£ 300,906

5 years

Oxfordshire

Transforming relationships for **200** babies and their families

> Thanks to the 1001 Critical Days Foundation, OXPIP and Oxfordshire County Council can deliver new antenatal and postnatal parent-infant relationship support in emerging family hubs. That will make a huge difference to local families and to their babies' health and happiness.
>
> Dr Karen Bateson, CEO, OXPIP





Scaling evidence-based support that strengthens early parent-infant relationships

Research suggests around half of all babies could benefit from specialist parent-infant support, yet only a fraction can currently access it.

To help close this gap, we have funded **Thrive at Five** to deliver video-feedback intervention at scale through family hubs.

£ 162,000

3 years

Stoke-on-Trent

Reaching **450** babies in communities facing hardship

Often evidence-based approaches to strengthening parent-infant relationships are highly targeted and restricted to a small number of families. With this funding, we'll be able to trial an innovative approach which enables many more local families and children to benefit from these tried and tested techniques.

Aida Cable, CEO, Thrive at Five

Our plans for year 2

We're giving more grants to drive greater impact for babies worldwide. As well as completing our first open call charity grant process, we also launched our second funding round.

We refined our process based on feedback from applicants. This included creating a two-stage process so that charities submit an expression of interest and only complete a full application form if shortlisted for our second stage.

These changes reflect our values of collaboration, transparency and action, and our determination to be a supportive, effective funder for charities working with babies.

We received **237** applications in total and will be announcing our chosen projects in the summer of 2026.

As a global charity, we are looking forward to awarding our first international grants in 2026.

The guidance, FAQs, webinar and detailed advice on your website are exemplary! It is refreshing to see such thoughtfulness from a funder regarding the impact on the charity applying. I am especially grateful that the first stage is not as detailed, yet still gives space for us to showcase who we are.

A round two applicant

Commissioning Groundbreaking Research

Turning world-class evidence into world-class action

For decades, science has demonstrated how profoundly the 1,001 critical days shape lifelong health and wellbeing. Advances across disciplines including neuroscience, psychology and public health leave no doubt about the unique importance of the time from pregnancy to age two.

Yet despite this compelling evidence, governments have struggled to prioritise early intervention that supports babies and families. That is why we commission research that is rigorous, timely and impossible to ignore.

To shape our future research agenda, we launched the 'Next Critical Question': a focused global survey designed to identify the most urgent unanswered questions in the 1,001 critical days.

Through analysis of responses from 76 leading experts worldwide, we distilled their insights into a set of research priorities.

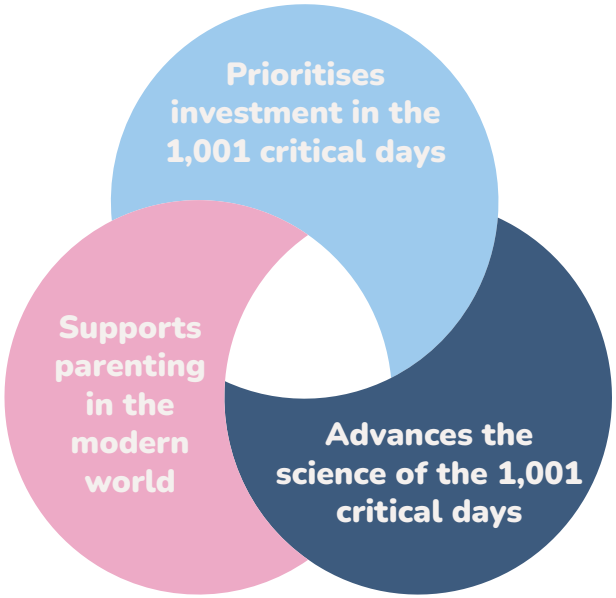
These impact priorities are deliberately interconnected, recognising that the greatest progress comes when evidence, practice and policy evolve together. Many of the research projects we commission will contribute across multiple priorities to maximise their influence.

We will commission research that:

Prioritises investment in the 1,001 critical days
Strengthening the case for early, preventative investment that delivers lifelong impact.

Supports parenting in the modern world
Building evidence about today's parenting challenges and how to help parents give their baby the best start in life.

Advances the science of the 1,001 critical days
Generating global knowledge of the unique importance of early development from pregnancy to age two.





Leading experts have identified several landmark scientific discoveries to date about the first 1,001 critical days.

These include:

- The extraordinary pace and sensitivity of early brain development.
- The role of epigenetics – how early experiences influence the expression of our genes – in shaping lifelong outcomes.
- The profound and lasting impact of early environments on mental and physical health across the lifespan.

Research that advances the science of the 1,001 critical days

Identifying how many new dads die by suicide in the 1,001 critical days

Although we have long known that suicide is a leading cause of death for mums during the perinatal period, no comparable research has been conducted for dads.

We commissioned experts at Swansea University to undertake world-first research into how many new dads die by suicide during the 1,001 critical days.

This landmark study has made visible a previously hidden problem for babies and dads in the 1,001 critical days.

This infographic highlights key findings from the research. It illustrates the scale of this overlooked issue, including the human impact on babies and families, as well as highlighting the urgent need to ensure dads are recognised and supported within perinatal mental health services.

> The Foundation has been one of the most responsive and proactive funders I have had experience of, leading to excellent relationships that drive a collective aim of our research findings having the most impact nationally and internationally.
>
> Dr Kate Ellis-Davies, Swansea University

Swansea University Prifysgol Abertawe

IPMHG PERINATAL MENTAL HEALTH MATTERS

Paternal Suicide in the First 1001 Days

1001 Critical Days FOUNDATION

World first research by Swansea University, commissioned by the **1001 Critical Days Foundation**

The Reality

2-3 babies lose their dads to suicide every week in the UK*

**UK estimate based on actual data from Wales*

107 dads & **16 mums**

died by suicide in the 1001 Critical Days - that's **7x more dads** than mums...

The Human Impact

Behind each number is a person, a grieving family and a baby left without their dad.

The Inequality

Dads **excluded** from perinatal mental health services

Suicide rates **double** in deprived areas

The Cost

£217 million a year across the UK

£7.2 million a year in Wales alone

Money that could be spent to prevent suicides

What Needs to Change?

- Include dads in specialist perinatal mental health services
- Routine screening and support for dads as well as mums
- National monitoring of paternal suicide
- Targeted outreach in deprived areas

Becoming a dad is an important opportunity for prevention.

With the right support, we can save lives and help parents to give their baby the best start in life.

Understanding the impact of screen time on how babies develop

Digital technology is part of everyday family life. Yet debate about screen time is often reserved for young people, schools and social media. Too often, babies are overlooked. This creates a "baby blind spot" for screen time – a period of rapid brain development when relationships and environments shape lifelong outcomes.

To address this blind spot, we commissioned the iADDICT team to undertake a systematic review of global research examining the impact of screen exposure on babies and families during the 1,001 critical days.

Led by academics from four universities, the review synthesises evidence from across disciplines, from optometry and the incidence of dry eye disease in babies to psychology and early relational development.

The findings of this research will support policymakers to develop clear, evidence-based guidance for parents and carers.

iADDICT

Leeds Trinity University

UNIVERSITY OF LEEDS

Aston University BIRMINGHAM UK

Loughborough University



Parents are worried about excessive screen time and therefore guidance is key.

It is essential that this work is undertaken now so that we can provide better advice to new and expectant parents about the potential risks for them and their babies.

Dr Rafe Clayton, Senior Lecturer and iADDICT Spokesman, University of Leeds

Determining the economic case for investing in maternal mental health

Maternal mental health difficulties are common, impacting up to one in five mums in England. Yet too many mums do not receive support, with only five percent accessing primary or community care.

While the long-term social and economic costs of inaction are well recognised, the short-term economic case for investing early has been largely overlooked.

To address this, we commissioned world-leading economists at University College London to assess the short-term economic impact of improving mental health support during pregnancy.

The research will analyse the NHS and wider societal costs of mental health difficulties in pregnancy for mums and babies over a three-year period, and compare them with the cost of improving access to NHS Talking Therapies.

By generating short-term economic evidence, this work strengthens the case for action. It shows that investing in maternal mental health during the 1,001 critical days isn't just the right thing to do, but is fiscally responsible, delivering tangible returns within a government's term in office.







Advocating Globally for the 1,001 Critical Days


LBC
LEADING BRITAIN'S CONVERSATION
RADIO
LBC APP

Establishing a credible voice for babies

In our first year, we have developed a distinctive and impactful brand that puts babies at the centre of public conversation.

Our official launch generated extensive coverage across international, national, regional and sector-specific media, spanning broadcast, print and online platforms. This visibility has helped place the 1,001 critical days firmly on the agenda and establish our reputation as a serious and credible contributor to policy and practice debates.

Growing a strong and engaged audience

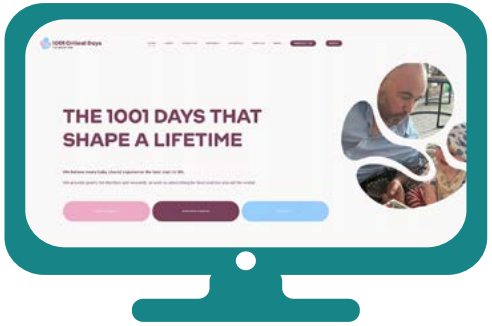
Alongside this media presence, we launched our website and social media channels, achieving entirely organic growth of more than 4,000 followers and reaching tens of thousands of people with our work. This growing digital community reflects rising interest in the importance of early childhood and engagement with our mission.

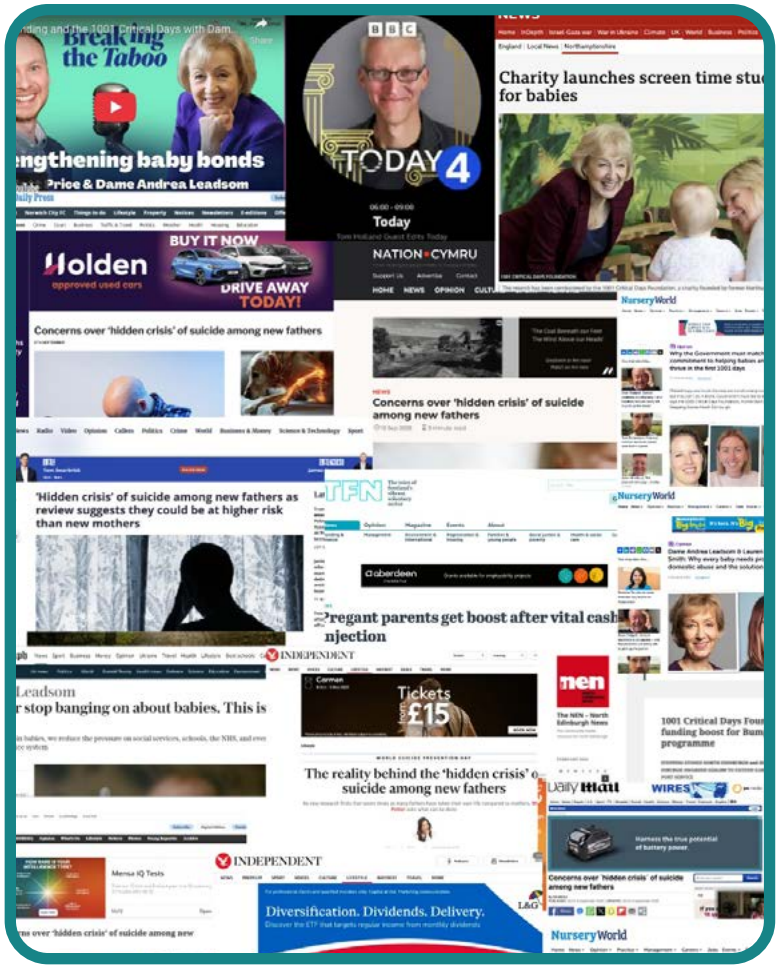
Connecting national influence with frontline practice

Our communications are grounded in lived experience. Through speaking engagements, sector events and visits to Best Start Family Hubs across the UK, we have strengthened our presence on the ground, ensuring that our public voice remains closely connected to practitioners, parents and communities.

1001 Critical Days FOUNDATION







Becoming a trusted and sought-after voice

As our profile has grown, we are increasingly approached proactively by media outlets and partners seeking insight and commentary. This growing recognition positions us as a leading advocate for babies and their families, both in the UK and internationally.

Building global partnerships to champion the 1,001 critical days

Alongside our work in the UK, we are initially focusing on developing partnerships in Norway, the United Arab Emirates (UAE) and South Africa. Each brings distinct strengths and perspectives, shaped by their cultural traditions, social systems and approaches to supporting babies and families.

Supporting best practice around the world requires building genuine, trusted relationships. We approach this work through our value of collaboration, learning from what is working well and contributing evidence and insight from across our global network.

Over the past year, we have met with practitioners, charity leaders, parliamentarians, academics and civil servants across these countries, asking a simple question: how can we help you to give every baby the best start in life?

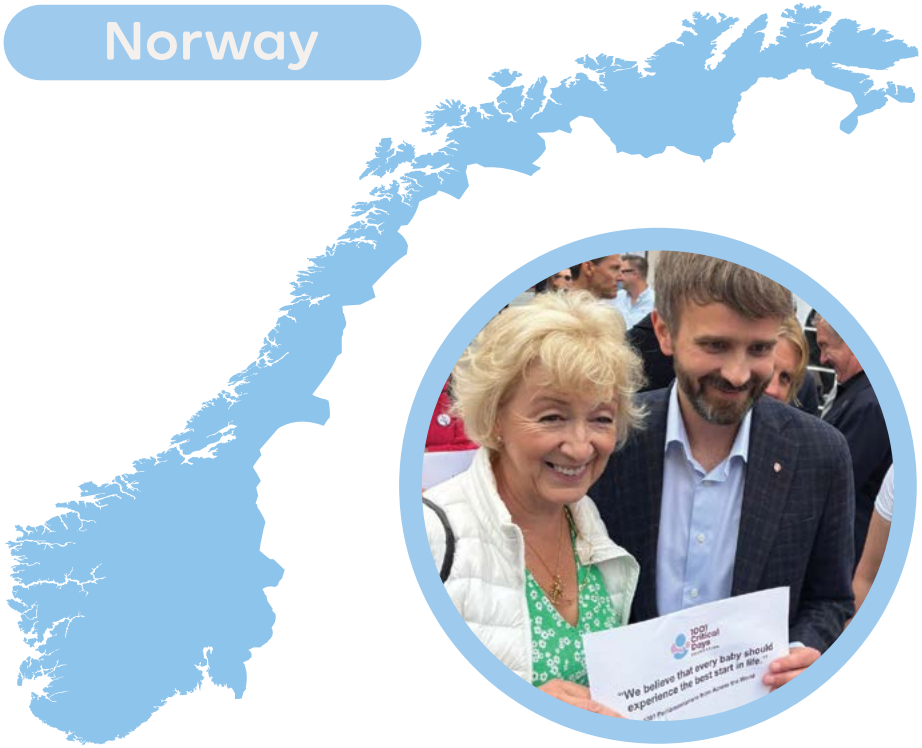
We know that parliamentarians and officials are often seeking clear, credible evidence to support early intervention. Through our global advocacy, we share timely research and practical insight to help them champion the 1,001 critical days within their own national context.

At the same time, we will invest in charities and organisations already doing vital work on the ground, strengthening existing efforts and supporting locally led solutions that help give babies the best start in life.



A year of learning and engagement

Norway



At Arendalsuka, Norway's largest cross-party political conference, we were pleased to contribute to national conversations about the 1,001 critical days and to learn from Norway's long-standing commitment to early childhood policy. Throughout our visit, we:

Strengthened international relationships

We engaged with policymakers, researchers and early years leaders, sharing insights from the UK while learning from Norway's approach to supporting babies and families.

Supported a new national alliance

We presented at the launch of Landsforeningen 1001 Dager, a new network bringing together organisations across Norway to champion the 1,001 critical days.

Laid foundations for future research

We are exploring opportunities to fund research that will support parliamentarians and sector leaders to advocate on behalf of babies.

> **The 1001 Critical Days Foundation has been a transformative partner in strengthening the early years movement in Norway. Their deep expertise, steadfast commitment and unwavering focus on the first 1,001 days have helped us build a stronger, more unified national alliance, and ensured that families are heard with greater power and clarity.**
>
> **Lena Yri Engelsen, General Secretary, Landsforeningen 1001 Dager**



South Africa

We visited Cape Town and met with researchers, policymakers and frontline organisations working in the early childhood sector. This strengthened our relationships and deepened our understanding of the South African context. Throughout our visit, we:





Advanced research collaboration

We explored partnerships with leading academic institutions on early childhood systems, population-level data and evaluation, and laid the groundwork for future joint research that can inform policy and practice.

Strengthened links with frontline practice

Visits to community-based programmes and Early Childhood Development Centres that provide education and care to babies and young children highlighted the importance of workforce training, quality care for babies and locally led approaches.

Identified opportunities to support policymakers

Discussions focused on how babies' rights and needs can be more clearly reflected in early childhood policy.

> **Through this visit the Foundation was able to understand the challenges faced by the Early Childhood Development sector but also experience the commitment and dedication of the people working with young children. We are proud to be associated with an organisation whose work ensures children are nurtured, supported and ready to learn from the very beginning.**
>
> Bev Da Costa, CEO, ORT SA CAPE

A year of learning and engagement

United Arab Emirates



We visited Dubai and Abu Dhabi to build relationships and explore opportunities for collaboration on early childhood policy and practice. Throughout our visit, we:

Sought to strengthen professional development

We met with GEMS Education, one of the world's oldest and largest providers of education, to share ideas and support the development of a new training programme at GEMS Wellington Academy. The programme equips nannies – who play a central role in caring for babies in the UAE – with the knowledge and skills to nurture a baby's development.

Laid foundations for strategic partnerships

We are developing a partnership with the Abu Dhabi Early Childhood Authority that leads an annual Early Childhood Week and World Early Development Forum.

Deepened understanding of system development

We met with leading clinicians to discuss emerging approaches to integrate perinatal and infant mental health into early childhood systems to strengthen the resilience of future generations.

> **The advice, advocacy and partnership of Dame Andrea Leadsom and the 1001 Critical Days Foundation have been instrumental in shaping our approach to early intervention and informed practice. Together, we are translating the science of early childhood development into meaningful action, ensuring that every child has the very best start in life.**
>
> Sarah O'Regan, CEO, Wellington Brand Ambassador

A year of learning and engagement

United Kingdom



In addition to our UK-based grant-making and research projects, we have supported growing political momentum to place babies at the heart of national decision-making. We have:

Contributed to government consultations

As part of the 1,001 Critical Days Movement, we responded to government calls for evidence. This included highlighting the unique importance of dads as part of the Men's Health Strategy. We also gave oral evidence to the Health and Social Care Committee's inquiry into the First 1,000 Days, informing recommendations in its final report.

Engaged parliamentarians

We have presented to All Party Parliamentary Groups (APPGs), including the APPG for Babies and the APPG for Breastfeeding, to strengthen support for parents in giving their babies the best start in life.

Amplified research and practice

We shared the latest evidence on the importance of the 1,001 critical days through conferences, podcasts, radio interviews and thought leadership articles.



Our global declaration

We have the desire to unite at least 1,001 cross-party parliamentarians worldwide behind the principle that: "every baby should experience the best start in life."

The Rt Hon. Sir Lindsay Hoyle MP, Speaker of the House of Commons in the UK, became our first signatory, demonstrating parliamentary leadership at the highest level. We closed the year with 101 signatures from parliamentarians across the world.

These signatories represent diverse political contexts and traditions yet share a determination to prioritise babies. As we build toward 1,001 signatures, this coalition will demonstrate the global political interest in championing the unique importance of the time from pregnancy to age two.





101 global parliamentarians signed our declaration





Sharing knowledge globally: the International Journal of Birth and Parent Education

Building the evidence base for the 1,001 critical days goes beyond commissioning new research. It is equally important that those directly supporting babies and families have access to the latest evidence to drive the highest quality of care.

In September 2025, the International Journal of Birth and Parent Education joined the 1001 Critical Days Foundation family.

The Journal bridges the gap between research, policy and frontline practice, providing a trusted platform for academics, clinicians, practitioners and policymakers worldwide.

By powering the Journal, we will strengthen its role in global knowledge-sharing, ensuring emerging evidence and best practice in the 1,001 critical days informs action far beyond national borders. The Journal complements our commissioned research by amplifying insight, encouraging debate and supporting a more connected international early years community.

Our editorial leadership draws on international expertise

The Journal is led by Eunice Lumsden, Emeritus Professor of Child Advocacy at the University of Northampton and Editor-in-Chief. Eunice is supported by Dr Helen Simmons, Managing Editor, whose extensive experience ensures the publication remains accessible, rigorous and relevant to practitioners as well as researchers.

We have established a truly global editorial board to support Emeritus Professor Lumsden and Dr Simmons. Spanning Australia, South Africa, Norway, Japan, the United States and the UK, the editorial board ensures the Journal reflects global perspectives while maintaining high academic standards, supporting a stronger, more connected evidence base for babies worldwide.

Scan the QR code or visit

ijbpe.com

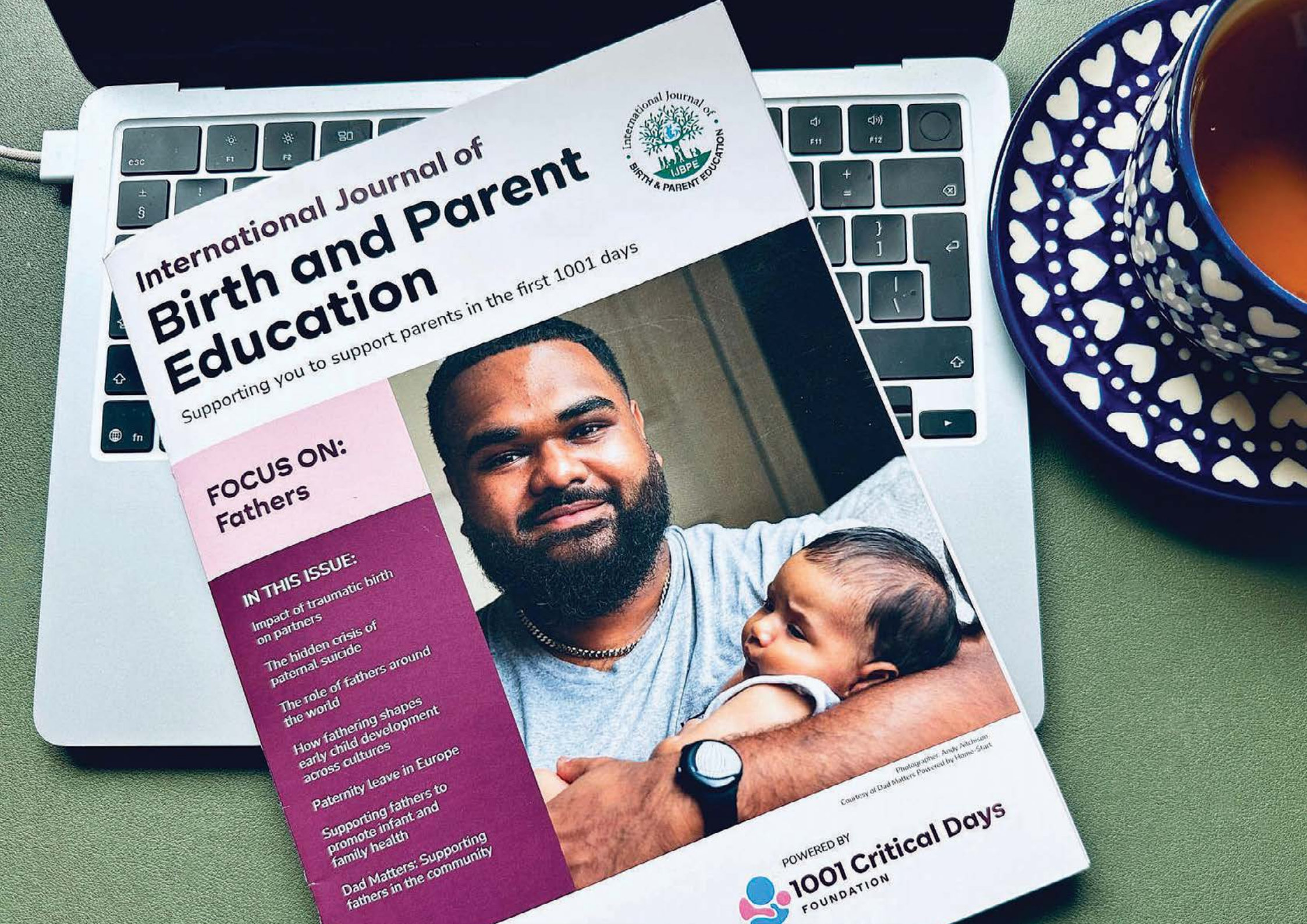
to explore the Journal and subscribe



Eunice Lumsden
Emeritus Professor of Child Advocacy
University of Northampton
and Editor-in-Chief



Dr Helen Simmons
Managing Editor


International Journal of
Birth and Parent Education
Supporting you to support parents in the first 1001 days
IJBPE
BIRTH & PARENT EDUCATION
FOCUS ON:
Fathers
IN THIS ISSUE:
Impact of traumatic birth on partners
The hidden crisis of paternal suicide
The role of fathers around the world
How fathering shapes early child development across cultures
Paternity leave in Europe
Supporting fathers to promote infant and family health
Dad Matters: Supporting fathers in the community
Photographer: Andy Aitchison
Courtesy of Dad Matters Powered by Home-Start
POWERED BY
1001 Critical Days
FOUNDATION

Looking ahead:
A message from our newly appointed CEO



I am delighted to have been appointed as the first Chief Executive Officer of the 1001 Critical Days Foundation.

Although I was appointed at the end of 2025, it has been inspiring to see what has already been achieved in such a short period of time. In less than a year, the Foundation has established itself as a credible voice, driven by a simple but powerful vision to build a better world for babies.

Before joining the Foundation, I had the privilege of serving in government as Minister for Children and Families, with responsibility for the Family Hubs and Start for Life programme. In that role, I saw first-hand the transformative impact that accessible, well-coordinated support can have for parents and babies, particularly when services are delivered through trusted community settings. I also saw the consequences of intervening too late. Those experiences reinforced for me how critical the 1,001 days are in shaping a baby's future.

My time as a government minister also gave me the opportunity to engage internationally, learning from other countries and sharing lessons from the UK. That global perspective aligns closely with the Foundation's ambition to promote the importance of the 1,001 critical days around the world and to help governments place babies at the centre of policymaking and investment decisions.

As the Foundation enters its second year, it continues to grow at pace. Since launch, the team has more than doubled, strengthening our capacity to fund, research and advocate for babies at scale. I am particularly pleased to welcome Jade Yap as our Research and Impact Manager, Elin Roberts as our Digital Communications Officer and Eyram Anagblah as our Executive Assistant. Their expertise will help ensure the next phase of the Foundation's work is even more impactful.

Looking ahead, our focus is clear. We will continue to fund what works for babies and families, strengthen the evidence base for early intervention and champion the importance of the 1,001 critical days in the UK and internationally. The science is compelling, the case for action is clear and the opportunity to improve lives could not be greater.

Together, we will build on the strong foundations laid in this first year and work with partners both in the UK and internationally to help build a better world for babies.

Will Quince
Chief Executive Officer



Financial Statement

Trustee Statement

Financial summary

The Leadsom Foundation is a company limited by guarantee registered in England and Wales (company number: 16183723). The Charity Commission registered the Foundation in England and Wales in March 2025 (registration number: 1212594), with, The 1001 Critical Days Foundation as the registered working name.

The trustees report their annual report for the period ended 31 December 2025

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 governing documents, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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) As amended for accounting periods commencing from 01 January 2016".

Objectives and activities

The Charity exists, for the public benefit:

1.1 to promote the healthy emotional and physical development of babies and children; and

1.2 to further such other purposes as are charitable from time to time in English and Welsh law.

Public benefit statement

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

Financial review

Total unrestricted income during the period as £2,709,201. This consisted largely of income from donations which were received. Total restricted donations received in the year were £6,439. This was one donation provided to fund office space requirements. Resources expended on charitable activities totalled £559,830, compromising grants paid (£268,984), charity costs (£290,846).

An unrestricted surplus of £2,155,810 was recorded, of this £2,019,100 sits in our internal reserves as designated funds for committed charity grants and research project payments in future years.

Reserves policy

The Foundation's reserves policy for the first year of operation is to maintain a minimum level of unrestricted funds equivalent to four months of operating overheads. Based on the average overhead expenditure for the year, this equates to approximately £95,000. In addition to this, all awards made and research commissioned will be fully designated in our management accounts at the time of the agreement, and any payments for future years will be held in our designated reserves for that purpose. At the reporting date, the Foundation held sufficient funds to meet this policy.

Investment policy

Our investment objectives are to achieve growth and income. We aim to generate sustainable but low risk returns that allow us to achieve our charitable objectives while protecting the capital value of our investments.

Risk management / analysis

The Board of Trustees is collectively responsible for ensuring that we are well-led, financially sound and delivering real impact. Our trustees are stewards of our resources and are committed to upholding the highest standards of integrity, transparency and accountability.

The Board of Trustees meets quarterly, and there is a clear distinction between their strategic oversight and the operational delivery.

The Board implemented a risk and donor policy to support effective oversight of financial management, risk and ethical decision-making. In addition to this, the Board has established an ethics sub-committee to consider the ethics of donations and commercial partnerships. There is also a risk register in place, which is reviewed by the Board annually.

Safeguarding is a core responsibility of the Board. Alanna Clear is our designated safeguarding trustee, supported by our Director of Research and Grants as our Designated Safeguarding Lead.

Structure, governance and management

The Leadsom Foundation is registered as a company limited by guarantee and was incorporated on 14 January 2025 under the company registration number 16183723 and registered at the Charity Commission on 19 March 2025 with, The 1001 Critical Days Foundation as the registered working name. The governing documents are the memorandum and articles of association adopted on incorporation. The registered address of the Company is 38 Tufton Court, Tufton Street, SW1P 3QH. The principal office address of the Company is, X + Why, FiveFields, 8-10 Grosvenor Gardens, SW1W 0DH.

The trustees, who are the directors for the purpose of company law and trustees of the 1001 Critical Days Foundation, who served during the period and up to the date of signature of the financial statements were:

Dame Andrea Leadsom	Appointed 14 January 2025
Maria Chapman	Appointed 14 January 2025
Lucia Hodgson	Appointed 14 January 2025
Frederick Leadsom	Appointed 14 January 2025
Dame Jayne-Anne Gadhia	Appointed 28 January 2025
Alanna Clear	Appointed 2 June 2025

Prospective trustees were approached proactively based on specific experience and skills, following a skills and experience scoping exercise required by the Foundation. In Year 2, we will recruit an international trustee following an open application process. None of the trustees have any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Day to day management of the Foundation is delegated to the Executive Chair and Chief Executive Officer, on appointment. The Founder and Executive Chair is responsible for the induction and training of trustees. The trustees are responsible for setting and reviewing the pay and renumeration of the Chief Executive Officer.

Statement of trustees' responsibilities

The trustees 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 period 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 period.

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.

Auditor

In accordance with the company's articles, a resolution proposing that CK Audit be reappointed as auditor of the company will be put at a general meeting.

Disclosure of information to auditor

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

The Trustees' Report was approved by the Board of Trustees.



Date: 8 May 2026

Charity registration number 1212594 (England and Wales)
Company registration number 16183723

THE LEADSOM FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 DECEMBER 2025

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dame A J Leadsom	(Appointed 14 January 2025)
	Mr F R Leadsom	(Appointed 14 January 2025)
	Ms M J Chapman	(Appointed 14 January 2025)
	Ms L Hodgson	(Appointed 14 January 2025)
	Dame J Gadhia	(Appointed 28 January 2025)
	Mrs A M D Clear	(Appointed 2 June 2025)
Charity number (England and Wales)	1212594	
Company number	16183723	
Registered office	Flat 38 Tufton Court Tufton Street London SW1P 3QH	
Auditor	CKCA Limited No 4 Castle Court 2 Castlegate Way Dudley West Midlands DY1 4RH	
Bankers	Weatherbys Bank Ltd Sanders Road Wellingborough Northamptonshire NN8 4BX	
Solicitors	Bates Wells & Braithwaite London LLP 10 Queen Street Place London EC4R 1BE	

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Statement of cash flows	57
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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE LEADSOM FOUNDATION

Opinion

We have audited the financial statements of The Leadsom Foundation (the 'charity') for the period ended 31 December 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial period for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE LEADSOM FOUNDATION

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identified and assessed the risks of material misstatement of the financial statements, in respect of irregularities whether due to fraud or error, or non-compliance with laws and regulations and then designed and performed audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company by discussion and enquiry with the directors and management team and our general knowledge and experience of the charity sector.

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, taxation legislation, data protection, employment, and health and safety legislation.

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management, reviewing correspondence with relevant regulators.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE LEADSOM FOUNDATION

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed included but were not limited to:

- discussions with directors and management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- confirming our understanding of controls by performing a walk through test or observation and enquiry;
- performing analytical procedures to identify any unusual or unexpected relationships;
- identifying and testing journal entries;
- agreeing funding to underlying service agreements and ensuring income is recognised in the correct period;
- agreeing classification of funding between restricted and unrestricted funds and ensuring amounts are spent for the purposes intended;
- reviewing the allocation of direct and support costs and ensuring comparable to previous periods;
- reviewing unusual or unexpected transactions; and
- agreeing the financial statement disclosures to underlying supporting documentation.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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 charity's trustees those matters we are required to state to them in an auditor's 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Frances Clapham (Senior Statutory Auditor)
For and on behalf of CK Audit, Statutory Auditor
Chartered Accountants
No 4 Castle Court 2
Castlegate Way
Dudley
West Midlands
DY1 4RH

Date: 8 May 2026

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE PERIOD ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Income from:				
Donations and legacies	**3**	2,681,004	6,439	2,687,443
Charitable activities	**4**	214	-	214
Investments	**5**	27,983	-	27,983
Total income		2,709,201	6,439	2,715,640
Expenditure on:				
Raising funds	**6**	6,250	-	6,250
Charitable activities	**7**	547,141	6,439	553,580
Total expenditure		553,391	6,439	559,830
Net income and movement in funds		2,155,810	-	2,155,810
Reconciliation of funds:				
Fund balances at 14 January 2025		-	-	-
Fund balances at 31 December 2025		2,155,810	-	2,155,810

The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derive from continuing activities.

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025	
		£	£
Fixed assets			
Intangible assets	**14**		9,310
Tangible assets	**15**		4,875
			14,185
Current assets			
Debtors	**16**	19,383	
Investments	**17**	493,260	
Cash at bank and in hand		1,774,991	
		2,287,634	
Creditors: amounts falling due within one year	**18**	(146,009)	
Net current assets			2,141,625
Total assets less current liabilities			2,155,810
The funds of the charity			
Unrestricted funds	**22**		136,710
Designated funds for grants committed	**22**		2,019,100
			2,155,810

The notes on pages 58-69 form part of these financial statements. The financial statements were approved by the trustees on 8 May 2026.



Dame A J Leadsom
Trustee

Company registration number 16183723 (England and Wales)

STATEMENT OF CASH FLOWS

FOR THE PERIOD ENDED 31 DECEMBER 2025

	Notes	2025 £	2025 £
Cash flows from operating activities			
Cash generated from operations	**25**		2,255,821
Investing activities			
Purchase of intangible assets		(9,468)	
Purchase of tangible fixed assets		(6,085)	
Amounts moved to investments		(493,260)	
Investment income received		27,983	
Net cash used in investing activities			(480,830)
Net cash generated from financing activities			-
Net increase in cash and cash equivalents			1,774,991
Cash and cash equivalents at beginning of period			-
Cash and cash equivalents at end of period			1,774,991

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 DECEMBER 2025

1 Accounting policies

Charity information

The Leadsom Foundation is a private charitable company limited by guarantee incorporated in England and Wales. The registered office is Flat 38 Tufton Court, Tufton Street, London, SW1P 3QH.

1.1 Reporting period

The charitable company was incorporated on 14 January 2025 and the trustees decided that the charity should have a December year end, therefore the period covered by these financial statements is of less than one year.

1.2 Basis of preparation

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" 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)". The charity is a Public Benefit Entity as defined by FRS 102.

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.

1.3 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.

1.4 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 or grantors 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.

1.5 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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

1 Accounting policies (Continued)

1.6 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.

Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

Expenditure on charitable activities are costs incurred on the charitable company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, with such grants being recognised as expenditure when the attached conditions are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure. Grants where the settlement of the obligation is deferred by more than 12 months are recognised at their present value.

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.

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:

Journals	10% straight line

1.8 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, 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:

Computers	33.3% straight line

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).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

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, cash and bank balances, and current asset investments, 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. In such cases, the transaction is measured at the present value of future receipts, discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Current asset investments, which are intended to be held for short-term liquidity purposes, are treated similarly to basic financial assets but are classified separately due to their nature. They are measured at cost or fair value if held for trading, and any interest income is recognised on an accruals basis in the Statement of Financial Activities.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. The costs of the defined contribution scheme are included within unrestricted funds.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

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 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Donations and gifts	2,356,004	6,439	2,362,443
Gift Aid	325,000	-	325,000
	2,681,004	6,439	2,687,443

4 Income from charitable activities

	Unrestricted funds 2025 £
International Journal of Birth and Parent Education	
Subscriptions	214

5 Income from investments

	Unrestricted funds 2025 £
Interest receivable on current asset investments	18,760
Interest receivable on bank deposits	9,223
	27,983

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

6 Expenditure on raising funds

	Unrestricted funds 2025 £
Fundraising and publicity	
Fundraising events	6,250

7 Expenditure on charitable activities

	Charitable Expenditure 2025 £
Direct costs	
Staff costs	146,554
Legal and professional fees	5,152
Travel and subsistence	2,177
	153,883
Grant funding of activities (see note 8)	268,984
Share of support and governance costs (see note 9)	78,478
Support	52,235
Governance	553,580
Analysis by fund	
Unrestricted funds	547,141
Restricted funds	6,439
	553,580

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

8 Grants payable

	Charitable Expenditure 2025 £
Grants to institutions including year-end commitments:	
Charity grants	
Home-Start UK	147,397
The For Baby's Sake Trust	50,000
Literacy Volunteers	20,000
Total charity grants	217,397
Research grants	
UCL Consultants Limited	22,513
Swansea University	15,000
Aston University	14,074
Total research grants	51,587
Total grants to institutions	268,984

9 Support costs allocated to activities

	2025 £
Depreciation and amortisation	1,368
Advertising	33,890
Accountancy	4,621
Bank charges	159
Entertainment	79
Postage, courier and delivery charges	423
Insurance	1,370
Legal and professional fees	3,287
Printing and stationery	198
Computer running costs	2,708
Rent and rates	14,220
Staff training	540
Subscriptions	482
Travel and subsistence	3,099
Administration	12,034
Governance costs	52,235
	130,713
Analysed between:	
Charitable Expenditure	130,713

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

10 Net movement in funds

	2025 £
The net movement in funds is stated after charging/(crediting):	
Fees payable for the audit of the charity's financial statements	10,200
Depreciation of owned tangible fixed assets	1,210
Amortisation of intangible assets	158

11 Trustees

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

Directly incurred travelling expenses of £34 were reimbursed to one trustee.

12 Employees

The average monthly number of employees during the period was:

	2025 Number
	3

Employment costs	2025 £
Wages and salaries	138,512
Social security costs	4,875
Other pension costs	3,167
	146,554

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

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

14 Intangible fixed assets

	Journals £
Cost	
At 14 January 2025	-
Additions - separately acquired	9,468
At 31 December 2025	9,468
Amortisation and impairment	
At 14 January 2025	-
Amortisation charged for the period	158
At 31 December 2025	158
Carrying amount	
At 31 December 2025	9,310

15 Tangible fixed assets

	Computers £
Cost	
Additions	6,085
At 31 December 2025	6,085
Depreciation and impairment	
Depreciation charged in the period	1,210
At 31 December 2025	1,210
Carrying amount	
At 31 December 2025	4,875

16 Debtors

Amounts falling due within one year:	2025 £
Other debtors	19,383

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

17 Current asset investments

	2025 £
250 day notice account	493,260

Current asset investments consists of a 250 day notice account. This investment is classified as current as it is held for short-term liquidity purposes, though is not classified as cash and cash equivalents due to the withdrawal notice period exceeding 3 months. There is no significant liquidity risks associated with this investment, and the investment is available for use in meeting the charity's financial obligations.

18 Creditors: amounts falling due within one year

	Notes	2025 £
Other taxation and social security		6,143
Deferred income	19	51,642
Trade creditors		1,651
Other creditors		1,206
Accruals		15,367
Grants payable		70,000
		146,009

19 Deferred income

	2025 £
Arising from Westminster Foundation - Restricted grant	51,642

Deferred income is included in the financial statements as follows:

	2025 £
Deferred income is included within:	
Current liabilities	51,642

Movements in the period:	
Deferred income at 14 January 2025	-
Released in the period	(6,439)
Resources deferred in the period	58,081
Deferred income at 31 December 2025	51,642

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

20 Retirement benefit schemes

Defined contribution schemes	2025 £
Charge to profit or loss in respect of defined contribution schemes	3,167

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 14 January 2025 £	Incoming resources £	Resources expended £	At 31 December 2025 £
Westminster Foundation - Office space	-	6,439	(6,439)	-

The Foundation's principal office is located at x+why Fivefields, 8–10 Grosvenor Gardens, London, SW1W 0DH. The premises are operated in collaboration with x+why and the Westminster Foundation.

During the year, the Foundation received a restricted grant from the Westminster Foundation, who subsidise office costs for children's charities. The funding is specifically designated to cover a proportion of the initial membership costs associated with 10 private office desks at the x+why Fivefields charity hub.

The grant is restricted to this purpose and has been awarded for a fixed term of one year. Income is recognised over the term of the grant as the related expenditures are incurred. Amounts received in advance are recognised as deferred income, as disclosed in Note 19.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

22 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes, including for funding agreements that have been entered into subsequent to the reporting period.

	At 14 January 2025 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2025 £
Funds designated for grants					
Home Start UK	-	-	-	786,661	786,661
Oxford Parent Infant Project	-	-	-	300,906	300,906
Parents 1st UK	-	-	-	249,956	249,956
Home Start Edinburgh	-	-	-	226,000	226,000
The For Baby's Sake Trust	-	-	-	162,000	162,000
Thrive at Five	-	-	-	162,000	162,000
Literacy Volunteers	-	-	-	80,000	80,000
UCL Consultants Limited	-	-	-	22,503	22,503
Swansea University	-	-	-	15,000	15,000
Aston University	-	-	-	14,074	14,074
	-	-	-	2,019,100	2,019,100
Other unrestricted funds					
General funds	-	2,709,201	553,391	(2,019,100)	136,710
Total unrestricted funds	-	2,709,201	(553,391)	-	2,155,810

The Foundation's reserves policy for the first year of operation is to maintain a minimum level of unrestricted funds equivalent to four months of operating overheads. Based on the average overhead expenditure for the period, this equates to approximately £95,000. At the reporting date, the Foundation held sufficient unrestricted and undesignated funds to meet this target.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

23 Financial commitments, guarantees and contingent liabilities

The charity has entered into agreements to pay grants to third parties that are subject to performance obligations. These obligations are tied to specific conditions that must be achieved by the grant recipient before the charity's obligation to pay the grant becomes unconditional. Prior to fulfilment of these conditions, the Foundation retains the discretion to terminate the funding agreement where performance is insufficient.

Where performance conditions have not yet been satisfied by the donee by the period end, the charity only possesses a possible, not present, obligation and must therefore disclose the funding commitment as a contingent liability. The charity continues to monitor the progress of grant recipients in fulfilling the required conditions and has designated a proportion of unrestricted funds to cover the expected liabilities. Details of designated funds are disclosed in note 22. Designated funds exceed contingent liabilities by £344,768. This surplus arises from additional funding designated to the HomeStart UK project which, at the reporting date, had neither been formally approved by the Board nor contractually committed. The Trustees have since confirmed their intention to apply these funds to this purpose and, accordingly, consider the designation to be appropriate.

Expected outlay under current funding agreements based on the estimated fulfilment of performance conditions:

	2025 £
Within one year	470,089
Between one and five years	1,204,243
	1,674,332

24 Related party transactions

Transactions with related parties

During the period the charity received donations without conditions from related parties of £1,256,658.

25 Cash generated from operations

	2025 £
Surplus for the period	2,155,810
Adjustments for:	
Investment income recognised in statement of financial activities	(27,983)
Amortisation and impairment of intangible assets	158
Depreciation and impairment of tangible fixed assets	1,210
Movements in working capital:	
(Increase) in debtors	(19,383)
Increase in creditors	94,367
Increase in deferred income	51,642
Cash generated from operations	2,255,821

26 Analysis of changes in net funds/(debt)

The charity had no material debt during the year.

Acknowledgements

As we reflect on our first year, we are deeply grateful to the many individuals and organisations who have supported and shaped the 1001 Critical Days Foundation from the beginning.

Our sincere thanks go first to our donors, whose generosity and confidence in our mission have made our work possible. We are also grateful to the Westminster Foundation for its grant supporting our office costs. Their support has enabled us to invest early, fund what works and begin building lasting change for babies and families.

We are equally grateful to our Board of Trustees, whose expertise and commitment have guided the Foundation through its formative year. Their strategic oversight, combined with thoughtful challenge and encouragement, has ensured we have laid strong foundations for the future. We also thank our Academic, Professional and Parliamentary Advisory Groups, whose insight and experience have strengthened our grant-making, research and advocacy at every stage.

We extend a special thanks to Abi Lawore, Theo Clarke, Dr Liv Barker-Williams, Nate Davies and Molly Shapley for their advice and support as we established our organisation.

Finally, we thank our partners, grantees, researchers and supporters. Together, they have helped turn evidence into action and ambition into impact. We are proud of what has been achieved so far, and are deeply appreciative of the community that continues to stand with us as we work to build a better world for babies.



1001 Critical Days
FOUNDATION

The Leadsom Foundation:
Registered Charity No. 1212594
Company No. 16183723

www.1001criticaldays.com