PREGNANT THEN SCREWED

ANNUAL REPORT & FINANCIAL STATEMENTS 2025

PREGNANT THEN SCREWED

Registered charity number: SC052777

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CHARITY DETAILS

Chief Executive Officer	Rachel Grocott (from May 2025) Joeli Brearley (until February 2025)
Charity Registration Number	1188643 / SCO52777
Board of Trustees	Sam Smethers (Chair) Akeela Ahmed Amy Kinton Anneka Ruff Heather Taylor (Treasurer) Matthew Collins Molly Rowan Rebecca Langton Resigned during 2025: Nicola Hurley (resigned 12 August 25) Resigned during 2026: Akeela Ahmed (resigned 15 April 26) Rebecca Langton (resigned 15 April 26) Appointed during 2026: Amy Roch (appointed 15 April 26) Tamsin Watson (appointed 15 April 26) Martha Crawford (appointed 15 April 26) Sam Harris (appointed 15 April 26) Rebecca Firth (appointed 15 April 26) Alesha De Freitas (appointed 15 April 26)
Registered Name	The Motherhood Plan
Other Known Name	Pregnant Then Screwed
Principle Office Address	86-90 Paul Street, London, EC2A 4NE
Accounts Preparation	Equilibrium Accountants Ltd 48 Goodramgate, York, YO1 7LF
Bankers	Lloyds Bank PLC25 Gresham Street, London, EC2V 7HN Unity Trust Bank; 4 Brindleyplace, Birmingham, England, B1 2JB

LEGAL AND ADMINISTRATIVE INFORMATION
STRUCTURE, GOVERNANCE AND MANAGEMENT

The Motherhood Plan is a Charitable Incorporated Organisation (CIO) governed by a memorandum and articles of association, which incorporated the organisation in December 2016, when the charity operated as a Community Interest Company (CIC). The Motherhood Plan converted to a CIO on 19th March 2020 and a new memorandum of association was drafted and agreed by the board of trustees as a result.

Trustees are recruited following a skills audit of Board members to ensure that the Board has the right mix of skills and experience. Trustees are enrolled onto the board for an initial period of three years and can be voted back in for another period of three years. There is an induction process in place to support new Trustees. The Board meets quarterly. A scheme of delegation is in place and day-to-day responsibility for ensuring the charity delivers on its aims and objectives is delegated to the Chief Executive.

The Trustees are responsible for staff pay, benefits and terms and conditions. Remuneration is reviewed annually. Salaries reflect the roles and responsibilities of each postholder. Salaries are set at an appropriate level to retain excellent staff, while also making a comparison with rates of pay in the charity sector for similar roles and size of charity. In addition to pay we also provide annual leave and pension contributions above the legal minimum.

Major risks are reviewed quarterly by the full Board. The Board monitors impact, probability, mitigations taken and identifies any additional action required.

PUBLIC BENEFIT STATEMENT

The Trustees confirm they have complied with their duty in section 4 of the 2011 Charities Act to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

1

THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:

a) The elimination of discrimination on the grounds of gender

b) Advancing education and raising awareness in gender equality

c) Conducting or commisioning research on equality and diversity issues and publishing the results to the public

d) Cultivating a sentiment in favour of gender equality

e) Obtaining redress for the victims of gender inequality

f) International advocacy of gender equality

g) Providing technical advice to government and others on gender equality

h) Commenting on proposed gender equality legislation

2

THE RELIEF OF FINANCIAL HARDSHIP BY THE PROVISION OF FREE LEGAL ADVICE AND ASSISTANCE TO PERSONS WHO, THROUGH LACK OF MEANS, WOULD OTHERWISE BE UNABLE TO OBTAIN SUCH ADVICE.

MISSION, VISION & VALUES

OUR MISSION

We fight the systems that screw mothers and parents over, led by those most harmed, so that everyone can work and care without penalty.

OUR VISION

A world where the mothers, parents and families of today and tomorrow thrive.

OUR VALUES

2025 REFLECTIONS

MESSAGE FROM OUR CHAIR

For more than a decade, PTS has helped bring the motherhood penalty into public view. We have shown that mothers and parents are not failing to manage work and care. Too often, they are being failed by workplaces, childcare costs, public policy and social attitudes that still do not value care properly. This is not only a private struggle for individual families. It is an economic issue, a workplace issue and an equality issue. When parents are pushed out of work, denied flexibility, priced out of childcare or penalised for caring, families lose income, employers lose talent, and society loses the contribution of mothers and parents.

In 2025, the PTS Board has been focused on stewardship: supporting PTS through a leadership transition, ensuring the organisation remains stable, and helping prepare it for its next chapter. Rachel Grocott joined as CEO in May and has led with care, energy and purpose. The Board is grateful to Rachel and the whole team for continuing to campaign with urgency while also strengthening the organisation behind the scenes.

That work matters. Passion and bold campaigning have always been central to PTS. But if we are to keep increasing our impact, we also need strong foundations: a clear strategy, sustainable funding, effective governance, a supported team, and a sharper understanding of who we reach and who we do not yet reach well enough.

In 2025, PTS began shaping that next phase. Our new strategic direction asks us to build on what works, while being more focused about where we put our energy and more honest about the inequalities within the motherhood penalty. We know it is not experienced equally. Parents facing poverty, racism, disability discrimination, insecure work, migration barriers and other forms of injustice are often hit hardest.

The Board has also begun its own renewal. Towards the end of the year, we started recruiting new trustees to strengthen the skills, experience and challenge around the table as PTS moves into this next phase.

What has not changed is the fire in the belly of this organisation.

PTS will continue to support parents directly, gather evidence, campaign boldly and push for change in law, policy, workplace practice and public attitudes. We will continue to say that care is not a weakness, a problem or a private burden. It is the work that makes all other work possible.

Our vision is simple, even if achieving it is not: a society where care is valued, discrimination is challenged, and all mothers, parents and families can thrive.

Sam Smethers
Chair, Pregnant Then Screwed

2025 REFLECTIONS

MESSAGE FROM OUR CEO

As we reflect on 2025, I am also reflecting on my first seven months as CEO of Pregnant Then Screwed. It has been a real privilege to join an organisation with such a powerful community, such a clear purpose, and such a strong record of turning parents' experiences into change.

This has been a year of transition, but also a year of real progress. I joined PTS in May, at a moment when the organisation was rebuilding capacity and thinking carefully about its next chapter. Since then, the team has achieved a huge amount: recruiting new colleagues into key roles, strengthening how we work together, beginning a new strategy process, rebuilding relationships with partners and funders, and continuing to show up publicly on the issues that matter most to mothers and parents.

We have called this next phase "PTS 2.0": building on the bold campaigning, community connection and public voice of our first decade, while strengthening the foundations that will help us have greater impact in the years ahead.

And while some of that work has happened behind the scenes, PTS has not lost any of its fire. In 2025, our members' and communities' experiences continued to power our work. Their stories have lit up billboards, echoed through Parliament, shaped consultations and brought lived experience into policymaking. We took the need for urgent change to Parliaments in London, Edinburgh and Brussels, to political party conferences, and across the media and social media.

We also began to deepen our work on equity, inclusion and anti-oppressive practice. Staff and trustees took part in learning and reflection on how the motherhood penalty is shaped by wider injustice. This is not work we can claim to have completed, but it is work we have started with seriousness. It is already shaping our strategy, our onboarding, our campaigns, our support services and how we think about who PTS reaches — and who we still need to reach better.

Our Support Services continued to evolve too. We used evaluation and feedback to shape the relaunch of our Tribunal Mentor programme, with clearer expectations, stronger training and better support for both mentors and mentees. Through our Advice Line, we continued to provide emotional, peer and HR support, helping mothers and parents understand their rights and feel seen, believed and supported at some of the hardest moments in their working lives.

I am proud of what the team has achieved this year, especially during a period of change. I am also very aware that none of it would be possible without our members, funders, supporters, volunteers, staff, trustees and partner organisations. Thank you for standing with us, challenging us, funding us, volunteering with us, sharing your stories and believing that something better is possible.

As we move into 2026, our work is clear: to keep supporting parents, keep campaigning for change, and keep building an organisation that is focused, sustainable and brave enough for the fight ahead.

Rachel Grocott

Rachel Grocott
CEO, Pregnant Then Screwed

OUR TEAM

2025 was a year of change for the staff team at Pregnant Then Screwed. We were delighted to have been joined by three new starters, which saw us back at capacity in the final quarter of 2025. They joined a small, dedicated and passionate staff team of experts. Thanks to all staff, trustees and freelancers who helped us navigate this period of transition.

STAFF

RACHEL GROCOTT
CEO

FAEEZA VAID MBE
DIRECTOR OF OPERATIONS

CAROLE ERSKINE
HEAD OF POLICY & CAMPAIGNS, SCOTLAND

REBECCA HORNE
HEAD OF COMMS & CAMPAIGNS

ROXI RUSTEM
HEAD OF SUPPORT SERVICES

AMMINA HAMED
HEAD OF DEVELOPMENT

MURRIN WILDING
COMMUNITY ENGAGEMENT MANAGER, SCOTLAND

HOLLY RINGROSE
COMMUNITY ENGAGEMENT & MEMBERSHIP MANAGER

FRANZISKA MCPHERSON
ADMINISTRATOR & SUPPORT SERVICES COORDINATOR

FREELANCE SUPPORT

CAROL GEMMELL
FUNDRAISING

CELIA VENABLES
PR

VOLUNTEERS AND MEMBERS

VOLUNTEERS

We simply could not achieve everything we do without our volunteers. Our Support Services were mainly delivered by over 45 volunteers over the year. In addition we partnered with volunteers from the University of Chester to deliver up-to-date online advice pages. We express our gratitude to each and every one of them and to those other individuals and organisations who have donated their skills, expertise, time and platforms in support of our work.

MEMBERS

In 2025, we welcomed 284 new members to Pregnant Then Screwed. We look forward to developing our member offer for greater influence over our advocacy, campaigning, strategy and access to events.

Joining Pregnant Then Screwed as a member means being part of something pretty powerful: a community of people who refuse to accept that having a child should cost you your career. It's a space where people get it, where your experiences aren't brushed off, your voice actually matters, and when we come together, we don't just vent... we change things. Membership isn't just a monthly contribution (though we are very grateful for that). It's what keeps everything moving. It helps us challenge discrimination, support parents when they need it most, and push for workplaces that treat people fairly - before, during, and after having children.

Every month, members are helping us make noise in the right places, influence the people in charge, and build a future where pregnancy and parenthood aren't penalties, but recognised, respected parts of working life.

OUR APPROACH

PTS brings together support, evidence, campaigning and mobilisation to fight the systems that screw mothers and parents over, led by those most harmed, so that everyone can work and care without penalty.

SUPPORT

Equip parents to understand their rights, navigate challenges and take action

EVIDENCE

Turn lived experience into insight and data to expose inequalities

FLIP THE SCRIPT

Shift societal narratives to celebrate and support work and care, without penalty.

CHANGE

Build new workplace policies, laws and practices so work and care are supported, not penalised

MOBILISE

Support parents and families to organise, advocate and turn their experiences into change

2025 IMPACT HIGHLIGHTS

In 2025, PTS supported parents, shifted public debate, influenced policy and began building stronger foundations for its next chapter.

SUPPORTING PARENTS WHEN THEY NEED US MOST

852 callers supported through our Advice Line with HR guidance, rights-based information and practical next steps.

158 callers signposted to further legal support through trusted partners, including Working Families.

95% of surveyed callers said the Advice Line helped them understand their issue and what to do next.

95% said they felt more confident or capable after speaking with our volunteers.

- We strengthened volunteer recruitment, training and support, including updated safeguarding, a new Volunteer Training Hub and Samaritans Supportive Listening training.
- We began redesigning our Tribunal Mentor programme with clearer boundaries, stronger training and better support for mentors and mentees

CAMPAIGNING FOR CHANGE

- We helped push parental leave and paternity leave higher up the political agenda, working with MPs from across parties and partner organisations
- We contributed evidence and parent experiences directly to the Government's Parental Leave Review, including taking parents to the government's launch of this landmark review
- Our Career Shredder campaign exposed the career-damaging impact of pregnancy and maternity discrimination
- Our attention-grabbing joint campaign with The Dad Shift, 'Paternity Leave is a Mother F**ker' campaign, drove major media and social media engagement, and discussion in Parliament
- We continued to scrutinise the roll-out of 30 hours of funded childcare and engaged with Ministers on childcare policy.

GROWING POWER IN SCOTLAND

- PTS Scotland launched Scotland's Childcare Guarantee with a pop-up Naewhere Nursery outside Holyrood - attemded by our committed community of parents and children
- More than 1,700 parents in Scotland shared their experiences of childcare.
- PTS Scotland's Instagram community grew to

10,000 FOLLOWERS

PREGNANT THEN SCREWED SCOTLAND

BUILDING STRONGER FOUNDATIONS

- We began developing our 2026–2029 strategy, with a clearer focus on systems change, collective power, anti-oppressive practice and long-term impact.
- We began recruiting new trustees to strengthen Board capacity for PTS's next phase.
- We recruited 3 new members to our staff team.

Little supporter at Naewhere Nursery Stunt at Holyrood Parliament.

SUPPORT SERVICES

SUPPORT SERVICES

OVERVIEW

The focus for Support Services in 2025 was to take the feedback and learning we had gathered in 2024 through our evaluation work, and continue to develop consistent and sustainable service for our service users and volunteers. We started the year with a challenging reduction in capacity for both staff and volunteers. However, after working on improving our volunteer recruitment processes, we were able to re-open recruitment in December 2024 and have been introducing new volunteers to the Advice Line every month since, with 128 people applying in 2025. Our year-round open recruitment means that we have been able to share the role on recruitment sites, such as CharityJobs, and have a constant stream of talented HR professionals joining the team.

Our training and support for volunteers also changed in 2025. We introduced a new WhatsApp Community Group and an online Volunteer Training Hub to host all of our training courses, resources and recordings. We updated our training to offer much more comprehensive support around safeguarding, taking calls and emotional wellbeing, we also introduced a new course on Supportive Listening developed by Samaritans and based on counselling skills. A returning volunteer who completed the new training told us; “It felt much more comprehensive and I liked how accessible it was. I also really appreciated that the Safeguarding section had been improved.”

We also began work on redesigning the Tribunal Mentor Programme, taking into consideration the feedback we had gathered from mentees and mentors on the programme in the previous year. The programme now has improved training, clearer boundaries and expectations and more opportunities for mentees to connect with each other through our new mentee WhatsApp Community Group. Towards the end of 2025 we received funding from The National Lottery Awards For All to help us recruit a new coordinate to manage the programme, and we were able to reopen for mentor requests and volunteer applications in December.

In addition to this, we began working on a new strategy and continue with our plans to improve access to support into 2026, particularly for those most impacted by the Motherhood Penalty.

Roxanne Rustem
HEAD OF SUPPORT SERVICES

852 Advice line callers supported by HR Professionals

158 Referred on for further legal advice

95% felt more confident or capable of dealing with their issue after speaking with our volunteers.

74% said that their issue has now been resolved.

113,804+ people reached through website advice pages, covering everything from legal rights at work, to benefits and mental health support.

Callers continued to tell us that the Advice Line made a practical and emotional difference at moments of real vulnerability.

> I contacted the advice line after being put at risk of redundancy while pregnancy. The volunteer HR advisor was unbelievably helpful, understanding and gave me so much time and information. Just knowing that these resources are available at such a vulnerable time in life is amazing. I cannot thank you enough for providing this support.

> Thank you for being kind, supportive and understanding. It made the world of difference to know I'm not in the wrong and my workplace should be doing more to keep me safe. To be given clear next steps to focus on helped greatly and I really appreciated talking to someone with the knowledge I don't have. I'm so grateful.

> Really grateful for the support and for helping me talk through my various issues. As a result I felt much better equipped to talk to my employer

FEEDBACK FROM ADVICE LINE CALLERS IN 2025

Collaborating with The Dad Shift on their Dad Strike 2025

COMMS & CAMPAIGNS

COMMS & CAMPAIGNS

OVERVIEW

In 2025 we rebuilt our internal capacity, with two new members of our Comms & Campaigns team joining the organisation in the second half of the year. We strongly centred parents' voices and data during a year of intense policy focus, engaging directly with the Government's Parental Leave Review, Make Work Pay reforms, and Westminster debates on parental leave, childcare, flexible working, discrimination and access to justice.

We delivered two major national campaigns: 'Paternity Leave is a MotherF***ker' with The Dad Shift, generating 1m+ impressions, driving sustained audience growth, and securing direct citation in an MP debate, and 'The Career Shredder', with billboards across the UK, 14,000+ CVs shredded, 50k launch-day views, and 488 pieces of press coverage.

On parental leave, we mobilised 5,000+ supporters behind a legislative amendment, took members to meet the Secretary of State as part of the Parental Leave Review, and played a central role throughout the process, submitting evidence, shaping roundtables, and taking the campaign to Labour Party Conference.

On childcare, we met Ministers on the rollout of 30 hours, secured 27 MPs on a pre-Budget letter to uprate the tax-free childcare cap, and strengthened our sector influence with our CEO elected to the Early Education & Childcare Coalition Advisory Group.

On flexible working and maternity protection, we strengthened our engagement with policymakers and partners, pushing for clearer rights, better protections, and meaningful improvements in the Employment Rights Bill.
Across the year we secured 1,800 media pieces, with standout coverage in The Times, Stylist, Glamour, iNews and BBC Radio, and continued to grow a highly engaged community that recognises and values parents' experiences.

2026 will be a defining year, building on this momentum across parental leave, childcare, flexible working and maternity protection, ensuring parents' voices shape policy at every level.

Rebecca Horne
HEAD OF COMMS AND CAMPAIGNS

CAMPAIGNS

Key highlights by campaign area:

PARENTAL LEAVE

- Mobilised more than 5,000 people to support an amendment to the Employment Bill, in partnership with Stella Creasy MP and The Dad Shift. The amendment called for meaningful consultation on paternity leave for fathers and non-birthing partners.
- Alongside The Dad Shift, launched the government's Parental Leave Review, including taking members to discuss their experiences with the the Secretary of State for the Department of Business & Trade
- Played a key role in the government's landmark Parental Leave Review, including providing evidence (based on a community survey) and taking the parental voice to roundtables
- Highlighted the impact of the current parental leave symstem at Labour Party Conference, alongside Stella Creasy MP, Holly Birkett (Birmingham University), Sarah Forbes (York University) and Michael Situ (Southwark Council).
- Launched a bold public-facing campaign, 'Paternity leave is a MotherF***er', in partnership with The Dad Shift - featuring billboards in London and Edinburgh; over 1mn social media impressions and sustained increase in followers; mass participation, driving emotional engagement; huge media coverage; and PTS case studies and data points being featured in an MP debate on parental leave.

CHILDCARE

- Met with Ministers on the government's roll-out of 30 hours of 'funded' childcare, and commented extensively in the media.
- Rallied 27 cross-party MPs to sign a pre-Budget letter calling for the cap on tax-free childcare to be uprated.
- Our new CEO elected to the Adivsory Group of the Early Education & Childcare Coalition.

FLEXIBLE WORKING

- Re-engaged with the Department for Business & Trade on flexible working protections, plus supported an MP with a constituent case.

PREGNANCY & MATERNITY DISCRIMINATION

- Inspired more than 14,000 people to virtually shred their CVs in our 'Career Shredder' campaign, highlighting the deeply unfair impact of pregnancy and maternity discrimination on women's careers.
- Generated 488 pieces of media coverage and strong social media engagement on LinkedIn.
- Worked with partner organisations to secure key improvements for parents in the Employment Rights Bill, including bereavement leave in the case of pregnancy loss

THE CAREER SHREDDER

The Shredder was live-streamed where viewers could catch it live, and billboards with the words 'Mum, you're fired' appeared across the UK.

In collaboration with creative volunteer and superstar Gemma Phillips, in late February we launched one of our biggest stunts yet: the Career Shredder. To highlight the impact of pregnancy and maternity discrimination, and the wasted potential it creates, we created a virtual shredder where real people could shred their CVs in solidarity.

- Over 14,000 people shredded their CVs during the campaign
- Almost 50,000 people viewed the campaign on LinkedIn on launch day
- And almost 500 individual pieces of press coverage was secured during the campaign.

EVENTS & PANELS

- Across 2025 we appeared at events including Labour and SNP Party Conferences, and a House of Commons debate on parental leave, hosted by Women in Advertising and Communications Leadership,

Talking parental leave at Labour Party Conference

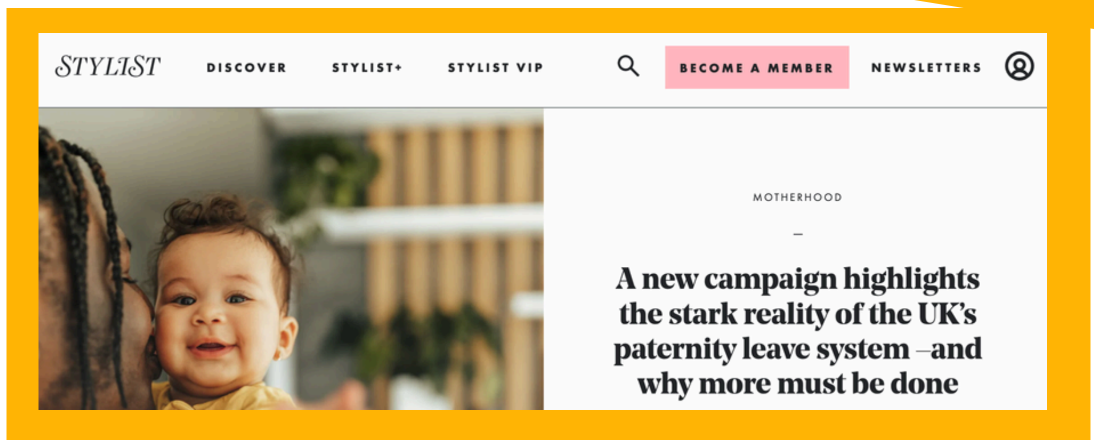
RESEARCH

- We surveyed our online communities on 'The Big Summer Juggle' and on their experiences of parental leave, directly feeding into our communications and campaigning on these issues.
- Our State of the Nation survey, launched in 2023 in partnership with Women in Data®, tracks the realities of pregnancy, parenthood and work across the UK and provides one of the most comprehensive pictures of how families are navigating work, care and financial security today. We launched fieldwork in the third iteration of this survey in late 2025, and look forward to launching results and analysis in 2026.

PRESS HIGHLIGHTS

WE SECURED **1,800 PIECES OF PRESS** AND MEDIA COVERAGE

Notable media coverage on childcare, paternity leave, and our bold campaigning - including in The Times, Stylist, Glamour, iNews and on BBC Radio.



SOCIAL MEDIA HIGHLIGHTS

KEY CAMPAIGN POST

- 1,146 likes
- 47 comments
- 93,833 views
- Huge volume of supporter-generated content

Paternity leave is a 'Mother F**ker' campaign

Our new CEO

KEY LEADERSHIP UPDATE

- 85,606 views
- 2,005 likes
- 75 comments

IMPORTANT AWARENESS DAYS

Our awareness day content goes beyond engagement metrics, using our platform to increase visibility, recognition and acknowledgement for parents and families, ensuring their experiences are seen, valued and celebrated.

Our post on World Prematurity Day

PTS SCOTLAND

PREGNANT THEN SCREWED SCOTLAND

2025 proved to be a crucial year as we pushed for childcare reform ahead of the Scottish Parliament elections in May 2026. Working with the New Economics Foundation on a new childcare model, we launched 'Scotland's Childcare Guarantee' in September. This is a fully costed policy of expanding funded childcare for younger children and a cap on costs, set at 5% of a family income. The modelling work highlighted the difference this change would make to all families, but particularly those in the lowest two income groups, saving £4,000-£4,500 a year, worth around 20% of their income. To launch this work we set up a pop up nursery, 'Naewhere Nursery', outside the Scottish Parliament to let MSPs know that the parents attending our event wanted to work but couldn't find suitable and affordable childcare to allow them to do that. We also held a briefing event for MSPs and staff. We then held a fringe event at the SNP conference in October to highlight this work and the need for greater reform of early learning and childcare.

We also began a new research project in 2025 with the Centre for Public Policy at the University of Glasgow. This work is looking at the impact of the City of Edinburgh Council's decision to stop cross boundary places for early learning and childcare in private, voluntary or independent settings. This qualitative and quantiative work will be crucial to understand how this change has impacted parents and their children.

We continue to engage and grow our community, with our Instagram page hitting almost 10,000 followers. We have also launched Pregnant Then Screwed Scotland Facebook and LinkedIn accounts.

Looking ahead, 2026 will be a significant year for as we look to influence manifestos ahead of the Holyrood election, and ensure parents' voices are heard by all political parties.

Carole Erskine
HEAD OF POLICY AND CAMPAIGNS, SCOTLAND

SCOTLAND CAMPAIGNS

The majority of our campaigning work in Scotland has been centred around childcare reform due to the unique policy landscape that Scotland holds as a devolved nation. However, we continue to engage in wider campaigns on reserved matters such as parental leave, flexible working and access to justice for pregnancy and maternity discrimination. We also continue to work with other Scottish and UK-wide organisations on campaigns.

As part of our campaigning work this year, we:

- Attended the Scottish Conservative, Scottish Labour, Scottish Liberal Democrat and Scottish Greens conferences
- Held a fringe event on 'Scotland's Childcare Guarantee' at the SNP conference in October with the Joseph Rowntree Foundation and Dr Naveed Hakeem from Glasgow Caledonian University
- Hosted a drop in session for MSPs at the Scottish Parliament on 'Scotland's Childcare Guarantee' and had cross-party participation
- Hosted an Instagram Live with the Scottish Secretary, Ian Murray MP, as he became the first Minister to take two weeks paid paternity leave following the birth of his second child
- Set up a Scotland Advisory Panel with Joani Reid MP, Meghan Gallacher MSP, Anum Qaisar and Nikki Slowey
- Continue to be on the advisory board for One Parent Family Scotland, Fife Gingerbread and the IPPR project on child maintenance, and A Scotland That Cares campaign
- Continue to be a member of the Poverty Alliance and Tax Justice Scotland, and has joined Voluntary Health Scotland.

As our profile in Scotland continues to grow, we have managed to secure a higher presence within the Scottish Parliament in 2025. We have continued to influence policy decisions and discussions in Scotland as evidenced by:

- Having our work mentioned a total of 4 times in the Scottish Parliament - including in a debate on wraparound care for children with additional support needs, a debate on early learning and childcare provision, our petition to the Citizens Participation and Public Petitions Committee and a debate on child poverty reduction
- Met with the Children's Minister, Natalie Don-Innes MSP, to discuss 'Scotland's Childcare Guarantee'
- Meeting with MSPs from all Scottish political parties to discuss 'Scotland's Childcare Guarantee', and ask about their manifesto work on childcare
- Our petition calling for the Scottish Government to commission an independent review of childcare affordability and accessibility in Scotland remains open with the Petitions Committee. Submissions for the petition have been received from: Minister for Children & Young People, Natalie Don-Innes MSP, Tim Eagle MSP, Monica Lennon MSP, Liam McArthur MSP, National Day Nurseries Association, Scottish Private Nurseries Association, University of the West of Scotland and CoSLA. [31]
- Attended the SNP conference in Aberdeen and hosted a fringe event on 'Scotland's Childcare Guarantee'.
- Carole was also on a panel to discuss childcare at the Scottish Liberal Democrat conference in Inverness. We also attended the Scottish Conservative Conference in Edinburgh, the Scottish Labour Party conference in Glasgow and the Scottish Greens conference in Glasgow.

SCOTLAND RESEARCH

SCOTLAND'S CHILDCARE GUARANTEE

In partnership with the New Economics Foundation, and funded by Oxfam Scotland and the Joseph Rowntree Foundation, we modelled for an alternative childcare system in Scotland called 'Scotland's Childcare Guarantee'.

The proposals include:

- An expanded funded hour offer for all children from the age of 9 months old.
- A 5% household cost cap, meaning childcare will never cost more than 5% of household earnings.

As part of this work, we surveyed over 1200 of our community, and conducted focus groups to understand how Scotland's Childcare Guarantee would impact families. We found out that:

- Over 90% of parents were dissatisfied or extremely dissatisfied with the affordability of childcare in Scotland.
- Over 80% of parents supported Scotland's Childcare Guarantee in full.
- And over 80% said that they would be much more likely to vote for a political party in the 2026 Scottish Election who adopted the proposals in their manifesto.

Scotland's Childcare Guarantee has informed a substantial part of PTS Scotland's campaigning work in 2025, and the campaign was launched outside of Holyrood Parliament with a mock nursery stunt, attended by over 50 parents.

OTHER SURVEYS

We also surveyed our community regularly throughout 2025, with over 1700 responses on a range of topics including:

- Wraparound childcare for children with Additional Support Needs (ASN)
- Maternal mental health
- East Dunbartonshire Council budget proposals and childcare changes
- And Edinburgh City Council's cross-boundary funded childcare changes

SCOTLAND PRESS AND EVENTS

Pregnant Then Screwed Scotland continued to hosted and attend events across 2025. Our most notable event was in September when we organised a pop up nursery - Naewhere Nursery - to launch our 'Scotland's Childcare Guarantee' report. Around 50-60 parents attended with their children, and we had broadcast and print media coverage from BBC Scotland radio and TV, STV News, PA Media, The Herald, Times Scotland and Getty.

We also attended the following events in 2025:

- The Dad Shift's 'Dad Strike' in Edinburgh.
- Co-hosted an event on 'Working 9-5: how does childcare fit?' with the Centre for Public Policy at Glasgow University's Festival of Social Sciences.
- Hosted a fringe event at the SNP conference on Scotland's Childcare Guarantee
- SCVO's 'The Gathering'

SCOTLAND SOCIAL MEDIA

Pregnant then Screwed Scotland's online community continues to grow organically and rapidly. In 2025, @pregnant_then_screwed_scotland instagram has reached almost 10,000 followers, and enjoys regular and continuous engagement in comments sections.

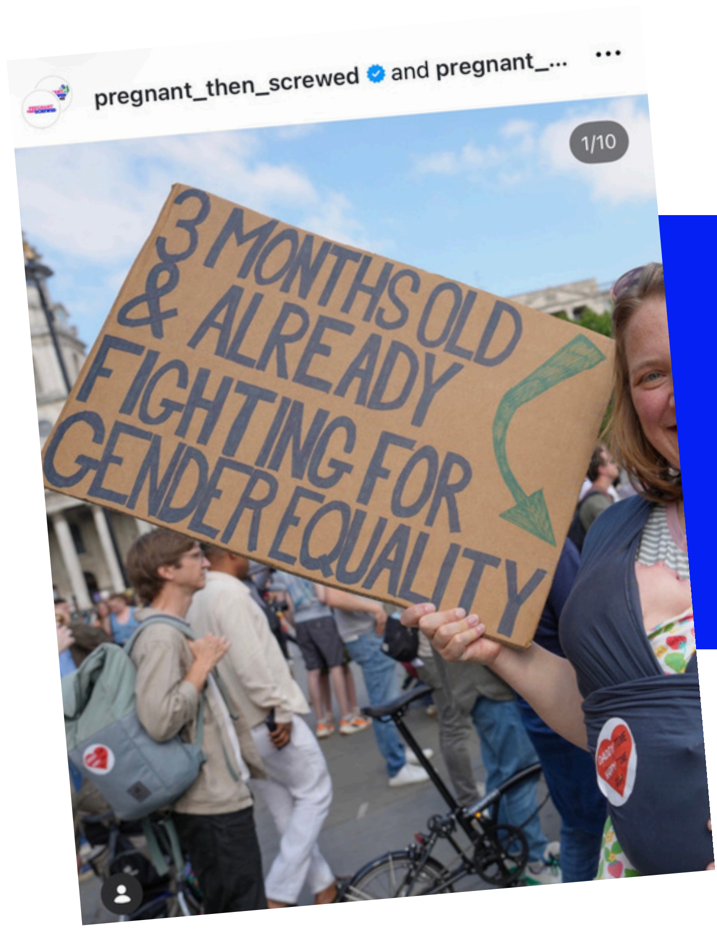
Pregnant then Scotland also launched a Facebook and LinkedIn account in 2025 to reach a wider audience, engage alternative demographics and diversify content.

Post on the Naewhere Nursery stunt

HIGHEST ENAGEMENT

- 4,348 likes
- 137 comments
- 98 reposts
- 924 shares
- 233k views

Post on the Dad Shift 'Dad Strike' event



HIGHEST REACH & MOST VIEWED

- Collaboration post with @pregnant_then_screwed
- 329k views
- 6,539 likes
- 63 comments
- 2 reposts
- 664 shares

WORKING WITH OTHERS

UNIVERSITY OF CHESTER

Over the past year, student volunteers from Chester Community Law Project (a student-led project run from the University of Chester's School of Law and Social Justice) have worked hard to update PTS's online advice pages. They have considered the 17 legal factsheets they originally produced for us during 2023 and 2024 – ranging from rights on return to work to bringing Employment Tribunal claims - to ensure they are up to date.

Under the leadership of student project managers Helen Williams (to June 2025) and Katie Barlow (from June 2025), and supervised by solicitor Aisling Foley, an associate at leading Cheshire law firm SAS Daniels, the team of Law students worked hard to maintain a portfolio of factsheets designed to empower those accessing our website to know their rights and to be able to advocate for themselves in the workplace. Thank you for your time and expertise!

Associate Professor Andrea Todd, Director of Pro Bono and Community Engagement, commented: "We were delighted to continue our relationship with Pregnant Then Screwed during 2025 and look forward to working with PTS for many years to come!"

SOCIAL JUSTICE COLLECTIVE

In 2025, we began working with the Social Justice Collective (SJC) to help PTS embed anti-oppression more intentionally across the organisation.

This work has supported us to look more deeply at the motherhood penalty as an issue shaped by overlapping systems of injustice, including poverty, racism, disability discrimination, insecure work, migration barriers, homophobia, transphobia and other forms of exclusion. It has helped us reflect honestly on who PTS currently reaches, who may not yet see PTS as being for them, and how we need to work differently if we are serious about supporting those most harmed by the systems we are trying to change.

Staff took part in anti-oppression learning and reflection, and trustees were invited into this work so that the Board and staff team could begin developing a shared understanding. The Social Justice Collective also supported us to create bespoke onboarding for new starters, helping colleagues understand the motherhood penalty through an intersectional and anti-oppressive lens from the outset. This is not work we consider complete. It is a long-term commitment. But in 2025, it began to shape our strategy, our internal culture, our approach to support services, our campaigning, our evidence work, our membership and our partnerships.

As we move into 2026, we will continue building on this foundation: listening more carefully, reaching more intentionally, working in less extractive ways, and ensuring that the experiences of those most harmed are central to how PTS understands the problem and fights for change.

WORKING WITH OTHERS

SOCIALQUAL

In 2025, SocialQual helped us develop PTS's new strategy. They supported staff and trustees to step back, reflect on what we had learned and think carefully about where PTS should focus next. Their role was to facilitate the process, and help us reach decisions together.

SocialQual also interviewed staff and trustees, reviewed our research and reports, and looked at the wider group of organisations working on motherhood, employment, care and family life. This helped us understand what PTS does well, where there are gaps and where we can make the biggest difference.

The process also helped us ask honest questions about who PTS currently reaches, who may not see PTS as being for them and how our language and ways of working may need to change. We also reflected on our culture and how we can make sure our values are lived inside the organisation as well as shared publicly.

Through workshops with staff and trustees, we agreed a new vision: a world where the mothers, parents and families of today and tomorrow thrive. We also agreed three values: equity, courage and collective power. By the end of 2025, we had made strong progress towards a new mission and a clearer direction for PTS.

LOOKING FORWARD

2026 MARKS THE START OF A NEW CHAPTER

2026 marks the start of a new chapter for Pregnant Then Screwed. The strategy development that began in 2025 will move into delivery, with a focus on strengthening and embedding the organisation's next phase.
Our strategy for 2026-2029 has two main goals. First, we want mothers and parents to be able to understand, challenge and change the systems affecting their lives. This means continuing to provide practical support, helping parents know their rights, and using what they tell us to expose the real scale of discrimination and unfair treatment. Second, we want collective power to drive wider change. This means bringing parents, communities, partners and supporters together to push for better laws, better workplace practices, better childcare and a fairer public understanding of care.

We will know we are making progress when more parents can access support, feel less alone, understand their rights and feel more confident to challenge unfair treatment. We will also look for stronger evidence shaping public debate, more parents taking part in campaigns, deeper partnerships, more diverse parent experiences being heard, and clear signs that employers and decision-makers are changing how they think and act. PTS cannot end the motherhood penalty alone. But we can play a powerful role in connecting parents' experiences to public pressure, policy change and lasting action.

In 2026, we will keep fighting for a future where work and care can exist together - without penalty, for everyone.

SUPPORT

Continue to strengthen the Advice Line, Tribunal Mentor programme, online resources, volunteer training and safeguarding, while improving accessibility for those most harmed by current systems.

EVIDENCE

Use State of the Nation evidence and frontline insight to expose discrimination, fill data gaps and shape campaigns, policy work and public debate.

MOBILISE

Campaign for better parental leave, stronger flexible working protections, childcare reform, access to justice and workplace practice that supports work and care.

CHANGE

Campaign for better parental leave, stronger flexible working protections, childcare reform, access to justice and workplace practice that supports work and care.

FLIP THE SCRIPT

Challenge the idea that care is a private problem for families to solve alone, and make the case that care is essential economic and social infrastructure.

THEORY OF CHANGE

PREGNANT THEN SCREWED

THE PROBLEM

Mothers, parents and families are repeatedly disadvantaged by systems which undervalue care.

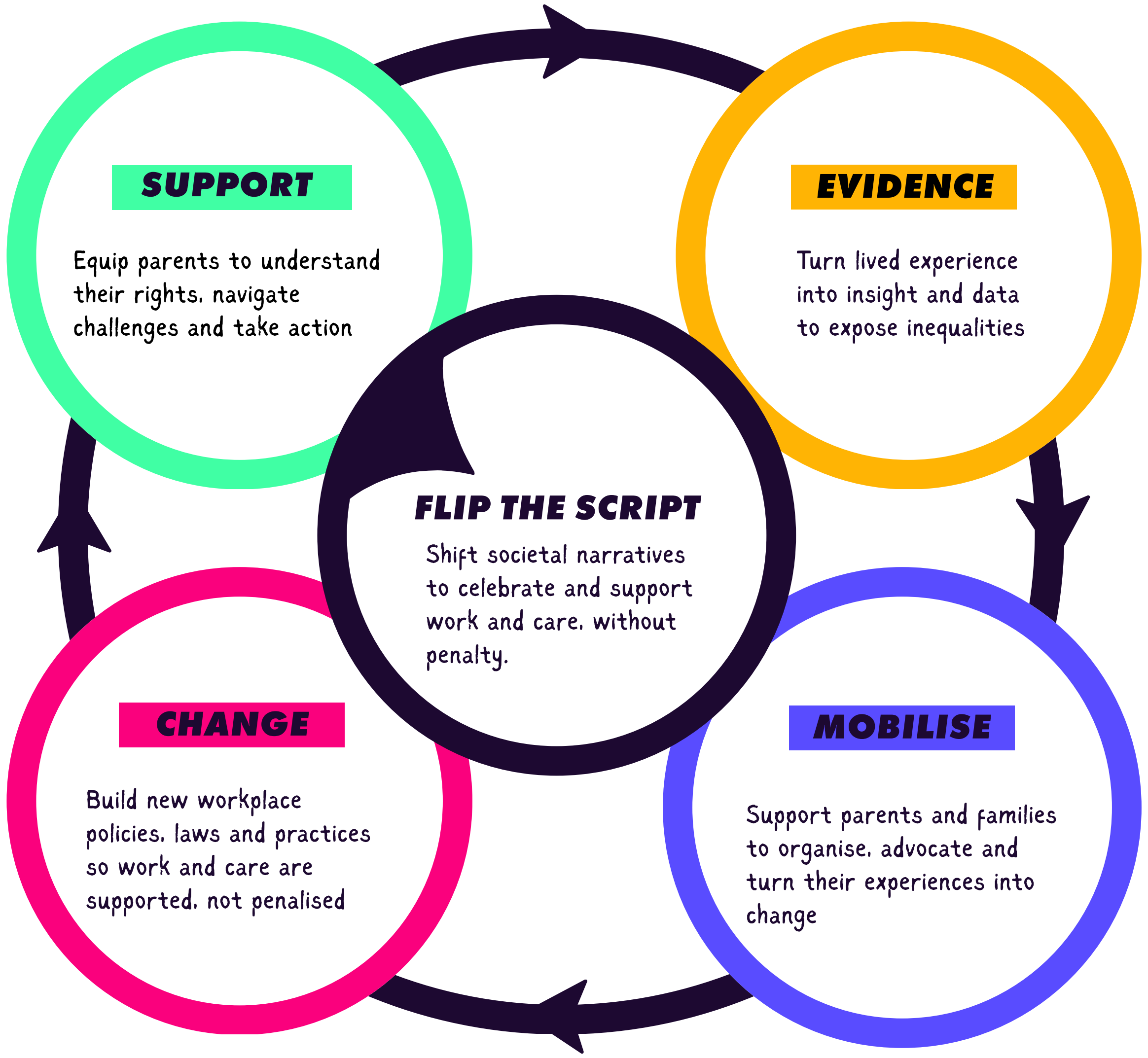
OUR MISSION

We fight the systems that screw mothers and parents over, led by those most harmed, so that everyone can work and care without penalty.

OUR VALUES

Equity   Courage   Collective Power

OUR APPROACH



GOAL 1

Equip mothers and parents to navigate and challenge the system

SUPPORT

- Rights understood
- Action taken
- Confidence increased

EVIDENCE

- Experiences captured
- Inequalities evidenced

MOBILISE

- Voices shared
- Advocacy participation

CHANGE

- Experiences inform campaigns
- Decisions influenced

GOAL 2

Mobilise collective power to change workplace systems

SUPPORT

- Trust built
- Participation enabled

EVIDENCE

- Strong evidence base
- Inequities exposed

MOBILISE

- Collective organising
- Sustained pressure

CHANGE

- Policy changed
- Systems reformed

Enabling Conditions

- Strong partnerships and coalitions
- Trust with communities most affected by the motherhood penalty
- Sustainable funding and organisational resilience
- Representative data and lived experience
- Integrated approach across support, evidence, mobilisation and campaigning

LONG TERM IMPACT

- Workplaces and policies support work and care
- Financial and career penalties decrease
- Those most affected hold greater power and influence
- The motherhood penalty is significantly reduced – and ultimately dismantled at its root

OUR VISION

A world where the mothers, parents and families of today and tomorrow thrive.

The members of the Board who act as Directors of the charity, for the purposes of the Companies Act, and Trustees for charity law purposes, submit their annual report and the financial statements of The Motherhood Plan for the 2025 financial year. The Board confirms that the annual report and financial statements of the charity comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, and the Accounting and Reporting by Charities - Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102).

We would like to thank our funders. Without them everything we have achieved in 2025 would not have been possible. Particular thanks must go to:

Access to Justice Foundation
Best Beginnings
Kiawah Trust
ShareGift
The Cattanach Trust (now Elevate Great)
The Dulverton Trust
Oxfam
The Robertson Trust
Joseph Rowntree Foundation

We are equally grateful to our members, many of whom give monthly or contribute through fundraising events.

To our corporate donors, thank you for choosing to align your business with a movement for justice and equality. Your donations, sponsorship, and employee-led fundraising efforts have helped amplify our reach and increase our capacity.

Trustees Responsibility Statement

The trustees are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

The law applicable to charities in England and Wales 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 for the charity for that period.

Financial Review

During the year income into the charity has decreased by 26%, driven primarily by a reduction in grant donations, which reflected the end of some multi-year funding agreements and the transition in staffing arrangements for the charity. This has, however, been offset by a 38% increase in donation income. In the wider context of a significant transition period for the charity, the Board approved a deficit budget for the 2025 financial year, but also executed a cost reduction exercise that saw overall costs fall by 14% compared to the previous year. The net result is therefore a deficit in restricted funds of £34,248 for the period, which has been covered by existing reserves held by the charity. There was also a small surplus in unrestricted funds during the year. New staff, including our new CEO, are now established in post and we are pleased to have re-established a strong income pipeline, including grant donations.

Reserves Policy

The Trustees aim to maintain free reserves in unrestricted funds at a level that equates to approximately 3-6 months of unrestricted charitable expenditure. The Trustees consider that this level will provide sufficient funds to ensure the organisation can continue to operate whilst new sources of funding are realised. The Trustees consider that a level of six months is sufficient given that the team will be continuously working on sourcing new funding for the organisation.

The balance held as unrestricted funds as at 31 December 2025 was £380,992 all of which is regarded as free reserves, after allowing for funds tied up in tangible fixed assets and funds ear-marked by the Trustees for future projects. Basic core costs for running the organisation are expected to average £52,000 per month in 2026. The current level of reserves is deemed to be sufficient.

The charity also holds £86,286 of restricted reserves, which has been classified as deferred income in the accounts.

In preparing these accounts, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP) effective from 1 January 2019
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for maintaining proper adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulation 2026, and the provision of the trust deed and constitution. The 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.

Each of the persons who is a trustee at the date of approval of this report confirms that:
- So far as each trustee is aware, there is no relevant information of which the auditor is unaware
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant financial information that may have a material impact on the financial reports and to establish that the charities auditors are aware of that information.

Signed on behalf of the Board of Trustees:

Sam Smethers (Chair)
Date: 11 August 2026

TO THE TRUSTEES OF THE MOTHERHOOD PLAN (KNOWN AS 'PREGNANT THEN SCREWED')

Opinion
We have audited the financial statements of The Motherhood Plan (Known as 'Pregnant then screwed') (the 'charity') for the year ended 31 December 2025 which comprise the Statement of Financial Activities, the Balance Sheet, Cash Flow Statement and notes to the financial statements, including a summary of 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 charity's affairs as at 31 December 2025, and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 trustees are responsible for the other information. The other information comprises the information included in the Report of the Charity Trustees, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees’ report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES
As explained more fully in the trustees’ responsibilities statement, the trustees are responsible for the preparation of the financial statements which 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements
We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council’s website at: 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 charity’s trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 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.

K. C. Fisher

Kevin Fisher BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road, Surbiton,
Surrey, United Kingdom,
KT6 7AL

11 August 2026

FINANCES

STATEMENT OF FINANCIAL ACTIVITIES 2025

	Notes	Restricted Funds	Unrestricted Funds	Year to	Year to
		£	£	31-Dec-25	31-Dec-24
				Total	Total
				£	£
INCOME					
Incoming and endowments from:					
Donations and legacies	2	16,000	124,522	140,522	102,066
Charitable activities	3	198,535	228,212	426,747	640,541
Other trading activities	4	-	260	260	21,714
Investments		-	-	-	-
Other income		-	245	245	-
Total incoming resources		214,535	353,239	567,774	764,321
EXPENDITURE					
Expenditure on:					
Raising funds	5	7,746	64,898	72,644	84,452
Charitable activities	6,7	239,831	265,439	505,270	592,212
Other	8	3,060	21,048	24,108	21,342
Total resources expended		250,637	351,385	602,022	698,006
Net income / (expenditure) for the year	9	(36,102)	1,854	(34,248)	66,315
Transfer between funds		19	(19)	-	
NET MOVEMENT IN FUNDS		(36,083)	1,835	(34,248)	66,315
RECONCILIATION OF FUNDS					
Total funds brought forward as at 1 Jan 25		36,083	379,157	415,240	348,925
Total funds carried forward as at 31 Dec 25		-	380,992	380,992	415,240

A statement of Total Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities. There is no difference between the net income / (expenditure) for the year above and the historical cost equivalent. All activities are continuing.

The notes on pages 45-57 form a part of these financial statements.

FINANCES

BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	£	As at 31-Dec-25 £	£	As at 31-Dec-24 £
FIXED ASSETS					
Tangible assets	15		6,204		8,912
CURRENT ASSETS					
Stocks				-	
Debtors	16	16,206		36,326	
Cash at bank and in hand		477,218		472,309	
		493,424		508,635	
Creditors: Amounts falling due within one year	17		(118,636)		(102,307)
Net Current Assets / (Liabilities)			374,788		406,328
Total Assets less Current Liabilities	18		380,992		415,240
Creditors: Amounts falling due after more than one year			-		-
Net Assets			380,992		415,240
FUNDS	19/20				
Unrestricted funds			380,992		379,157
Restricted funds	21		-		36,083
Total Funds			380,992		415,240

The notes on pages 45-57 form a part of these financial statements.

Trustee benefits: advances, credit and guarantees

During the year no benefits, in the form of advances, credit and guarantees, were conferred upon the trustees of the charity.

Guarantees and other financial commitments

During the year no guarantees or other financial commitments were made.

These financial statements were approved by the Board of Trustees and signed on its behalf by:

Sam Smethers (Chair)
Date: 11 August 2026

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	As at 31-Dec-25 £	As at 31-Dec-24 £
CASH FLOWS FROM OPERATING ACTIVITIES		7,043	127,379
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(2,134)	(3,522)
Interest received		-	-
Net cash flow from investing activities		(2,134)	(3,522)
Net increase / (decrease) in cash and cash equivalents		4,909	123,857
Cash and cash equivalents at 1 January 2025		472,309	348,452
Cash and cash equivalents at 31 December 2025		477,218	472,309
Cash and cash equivalents consists of:			
Cash at bank and in hand		477,218	472,309
Cash and cash equivalents at 31 December 2025		477,218	472,309

	Notes	As at 31-Dec-25 £	As at 31-Dec-24 £
Net income / (expenditure) for the year		(34,248)	66,315
Interest receivable		-	-
Depreciation and impairment of tangible fixed assets		4,842	5,637
(Increase) / decrease in debtors		20,120	(23,508)
(Decrease) / increase in creditors		16,329	78,935
Net cash flow from operating activities		7,043	127,379

1. Accounting Policies

a) Statutory Information
The Motherhood Plan is a charity, operating as a Charitable Incorporated Organisation, in the UK that is registered with the Charities Commission, registration number 1188643

b) Basis of preparation and assessment of going concern
The accounts have been prepared under the historical cost convention and on the receipts and payments basis.
The financial statements are prepared in sterling, which is the functional currency of the charity.
The principal accounting policies, which have been applied consistently in the year, are set out below.

c) Compliance with accounting standards
The financial statements have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulation 2006, the Accounting and Reporting by Charities for Small Entities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities 'SORP' FRS 102)): the provision of FRS 102 Section 1A – Small Entities and other applicable accounting standards in the United Kingdom

d) Funds Structure
Earmarked funds, as shown in the notes to the accounts, represent funds set aside by the Trustees for use on specific projects. Amounts shown as Restricted Funds, on the Statement of Financial Activities and the Balance Sheet, present funds donated for specific projects in accordance with the Charities Act definition.

e) Income recognition
Income is recognised in respect of non-government, non-exchange transactions, donations and funds received for goods and services supplied during the financial period on a receipt basis. Grants which are restrictive in nature or are allocated by the Board for specific purposes are recognised using the accrual model.

f) Trustee's remuneration and expenses
During the year the trustees received £193 (2024: £502) for reimbursement of out-of-pocket expenses.

g) Refunds of tax from gift aid donations
Refunds of taxation received as a result of claims made relating to donations given under Gift Aid are treated as Unrestricted Income. An additional income of £27,823 (2024: £35,407 was received through gift aided donations during the year.

h) Reduced Disclosure Exemptions
The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102.

i) Going Concern
The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

2. Donations and Legacies

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Income from Donations	16,000	124,522	140,522	102,066
	16,000	124,522	140,522	102,066

3. Charitable Activities

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Access for Justice Foundation	77,238	-	77,238	108,513
Best Beginnings	32,063	-	32,063	71,063
The Cattanach Trust (now Elevate Great)	50,305	-	50,305	101,780
The Dulverton Trust	-	35,000	35,000	-
Kiawah Trust	-	50,000	50,000	
Oxfam	10,000	-	10,000	10,000
The Robertson Trust	16,709	-	16,709	53,108
Other Grants	12,220	143,212	155,432	296,077
	198,535	228,212	426,747	640,541

4. Other Trading Activities

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Sale of Product Income	-	260	260	153
Speaker / Writer Fees	-	-	-	21,561
	-	260	260	21,714

5. Expenditure on Raising Funds

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Donation Processing Fees	-	8,069	8,069	7,780
Fundraising Staff Costs	2,751	51,408	54,159	46,416
Payment Processing Fees	-	-	-	20
Marketing	4,995	5,421	10,416	30,236
	7,746	64,898	72,644	84,452

6. Expenditure on Charitable Activities

	Restricted Funds £	Unrestricted Funds £	Year to 31-Dec-25 Total £	Year to 31-Dec-24 Total £
Advice Line	7,349	2,317	9,666	12,222
Beacon	6,830	-	6,830	7,768
Other Events	21,634	1,826	23,460	9,550
Event Comms	-	5,280	5,280	-
Freelancers	16,140	10,381	26,521	32,333
Membership Costs	-	226	226	3,322
Research	16,100	-	16,100	9,900
Administrative Costs	11,608	5,298	16,906	19,603
Legal and Professional Costs	1,050	1,500	2,550	11,870
Equipment Expensed	51	762	813	583
Rent	612	2,464	3,076	7,466
Repairs & Maintenance	-	74	74	487
Trustee Expenses	-	245	245	-
Training Costs	5,267	7,696	12,963	-
Staff Costs	148,389	220,890	369,279	450,210
Travel Costs	4,801	6,480	11,281	26,898
	239,831	265,439	505,270	592,212

7. Expenditure on Charitable Activities by Project

	Staff Costs £	Direct Costs £	Support Costs £	Year to 31-Dec-25 Total £	Year to 31-Dec-24 Total £
Access to Justice Foundation	54,834	30,242	2,481	87,557	82,366
Best Beginnings	20,955	4,015	2,717	27,687	53,030
The Cattanach Trust (now Elevate Great)	42,978	560	6,129	49,667	97,029
Esmee Fairbairn Foundation	-	-	-	-	1,187
Highway One	-	-	-	-	4,100
Oxfam	1,710	6,440	291	8,441	9,900
The Robertson Trust	32,952	3,605	1,702	38,259	31,397
Career Shredder*	-	16,000	-	16,000	
Joseph Rowntree Foundation	-	12,220	-	12,220	
General Expenditure	232,686	19,804	12,949	265,439	313,203
	386,115	92,886	26,269	505,270	592,212

*This project is funded by a small number of individual donors.

8. Other

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Accountancy	3,060	15,720	18,780	15,502
Bank Charges	-	486	486	203
Depreciation	-	4,842	4,842	5,637
	3,060	21,048	24,108	21,342

9. Net Income

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Accountancy	3,060	15,720	18,780	15,502
Depreciation	-	4,842	4,842	5,637
	3,060	20,562	23,622	21,139

10. Staff Costs

The total staff costs and employee benefits was as follows:

			Year to	Year to
	Restricted	Unrestricted	31-Dec-25	31-Dec-24
	Funds	Funds	Total	Total
	£	£	£	£
Salaries	131,792	172,644	304,436	415,869
Tax and Social Security	12,356	15,544	27,900	37,218
Pension	4,167	4,637	8,804	13,343
Gifts and Entertainment	-	175	175	1,913
Training & Support	5,267	9,986	15,253	20,138
Recruitment	75	25,599	25,674	8,145
	153,657	228,585	382,242	496,626

The following number of employees received a gross salary between the below bands during the year:

	Year to	Year to
Band	31-Dec-25	31-Dec-24
	Total	Total
	£	£
£60,000 - £69,999	1	1

The charity considers its key management personnel comprises of the Chief Executive Officer, The Chair and Vice Chair of the Board and the Treasurer.

One member of the key management personnel is employed and received employee benefits in 2025 – the Chief Executive Officer. The total amount of employee benefits received by the Chief Executive Officer was £64,925 (2024: £79,637). Under FRS 102, employee benefits includes gross salary, benefits in kind, employer's national insurance and employer's pension contributions.

The rest of the key management personnel are trustees and received no remuneration for their work.

The average number of employees during the year, calculated on the basis of full-time equivalents, was 7 (2024: 10)

11. Related Parties

There were no related party transactions in the current and prior year.

12. Indemnity Insurance

During the year, £1,661 (2024: £246) indemnity insurance was paid to protect the charity from loss arising from the neglect or defaults of its trustees or agents, and to indemnify the trustees and other officers against the consequences of neglect or default on their part.

13.Operating Lease Commitments

There were no operating lease commitments in the current and prior year.

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14. Contingent Assets

Total grant funding awarded as at 31 December 2025 but not yet recognised as income due to the recognition criteria not being met amounts to £53,108.

15. Tangible Fixed Assets

	Plant & Equipment	Computer Equipment	Total
	£	£	£
COST			
As at 1 Jan 2025	652	25,088	25,740
Additions	100	2,034	2,134
Disposals	-	(2,187)	(2,187)
As at 31 December 2025	752	24,935	25,687
ACCUMULATED DEPRECIATION			
As at 1 Jan 2025	311	16,517	16,828
Charge for the year	187	4,655	4,842
Disposals	-	(2,187)	(2,187)
As at 31 December 2025	498	18,985	19,483
NET BOOK VALUE			
As at 31 December 2025	254	5,950	6,204
As at 1 Jan 2025	341	8,571	8,912

16. Debtors

	Restricted Funds £	Unrestricted Funds £	Year to 31-Dec-25 Total £	Year to 31-Dec-24 Total £
Trade Debtors	-	200	200	238
Deposits	-	345	345	345
Accrued Income	-	-	-	32,063
Prepayments	9,458	6,203	15,661	3,680
	9,458	6,748	16,206	36,326

17. Creditors: Amounts Falling Due in One Year

	Restricted Funds £	Unrestricted Funds £	Year to 31-Dec-25 Total £	Year to 31-Dec-24 Total £
Trade Creditors	-	2,433	2,433	8,803
Deferred Income	86,286	-	86,286	70,650
Accruals	8,880	7,238	16,118	10,295
Other Creditors	-	13,799	13,799	12,559
	95,166	23,470	118,636	102,307

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18. Analysis of Net Assets Between Funds

	Restricted Funds £	Unrestricted Funds £	Year to 31-Dec-25 Total £	Year to 31-Dec-24 Total £
Fund balance at 31 December 2025 are represented by:				
Fixed Assets	-	6,204	6,204	8,912
Current Assets	86,286	407,138	493,424	508,635
Creditors: amounts falling due within one year	(86,286)	(32,350)	(118,636)	(102,307)
	-	380,992	380,992	415,240

19. Statement of Funds

	As at 1-Jan-25 £	Income £	Expenditure £	Transfers and investments £	As at 31-Dec-25 Total £
GENERAL FUNDS	379,157	353,239	(351,385)	(19)	380,992
RESTRICTED FUNDS					
Access for Justice Foundation	13,070	77,237	(90,309)	2	-
Best Beginnings	1,302	32,063	(33,358)	(7)	-
The Cattanach Trust (now Elevate Great)	-	50,305	(50,333)	28	-
Joseph Rowntree Foundation	-	12,220	(12,220)	-	-
Oxfam	-	10,000	(9,996)	(4)	-
The Robertson Trust	21,711	16,710	(38,421)	-	-
Career Shredder*	-	16,000	(16,000)	-	-
Total Restricted Funds	36,083	214,535	(250,637)	19	-
TOTAL FUNDS	415,240	567,774	(602,022)	-	380,992

*This project is funded by a small number of individual donors.

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20. Funds

	Restricted Funds £	Unrestricted Funds £	Year to 31-Dec-25 Total £	Year to 31-Dec-24 Total £
UNRESTRICTED FUND				
General	-	380,992	380,992	379,157
Designated				-
RESTRICTED FUND				
Access to Justice Foundation	-	-	-	13,070
Best Beginnings	-	-	-	1,302
The Robertson Trust	-	-	-	21,711
TOTAL FUNDS	-	380,992	380,922	415,240

21. Restricted Fund Reconciliation

	Incoming resources £	Outgoing resources £	Capital Items £	Balance at 31-Dec-25 Total £	Balance at 31-Dec-24 Total £
Restricted Fund	214,535	(250,618)	-	-	36,083
	215,535	(250,618)	-	-	36,083

PREGNANT THEN SCREWED

Registered charity number: SC052777