THE GRACE EYRE FOUNDATION

England & Wales · Charity number 1020192

Details

Status	Registered
Legal form	Charitable company
Company number	02806429
Registered	1993-04-23
Register	View on the Charity Commission register

Contact

Address	The Grace Eyre Foundation Telecom House Ground Floor West 125-135 Preston Road Brighton BN1 6AF
Phone	01273201900
Email	enquiries@grace-eyre.org
Website	www.grace-eyre.org

Activities

Objects: THE OBJECTS OF THE CHARITY ARE TO SUPPORT AND ASSIST PEOPLE WITH LEARNING DISABILITIES, MENTAL HEALTH NEEDS, PHYSICAL OR SENSORY DISABILITIES, OLD AGE OR ANY OTHER SIMILAR SUPPORT NEED BY ARRANGING, PROVIDING OR ASSISTING IN PROVIDING ACCOMMODATION, EMPLOYMENT, EDUCATION, TRAINING, RECREATION, OCCUPATIONAL ACTIVITIES AND SIMILAR SERVICES.

Activities: The charity works with and supports 650 people with learning disabilities and/or autism. The main activities are 1 - Choices supported living schemes & community support, 2 - housing, 3 - shared lives scheme and 4 - Active Lives, day time opportunities such as supported employment, travel buddy scheme, friendship groups, education, training , creative arts and sports and leisure.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Accommodation/housing, Arts/culture/heritage/science, Amateur Sport
- **Who:** Children/young People, People With Disabilities

Geography

- Brighton And Hove
- East Sussex
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£12,673,646	£12,560,359	£3,356,236	312
2024-03-31	£11,368,829	£11,743,760	£3,242,949	315
2023-03-31	£10,575,323	£10,509,496	£3,617,880	287
2022-03-31	£9,083,709	£8,827,310	£3,552,053	262
2021-03-31	£9,596,376	£9,012,949	£3,295,654	263

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Trustees

Name	Role	Appointed
Andrew Fraser Horne		2024-05-31
Anna Marie Cooley		2021-03-29
Baldeep Singh Dhol		2023-03-15
Dominic James McMahon		2025-07-07
Joshua Daniel Puglia		2023-03-15
Lisa Ryan		2023-03-15
Mark Francis Grover		2026-04-29
Natalia Gubbioni		2026-04-29
Simon Jonathan Owen		2017-11-13
Stephanie Smith		2023-03-15

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THE GRACE EYRE FOUNDATION

England & Wales - Charity number 1020192

Accounts

Charity Registration No. 1020192

Company Registration No. 02806429 (England and Wales)

The Grace Eyre Foundation

Consolidated Report and Financial Statements for year ended 31 March 2025



grace eyre

ABILITY
EQUALITY
INDEPENDENCE

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THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Office/Address:	Telecom House Ground Floor West 125-135 Preston Road Brighton, East Sussex, BN1 6AF
Bankers:	Barclays Bank PLC 139-142 North Street Brighton, East Sussex, BN1 1RU
Independent Auditors:	TC Group One Bell Lane Lewes East Sussex, BN7 1JU
Legal Advisors:	DMH Stallard Griffin House 135 High Street Crawley West Sussex, RH10 1DQ
Company No:	02806429
Charity Registration No:	1020192
Secretary/CEO:	Eva Eriksson
Trustees/Director	Anna Cooley – Chair Andrew Horne – Treasurer, joined 31/05/2024 Simon Owen Stuart Leaney Stephanie Smith Josh Puglia Lisa Ryan Baldeep Dhol Mark Blake – joined 31/05/2024 Dominic McMahon – joined 07/07/25 Camilla Gauge – resigned 16/05/2024 Lenna Cumberbatch – resigned 06/07/2024 Peter Begley – resigned 07/11/2024 Kirsty Pentecost – resigned 07/11/2024 Samantha Boast – resigned 18/12/2024 Elisabeth Corbishley – resigned 03/01/2025 Daniel Parsonage – resigned 24/06/2025

THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES REPORT

The trustees have pleasure in presenting their report and financial statements for the year ended 31 March 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 document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

PURPOSE, CHARTER, VISION, MISSION AND VALUES

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar services.

Our Charter

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

- We want to **be listened to**
- We want to **be part of our community**
- We want to **have strong and supported relationships**
- We want **good housing**
- We want **jobs**
- We want to **travel around**
- We want to **try new things**
- We want to **be healthy**



Our Vision

Grace Eyre's vision is for a society where people with a learning disability and autistic people can fulfil their dreams and wishes, are respected as equal citizens, and are part of, and contribute to their communities.

Our Mission

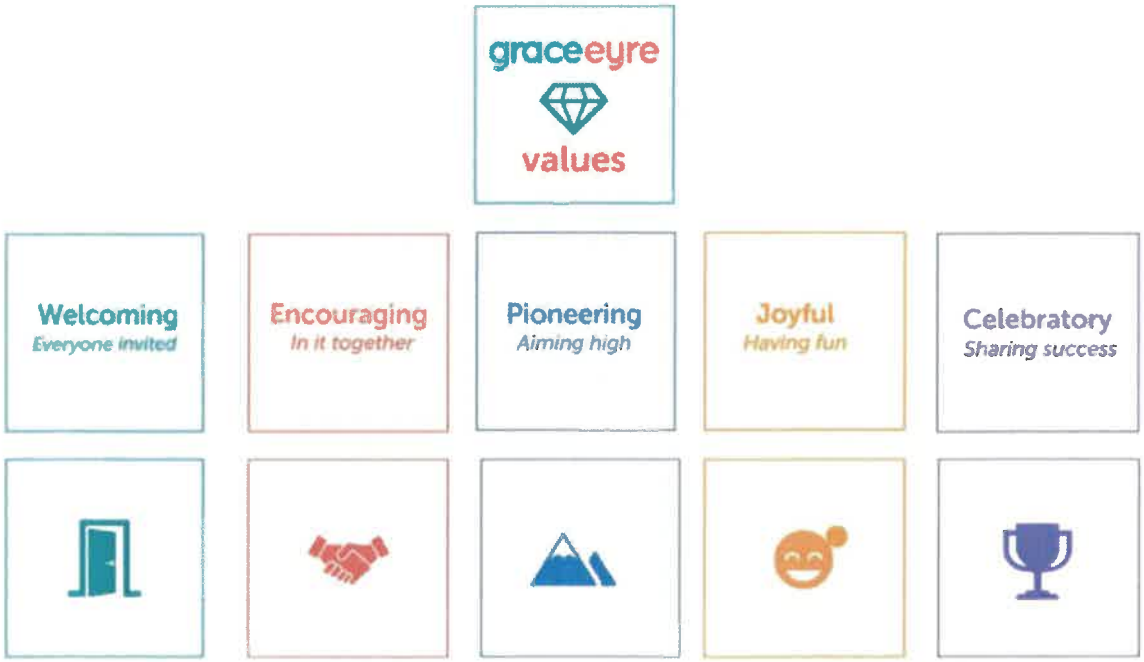
Grace Eyre's mission is to deliver Our Charter created by people with a learning disability and autistic people who want: to be listened to; have access to housing; be part of their community; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.

Our Values

Our organisational values are a shared set of standards that everyone at Grace Eyre can aspire to and help us to bring our vision, mission, Charter and Our Plan to life.

Our values are:

- Welcoming – everyone invited
- Encouraging – in it together
- Pioneering – aiming high
- Joyful – having fun
- Celebratory – sharing success



THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

THE FOCUS OF OUR WORK

The Grace Eyre Foundation supports people with a learning disability and autistic people through four key services: Active Lives, Shared Lives, Choices, and Grace Eyre Housing.

In addition, the four services are supported by 'Our Voices', which is headed up by an Inclusion & Projects Director and a team of people with lived experience of a learning disability and/or autism, and works towards Grace Eyre being led by people with a learning disability and/or autistic people.

Throughout the year we had enquiries and referrals from 296 individuals and of those we were able to offer a service to 73 people. This shows the need for the services Grace Eyre offer is in great demand and the need to expand is great.

The charity adds to the social care fees from local authorities by fundraising for projects that would otherwise not be funded. This year we achieved funding for our allotment, business transformation, employment, health and well-being, Pioneer Arts, Preston Park Station Mural, Purple Production and Travel Buddy project. In total we raised £390k from trusts & foundations, fundraising events and donations.

Active Lives has been successful in developing its services further to become more community based. By March 2024, 182 individuals took part in activities delivered as part of the building-based support and our projects such as Travel Buddy Project and Employment Project. We moved our day opportunities base to Telecom House in November 2024 and started activities in a further four community spaces as well as eight sports and leisure centres across Brighton & Hove and West Sussex.



The Travel Buddy Project completed their successful home to school pilot project in Brighton & Hove and has been successful in gaining a three-year grant from

Motability, which has seen the project so far working with 6 individuals learning to travel and 23 people attending workshops on independent travel.

Our Employment Project has been supported by grants, in particular from West Sussex Adult Education Learning, towards Skills for Work and Skills for Life training across West Sussex, with a focus on Worthing, Chichester and Crawley. In addition, 43 people completed numeracy training, and we trained 8 numeracy champions.

Pioneer Arts, an online gallery, was started with a grant from Brighton & Hove City Council and has continued to attract some other smaller grants. The aim is to showcase and sell art from marginalised artists with a learning disability and/or autistic people.

Shared Lives supports 63 people with a learning disability, autistic people, and mental health needs, matching individuals with 48 paid carers so that they can live and participate in the community and provide ongoing support. We continue to work with over 15 local authorities through this service. Shared Lives has reviewed its services and diversified its offers, such as 'Shared Lives Local' (people supported by self-employed carers living nearby) and 'HomeShare' (where a person with a larger property shares with a person for reduced rent and in return supports the individual with some light housework etc.). The aim going forward is to break even financially by 2027.

Choices supports 293 individuals and offers two types of services across Brighton & Hove and West Sussex: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1-20 hours of support per week.



We also opened 'The Reach' in March 2024 in a central location with good bus routes. It offers a service to people living in Brighton & Hove with lower support needs in a way that meets their needs and enables them to make connections with others, access support when they need it and promotes independence. It provides a drop-in service together with a home visit or some group activities in the community with a view to people making friendships and eventually organise these on their own.

The first year has been positive and we have learnt a lot:

- We have supported people with the transition to this new support model – both staff and people we support.
- We have supported people to pay client contributions, which have risen and/or are new to people.
- We have considered the layout of the room to be as productive as possible while also making it a warm/welcoming space
- We have met new people who have lower support needs but come to us with a different set of problems, such as tenancy support, budgeting, healthy lifestyles, drug and alcohol related problems, exploitation from friends. The managers and staff have had to upskill themselves to support these new areas.
- People have been making friendships through The Reach and arranging to spend time together without paid support.
- People have been trying new things in the community, for example: we supported people to go to London because they said they had never had before; someone went to the dentist for the first time; people have been accessing different community groups and have continued to attend these groups without support.

The service needs to grow in numbers to make it more sustainable so we are taking on new referrals this year. We want a smaller more focussed staff team who embrace this new way of providing support. We will ensure the space is welcoming to everyone, taking into consideration different requirements, for example, more autism-friendly times, quiet times, or specific topics of support times.

We have put individual's wants and wishes at the centre of this service, and it is changing people's lives. It is providing more immediate positive outcomes for people as when they come in with a problem it can often be resolved straight away or within a shorter time scale. The people we support can be vulnerable in the community, but The Reach offers a safe, supportive environment with a team that can resolve issues and find ways to keep people safe in their communities. People are gaining the skills and confidence to enjoy what Brighton & Hove has to offer with friends made at The Reach, rather than with a paid worker. We have worked in positive partnership with Brighton & Hove City Council Commissioners and Social Work Teams to develop this alternative way of providing support.

Grace Eyre Housing has 162 bedspaces across Brighton & Hove and West Sussex. They act as the landlord for people with a learning disability, autistic people and people with mental health needs living in their own accommodation. Grace Eyre Housing has grown significantly during the year and is beginning to make a real difference to the housing challenges for people with a learning disability, autistic people and people with mental health issues. We work in partnership with many care and support providers including Venture People, Arundel Care, Achieve Together, SPINC, Mencap, Amaze, Sands Project, Caremark etc. and of course Grace Eyre's own Choice's and Shared Lives services.

The most exciting project during the year has been the Peer-to-Peer Project, funded by Nationwide. A team of one Peer Tenancy Support Coordinator and two Tenant Mentors have contacted 34 tenants who received 1-1 visits. The introduction of Peer Mentors has given tenants that haven't previously engaged the opportunity to engage with someone they can relate to.

The project has provided groups and activities, including tenant meetings and drop-ins, in both West Sussex and Brighton, as well as sending out regular updates to tenants. The meetings provided opportunities for tenants to come together, share experiences and feedback so that Housing can be more inclusive. Other events run by the project included:

- Two large social events (summer 2024 & December 2024), with tenants helping on the day
- Four LGBTQ tenant meet ups and plans to work in partnership with another agency going forward (Speak Out)
- Three games nights in collaboration with Purple Productions, where we supported tenants to attend
- Four video workshops to create accessible housing content.
- Two Creativity Clubs (in collaboration with The Reach), introduced based on evidence that many tenants value creative outlets to help with wellbeing and self-expression. One tenant led on this, creating a poster, then planning and delivering the session
- Supporting three tenants with shortlisting and sitting on the interview panel for the recruitment of the Peer Mentors
- One tenant giving a talk on his housing experiences to younger people with learning disabilities looking to move into more independent living

The Peer to Peer Project had made a big difference to tenants as they now have opportunities to meet other tenants, develop friendships, and participate in activities that build confidence and skills, and support mental wellbeing. One tenant who was feeling anxious over financial difficulties and who came to the tenant meeting said:

> *"I can say hand on heart that assuredly you have created safe spaces in the tenancy groups, and coming to the group on Wednesday did my mental health and sense of stability a world of good".*

In another example, a tenant, who had previously had little engagement with the Peer-to-Peer project, was part of an interview panel for the recruitment of a peer mentor. They were initially nervous but were supported before and during the process. Everything went well and after the first interview, their confidence grew and they ended up enjoying it. The tenant then agreed to work with the newly recruited mentor to develop a women's group, which will help to continue to build their confidence and engagement.

The project has also supported people with their daily living skills. For example, one tenant who struggled with their cooking was helped by others in the group to come up with a new, easy recipe they could try and talked through how to make it. Other subjects covered by the group included voting and politics and how to make them more accessible.

Our Voices makes sure that both Grace Eyre and wider society are inclusive of people with a learning disability and autistic people. There are seven members of staff, 82% of whom are people with a learning disability or autistic people.

Two members of staff went through a redundancy consultation due to the closure of the Quality Checker Project. They now have new roles in the organisation as Oliver McGowan Lived Experience Co-facilitators.

We have three trustees with lived experience and we are in the process of recruiting a fourth trustee. In the next year, we will have a fifth trustee with lived experience of a learning disability or autism. We have 12 Ambassadors and eight Purple Production volunteers.

The Our Voices team ran four campaigns this year:

- Scrap Disability Tax – in development in 2024 and is now on hold
- Employment – September 2025 launch
- Stay Up Late – events ending after 10pm, reflecting the Stay Up Late campaign
- My Vote, My Voice campaign – organised Hustings alongside Brighton & Hove Speak Out 2024.



The team worked or networked with 18+ organisations:

- **Learning Disability England –** Annual Conference watch party, forums and focus groups. Co-produced Learning Disability Pride events with Gary as speaker
- **Regional Stakeholder Network** – Part of the Disability Unit advocating disability issues
- **Brighton and Hove Council** – Information and advice work stream and Disability Panel, community engagement collaboration-funding
- **Speak Out** – Research, training, accessible hustings, meeting links, events partner
- **Mencap** – Advocacy and campaigning, sitting on committee, Funfest funding
- **Carousel** – Pride and events, radio show, Arts Cafe
- **Unity Night Club** – Pride and events
- **Heart Venture** – Pride and events
- **CGL –** Specialist advice on supporting autistic people into employment.
- **Joyfully Different** –Disability inclusion in the workplace
- **Aldingbourne Trust –** Social care day of action, Chichester
- **Stay Up Late –** Campaign partner, Pride and Endless Summer events partner, social care day of action, Hove
- **Puzzle bored –** Events and Ambassadors meetings
- **Brighton Fringe -** Fringe artist with Laughter Lounge (Brighton's only Neuro-diverse Comedy night), Grace Eyre Fringe venue
- **NHS** - Panel to inform NHS policy for Learning Disabled patients
- **Amaze** - Partner for events Pride Parade
- **Spiral** - Partner for events
- **Edge** - Partner for events, partners roundtable

The Ambassadors represented Grace Eyre at the Learning Disability England Partnership Board, Brighton Autistic Movement, and other one-off events. We took part in a research discussion about long hospital stays for autistic people and people with a learning disability.

The Ambassadors also worked with members of Speak Out on a presentation about how to organise accessible hustings for general elections. This was presented in 2024 at the annual Learning Disability England conference in London.

The Ambassadors co-delivered 'working with patients with a learning disability' training to physician associate students at the Brighton & Sussex Medical School. This training is co-produced with the Ambassadors and includes self-advocacy skills, Makaton for healthcare professionals, easy read and the Accessible Information, Mental Capacity Act, learning difficulty vs learning disability, etc. The training was a success and has been scheduled again for the following year.

Other Our Voices projects this year included:

- The Ambassadors produced social media content for Autism Acceptance Month 2025.
- We continued our Trustee Training to support people into trustee positions.
- Our Voices supported the organisation during Co-production Week, 1-5 July. Over the year we trained two Grace Eyre teams and 20 colleagues in co-production which was rolled out in March 2024.
- We trained four Grace Eyre teams and 22 colleagues in easy read training, which was rolled out in March 2024.
- Our Inclusion and Projects Director worked with Human Resources to present a workshop on 'understanding of reasonable adjustments' at our annual staff conference.
- Our Voices contributed to the Employment Strategy, making local connections with organisations that are keen to support us. We helped improve our internal processes to be more accessible by working with Human Resources.
- Charter Checkers completed five checks of services over the year.
- We trialled VideoAsk with the Ambassadors as a feedback platform for the organisation. This was very successful

ENSURING OUR WORK DELIVERS GOOD OUTCOMES

Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020-2027 – known as "Our Plan" which sets the direction for all our work. "Our Plan" is reviewed annually with input from people who use our services, staff, and trustees. In the review, we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives, and activities remain focused on our stated purpose.

The overarching aim of the strategy is to build a growing, financially strong, and high-quality organisation that listens to and is led by people with learning disabilities and/or autistic people.

What we want to achieve

Finances and Services:

- We will be financially sustainable.
- We will achieve full cost recovery for Shared Lives by 2027 and maintain full cost recovery for Choices, Housing and Active Lives.
- We will achieve fundraised income to support our key projects.
- We will achieve trading income to ensure we can deliver good housing and two trading projects.
- We will ensure people with a learning disability and autistic people are employed in our communities.

Quality and Improvement; Governance:

- We will continue to develop the Quality Management Framework for Choices, Active Lives, Shared Lives and Housing by introducing Quality Checkers.
- We are improving our use of technology to support staff and the people we support.
- We will monitor, evaluate and report on our impact so we can measure the impact we make.
- We will improve board performance by supporting trustees with lived experience and ensure reporting is easy read and supported by detailed annexes by 2025
- We will measure trustee involvement by volunteer hours.

Equality, Diversity and Inclusion; Workforce:

- Through our Inclusion Strategy, we will be stronger by listening to people with learning disabilities and autistic people and reflecting on the Sussex communities we engage with.
- We will remain an employer of choice by our staff by 2027.
- We will develop a Volunteer Strategy and will recruit and support volunteers.

Partnerships and Sustainability:

- We will harness the power of partnerships to achieve more.
- We are reducing our environmental footprint.

ACHIEVEMENTS AND IMPACT

Finances and Services

Overall, the organisation achieved a surplus of £113,287. We have reviewed and looked at options for our loss-making services, with the only losses occurring in Shared Lives this year.

Housing has seen a growth in the number of bedspaces and tenants they have been able to house. There is a growing demand for secure supported housing for the people we support. Shared Lives has lost all placements from West Sussex County Council since 1st April 2025. However, Shared Lives is part of a North East London Consortium that received funding from the Department of Health, with Grace Eyre representing Barking and Dagenham. A plan is in place of reducing the losses in Shared Lives to zero by 2027.

The main reason for the small surplus has been the difficult financial position of local authorities with low fee increases and slow payments. Brighton & Hove City Council changed their contract from April 2024, which meant we do not receive payments for voids in our supported living services, which has resulted in a £134,000 financial loss to the charity. We work closely with all of our 19 local authorities and in particular Brighton & Hove City Council and West Sussex County Council. Recruitment is still challenging and in resolving these issues we are continuing to use agency staff, which costs up to 60% higher than our own staff costs.

Finance and Services

Objective	Target by 2027	March 2025	On Track?
Financially Sustainable	1.5% Profit	0.89%	On track
	Cash of £1m	£260,571	Cashflow panel in place
	10% overheads	14.8	Reducing
Full cost recovery Shared Lives	1.5% profit by 2027	On track	On track

Fundraising income to support the Big Build and key projects	Fundraising 5% total income	2%	Project cancelled; income used for other priorities where possible
Trading income to ensure Housing and trading companies	20% of income from trading	19%	On track
	Two trading companies set up	Online Gallery	On track
Employment for all	Fundraising for employment project £300k	£150,289	Progressing
	Support 100 people to jobs, volunteer or training	53	Progressing

Quality and Improvement; Governance

Objective	Target by 2027	March 2025	On Track?
Use of technology	Quality checks for all services	6	Combined checks by Quality Checkers and Quality Manager.
	Business transformation	2 new software for care management and HR in place	Progressing
Outcomes and impact reporting - what difference do we make?	Standardised reporting format by 2025		Not achieved – project moved to Marketing.
Become user-led - trustees with lived experience	Five trustees with lived experience, all reports easy read.	4	Easy read templates and guidance in place, 4th trustee has been recruited.

Equality, Diversity and Inclusion; Workforce

Objective	Target	March 2025	On Track?
Equality, Diversity and Inclusion Strategy implemented	Staff forums set up	1 set up	Progressing
	20% staff with lived experience	9.4%	Progressing
	People we support choosing their own staff.	100%	
	Report on diversity		Pay gap reporting includes diversity and will continue to be enhanced.
Employer of choice	Competitive rates of pay and benefits	7.25% vacancy 9.96% turnover	Vacancies are over target and staff turnover are within targets.
	Achieve IIP Gold by 2027	Silver	On track. IIP silver this year.
Volunteer Strategy	Recruit 100 volunteers	31	New volunteer guidance and support in place.

Partnerships and Sustainability

Objective	Target	March 2025	On Track?
More partnerships	6 formal partnerships	15 formal partnerships	Achieved
Reduce our environmental impact	Green Team set up to increase organisational sustainability, including waste reduction and more recycling	Has been set up	Achieved

	Management of energy and utilities	started measuring via the ESOS scheme	Progressing
	Improve green spaces by setting up a horticultural project	Started with the allotment	Started project

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

The skills and knowledge of the trustees, who also act as Directors of the Company, were reviewed during the year to identify gaps with a view to ensuring that the trustee body has an appropriate range of relevant skills and experience. Six trustees resigned during the year, which leaves the number of trustees at ten. The new Chair, Anna Cooley, together with the trustees, will look at gaps in skills needed for the board and any vacancies identified will be advertised. The charity is committed to ensuring that the voice of people with a learning disability and autistic people is reflected in decisions made by the board of trustees. Three of the trustees have lived experience, and a target has been set of having five trustees with a learning disability or autistic people by 2026.

The committee structure remained the same with three committees:

- The Big Build Committee has been overseeing the Montefiore Road refurbishment work. However, this committee had its last meeting on the 24th March 2025 and has now been closed.
- The Audit & Risk Committee has been invaluable in steering the charities' finances and quality scrutiny. A new chair, Andrew Horne, was appointed by the Board in May 2024.
- The Remuneration Committee meets once per year to determine salaries and terms and conditions for the Chief Executive and the Directors that make up the Executive Team.

The committees support the work of the Board of Trustees. Trustees have undertaken training throughout the year and have explored the Charity Governance Code at each of their meetings to ensure trustees fully understand their role and purpose. An external Governance Review will be undertaken in the coming year.

The trustees have in place processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2027, the risk management plan, Health & Safety, and other major policies and procedures. The trustees have monitored the implementation of the current strategic plan. The trustees are satisfied that the charity has achieved some of what it set out in the first five years of the plan and will undertake a review of our strategic plan with a view to developing a new strategic plan from 2026. During the year, trustees will discuss the key priorities and agree new objectives and targets, risks and timescales. A Board Assurance Framework will be developed to support the trustees.

The Big Build

The charity purchased 36 Montefiore Road in Hove in 1950, and it has been our base since then. However, the trustees had to make the very difficult decision not to go ahead with our Big Build at their meeting on 31st March 2025.

We have been planning this amazing development since 2018 and, this year, the trustees were at last ready to go ahead with this ambitious and exciting renovation project to transform the headquarters of the charity into eight flats for people with a learning disability and/or autistic people; office space for our staff; and a state of the art community arts centre for artists to exhibit and including a theatre run by and used by people with a learning disability and/or autistic people.

However, the harsh reality of a difficult social care climate, caused by the actions of the government and local authorities, has tipped the feasibility of the project away from us. The introduction of increases to National Insurance and the Real Living Wage has cost us over £700k, which represents a rise in costs of 8%.

Additionally, a local authority's decision to offer us a 0% increase to provide our services has further increased our uncertainties and we are probably facing the most difficult financial environment of the last 15 years.

Grace Eyre is determined to ensure our charity can continue to support more than 600 people with a learning disability and/or autistic people going forward, which is why the trustees have had to take this very difficult decision. We need all our resources to continue our work, and we will continue to stand firm against any additional pressures that may compromise the health and well-being of society's most vulnerable members. It was noted that low fee income from local authorities continues to create real difficulties in recruiting and retaining staff, however we continue to support the real living wage.

To ensure we have a clear plan to manage the volatile financial environment we find ourselves in, since the introduction of raised employers' national insurance and the National Living Wage and the continued difficult financial position of local

governments, on their away day in April 2025, trustees started discussions about the key priorities for a new strategic plan.

PUBLIC BENEFIT

In shaping our objectives and planning our activities for the year, the trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set. The trustees believe that the following paragraphs on the vision, mission and the Charter, developed by people with a learning disability and autistic people, relate in detail to the benefit that the charity provides to the public.

RISK MANAGEMENT

At their Audit & Risk Committee meeting and as part of the Our Plan review, the trustees debated and considered major risks affecting the charity. The principal risks and uncertainties facing the charity, as identified by the trustees are:

		**Top 5 Risks to the Organisation**
No	**Risk**	**What are we doing to reduce the risk?**
1	**Finance: Cashflow** Poor financial performance of the charity resulting in a loss position and inability to meet our payments as they fall due to insufficient cash.	Set up a cashflow panel monitoring cash on a daily and weekly basis. Produced a 13-week cashflow projection. Working with debtors for payments of debts owed to us and reducing unpaid voids.
2	**Finance: Income** – local authority fee levels- are inadequate to ensure sufficient income to make a surplus.	Ongoing negotiations with local authorities, diversification of income, innovation and consider partnerships and mergers.
3	**Finance: Spending** – poor control of costs resulting in a loss position.	Business partners working closely with budget holders, increased monitoring through management accounts. Senior Managers have been tasked with making savings where possible. Reviewed staffing levels for all services. Renegotiating some key contracts e.g. mobile phones.

4	**Cyber crime** e.g. ransomware, loss of systems	IT is in-house. Training is held around cyber security. New training plan being developed. Working for Cyber Essentials accreditation.
5	**Safeguarding** – reputational damage leading to loss of contracts and downgrading by regulators.	Safeguarding leads by director and trustee, safer recruitment, higher salaries, mandatory training, serous incident reviews, whistleblowing and code of conduct for staff and lessons learnt.

Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which reports to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with a learning disability or autistic people are delivered. We are fully committed to the emphasis on a person-centered approach with increased involvement of individuals who use our services and their family carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex, the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Jane Bettany, Naomi Cox, Julie Rossiter, Nathaniel Lawford, Chris Hill and Russell Jordan, manages the charity's operations on a day-to-day basis.
In total the charity employs 318 (233 FTE) employees.

FUTURE PLANS

The charity will continue to build our financial sustainability and continue to strengthen our values and culture. We believe that these key areas will support the aims in Our Plan 2020-2027:

Sale of Montefiore Road and replacement of Head Office and Active Lives:

- Our Head Office and Active Lives - day opportunities have moved to temporary premises while we are considering options for replacing Montefiore Road
- A Task and Finish Group has been set up to look at options for selling and replacing Montefiore Road.

Financial Resilience:

- Ensure we monitor and improve our cashflow

- Ensure all our services are profitable and can produce a minimum of 1.5% surplus
- Ensure our budget managers can control their costs as agreed in our budget
- Continuing to grow our services and keep overhead costs to 10%

Business Transformation:

- Build our use of technology to ensure a better quality of life for the people we support and increase efficiencies to be able to have timely and accurate reporting to the board of trustees and all our managers
- To embed new HR, Care Management and Fundraising/Marketing software, to build on the use of InForm for Housing, and research the best accounting system for the charity

FUNDRAISING

We continue to invest in a fundraising team within our Income Generation Directorate to help diversify our income. All fundraising activities at The Grace Eyre Foundation are undertaken in accordance with Charities (Protection and Social Investment) Act 2016 section 13. All fundraising activities are carried out by staff employed directly by Grace Eyre. We do not undertake any direct fundraising activities such as door-to-door, private site or street-based fundraising activities.

The Grace Eyre Foundation is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the institute of fundraising and abide to its compliance framework. There have been no instances of failure to comply with Fundraiser Regulatory standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

FINANCIAL REVIEW

Against the backdrop of inflation, interest rates hikes, the cost-of-living crisis and uncertainties over the future funding of services, Grace Eyre Foundation made a surplus of £113,287 in 2024-25 compared to a loss of £374,931 in 2023/24. Successful actions have been taken to turn this around in 2025/26 including looking at costs, such as renegotiating big contracts, growth, and diversifying income.

INVESTMENT POLICY

Funds that are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions. Investments are reviewed periodically by the trustees to maximise returns and maintain capital value.

RESERVES POLICY

Grace Eyre sets its reserves target based on a risk assessment. The risk-based reserves policy is designed to ensure that Grace Eyre has sufficient financial resources to meet its objectives while maintaining financial stability, considering the specific risks facing the organisation. The reserves target is reviewed annually by the Board of Trustees to ensure that it remains appropriate. The reserve requirement is calculated as follows:

	£
Total funds	3,356,236
Less fixed assets	2,246,640
Less restricted funds	255,012
Total free reserves	**854,584**
Reserves policy minimum target	750,000

The level of reserves is currently slightly above Grace Eyre's target.

AUDITOR

In accordance with the company's articles, a re-tender will be undertaken to appoint new auditors, and the successful auditors will be approved at the Annual General Meeting in November 2025.

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 on 7th July 2025.

Anna Cooley – Chair

Trustee

.....

Andrew Horne – Treasurer

Trustee

.....

Date 28/08/2025

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

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

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

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE GRACE EYRE FOUNDATION

Opinion

We have audited the financial statements of The Grace Eyre Foundation (the 'charity') for the year ended 31 March 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 March 2025 and of its incoming resources and application of resources, including its income and expenditure, 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 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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, except to the extent otherwise explicitly stated in our report, 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 during our audit:

- the information given in the Trustees' Report for the financial year 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.

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 directors' report included within 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.

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:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company complies with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and
- assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud; and

- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements, including the Trustees' Report, and remaining alert to new or unusual transactions which may not be in accordance with the governing document.

The most significant laws and regulations that have an indirect impact on the financial statements are employment law, health and safety regulations and the UK General Data Protection Regulation (UK GDPR). We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these laws and regulations and inspected correspondence with regulatory authorities.

We identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included, but were not limited to, testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates.

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 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 charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

David Martin FCA (Senior Statutory Auditor) for and on behalf of TC Group

TC Group

Statutory Auditor

Office: Lewes

Date: 1 September 2025

THE GRACE EYRE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Current financial year

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income from:					
Donations and legacies	**3**	6,105	284,453	290,558	124,788
Charitable activities	**4**	12,347,491	-	12,347,491	11,164,348
Other trading activities	**5**	26,375	-	26,375	66,797
Investments	**6**	9,222	-	9,222	12,896
Total income		12,389,193	284,453	12,673,646	11,368,829
Expenditure on:					
Raising funds	**7**	141,878	-	141,878	137,471
Charitable activities	**8**	12,323,169	95,312	12,418,481	11,606,289
Total expenditure		12,465,047	95,312	12,560,359	11,743,760
Net (expenditure)/income for the year/ Net movement in funds		(75,854)	189,141	113,287	(374,931)
Fund balances at 1 April 2024		3,177,078	65,871	3,242,949	3,617,880
Fund balances at 31 March 2025		3,101,224	255,012	3,356,236	3,242,949

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

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

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Prior financial year

	Notes	Unrestricted funds general 2024 £	Unrestricted funds Designated 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:					
Donations and legacies	3	16,886	-	107,902	124,788
Charitable activities	4	11,163,877	-	471	11,164,348
Other trading activities	5	66,797	-	-	66,797
Investments	6	12,896	-	-	12,896
Total income		11,260,456	-	108,373	11,368,829
Expenditure on:					
Raising funds	7	137,187	-	284	137,471
Charitable activities	8	11,520,204	-	86,085	11,606,289
Total expenditure		11,657,391	-	86,369	11,743,760
Gross transfers between funds		1,021,522	(1,039,125)	17,603	-
Net (expenditure)/income for the year/ Net movement in funds		624,587	(1,039,125)	39,607	(374,931)
Fund balances at 1 April 2023		2,552,491	1,039,125	26,264	3,617,880
Fund balances at 31 March 2024		3,177,078	-	65,871	3,242,949

THE GRACE EYRE FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**14**		2,246,640		1,757,713
Current assets					
Debtors	**15**	2,020,960		1,373,394	
Cash at bank and in hand		260,571		920,267	
		2,281,531		2,293,661	
Creditors: amounts falling due within one year	**16**	(1,171,935)		(808,425)	
Net current assets			1,109,596		1,485,236
Total assets less current liabilities			3,356,236		3,242,949
Income funds					
Restricted funds	**19**		255,012		65,871
Unrestricted funds					
Designated funds	**18**	-		-	
General unrestricted funds		2,921,680		2,997,534	
Revaluation reserve		179,544		179,544	
			3,101,224		3,177,078
			3,356,236		3,242,949

The financial statements were approved by the Trustees on 06/08/2025

A Cooley - Chair
Trustee

A Horne - Treasurer
Trustee

Company registration number 02806429

THE GRACE EYRE FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash absorbed by operations	**24**		(55,902)		(396,197)
Investing activities					
Purchase of tangible fixed assets		(612,737)		(81,074)	
Proceeds from disposal of tangible fixed assets		(279)		-	
Investment income received		9,222		12,896	
Net cash used in investing activities			(603,794)		(68,178)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(659,696)		(464,375)
Cash and cash equivalents at beginning of year			920,267		1,384,642
Cash and cash equivalents at end of year			260,571		920,267

1 Accounting policies

Charity information

The Grace Eyre Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Ground Floor West, Telecom House, 125-135 Preston Road, Brighton, BN1 6AF.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019. 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.

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors 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.

1.4 Income

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

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

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

1 Accounting policies **(Continued)**

1.5 Expenditure

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

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

1.6 Tangible fixed assets

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

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

Freehold/leasehold buildings	40 years
Property Improvements	15 years (or the lease length, whichever is shorter)
Fixtures and IT projects	2/5 years
Motor vehicles	4 years

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.

Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use of an on-going basis and costs over £1,000.

A regular impairment is undertaken of the fixed assets.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible 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).

1.8 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 Accounting policies **(Continued)**

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

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.

Critical judgements

Depreciation
The charity exercises judgement to determine useful lives of property, plan and equipment. The assets are depreciated down to their residual values over their estimated useful lives.

Key sources of estimation uncertainty

Defined Benefit Pension Scheme
The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	6,105	284,453	290,558	16,886	107,902	124,788

4 Charitable activities

	Charitable activities 2025	Housing 2025	Total 2025	Charitable activities 2024	Housing 2024	Total 2024
	£	£	£	£	£	£
Sale of goods	811	-	811	471	-	471
Performance related grants	9,750,699	-	9,750,699	9,163,231	-	9,163,231
Charitable rental income	-	2,399,599	2,399,599	-	1,912,528	1,912,528
Other income	196,382	-	196,382	88,118	-	88,118
	9,947,892	2,399,599	12,347,491	9,251,820	1,912,528	11,164,348
Analysis by fund						
Unrestricted funds - general	9,947,892	2,399,599	12,347,491	9,251,349	1,912,528	11,163,877
Restricted funds	-	-	-	471	-	471

5 Income from other trading activities

	Unrestricted funds 2025	Unrestricted funds 2024
	£	£
Fundraising events	14,465	51,745
Shop income	11,910	15,052
Other trading activities	26,375	66,797

6 Income from investments

	Unrestricted funds 2025	Unrestricted funds 2024
	£	£
Interest receivable	9,222	12,896

7 Expenditure on raising funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Fundraising and publicity						
Staging fundraising events	11,674	-	11,674	12,597	284	12,881
Staff costs	130,204	-	130,204	124,590	-	124,590
	141,878	-	141,878	137,187	284	137,471

8 Charitable activities

	Provision of services 2025	Grace Eyre Housing 2025	Total 2025	Provision of services 2024	Grace Eyre Housing 2024	Total 2024
	£	£	£	£	£	£
Staff costs	6,587,918	354,333	6,942,251	6,409,912	301,629	6,711,541
Depreciation and impairment	7,274	55,585	62,859	6,133	46,864	52,997
Agency staff	39,611	-	39,611	43,164	-	43,164
Care fees	1,420,715	-	1,420,715	1,409,745	-	1,409,745
Registrations	15,194	-	15,194	4,351	-	4,351
Food & provisions	8,919	-	8,919	8,528	-	8,528
Staff costs	80,437	-	80,437	7,225	-	7,225
Consultants	18,711	-	18,711	34,382	-	34,382
Motor & travel	87,155	-	87,155	83,062	-	83,062
Hygiene & repairs	52,773	41,946	94,719	45,988	26,178	72,166
Sessions	41,457	-	41,457	21,459	-	21,459
Venue hire	26,453	-	26,453	16,560	-	16,560
Printing, postage stationery & advertising	1,858	-	1,858	676	-	676
Rent	189,155	1,289,044	1,478,199	136,398	1,005,968	1,142,366
Light & heat	83,748	-	83,748	73,290	-	73,290
Rates	11,434	60,161	71,595	12,194	42,229	54,423
Other housing costs	-	64,567	64,567	-	88,556	88,556
	8,672,812	1,865,636	10,538,448	8,313,067	1,511,424	9,824,491
Share of support costs (see note 9)	1,830,738	-	1,830,738	1,646,182	-	1,646,182
Share of governance costs (see note 9)	49,295	-	49,295	135,616	-	135,616
	10,552,845	1,865,636	12,418,481	10,094,865	1,511,424	11,606,289
Analysis by fund						
Unrestricted funds - general	10,457,533	1,865,636	12,323,169	10,008,780	1,511,424	11,520,204
Restricted funds	95,312	-	95,312	86,085	-	86,085
	10,552,845	1,865,636	12,418,481	10,094,865	1,511,424	11,606,289

Provision of services includes Active Lives, Shares Lives and Choices

9 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	1,145,229	1,095,061
Depreciation	61,229	51,570
Recruitment	27,335	25,756
Training	53,208	53,217
Staff costs	29,342	41,744
Subscriptions	29,279	18,055
Cleaning, hygiene & consumables	114,173	120,258
Communications	126,458	195,894
IT costs	199,404	86,500
Bank charges & interest	4,567	2,756
Printing, postage, stationery & advertising	40,514	23,179
Governance costs	49,295	67,808
	1,880,033	1,781,798
Analysed between:		
Charitable activities	1,880,033	1,781,798

10 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	15,240	14,700
Depreciation of owned tangible fixed assets	124,088	104,567

11 Trustees

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

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	305	304
Administration	7	11
Total	312	315

Employment costs	2025 £	2024 £
Wages and salaries	7,190,436	7,007,256
Social security costs	653,275	583,878
Other pension costs	373,973	340,058
	8,217,684	7,931,192

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	3	2
£80,001 to £90,000	1	1

13 Taxation

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

14 Tangible fixed assets

	Freehold/leasehold buildings	Property Improvements	Fixtures and IT projects	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2024	1,386,066	1,409,740	584,018	28,199	3,408,023
Additions	-	559,259	53,478	-	612,737
Disposals	-	(130,502)	-	-	(130,502)
Transfer	(32,348)	32,348	-	-	-
At 31 March 2025	1,353,718	1,870,845	637,496	28,199	3,890,258
Depreciation and impairment					
At 1 April 2024	784,847	365,456	497,071	2,937	1,650,311
Depreciation charged in the year	20,934	48,980	47,124	7,050	124,088
Eliminated in respect of disposals	(328)	(130,453)	-	-	(130,781)
Transfer	(30,980)	30,980	-	-	-
At 31 March 2025	774,473	314,963	544,195	9,987	1,643,618
Carrying amount					
At 31 March 2025	579,245	1,555,882	93,301	18,212	2,246,640
At 31 March 2024	601,219	1,044,284	86,948	25,262	1,757,713

The freehold property at Montefiore was revalued at £500,000 in April 1997 and this value is treated as the deemed cost.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	1,473,246	962,998
Other debtors	206,222	126,291
Prepayments and accrued income	341,492	284,105
	2,020,960	1,373,394

16 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		205,317	198,599
Deferred income	17	665,171	418,569
Trade creditors		211,170	134,148
Other creditors		83,265	47,878
Accruals		7,012	9,231
		1,171,935	808,425

17 Deferred income

	2025 £	2024 £
Other deferred income	665,171	418,569

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	665,171	418,569
Movements in the year:		
Deferred income at 1 April 2024	418,569	455,955
Released from previous periods	(418,569)	(455,955)
Resources deferred in the year	665,171	418,569
Deferred income at 31 March 2025	665,171	418,569

Deferred income amounts include carers fees, Active Lives activities and rental amounts that relate to the following year as well as grants awarded for a specific time period.

18 Retirement benefit schemes

Defined contribution schemes

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.

The charge to profit or loss in respect of defined contribution schemes was £373,973 (2024 - £340,058).

Defined benefit schemes

The Charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the scheme are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2025 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

Key assumptions

	2025 %	2024 %
Discount rate	5.85	4.95
Expected rate of increase of pensions in payment	2.85	2.9
Expected rate of salary increases	2.85	2.9

Mortality assumptions

The post retirement mortality assumptions used to value the benefit obligation are based on the CMI 2022 model assuming long term improvements of 2% p.a. The assumed life expectancies, based on the assumptions set out above, are set out in the table below:

	2025 Years	2024 Years
Retiring today		
- Males	20.9	20.9
- Females	23.9	23.8
Retiring in 20 years		
- Males	21.9	21.9
- Females	25.4	25.4

18 Retirement benefit schemes (Continued)

	2025	2024
	£	£
Present value of defined benefit obligations	3,095,000	3,063,000
Fair value of plan assets	(3,095,000)	(3,063,000)
Deficit in scheme	-	-

	2025
	£
Liabilities at 1 April 2024	3,063,000
Surplus in scheme	32,000

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to that date. Any subsequent deficits will be covered by the charity.

	2025
	£
Fair value of assets at 31 March 2025	3,095,000

	2025	2024
	£	£
Equity instruments	2,015,000	2,103,000
Property	457,000	461,000
Bonds	544,000	456,000
Cash	79,000	43,000
	3,095,000	3,063,000

19 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.

		Movement in funds				Movement in funds		
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£	£	£	£	£
Preston Park Station Adoption	-	-	-	-	-	500	(500)	-
Art Studio	(7,513)	-	-	7,513	-	-	-	-
Drama Project	3,946	-	(3,946)	-	-	-	-	-
Friendship Project - Brighton & Hove	(2,317)	-	-	2,317	-	-	-	-
Open Market Project	(4,901)	-	-	4,901	-	-	-	-
Shared Lives 16+	6,107	-	(6,107)	-	-	-	-	-
Sport Other (Football, Swimming, Tennis)	(2,872)	-	-	2,872	-	-	-	-
Will Charitable Trust	-	-	-	-	-	150,000	-	150,000
Travel Buddy	14,887	-	(14,887)	-	-	29,745	(2,904)	26,841
Employment Project (Work Buddy)	16,947	90,500	(51,611)	-	55,836	35,003	(36,233)	54,606
Allotment	-	3,161	-	-	3,161	5,846	(5,616)	3,391
Walsingham Rd Centre Refurbishment Project	1,980	-	(1,980)	-	-	-	-	-
Pioneer Arts	-	14,712	(7,838)	-	6,874	9,699	(29,560)	(12,987)
Art for All	-	-	-	-	-	1,778	(150)	1,628
Business Transformation	-	-	-	-	-	3,600	(3,600)	-
Health and Wellbeing	-	-	-	-	-	500	-	500
Purple Productions	-	-	-	-	-	1,500	(1,500)	-
Peer to Peer	-	-	-	-	-	46,282	(15,249)	31,033
	26,264	108,373	(86,369)	17,603	65,871	284,453	(95,312)	255,012

19 Restricted funds **(Continued)**

- The Co-op Local Community Fund supported a community allotment programme for the people we support to develop horticultural skills, reduce loneliness and reap the
- health and wellbeing benefits of being outdoors in nature.
- Sussex Health and Care ICS supported our business transformation project to develop internal systems.
- West Sussex County Council supported our employment project which ran accredited Skills for Life and Skills for Work courses for people we support in West Sussex.
- The Co-op Local Community Fund are supporting our Health and Well-being Programme, with a specific focus on mental health, giving people the tools and techniques to boost resilience and manage their mental health using positive psychology, arts and nature-based approaches.
- The Chalk Cliff Trust and Brighton & Hove City Council supported our Pioneer Arts Programme, including the development and growth of our online art gallery and exhibition opportunities to promote the talents of underrepresented artists.
- Govia Thameslink Railway provided a small grant to support our adoption of Preston Park Station which will help to raise awareness of Grace Eyre among rail passengers.
- Brighton, Hove & District Mencap Society supported Purple Production's Big Purple Funfest, an inclusive day festival by and for people with a learning disability and autism to enjoy the festival experience.
- The Motability Foundation and Brighton & Hove City Council supported our Travel Buddy project which aims to provide people with the skills and confidence to travel safely and independently.
- The Will Charitable Foundation donation will support our capital projects focussed on providing secure and sustainable housing
- A Nationwide Community Grant supported our Peer-to-Peer Tenancy Support project, enabling people to thrive in their homes with the support of their peers and community.

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	2,246,640	-	2,246,640
Current assets/(liabilities)	854,584	255,012	1,109,596
	3,101,224	255,012	3,356,236

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	1,757,713	-	1,757,713
Current assets/(liabilities)	1,419,365	65,871	1,485,236
	3,177,078	65,871	3,242,949

21 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	292,525	102,878
Between two and five years	894,000	3,163
In over five years	660,833	-
	1,847,358	106,041

22 Related party transactions

22 Related party transactions (Continued)

Transactions with related parties

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

One Trustee received services from the charity during the year. These services were received on the same terms as received by other beneficiaries of the charity.

23 Analysis of changes in net funds

The charity had no material debt during the year.

24 Cash generated from operations

	2025	2024
	£	£
Surplus/(deficit) for the year	113,287	(374,931)
Adjustments for:		
Investment income recognised in statement of financial activities	(9,222)	(12,896)
Depreciation and impairment of tangible fixed assets	124,088	104,567
Movements in working capital:		
(Increase) in debtors	(647,565)	(35,321)
Increase/(decrease) in creditors	116,908	(40,230)
Increase/(decrease) in deferred income	246,602	(37,386)
Cash absorbed by operations	(55,902)	(396,197)

THE GRACE EYRE FOUNDATION

England & Wales - Charity number 1020192

Accounts

Charity Registration No. 1020192

Company Registration No. 02806429 (England and Wales)

The Grace Eyre Foundation

Consolidated Report and Financial Statements for year ended 31 March 2024



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THE GRACE EYRE FOUNDATION

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Office/Address:	36 Montefiore Road, Hove, East Sussex, BN3 6EP
Bankers:	Barclays Bank PLC 139-142 North Street Brighton East Sussex, BN1 1RU
Independent Auditors:	TC Group One Bell Lane Lewes East Sussex BN7 1JU
Legal Advisors:	DMH Stallard 47 Old Steine, Brighton East Sussex, BN1 1NW
Company No:	02806429
Charity Registration No:	1020192
Secretary/ Chief Executive Officer:	Eva Eriksson
Trustees/Directors:	Elisabeth Corbishley – Chair Anna Cooley-Greene – Deputy Chair Peter Begley – Treasurer Kirsty Pentecost Simon Owen Samantha Boast Daniel Parsonage Stuart Leaney Stephanie Smith Josh Puglia Lisa Ryan – joined 15/09/2023 Baldeep Dhol – joined 15/09/2023 Mark Blake – joined 31/05/2024 Andrew Horne – joined 31/05/2024 Lenna Cumberbatch – resigned 16/07/2024 Camilla Gauge – resigned 16/05/2024

TRUSTEES REPORT

The Trustees have pleasure in presenting their report and financial statements for the year ended 31 March 2024. 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 document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

The skills and knowledge of the Trustees, who also act as Directors of the Company, were reviewed during the year by the Chair, Liv Corbishley to identify gaps with a view to ensuring that the Trustee body has an appropriate range of relevant skills and experience. Four new trustees were Co-opted during the year. Trustees were recruited through a recruitment agency as well as local advertising. Once recruited, trustees are undertaking an induction consisting of visits and discussions with all services, managers and people who use our services. Ongoing training in the role of trustee is undertaken during the year. The charity is committed to ensuring that the voice of people with a learning disability and/or autistic people is reflected in decisions made by the board of trustees. Four of the trustees have lived experience, and a target has been set of having five trustees with learning disabilities and/or autistic people by 2025.

The Trustees reinstated the subsidiary of Grace Eyre Housing CIC in order to claim back £78,610 from the Treasury belonging to the charity. This was completed and the CIC was dissolved again on 30th April 2024.

The committee structure remains the same with three committees. The Big Build Committee is overseeing the Montefiore Road refurbishment work. We also maintained the Audit & Risk Committee and a Remuneration Committee. The committees support the work of the Board of Trustees. Trustees have undertaken training throughout the year and have explored the Charity Governance Code at each of their meetings to ensure Trustees fully understand their role and purpose.

The Trustees have in place processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2027, the risk management plan, Health & Safety, and other major policies and procedures. The Trustees have monitored the implementation of the current strategic plan. The Trustees are satisfied that, considering the impact of the Covid Pandemic, the charity has achieved some of what it set out in the first four years of the plan, and have added some new objectives and reviewed targets, risks and timescales to ensure we have a clear plan to manage the volatile financial environment we find ourselves in post the covid pandemic. Further reviews of the remaining three years of the

strategic plan will be undertaken annually by the Trustees as well as receiving regular updates through key performance indicators (KPIs).

The Trustees have noted some of the difficulties faced by the charity regarding the post pandemic situation with high inflation, cost of living crisis and the war in Ukraine. It has been noted that our day services which have had to close for long periods are now beginning to recover with just over 50% of attendees returning this year. Our Shared Lives scheme is continuing to face contractual and fee challenges, and this is being monitored closely by the Audit & Risk Committee at each of their meetings. Choices supported living and outreach services have been doing very well and have grown significantly with the addition of new contracts. It was noted that low fee income from local authorities continues to place real difficulties in recruiting and retaining staff however we continue to support the real living wage.

PUBLIC BENEFIT

In shaping our objectives and planning our activities for the year, the Trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the Trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set.

The Trustees believe that the following paragraphs on the vision, mission and the Charter developed by people with a learning disability and/or autistic people, relate in detail to the benefit that the charity provides to the public.

PURPOSE, CHARTER, VISION, MISSION AND VALUES

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar service.

Our Charter

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

Our Charter

1. We want to be listened to.
2. We want to be part of our communities.
3. We want to have strong and supported relationships.
4. We want to have good housing.
5. We want jobs.
6. We want to travel around where we live.
7. We want to try new things.
8. We want to be healthy



Our Vision

Our Vision

For a society where people with learning disabilities and/or autism can fulfil their dreams and wishes, are respected as equal citizens and are part of and contribute to their communities.

Our Mission

We will work towards delivering Our Charter, created by people with learning disabilities and/or autism who want to: be listened to; have access to housing; be part of their communities; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.



Our Values



THE FOCUS OF OUR WORK

The Grace Eyre Foundation supports people with a learning disability and autistic people through four key services: Active Lives, Shared Lives, Choices, and Grace Eyre Housing.

In addition, the four services are supported by 'Our Voices' which is headed up by an Inclusion & Projects Director and a team of people with lived experience that are working towards Grace Eyre being led by people with learning disabilities and/or autistic people.

Active Lives has been successful in re-opening its services. By March 2024, 102 individuals returned to activities delivered as part of the building-based support and our projects such as Travel Buddy Project and Employment Project. Ongoing discussions with Commissioners, Brighton & Hove City Council have taken place in order to ensure adequate and affordable provision of day activities are available to people with a learning disability and autistic people within the City of Brighton & Hove.

The two projects of Travel Buddy and the Employment Project have been reviewed during the year and some changes made. The Travel Buddy Project have been successful in delivering a home to school pilot project in Brighton & Hove and are working closely with schools in the local area to raise awareness of the importance of travel skills for younger adults. The employment project has managed to keep going with some smaller grants.

A new Project – On-Line Gallery has been started with a small grant from Brighton & Hove City Council with the aim of showcasing and selling art from marginalised artists with a learning disability and/or autistic people.

Shared Lives supports 67 people with a learning disability, autistic people, and mental health needs, matching individuals with 48 paid carers so that they can live and participate in the community and provide ongoing support. We continue to work with over 15 local authorities through this service. Shared Lives have reviewed its services and has diversified its offering such as 'Shared Lives Local' (people supported by self-employed carers living nearby) and 'HomeShare' (where a person with a larger property shares with a person for reduced rent and in return supports the individual with some light housework etc.). The aim going forward is to break even financially by 2027.

Choices support 255 individuals and offer two types of services: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1 - 20 hours of support per week. The charity took on two new contracts during the year and are successfully delivering high quality supported living and community outreach services across Brighton & Hove and West Sussex. We also opened 'The Reach' which is a drop-in service that supports over 40 individuals with home visits, activities in the drop-in and is available Monday – Friday during the day.

Grace Eyre Housing has 142 bedspaces across Brighton & Hove and West Sussex. They act as the landlord for people with a learning disability, autistic people and people with mental health needs living in their own accommodation. Grace Eyre Housing has experienced significant challenges during the year due to private landlords either selling up or giving notice on our leases, mainly because of interest rates going up and the shortage of affordable accommodation in Brighton & Hove. Over 40 individuals with a learning disability have been re-housed to date by the charity consequently. This has also resulted in no growth in Housing.

Our Voices Our Voices currently has 11 staff members, an Inclusion and Project Director, a Head of Service for Our Voices, a Project Worker, two Our Voices Coordinators, an Easy Read Officer, Quality Checking Team and an Events Team. They have 15 volunteer 'Ambassadors'. Here are some of the things Our Voices did during the year:

- Organised regular ambassador meetings in Chichester, Littlehampton, Worthing and Crawley and Brighton & Hove
- The ambassadors ran 2 Have Your Say Forums where people from Choices and Shared Lives attended. The Charter themes covered were 'Being Listened To' and 'Being Part of Our Community'
- Organised 12 Easy Read Drop-in meetings, where they feedback on 14 documents, including documents for Team Domenica and Speak Out
- Organised 11 events team meetings, 8 training sessions, 2 workshops and one team building forum
- Attending the quarterly Active Lives User Involvement meeting where we listen to what people want from their services
- Speak Out and Ambassadors are attending each other's meetings every 3 months to keep a direct link.

- Presented our Trustee Training at the Learning Disability Provider Forum for Brighton and Hove Council
- A staff neurodiversity forum was set up to support staff at Grace Eyre
- Purple Productions had 19 Events in all, Purple Clubhouse had 9 events which also now includes the Purple Chill out zone for sensory support, we now host a monthly Purple Karaoke night, we ran 2 special Hallowe'en events including our first ever Haunted House and 2 big Christmas events, plus a Christmas Space Hire.
- Organised and ran the Grace Eyre, Unity, Heart Venture and Carousel Pre-Pride Disco and celebrated Pride by being in the Parade, with our theme: Equal, Able, Sexual
- Co-ran an accessible election husting with Speak Out, so people could come and meet people running for local council. There were some excellent questions asked – including about scrapping care contributions! We teamed up with Speak Out to run a Know Your Voting Rights event, where ambassadors presented, and people learnt about their voting rights. The ambassadors attended an Empower Workshop which was training delivered by a civil servant on how people with a Learning Disability can be more involved in UK Government
- Attended the Ability Fair at the Job Centre to talk to people with a Learning Disability about getting a job and advertising the Quality Checker role
- Delivered autism training to the Active Lives team. We now deliver an Our Voices introduction as part of the Welcome Day for new staff
- The ambassadors ran our AGM, with making speeches and videos on the Our Voices team showing

ENSURING OUR WORK DELIVERS GOOD OUTCOMES

Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020 - 2027 – known as "Our Plan" which sets the direction for all our work. "Our Plan" is reviewed annually with input from people who use our services, staff, and trustees. In the review, we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives, and activities remain focused on our stated purpose.

The overarching aim of the strategy is to build a growing, financially strong, and high-quality organisation that listens to and is led by people with learning disabilities and/or autistic people.

What we want to achieve

Finances and Services:

- We will be financially sustainable
- We will achieve full cost recovery for Shared Lives by 2027 and maintain full cost recovery for Choices, Housing and Active Lives.
- We will achieve fundraised income to support our key projects and for the Big Build
- We will achieve trading income to ensure we can deliver good housing and two trading projects
- We will ensure people with a learning disability and autistic people are employed in our communities.

Quality and Improvement; Governance:

- We will continue to develop the Quality Management Framework for Choices, Active Lives, Shared Lives and Housing by introducing Quality Checkers
- We are improving our use of technology to support staff and the people we support
- We will monitor, evaluate and report on our impact so we can measure the impact we make
- We will improve Board performance by supporting trustees with lived experience and ensure reporting is easy read and supported by detailed annexes by 2025
- We will measure trustee involvement by 'volunteer hours'.

Equality, Diversity and Inclusion; Workforce:

- Through our Inclusion Strategy, we will be stronger by listening to people with learning disabilities and autistic people and reflecting on the Sussex communities we engage with
- We will remain an employer of choice by our staff by 2027
- We will develop a Volunteer Strategy and will recruit and support volunteers.

Partnerships and Sustainability:

- We will harness the power of partnerships to achieve more
- We are reducing our environmental footprint

ACHIEVEMENTS AND IMPACT

Finances and Services

Overall, the organisation achieved a deficit of £374,931 which represents a 3.3% loss position. We have reviewed and looked at options for our loss-making services with the two main losses occurring in Housing and Shared Lives this year.

Housing saw instability amongst our private landlords and because of inflation, rate increases and shortage of properties for rent, we had to re-house over 20 individuals. Housing managed this with minimal disruption to tenants but were unable to grow as predicted.

Shared Lives continues to recover from the pandemic which saw few referrals from local authorities. A thorough review of options has taken place, and a plan is in place of reducing the losses in Shared Lives to zero by 2027.

The main reason for the loss position has been the difficulties in recruitment and subsequently having to use agency staff which costs up to 60% higher than our own staff costs. A Recruitment lead has been employed now for 18 months and this has improved the situation; we went from 14.3% vacancy rate in October 2022 (Skills for Care – 11.2% nationally), to 5.5% in March 2023 (Skills for Care – 10.5% nationally) and 6% in March 2024 (Skills for Care – 8.3% nationally which is 3 times higher than the wider economy).

Finance and Services

Objective	Target by 2027	March 2024	On Track?
Financially Sustainable	1.5% Profit	-3.3%	Action Plan in place
	Cash of £1m	£920,276	On track
	10% Overheads	9.55%	On track
Full Cost Recovery Shared Lives	1.5% Profit by 2027	On track	On track
Fundraising Income to support the Big Build and Key Projects	Big Build £1.3m	£876,859	Progressing
	Fundraising 5% total income	1.34%	Progressing
Trading income to ensure Good Housing and Trading Companies	20% of income from trading	16%	On track
	Two trading companies set up	Online Gallery	On track
Employment for All	Fundraising for employment project £300k	£98,836	Progressing
	Support 100 people to jobs, volunteer or training	62	Progressing

Quality and Improvement; Governance

Objective	Target by 2027	March 2024	On Track?
Use of Technology	Quality Checks for all services	1	Recruiting team
	Business Transformation		Progressing
	Digital inclusion project		On hold 2023-4 pending funding
Outcomes and Impact Reporting - what difference do we make?	Standardised reporting format by 2025		Progressing

Become User Led - Trustees with Lived Experience	Five Trustees with lived experience, all reports easy read.		Easy read templates and guidance in place, 4th Trustee being recruited

Equality, Diversity and Inclusion; Workforce

Objective	Target	March 2024	On Track?
Equality, Diversity and Inclusion Strategy Implemented	Staff forums set up	1 set up	Progressing
	20% staff with lived experience	9.9%	Progressing
	People we support choosing their own staff.		Progressing
	Report on diversity		Pay gap reporting includes diversity and will continue to be enhanced.
Employer of Choice	Competitive rates of pay and benefits		Vacancies are over target and staff turnover are within targets
	Achieve IIP Gold by 2027		On track. IIP silver this year.
Volunteer Strategy	Recruit 100 volunteers	30	New volunteer guidance and support in place.
	Recruit a volunteer manager		On hold in 2023-4

Partnerships and Sustainability

Objective	Target	March 2024	On Track?
More Partnerships	6 formal partnerships		On hold in 2023-4
Reduce Out Environmental Impact	Big Build as green as possible		We are applying for green funding for the build

	Green Team set up		Progressing
	Waste reduction and recycling		Progressing
	Management of energy and utilities		100% green energy used for Head Office
	Improve green spaces by setting up a horticultural project		On hold in 2023-4

RISK MANAGEMENT

At their Audit & Risk Committee meeting and as part of the Our Plan review, the Trustees debated and considered major risks affecting the charity. The principal risks and uncertainties facing the charity, as identified by the trustees are:

		**Top 5 Risks to the Organisation**
No	**Risk**	**What are we doing to reduce the risk?**
1	**INCOME** – local authority fee levels- are inadequate to ensure sufficient income to make a surplus.	Ongoing negotiations with local authorities, diversification of income, innovation and consider partnerships and mergers.
2	**EXPENDITURE** – poor control of costs	Business partners working closely with budget holders, increased monitoring through management accounts. Senior Managers have been tasked with making savings where possible. Reviewed staffing levels for all services as part of the budget and frozen some head office posts. Renegotiating some key contracts e.g. mobile phones.
3	**CYBER CRIME** e.g., Ransomware, loss of systems	IT is in-house. Training is held around cyber security. New training plan being developed. Working for cyber essential accreditation.
4	**THE BIG BUILD** – unable to proceed resulting in loss of reputation and premises that are costly and not fit for purpose	We have a project manager in place who has developed a project execution plan. Design team meets fortnightly, executive team meets monthly, big build committee meets regularly, and cost plan has been updated by Triodos Bank.
5	**SAFEGUARDING** – reputational damage leading to loss of contracts and downgrading by regulators.	Safeguarding Leads by Director and Trustee, safer recruitment, higher salaries, mandatory training, serous incident reviews, whistleblowing and code of conduct for staff and lessons learnt.

Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which reports to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with a learning disability or autistic people are delivered. We are fully committed to the emphasis on a person-centered approach with increased involvement of individuals who use our services and their family carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex, the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The Charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Naomi Cox, Julie Rossiter, Jane Bettany, Nathaniel Lawford, Chris Hill and Russell Jordan manages the charity's operations on a day-to-day basis.

FUTURE PLANS

The charity will continue to build our financial sustainability and continue to strengthen our values and culture. We believe that these key areas will support the aims in Our Plan 2020-2027:

Big Build – Refurbishment of Our Headquarters in Montefiore Road:

- Our fundraising will continue to build on our achievements so far and we aim to raise £1.3 million from trusts and foundations, individual donations and a community campaign being undertaken during 2024.
- We will conclude the design phase and raise the business loan needed to start the building works during 2024/25.
- Our Head Office and Active Lives - day opportunities will move to new premises during the build.

Financial Resilience:

- Ensure all our services are profitable and can produce a minimum of 1.5% surplus.
- Ensure our budget managers can control their costs as agreed in our budget.
- Continue to grow our services and keep overhead costs to 10%

Business Transformation:

- Build our use of technology to ensure a better quality of life for the people we support and increase efficiencies to be able to have timely and accurate reporting to the board of trustees and all our managers.
- To embed new HR, Care Management and Fundraising/Marketing software, to build on the use of InForm for Housing, and research the best accounting system for the charity.

FUNDRAISING

We continue to invest in a fundraising team within our Income Generation Directorate to help diversify our income as well as support fundraising for the Big Build. All fundraising activities at The Grace Eyre Foundation are undertaken in accordance with Charities (Protection and Social Investment) Act 2016 section 13. All fundraising activities are carried out by staff employed directly by Grace Eyre. We do not undertake any direct fundraising activities such as door-to-door, private site or street based fundraising activities.

The Grace Eyre Foundation is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the institute of fundraising and abide to its compliance framework. There have been no instances of failure to comply with Fundraiser Regulatory standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

FINANCIAL REVIEW

Against the backdrop of inflation, interest rates hikes, the cost-of-living crisis, the war in Ukraine, service levels still recovering from the pandemic, and uncertainties over the future funding of services, Grace Eyre Foundation made a loss of £374,931 in 2023/24 compared to a surplus of £65,827 in 2022/23. Successful actions have been taken to turn this around in 2024/25 including looking at costs, such as renegotiating big contracts, growth, and diversifying income.

INVESTMENT POLICY

Funds that are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions. Investments are reviewed periodically by the Trustees to maximise returns and maintain capital value.

RESERVES POLICY

Grace Eyre sets its reserves target based on a risk assessment. The risk-based reserves policy is designed to ensure that Grace Eyre has sufficient financial resources to meet its objectives while maintaining financial stability, considering the specific risks facing the organisation. The reserves target is reviewed annually by the Board of Trustees to ensure that it remains appropriate.

The reserve requirement is calculated as follows:

	£
Total funds	3,242,949
Less fixed assets	1,757,713
Less restricted funds	65, 871
Total free reserves	**1,419,365**
Reserves policy minimum target	750,000

The level of reserves is currently slightly above Grace Eyre's target level as we are building reserves up ready for investment in the Big Build project in 2025.

AUDITOR

In accordance with the company's articles, a resolution proposing that TC Group be reappointed as auditor of the company will be put to the Annual General Meeting.

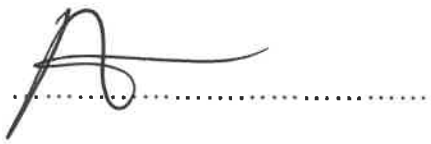
DISCLOSURE OF INFORMATION TO AUDITOR

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 on 10th October 2024.

Elisabeth Corbishley – Chair

Trustee



Peter Begley– Treasurer

Trustee



Date.....

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

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

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

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE GRACE EYRE FOUNDATION

Opinion

We have audited the financial statements of The Grace Eyre Foundation (the 'charity') for the year ended 31 March 2024 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 March 2024 and of its incoming resources and application of resources, including its income and expenditure, 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 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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, except to the extent otherwise explicitly stated in our report, 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 year 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.

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 directors' report included within 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.

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:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company complies with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and
- assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud; and
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements, including the Trustees' report, and remaining alert to new or unusual transactions which may not be in accordance with the governing document.

The most significant laws and regulations that have an indirect impact on the financial statements are employment law, health and safety regulations and the UK General Data

Protection Regulation (UK GDPR). We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these laws and regulations and inspected correspondence with regulatory authorities.

We identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included, but were not limited to, testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates.

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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/ auditors responsibilities. 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 charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

David Martin FCA (Senior Statutory Auditor) for and on behalf of TC Group

TC Group

Statutory Auditor

Office: Lewes

Date: 6 November 2024

THE GRACE EYRE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Current financial year

	Notes	Unrestricted funds general 2024 £	Unrestricted funds Designated 2024 £	Restricted 2024 £	Total 2024 £	Total 2023 £
Income from:						
Donations and legacies	3	16,886	-	107,902	124,788	167,815
Charitable activities	4	11,163,877	-	471	11,164,348	10,362,786
Other trading activities	5	66,797	-	-	66,797	42,323
Investments	6	12,896	-	-	12,896	2,399
Total income		11,260,456	-	108,373	11,368,829	10,575,323
Expenditure on:						
Raising funds	7	137,187	-	284	137,471	128,606
Charitable activities	8	11,520,204	-	86,085	11,606,289	10,380,890
Total expenditure		11,657,391	-	86,369	11,743,760	10,509,496
Net (outgoing)/incoming resource before transfers		(396,935)	-	22,004	(374,931)	65,827
Gross transfers between funds		1,021,522	(1,039,125)	17,603	-	-
Net income for the year/ Net movement in funds		624,587	(1,039,125)	39,607	(374,931)	65,827
Fund balances at 1 April 2023		2,552,491	1,039,125	26,264	3,617,880	3,552,053
Fund balances at 31 March 2024		3,177,078	-	65,871	3,242,949	3,617,880

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

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

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Prior financial year

	Notes	Unrestricted funds general 2023 £	Unrestricted funds Designated 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:					
Donations and legacies	3	100,219	906	66,690	167,815
Charitable activities	4	10,362,786	-	-	10,362,786
Other trading activities	5	18,498	23,825	-	42,323
Investments	6	2,399	-	-	2,399
Total income		10,483,902	24,731	66,690	10,575,323
Expenditure on:					
Raising funds	7	126,218	-	2,388	128,606
Charitable activities	8	10,230,619	35,606	114,665	10,380,890
Total expenditure		10,356,837	35,606	117,053	10,509,496
Net income for the year/ Net movement in funds		127,065	(10,875)	(50,363)	65,827
Fund balances at 1 April 2022		2,425,426	1,050,000	76,627	3,552,053
Fund balances at 31 March 2023		2,552,491	1,039,125	26,264	3,617,880

THE GRACE EYRE FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	**14**		1,757,713		1,781,206
Current assets					
Debtors	**15**	1,373,394		1,338,073	
Cash at bank and in hand		920,267		1,384,642	
		2,293,661		2,722,715	
Creditors: amounts falling due within one year	**16**	(808,425)		(886,041)	
Net current assets			1,485,236		1,836,674
Total assets less current liabilities			3,242,949		3,617,880
Income funds					
Restricted funds	**19**		65,871		26,264
Unrestricted funds					
Designated funds	**18**	-		1,039,125	
General unrestricted funds		2,997,534		2,372,947	
Revaluation reserve		179,544		179,544	
			3,177,078		3,591,616
			3,242,949		3,617,880

The financial statements were approved by the Trustees on 10th October 2024

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Elisabeth Corbishley - Chair
Trustee

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Peter Begley - Treasurer
Trustee

Company registration number 02806429

THE GRACE EYRE FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	24		(396,197)		565,125
Investing activities					
Purchase of tangible fixed assets		(81,074)		(84,824)	
Proceeds from disposal of tangible fixed assets		-		7,427	
Investment income received		12,896		2,399	
Net cash used in investing activities			(68,178)		(74,998)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(464,375)		490,127
Cash and cash equivalents at beginning of year			1,384,642		894,515
Cash and cash equivalents at end of year			920,267		1,384,642

1 Accounting policies

Charity information

The Grace Eyre Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 36 Montefiore Rd, Hove, East Sussex, BN3 6EP.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019. 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.

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors 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.

1.4 Income

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

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

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

1.5 Expenditure

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

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

1.6 Tangible fixed assets

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

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

Freehold/leasehold buildings	40 years
Property Improvements	15 years (or the lease length, whichever is shorter)
IT projects	2/5 years
Motor vehicles	4 years

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.

Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use of an on-going basis and costs over £1,000.

1.7 Impairment of fixed assets

A regular impairment is undertaken of the fixed assets. At each reporting end date, the charity reviews the carrying amounts of its tangible 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).

1.8 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.

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

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.

Critical judgements

Depreciation

The charity exercises judgement to determine useful lives of property, plan and equipment. The assets are depreciated down to their residual values over their estimated useful lives.

Key sources of estimation uncertainty

Defined Benefit Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 16, will impact the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds general 2024 £	Unrestricted funds Designated 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds general 2023 £	Unrestricted funds Designated 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	16,886	-	107,902	124,788	100,219	906	66,690	167,815

4 Charitable activities

	Charitable activities 2024	Housing 2024	Total 2024	Charitable activities 2023	Housing 2023	Total 2023
	£	£	£	£	£	£
Sale of goods	471	-	471	968	-	968
Performance related grants	9,163,231	-	9,163,231	8,500,098	-	8,500,098
Charitable rental income	-	1,912,528	1,912,528	-	1,767,376	1,767,376
Other income	88,118	-	88,118	94,344	-	94,344
	9,251,820	1,912,528	11,164,348	8,595,410	1,767,376	10,362,786
Analysis by fund						
Unrestricted funds - general	9,251,349	1,912,528	11,163,877	8,595,410	1,767,376	10,362,786
Restricted funds	471	-	471	-	-	-
	9,251,820	1,912,528	11,164,348	8,595,410	1,767,376	10,362,786

5 Income from other trading activities

	Unrestricted funds general 2024	Unrestricted funds Designated 2024	Total 2024	Unrestricted funds general 2023	Unrestricted funds Designated 2023	Total 2023
	£	£	£	£	£	£
Fundraising events	51,745	-	51,745	6,852	23,825	30,677
Shop income	15,052	-	15,052	11,646	-	11,646
Other trading activities	66,797	-	66,797	18,498	23,825	42,323

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	12,896	2,399

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Staging fundraising events	12,597	284	12,881	19,209	2,388	21,597
Other fundraising costs	-	-	-	615	-	615
Staff costs	124,590	-	124,590	106,394	-	106,394
	137,187	284	137,471	126,218	2,388	128,606

8 Charitable activities

	Provision of services 2024	Grace Eyre Housing 2024	Total 2024	Provision of services 2023	Grace Eyre Housing 2023	Total 2023
	£	£	£	£	£	£
Staff costs	6,409,912	301,629	6,711,541	5,435,942	301,629	5,737,571
Depreciation and impairment	6,133	46,864	52,997	6,044	46,186	52,230
Agency staff	43,164	-	43,164	174,665	-	174,665
Care fees	1,409,745	-	1,409,745	1,433,955	-	1,433,955
Registrations	4,351	-	4,351	6,876	-	6,876
Food & provisions	8,528	-	8,528	10,190	-	10,190
Staff costs	7,225	-	7,225	14,744	-	14,744
Consultants	34,382	-	34,382	64,692	-	64,692
Motor & travel	83,062	-	83,062	81,396	-	81,396
Hygiene & repairs	45,988	26,178	72,166	49,694	65,664	115,358
Sessions	21,459	-	21,459	9,255	-	9,255
Venue hire	16,560	-	16,560	25,012	-	25,012
Printing, postage stationery & advertising	676	-	676	-	-	-
Rent	136,398	1,005,968	1,142,366	123,787	877,738	1,001,525
Light & heat	73,290	-	73,290	65,128	-	65,128
Rates	12,194	42,229	54,423	7,617	13,964	21,581
Other housing costs	-	88,556	88,556	-	54,215	54,215
Bad debt	-	-	-	(97,753)	-	(97,753)
	8,313,067	1,511,424	9,824,491	7,411,244	1,359,396	8,770,640
Share of support costs (see note 9)	1,646,182	-	1,646,182	1,576,186	-	1,576,186
Share of governance costs (see note 9)	135,616	-	135,616	34,064	-	34,064
	10,094,865	1,511,424	11,606,289	9,021,494	1,359,396	10,380,890
Analysis by fund						
Unrestricted funds - general	10,008,780	1,511,424	11,520,204	8,871,223	1,359,396	10,230,619
Unrestricted funds - Designated	-	-	-	35,606	-	35,606
Restricted funds	86,085	-	86,085	114,665	-	114,665
	10,094,865	1,511,424	11,606,289	9,021,494	1,359,396	10,380,890

Provision of services includes Active Lives, Shares Lives and Choices

9 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	1,095,061	935,815
Depreciation	51,570	50,824
Recruitment	25,756	48,940
Training	53,217	49,511
Staff costs	41,744	30,597
Subscriptions	18,055	25,018
Cleaning, hygiene & consumables	120,258	110,053
Communications	195,894	168,289
IT costs	86,500	103,555
Bank charges & interest	2,756	5,340
Printing, postage, stationery & advertising,	23,179	48,244
Governance costs	67,808	34,064
	1,781,798	1,610,250
Analysed between:		
Charitable activities	1,781,798	1,610,250

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	14,700	12,250
Depreciation of owned tangible fixed assets	104,567	103,054

11 Trustees

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

12 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Charitable activities	304	276
Administration	11	11
Total	315	287

Employment costs	2024 £	2023 £
Wages and salaries	7,007,256	5,969,791
Social security costs	583,878	521,985
Other pension costs	340,058	288,004
	7,931,192	6,779,780

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 to £70,000	2	2
£80,001 to £90,000	1	1

13 Taxation

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

14 Tangible fixed assets

	leasehold buildings	Improvements			
	£	£	£	£	£
Cost					
At 1 April 2023	1,386,066	1,393,595	613,944	-	3,393,605
Additions	-	16,145	36,730	28,199	81,074
Disposals	-	-	(66,656)	-	(66,656)
At 31 March 2024	1,386,066	1,409,740	584,018	28,199	3,408,023
Depreciation and impairment					
At 1 April 2023	763,793	324,539	524,067	-	1,612,399
Depreciation charged in the year	21,054	40,917	39,659	2,937	104,567
Eliminated in respect of disposals	-	-	(66,656)	-	(66,656)
At 31 March 2024	784,847	365,456	497,070	2,937	1,650,310
Carrying amount					
At 31 March 2024	601,219	1,044,284	86,948	25,262	1,757,713
At 31 March 2023	622,273	1,069,056	89,877	-	1,781,206

The freehold property at Montefiore was revalued at £500,000 in April 1997 and this value is treated as the deemed cost.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

15 Debtors

Amounts falling due within one year:	[illegible] £	[illegible] £
Trade debtors	962,998	844,776
Other debtors	126,291	193,116
Prepayments and accrued income	284,105	300,181
	1,373,394	1,338,073

16 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	198,599	164,545
Trade creditors	134,148	154,630
Other creditors	47,878	59,197
Accruals and deferred income	427,800	507,669
	808,425	886,041

17 Retirement benefit schemes

Defined contribution schemes

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.

The charge to profit or loss in respect of defined contribution schemes was £340,058 (2023 - £288,004).

Defined benefit schemes

The Charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the scheme are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2023 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

Key assumptions

	2024	2023
	%	%
Discount rate	4.95	4.8
Expected rate of increase of pensions in payment	2.9	2.9
Expected rate of salary increases	2.9	2.9

17 Retirement benefit schemes (Continued)

Mortality assumptions

The post retirement mortality assumptions used to value the benefit obligation are based on the CMI 2022 model assuming long term improvements of 2% p.a. The assumed life expectancies, based on the assumptions set out above, are set out in the table below:

	2024 Years	2023 Years
Retiring today		
- Males	20.9	21.1
- Females	23.8	24.1
Retiring in 20 years		
- Males	21.9	22.2
- Females	25.4	25.6

	2024 £	2023 £
Present value of defined benefit obligations	3,063,000	2,850,000
Fair value of plan assets	(3,063,000)	(2,850,000)
Deficit in scheme	-	-

	2024 £
Liabilities at 1 April 2023	2,304,000
Surplus in scheme	759,000

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to that date. Any subsequent deficits will be covered by the charity.

	2024 £
Fair value of assets at 31 March 2024	3,063,000

17 Retirement benefit schemes (Continued)

	£	£
Equity instruments	2,103,000	2,012,000
Property	461,000	458,000
Bonds	456,000	346,000
Cash	43,000	34,000
	3,063,000	2,850,000

18 Unrestricted funds - Designated

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Big Build	991,178	-	-	(991,178)	-
New Ideas	47,947	-	-	(47,947)	-
	1,039,125	-	-	(1,039,125)	-

Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
Big Build	1,000,000	24,731	(33,553)	-	991,178
New Ideas	50,000	-	(2,053)	-	47,947
	1,050,000	24,731	(35,606)	-	1,039,125
	1,050,000	24,731	(35,606)	-	1,039,125

Designated funds are unrestricted funds that the trustees have designated towards funding for the Big Build and the New Ideas Fund (research and development). During the year the above funds have been de-designated as approved by the Board of Trustees to improve the position of the free reserves as seen in the Trustees Report.

19 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.

	Movement in funds			Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£	£
Art Studio	(7,513)	-	-	(7,513)	-	-	7,513	-
Drama Project	3,946	-	-	3,946	-	(3,946)	-	-
Friendship Project - Brighton & Hove	16,361	9,627	(28,305)	(2,317)	-	-	2,317	-
Open Market Project	(5,078)	10,175	(9,998)	(4,901)	-	-	4,901	-
Shared Lives 16+	6,107	-	-	6,107	-	(6,107)	-	-
Sport Other (Football, Swimming, Tennis)	2,174	1,584	(6,630)	(2,872)	-	-	2,872	-
Travel Buddy	45,230	41,776	(72,119)	14,887	-	(14,887)	-	-
Employment Project (Work Buddy)	15,400	1,547	-	16,947	90,500	(51,611)	-	55,836
Allotment	-	-	-	-	3,161	-	-	3,161
Walsingham Rd Centre Refurbishment Project	-	1,980	-	1,980	-	(1,980)	-	-
Online Art Gallery	-	-	-	-	14,712	(7,838)	-	6,874
	76,627	66,689	(117,052)	26,264	108,373	(86,369)	17,603	65,871

19 Restricted funds (Continued)

Brighton & Hove City Council; Brighton, Hove & District Mencap Society; Gatwick Airport Community Trust; Munro Charitable Trust and the Shanley Foundation supported our 'Friendship Group' which helps people to have strong and supported relationships, seeing people when and where they want to.

Brighton District Nursing Association and Chalk Cliff Trust supported people to return to active lives by working with them to overcome barriers and anxieties following the pandemic and co-producing a programme of activities which reflects their interests and meets their needs.

The National Lottery Community Fund supported our 'Travel Buddy' project which supports people to develop the skills and confidence to travel independently. In conjunction with this project Transpetrol Foundation supported one person to complete one to one independent travel training.

The European Social Fund and The Openwork Foundation supported our 'Let's Work Together' project which supports adults with learning disabilities and/or autism and their employers in the workplace.

Mencap supported our project to increase the number of people from Black, Asian and minoritised ethnic communities on the learning disability register.

Asda Foundation, the Tony Barnard Foundation and the Ian Askew Charitable Trust supported our allotment which provides a fantastic opportunity for people to learn and develop horticultural skills, spend time outdoors with friends and supports their mental health and well-being.

20 Analysis of net assets between funds

	Unrestricted funds General 2024 £	Unrestricted funds Designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:				
Tangible assets	1,757,713	-	-	1,757,713
Current assets/(liabilities)	1,419,365	-	65,871	1,485,236
	3,177,078	-	65,871	3,242,949

	Unrestricted funds general 2023 £	Unrestricted funds Designated 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:				
Tangible assets	1,781,206	-	-	1,781,206
Current assets/(liabilities)	771,285	1,039,125	26,264	1,836,674
	2,552,491	1,039,125	26,264	3,617,880

21 Operating lease commitments

Lessee

At the reporting end date, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	102,878	238,316
Between two and five years	3,163	102,878
	106,041	341,194

22 Related party transactions

Transactions with related parties

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

Three Trustees received services from the charity during the year. These services were received on the same terms as received by other beneficiaries of the charity.

23 Analysis of changes in net funds

The charity had no material debt during the year.

24 Cash generated from operations

	2024	2023
	£	£
(Deficit)/ Surplus for the year	(374,931)	65,829
Adjustments for:		
Investment income recognised in statement of financial activities	(12,896)	(2,399)
Depreciation and impairment of tangible fixed assets	104,567	103,054
Movements in working capital:		
(Increase)/decrease in debtors	(35,321)	447,029
(Decrease) in creditors	(77,616)	(48,388)
Cash (absorbed by)/generated from operations	(396,197)	565,125

THE GRACE EYRE FOUNDATION

England & Wales - Charity number 1020192

Accounts

Charity registration number 1020192

Company registration number 02806429 (England and Wales)

THE GRACE EYRE FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023



THE GRACE EYRE FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms E Corbishley - Chair	
	Mr P Begley - Treasurer	
	Ms S Boast	
	Ms A M Cooley-Greene	
	Ms L Cumberbatch	(Appointed 15 March 2023)
	Mr B Dhol	(Appointed 15 March 2023)
	Ms C Gauge - Deputy Chair	
	Mr S Leaney	(Appointed 20 September 2022)
	Mr S Owens	
	Mr D Parsonage	
	Ms K Pentecost	
	Mr J Puglia	(Appointed 15 March 2023)
	Ms L Ryan	(Appointed 15 March 2023)
	Ms S Smith	(Appointed 15 March 2023)
Secretary	Ms E Eriksson	
Charity number	1020192	
Company number	02806429	
Registered office	36 Montefiore Rd Hove East Sussex BN3 6EP	
Auditor	Knill James LLP One Bell Lane Lewes East Sussex BN7 1JU	
Bankers	Barclays Bank Plc 139/142 North Street Brighton East Sussex BN1 1RU	
Solicitors	DMH Stallard 47 Old Steine Brighton East Sussex BN1 1NW	

THE GRACE EYRE FOUNDATION

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THE GRACE EYRE FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

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 document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Structure, governance and management

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

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

Ms E Corbishley - Chair	
Mr P Begley - Treasurer	
Ms S Boast	
Ms A M Cooley-Greene	
Ms L Cumberbatch	(Appointed 15 March 2023)
Mr B Dhol	(Appointed 15 March 2023)
Ms C Gauge - Deputy Chair	
Mr S Leaney	(Appointed 20 September 2022)
Mr S Owens	
Mr D Parsonage	
Ms K Pentecost	
Mr J Puglia	(Appointed 15 March 2023)
Ms L Ryan	(Appointed 15 March 2023)
Ms S Smith	(Appointed 15 March 2023)
Mr P Boorman	(Resigned 28 November 2022)
Ms K Medcraft	(Resigned 10 May 2022)

The skills and knowledge of the Trustees, who also act as Directors of the Company, were reviewed during the year by the Chair, Liv Corbishley to identify gaps with a view to ensuring that the Trustee body has an appropriate range of relevant skills and experience. Two trustees resigned during the year and six new trustees were elected. The charity is committed to ensuring that the voice of people with a learning disability or autism is reflected in decisions made by the board of trustees with three of the trustees having lived experience and a target has been set of having five trustees with learning disabilities and/or autism by 2025.

The Trustees made further changes to the subsidiaries and closed down the Grace Eyre Housing CIC. Companies House formally agreed on the closure in December 2021. It was agreed to carry on all activities carried out by the subsidiary as part of the charity. We are in the process of reinstating the company in order to claim back £78,610 from the Treasury belonging to the charity. Once this is complete the CIC will be closed again.

The committee structure was changed with the addition of a Big Build Committee to oversee the Montefiore Road refurbishment work. We also maintained the Audit & Risk Committee and a Remuneration Committee. The committees support the work of the Board of Trustees. Trustees have undertaken training throughout the year and have explored the Charity Governance Code at each of their meetings to ensure Trustees fully understand their role and purpose.

The Trustees have in place clear processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2025, the risk management plan, Health & Safety, and other major policies and procedures. The Trustees have monitored the implementation of the current strategic plan - Our Plan 2020-2025 and have agreed to extend the current plan until 2027. The Trustees are satisfied that considering the impact of the Covid Pandemic, the charity has achieved some of what it set out in the first three years of the plan and have added some new objectives and reviewed targets, risks and timescales to ensure we have a clear plan to manage the volatile financial environment we find ourselves in post the covid pandemic. Further reviews of the remaining four years of the strategic plans will be undertaken annually by the Trustees as well as receiving regular updates through key performance indicators (KPIs).

At the annual away day held in person in April 2023, the Trustees looked in detail at the current strategic plan and agreed to extend the plan until 2027 as well as removing and adding some objectives. Key targets for the next 4 years were agreed. This was followed by a discussion about Partnerships and Mergers and the positive contribution partnerships can make to extending the reach of some of our services and projects as well as supporting the sharing of resources. The trustees noted some of the difficulties faced by the charity in regard to coming out of the pandemic but noted that our day services which have had to close for long periods during the last three years are now beginning to recover. Choices supported living and outreach services have been doing very well despite the pandemic restrictions and have grown significantly with the addition of two new contracts. It was noted that low fee income from local authorities continues to place real difficulties in recruiting and retaining staff.

Risk Management

At their Audit & Risk Committee meeting and as part of the Our Plan review, the Trustees debated and considered major risks affecting the charity. Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which reports to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with a learning disability or autistic people are delivered. We are fully committed to the emphasis on a person-centred approach with increased involvement of individuals who use our services and their carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex, the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The Charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Chris Bland, Naomi Cox, Julie Rossiter, Jane Bettany and Nathaniel Lawford manages the charity's operations on a day-to-day basis.

Public Benefit

In shaping our objectives and planning our activities for the year, the Trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the Trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set.

The Trustees believe that the following paragraphs, specifically on the Charter developed by people with a learning disability and/or autism, the Vision and Mission, relate in detail to the benefit that the charity provides to the public.

Purpose, Charter, Vision, Mission and Values

Purpose

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar service.

Our Charter states

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

1. We want to be listened to.
2. We want to be part of our communities.
3. We want to have strong and supported relationships.
4. We want to have good housing.
5. We want jobs.
6. We want to travel around where we live.
7. We want to try new things.
8. We want to be healthy.



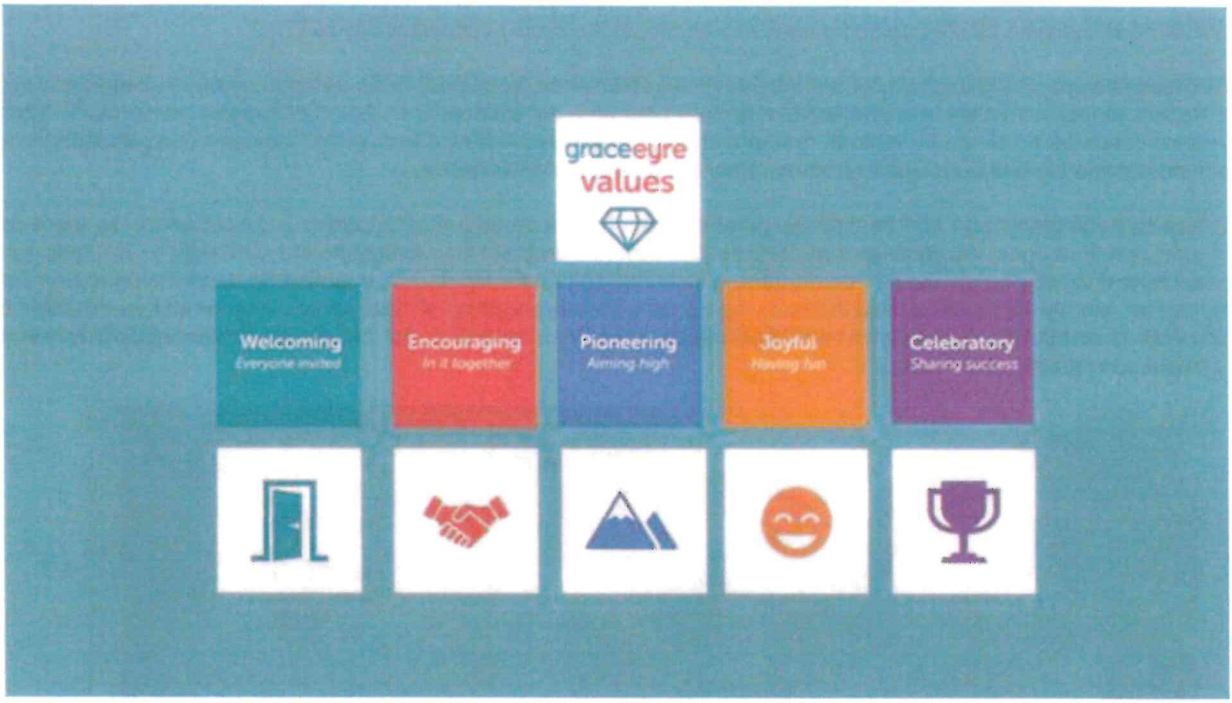
Our Vision is

For a society where people with learning disabilities and/or autism can fulfil their dreams and wishes, are respected as equal citizens and are part of and contribute to their communities.

Our Mission is

We will work towards delivering Our Charter, created by people with learning disabilities and/or autism who want to: be listened to; have access to housing; be part of their communities; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.

Our Values are:



The Focus of our Work

The Grace Eyre Foundation supports people with a learning disability and autistic people through four key services: Active Lives, Shared Lives, Choices, and Grace Eyre Housing.

Active Lives has been successful in re-opening its services. By March 2023, 77 individuals had returned to some activities. Ongoing discussions with Commissioners and Brighton & Hove City Council have taken place in order to ensure adequate and affordable provision of day activities are available to people with a learning disability and autistic people within the City of Brighton & Hove. The management team of Active Lives has continued to work with the National Development Team for Inclusion (NDTi) in order to offer high-quality, person-centered, community-based activities. The three projects of Travel Buddy, Grace Eyre Friendship, and the Employment Project have been reviewed during the year and some changes made. Grace Eyre Friendship has now joined the Our Voices department and will become the 'Events Team', the Travel Buddy Project has now completed its National Lottery funded activities and are now part of the mainstream Active Lives activities. They have been successful in delivering a home to school pilot project in Brighton & Hove and are working closely with schools in the local area to raise awareness of the importance of travel skills for younger adults. The employment project lost its European Social Fund (ESF) funding but has managed to replace this funding with a small grant.

Shared Lives supports 69 people with a learning disability, autistic people, and mental health needs, matching individuals with 48 paid carers so that they can live and participate in the community and providing ongoing support. We continue to work with over 15 local authorities through this service. Shared Lives have reviewed its services and will be diversifying its offering going forward with an aim to break even financially by 2027.

Choices support 248 individuals and offers two types of services: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1 - 20 hours of support per week. The two new contracts that the charity took on during the year have now bedded down and are delivering supported living and community outreach services across Brighton & Hove and West Sussex.

Grace Eyre Housing has 138 bedspaces across Brighton & Hove and West Sussex. They act as the landlord for people with a learning disability and autistic people living in their own accommodation. Grace Eyre Housing has experienced significant challenges during the year due to private landlords either selling up or giving notice on our leases, mainly because of interest rates going up and the shortage of affordable accommodation in Brighton & Hove. Over 20 individuals with a learning disability have been re-housed by the charity consequently. This has also resulted in no growth in Housing.



Ensuring our work delivers good outcomes
Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020 - 2025 – known as "Our Plan" which sets the direction for all our work. "Our Plan" is reviewed annually with input from people who use our services, staff, and trustees. In the review, we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives, and activities remain focused on our stated purpose.

Key aims and objectives of the strategic plan
The key aims and objectives of Our Plan 2020-2025 were as follows:

The overarching aim of the strategy is to build a growing, financially strong, and high-quality organisation that listens to and is led by people with learning disabilities and/or autistic people.

The main objectives are four-fold:

1. **Stakeholder objectives**

    a. To ensure people who use our services, staff and volunteers are at the centre of the organisation.

    b. To support people with learning disabilities to take an active and meaningful role in leading and developing services.

    c. To ensure that strong relationships are developed with people who use our services, supporters and funders.

2. **Financial Objectives**

    a. To ensure full cost recovery is achieved for all contracts.

    b. To meet capital and revenue targets in fundraising set each year.

    c. To grow trading income and meet targets set.

3. **Operational Objectives**

    a. Fundraising & Marketing Strategy – increase viability and credibility, improve internal and external communications and build the supporter base.

    b. Quality Management Framework – to ensure compliance with laws, regulators, contracts and Grace Eyre's own quality standards such as REACH and Real Tenancy Test.

    c. Employment – increase the number of people with learning disabilities and/or autism employed by Grace Eyre.

    d. Improve technology through Salesforce, assistive technology and data collection.

    e. Campaigning and Human Rights – campaigns to be led by people with learning disabilities promoting equity and human rights.

    f. Capital projects – Manage and deliver the 'Big Build' refurbishment of Montefiore Road.

4. **Learning & Development Objectives**

   a. Develop organisational values, involving all stakeholders.

   b. Become an employer of choices through attracting and retaining the right staff, opportunities for training and career progression and to be a real living wage employer.

   c. Leadership – develop strong, collaborative leadership across the organisation, encourage new ideas and innovation, and collaborate across services.

   d. Monitoring, evaluation and Impact – implement robust data collection to effectively measure our impact.

   e. Governance – provides information and support to enable trustees to have effective oversight of the charity.

Achievements and impact

Grace Eyre believes we make a difference in people's lives and we do ask - what would have happened if it were not for our services, projects, and interventions? We believe this is the ultimate indicator of the difference our work makes.

To highlight some of what has happened thanks to our organisation, here are some of the highlights:

Post Pandemic
We have been able to restore nearly all our services to the level they were pre-pandemic. Active Lives, our day services have reopened and for part of the year, no restrictions were needed. We noted how important it was for many individuals to be able to come back to familiar surroundings where they could meet their friends again. The pandemic was for many people, the loneliest and isolated they had ever been, and we will not forget the trauma a lot of people feel after Covid.

We are now building on the success of Grace Eyre Friendship's online activities with the formation of an 'Events Team' sitting within Our Voices department to ensure that the plans and activities are co-produced and led by the 500+ people we support.

The Cost-Of-Living crisis, inflation and the global financial situation has meant that we have had to re-evaluate our aims and objectives and in particular the impact of the serious crisis we have seen in recruitment of social care staff.

Stakeholders
People who use our services, the Ambassadors, and people who work for us with lived experience continued to run a brilliant health campaign in partnership with Speak Out, advocacy and the NHS, highlighting the continued and serious health inequalities that exist for people we support. The campaign to ensure people have Health Action Plans (HAPs) has continued and we have gone from only 7% of the people we support having one via their GP to now nearly 50% having one. This shows the difference we can make!

Our aim to ensure that the charity is user lead has taken some steps forward with now having three trustees with lived experience as well as an Inclusion & Project Director in post and recruitment of over 20 Ambassadors covering West Sussex and Brighton & Hove. An Inclusion Strategy consultation has taken place across the organisation which has led to five key aims to work on:

- Supporting the three trustees with lived experience and ensuring the board becomes more accessible.
- Supporting and growing our staff with lived experience to 20% of our workforce.
- Building a strong Our Voices team to further our aims around co-production and user leadership.
- Accessibility in environments, practices and the written word.
- Hones, Open and Safe Culture where everyone is included.
- Supporting the implementation of Our Charter.

We have continued to work closely with commissioners in Brighton & Hove and West Sussex and have successfully transferred two supported living and community outreach contracts during the year. Fee negotiations are ongoing and with varying success. West Sussex have stepped up and awarded 10% - 12% uplifts. This is really welcomed and shows that a partnership of different organisations lobbying and showing the effect of underfunding has paid off.

Financially
Overall, the organisation achieved a modest surplus. We have reviewed and looked at options for our loss-making services with the two main losses occurring in Housing and Shared Lives.

Housing saw instability amongst our private landlords and because of inflation, rate increases and shortage of properties for rent, we had to re-house over 20 individuals. Housing managed this with minimal disruption to tenants but were unable to grow as predicted.

Shared Lives continues to recover from the pandemic which saw few referrals from local authorities. A thorough review of options has taken place and a plan is in place of reducing the losses in Shared Lives to zero by 2027.

The main reason for only achieving a break-even position has been the difficulties in recruitment and subsequently having to use a lot of agency staff which costs up to 60% higher than our own staff costs. A Recruitment lead was employed halfway through the year and a license to recruit from overseas was granted. This improved the situation, and we went from 14.3% vacancy rate in October 2022 (Skills for Care – 11.2% nationally), to 5.5% in March 2023 (Skills for Care – 10.5% nationally).

We have also reviewed and made changes to our finance department. We are now operating a Business Partnership model with a strong emphasis on budget holder being encouraged to take a lead in setting their budgets, monitoring and managing their service. Automation is the other side of the coin and we have started the process of reviewing our processes to ensure better connectivity across the organisation.

Operationally
The year has been categorised by serious recruitment problems which have meant that growth and innovation has had to take a back seat. However, our staff have continued to deliver a high-quality service under very difficult circumstances.

Our Quality Management Framework is continuing to produce evidence of the difference we are making, and we are now receiving our first Independent Quality Checkers Reports from visiting our services. Stay Up Late charity has been commissioned to visit some of our services to carry out an independent peer-led quality check and the overall findings of the reports are very positive with comments such as 'We thought ... felt like a really nice place to live. The staff were friendly and helpful and X and Y seemed really happy' and another comment from a family members; 'X's Mum said X is very happy at the house and it is always possible to contact the staff. She also said the staff are very good at supporting X to do a lot of different activities'. I addition to Stay Up Late carrying out independent quality checks, we will also recruit and train our own quality checking team as we have 38 different teams across the charity.

Cost of Living crisis has affected the staff and people we support. We have developed a package of support for our staff covering pay increases, help with housing and transport. We will also campaign for social care staff in the not-for-profit sector being designated as 'Key Workers' which could mean they have access to some housing opportunities. Our Employment Project and our staff have ensured people we support have access to good benefit advice, help with debt and utilities. We set up Grace Eyre Housing because there was a lack of decent and affordable housing for people with a learning disability and autistic people and the challenge during the cost of living crisis has been to maintain access to and maintain somewhere decent to live.

Finally, we have embarked on a campaign to raise money for the Big Build. We set three criteria of; £1million in designated funds – we have achieved this, £1million from fundraising – we have so far achieved £330K and business loan of £2million – we have three interim loan offers. The refurbishment will see our main Head Quarters at Montefiore Road being refurbished into a high-quality Art Centre, with its own Theatre and Community Spaces, 8 x 1-bed flats and offices and activity spaces for our staff and projects.

Learning & Development

We have now completed the majority of our ambitious Management Development Programme where our aim is to develop our own managers to be leaders in ensuring our organisation can be the best for our staff and most importantly for ensuring we can make a difference to the lives of people we support.

We are looking forward to a more skilled and recognised social care workforce and are keen to see what Skills for Care develops in terms of qualifications. We have introduced a new salary policy with grades and increments and have uplifted the majority of our staff such as support workers a minimum of 7% increase in recognition of the cost of living crisis and having a more recognised work force.

The board of trustees have seen two long serving trustees leave and six new trustees elected. The governance has been reviewed by the chair and an external consultant and a rolling discussion point at the board meetings is the Charity Governance Code for Trustees. We have developed and delivered an accessible Trustee Training Programme for our trustees with lived experience. This programme was also joined by trustees with lived experience from two other charities.

Future Plans

The strategic plan – Our Plan 2020-2025 has been reviewed by the trustees and changes has been made. Trustees agreed to extend the strategic plan until 2027. So, the new plan is now Our Plan 2020-2027. The two main reason for extending are:

1. Due to the pandemic, we were not able to progress our work on some of our objectives.

2. The Big Build – refurbishing our headquarters at Montefiore Road is likely to take place over a two-year period starting in 2024 and it was felt that to carry out a full-scale consultation about our strategic plan with all our stakeholder and at the same time project managing a large-scale refurbishment project was a risk that should be avoided.

The new Our Plan 2020-2027 have the following objectives and key targets:

FINANCE & SERVICES

- We will be financially sustainable.
  - Profitability to reach 1.5% by 2027.
  - Cash reserves to be a minimum of £ 1 million.
  - Overheads should be no more than 10% of income.

- We will achieve full cost recovery for Shared Lives by 2027 and maintain full cost recovery for Choices, Housing and Active Lives.
  - Shared Lives to reduce losses to 0% by 2027.

- We will achieve fundraised income to support our key projects and for the Big Build.
  - Fundraising to raise 5% of our income.
  - Big Build Campaign to raise £ 1 million.

- We will achieve trading income to ensure we can deliver good housing and 2 trading projects.
  - 20% of income from trading.
  - One trading project to be set up by 2025 and another by 2027.

- We will ensure people with a learning disability and autistic people are employed in our communities.
  - A fully funded employment project for 100 people by 2027.

QUALITY & IMPROVMEENTS; GOVERNANCE

- We will continue to develop the Quality Management Framework for Choices, Active Lives, Shared Lives and Housing by introducing Quality Checkers.
  - 10% of people using our services have been "Checked" by either Quality Checkers or Peer Supporters Annually.

- We are improving our use of technology to support staff and the people we support.
  - Automation Change Programme to be achieved by 2027.
  - Digital Inclusion Project to be set up and delivered to 100 people by 2027.

- We will monitor, evaluate, and report on our impact so that we can measure the difference we make.
  - Develop a report template and measures.
  - Annual reports in place for all services.
  - Use technology to share our impact.

- We will improve board performance by supporting trustees with lived experience, and ensure reporting is easy read and supported by detailed annexes by 2025. We will measure Trustee involvement by 'volunteer hours'.
  - All reports to be easy read by 2025.
  - Detailed annexes will only be used when needed.
  - 5 trustees with lived experience supported well by 2027

EQUALITY, DIVERSITY & INCLUSION; WORKFORCE

- Through our Inclusion Strategy, we will be stronger by listening to people with learning disabilities and autistic people and reflecting on the Sussex communities we engage with.
  - 4 Staff Forums for people with lived experience by 2025
  - 20% of staff with lived experience.
  - Co-produced services including choosing staff and where to live.
  - 5 trustees with lived experience.
  - Report on race, gender and disability annually regarding take-up of services, recruitment, and dismissal.

- We will remain an Employer of Choice by our staff by 2027.
  - Maintain competitive rates of pay and benefits.
  - Achieve Investors in People Gold by 2027.

- We will develop a Volunteer Strategy that will recruit and support volunteers.
  - Recruit 100 volunteers by 2027.
  - Employ a Volunteer Manager by 2024.

PARTNERSHIPS & SUSTAINABILITY

- We will harness the power of partnerships to achieve more.
  - 6 formal partnerships by 2027 to include employment, health, sports and arts.

- We are reducing our environmental footprint.
  - Big Build and our other buildings - to achieve the best sustainability we can.
  - Green Team to be set up to monitor and report on sustainability.
  - Waste Reduction & Recycling.
  - Management of Energy & Utilities.
  - Improve green spaces by setting up a Horticultural Project.

Investment policy
Funds that are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions.

Investments are reviewed periodically by the Trustees to maximise returns and maintain capital value.

Financial review
Against the backdrop of inflation, interest rates hikes, cost of living crisis, the war in Ukraine, and uncertainties over the future funding of services, Grace Eyre Foundation made a small surplus of £65,827 in 2022/23 compared to a surplus of £256,399 in 2021/22.

The charity aims to ensure that sufficient reserves are maintained to enable the charity to ensure the continuation of its activities for a minimum period of two months. The trustees calculate the reserves as that part of the unrestricted income funds which is freely available after taking account of restricted funds allocated for specific purposes. The general unrestricted reserves currently stand at £1,810,410 at the end of 2022/23.

The reserve requirement is calculated as follows:

	£
Total Funds	3,617,880
Less Fixed Assets	1,781,206
Less Restricted Funds	26,264
Total Free Reserves	**1,810,410**
Provision for operating costs based on budget	1,572,039

The level of free reserves is currently above the charity's target level and a decision to designate £1Million to The Big Build has been taken as part of the charity's Our Plan for 2020-2027.

Auditor
In accordance with the company's articles, a resolution proposing that Knill James LLP be reappointed as auditor of the company will be put at a General Meeting.

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

Ms E Corbishley - Chair
Trustee

Mr P Begley - Treasurer
Trustee

27 September 2023

THE GRACE EYRE FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

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

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

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

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

THE GRACE EYRE FOUNDATION

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE GRACE EYRE FOUNDATION

Opinion

We have audited the financial statements of The Grace Eyre Foundation (the 'charity') for the year ended 31 March 2023 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 March 2023 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 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.

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 and Reports) Regulations 2008 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 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act 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.

In identifying and assessing the risk of material misstatement in respect of irregularities, including fraud, we:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company complies with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud; and
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements, including the Trustees' report, and remaining alert to new or unusual transactions which may not be in accordance with the governing document.

The most significant laws and regulations that have an indirect impact on the financial statements are employment law, health and safety regulations and the UK General Data Protection Regulation (UK GDPR). We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these laws and regulations and inspected correspondence with regulatory authorities.

We identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included, but were not limited to, testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates.

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 occuring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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 charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. 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.

Knill James LLP

Mark Filsell FCA
for and on behalf of Knill James LLP

12 October 2023

Chartered Accountants
Statutory Auditor

One Bell Lane
Lewes
East Sussex
BN7 1JU

Knill James LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE GRACE EYRE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

	Notes	Unrestricted funds general 2023 £	Unrestricted funds Designated 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Income from:						
Donations and legacies	3	100,219	906	66,690	167,815	534,831
Charitable activities	4	10,362,786	-	-	10,362,786	8,535,140
Other trading activities	5	18,498	23,825	-	42,323	13,327
Investments	6	2,399	-	-	2,399	410
Total income		10,483,902	24,731	66,690	10,575,323	9,083,708
Expenditure on:						
Raising funds	7	126,218	-	2,388	128,606	89,965
Charitable activities	8	10,230,619	35,606	114,665	10,380,890	8,737,344
Total expenditure		10,356,837	35,606	117,053	10,509,496	8,827,309
Net income/(expenditure) for the year/ Net movement in funds		127,065	(10,875)	(50,363)	65,827	256,399
Fund balances at 1 April 2022		2,425,426	1,050,000	76,627	3,552,053	3,295,654
Fund balances at 31 March 2023		2,552,491	1,039,125	26,264	3,617,880	3,552,053

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

All income and expenditure derive from continuing activities.

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

THE GRACE EYRE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year

	Notes	Unrestricted funds general 2022 £	Unrestricted funds Designated 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:					
Donations and legacies	3	388,916	-	145,915	534,831
Charitable activities	4	8,535,140	-	-	8,535,140
Other trading activities	5	13,327	-	-	13,327
Investments	6	410	-	-	410
Total income		8,937,793	-	145,915	9,083,708
Expenditure on:					
Raising funds	7	89,965	-	-	89,965
Charitable activities	8	8,575,862	-	161,482	8,737,344
Total expenditure		8,665,827	-	161,482	8,827,309
Gross transfers between funds		583,432	(489,122)	(94,310)	-
Net income/(expenditure) for the year/ Net movement in funds		855,398	(489,122)	(109,877)	256,399
Fund balances at 1 April 2021		1,570,028	1,539,122	186,504	3,295,654
Fund balances at 31 March 2022		2,425,426	1,050,000	76,627	3,552,053

THE GRACE EYRE FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	13		1,781,206		1,806,865
Current assets					
Debtors	14	1,338,073		1,785,102	
Cash at bank and in hand		1,384,642		894,515	
		2,722,715		2,679,617	
Creditors: amounts falling due within one year	15	(886,041)		(934,429)	
Net current assets			1,836,674		1,745,188
Total assets less current liabilities			3,617,880		3,552,053
Income funds					
Restricted funds	17		26,264		76,627
Unrestricted funds					
Designated funds	18	1,039,125		1,050,000	
General unrestricted funds		2,372,947		2,245,882	
Revaluation reserve		179,544		179,544	
			3,591,616		3,475,426
			3,617,880		3,552,053

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

The financial statements were approved by the Trustees on 27 September 2023

Ms E Corbishley - Chair
Trustee

Mr P Begley - Treasurer
Trustee

Company registration number 02806429

THE GRACE EYRE FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	**22**		565,125		332,367
Investing activities					
Purchase of tangible fixed assets		(84,824)		(79,485)	
Proceeds from disposal of tangible fixed assets		7,427		-	
Investment income received		2,399		410	
Net cash used in investing activities			(74,998)		(79,075)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			490,127		253,292
Cash and cash equivalents at beginning of year			894,515		641,223
Cash and cash equivalents at end of year			1,384,642		894,515

1 Accounting policies

Charity information

The Grace Eyre Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 36 Montefiore Rd, Hove, East Sussex, BN3 6EP.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019. 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.

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

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

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

1.5 Expenditure

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

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

1 **Accounting policies** **(Continued)**

1.6 Tangible fixed assets

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

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

Freehold/leasehold buildings	40 years
Property Improvements	15 years (or the lease length, whichever is shorter)
IT projects	5 years

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.

Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use of an on-going basis and costs over £1,000.

A regular impairment is undertaken of the fixed assets.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible 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).

1.8 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.

1.9 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

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.

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

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.

Critical judgements

Depreciation

The charity exercises judgement to determine useful lives of property, plan and equipment. The assets are depreciated down to their residual values over their estimated useful lives.

2 **Critical accounting estimates and judgements** **(Continued)**

Key sources of estimation uncertainty

Defined Benefit Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 16, will impact the carrying amount of the pension liability.

3 Donations and legacies

	Unrestricted funds general 2023	Unrestricted funds Designated 2023	Restricted funds 2023	Total 2023	Unrestricted funds general 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£	£
Donations and gifts	100,219	906	66,690	167,815	388,916	145,915	534,831

4 Charitable activities

	Charitable activities 2023	Housing 2023	Total 2023	Charitable activities 2022	Housing 2022	Total 2022
	£	£	£	£	£	£
Sales within charitable activities	968	-	968	405	-	405
Services provided under contract	-	-	-	87	-	87
Performance related grants	8,500,098	-	8,500,098	6,994,791	-	6,994,791
Charitable rental income	-	1,767,376	1,767,376	-	1,439,470	1,439,470
Other income	94,344	-	94,344	100,387	-	100,387
	8,595,410	1,767,376	10,362,786	7,095,670	1,439,470	8,535,140

5 Other trading activities

	Unrestricted funds general 2023	Unrestricted funds Designated 2023	Total 2023	Unrestricted funds general 2022
	£	£	£	£
Fundraising events	6,852	23,825	30,677	11,183
Shop income	11,646	-	11,646	2,144
Other trading activities	18,498	23,825	42,323	13,327

6 Investments

	Unrestricted funds general 2023	Unrestricted funds general 2022
	£	£
Interest receivable	2,399	410

7 Raising funds

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £
Fundraising and publicity				
Staging fundraising events	19,209	2,388	21,597	4,244
Other fundraising costs	615	-	615	606
Staff costs	106,394	-	106,394	85,115
Fundraising and publicity	126,218	2,388	128,606	89,965
	126,218	2,388	128,606	89,965

8 **Charitable activities**

	Provision of services 2023	Grace Eyre Housing 2023	Total 2023	Provision of services 2022	Grace Eyre Housing 2022	Total 2022
	£	£	£	£	£	£
Staff costs	5,435,942	301,629	5,737,571	4,349,875	241,303	4,591,178
Depreciation and impairment	6,044	46,186	52,230	5,729	43,779	49,508
Agency staff	174,665	-	174,665	53,042	-	53,042
Care fees	1,433,955	-	1,433,955	1,470,889	-	1,470,889
Registrations	6,876	-	6,876	7,443	-	7,443
Food & provisions	10,190	-	10,190	8,659	-	8,659
Staff costs	14,744	-	14,744	47,302	-	47,302
Consultants	64,692	-	64,692	38,589	-	38,589
Motor & travel	81,396	-	81,396	7,788	-	7,788
Hygiene & repairs	49,694	65,664	115,358	39,878	140,553	180,431
Sessions	9,255	-	9,255	4,819	-	4,819
Venue hire	25,012	-	25,012	15,648	-	15,648
Rent	123,787	877,738	1,001,525	117,182	695,723	812,905
Light & heat	65,128	-	65,128	51,935	-	51,935
Rates	7,617	13,964	21,581	9,117	9,832	18,949
Other housing costs	-	54,215	54,215	-	116,865	116,865
Bad debt	(97,753)	-	(97,753)	-	-	-
	7,411,244	1,359,396	8,770,640	6,227,895	1,248,055	7,475,950
Share of support costs (see note 9)	1,576,186	-	1,576,186	1,217,551	6,676	1,224,227
Share of governance costs (see note 9)	34,064	-	34,064	27,796	9,371	37,167
	9,021,494	1,359,396	10,380,890	7,473,242	1,264,102	8,737,344
Analysis by fund						
Unrestricted funds - general	8,871,223	1,359,396	10,230,619	7,311,760	1,264,102	8,575,862
Unrestricted funds - Designated	35,606	-	35,606	-	-	-
Restricted funds	114,665	-	114,665	161,482	-	161,482
	9,021,494	1,359,396	10,380,890	7,473,242	1,264,102	8,737,344

Provision of services includes Active Lives, Shares Lives and Choices

9 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	935,815	-	935,815	728,253	-	728,253
Depreciation	50,824	-	50,824	52,801	-	52,801
Recruitment	48,940	-	48,940	11,967	-	11,967
Training	49,511	-	49,511	31,690	-	31,690
Staff costs	30,597	-	30,597	21,437	-	21,437
Subscriptions	25,018	-	25,018	12,115	-	12,115
Cleaning, hygiene & consumables	110,053	-	110,053	68,650	-	68,650
Communications	168,289	-	168,289	114,447	-	114,447
IT costs	103,555	-	103,555	158,497	-	158,497
Bank charges & interest	5,340	-	5,340	2,710	-	2,710
Printing, postage, stationery and advertising	48,244	-	48,244	21,660	-	21,660
Audit fees	-	18,794	18,794	-	21,510	21,510
Legal and professional	-	15,270	15,270	-	15,657	15,657
	1,576,186	34,064	1,610,250	1,224,227	37,167	1,261,394
Analysed to:						
Charitable activities	1,576,186	34,064	1,610,250	1,224,227	37,167	1,261,394

Governance costs includes payments to the auditors of £12,250 (2022- £16,200) for audit fees.

10 Trustees

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

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable activities	276	253
Administration	11	12
Total	287	265

11 Employees (Continued)

Employment costs	2023	2022
	£	£
Wages and salaries	5,969,791	4,768,440
Social security costs	521,985	375,258
Other pension costs	288,004	260,848
	6,779,780	5,404,546

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023	2022
	Number	Number
£60,001 to £70,000	2	-
£80,001 to £90,000	-	1
£90,001 to £100,000	1	-

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13 Tangible fixed assets

	Freehold/lease hold buildings	Property Improvements	IT projects	Total
	£	£	£	£
Cost				
At 1 April 2022	1,386,066	1,352,451	577,691	3,316,208
Additions	-	47,809	37,015	84,824
Disposals	-	(6,665)	(762)	(7,427)
At 31 March 2023	1,386,066	1,393,595	613,944	3,393,605
Depreciation and impairment				
At 1 April 2022	741,980	280,892	486,473	1,509,345
Depreciation charged in the year	21,813	43,647	37,594	103,054
At 31 March 2023	763,793	324,539	524,067	1,612,399
Carrying amount				
At 31 March 2023	622,273	1,069,056	89,877	1,781,206
At 31 March 2022	644,086	1,071,559	91,220	1,806,865

13 Tangible fixed assets **(Continued)**

The freehold property at Montefiore was revalued at £500,000 in April 1997 and this value is treated as the deemed cost.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

14 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	844,776	1,453,844
Other debtors	193,116	78,654
Prepayments and accrued income	300,181	252,604
	1,338,073	1,785,102

15 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	164,545	161,242
Trade creditors	154,630	160,799
Other creditors	59,197	3,208
Accruals and deferred income	507,669	609,180
	886,041	934,429

16 Retirement benefit schemes

Defined contribution schemes

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.

The charge to profit or loss in respect of defined contribution schemes was £288,004 (2022 - £260,848).

Defined benefit schemes

The Charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the scheme are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2023 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

16 Retirement benefit schemes **(Continued)**

Key assumptions

	2023	2022
	%	%
Discount rate	4.8	2.6
Expected rate of increase of pensions in payment	2.9	3.3
Expected rate of salary increases	2.9	3.3

Mortality assumptions

The post retirement mortality assumptions used to value the benefit obligation are based on the Fund's Vita Curves with improvements in line with the CMI 2021 model assuming long term improvements of 1.25% p.a. The assumed life expectancies, based on the assumptions set out above, are set out in the table below:

	2023	2022
	Years	Years
Retiring today		
- Males	21.1	21.2
- Females	24.1	23.8
Retiring in 20 years		
- Males	22.2	22.0
- Females	25.6	25.1

	2023	2022
	£	£
Present value of defined benefit obligations	2,850,000	3,174,000
Fair value of plan assets	(2,850,000)	(3,174,000)
Deficit in scheme	-	-

	2023
	£
Liabilities at 1 April 2022	2,249,000
Surplus in scheme	601,000

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to that date. Any subsequent deficits will be covered by the charity.

16 Retirement benefit schemes **(Continued)**

	2023 £
Fair value of assets at 31 March 2023	2,850,000

	2023 £	2022 £
Equity instruments	2,012,000	2,338,000
Property	458,000	265,000
Bonds	346,000	510,000
Cash	34,000	61,000
	2,850,000	3,174,000

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£	£
The National Lotteries Charities Grant	93,804	-	-	(93,804)	-	-	-	-
Allotment Project	1	-	(1)	-	-	-	-	-
Art Studio	(7,513)	-	-	-	(7,513)	-	-	(7,513)
Drama Project	5,046	-	(1,100)	-	3,946	-	-	3,946
Friendship Project - Brighton & Hove	34,779	10,628	(29,046)	-	16,361	9,627	(28,305)	(2,317)
Open Market Project	(7,172)	9,231	(7,137)	-	(5,078)	10,175	(9,998)	(4,901)
Shared Lives 16+	6,107	-	-	-	6,107	-	-	6,107
Sharing Our Voices	1,638	19,880	(21,518)	-	-	-	-	-
Sport Other (Football, Swimming, Tennis)	5,234	-	(3,060)	-	2,174	1,584	(6,630)	(2,872)
Theatre Refurbishment	(1,778)	-	-	1,778	-	-	-	-
Travel Buddy	46,785	73,988	(75,543)	-	45,230	41,776	(72,119)	14,887
Work Buddy	7,289	8,111	-	-	15,400	1,547	-	16,947
Lets Work Together	-	24,077	(24,077)	-	-	-	-	-
Walsingham Rd Centre Refurbishment Project	2,284	-	-	(2,284)	-	1,980	-	1,980
	186,504	145,915	(161,482)	(94,310)	76,627	66,689	(117,052)	26,264

17 **Restricted funds** **(Continued)**

Brighton & Hove City Council supported our 'Open Market Art Studio' which provides a professional space for the people we support to exhibit and sell pieces of their artworld. The studio also provides a unique training space for people to gain customer facing work experience.

Brighton & Hove City Council; Brighton, Hove & District Mencap Society; Gatwick Airport Community Trust; Munro Charitable Trust and the Shanley Foundation supported our 'Friendship Group' which helps people to have strong and supported relationships, seeing people when and where they want to.

Brighton District Nursing Association and Chalk Cliff Trust supported people to return to active lives by working with them to overcome barriers and anxieties following the pandemic and co-producing a programme of activities which reflects their interests and meets their needs.

The National Lottery Community Fund supported our 'Travel Buddy' project which supports people to develop the skills and confidence to travel independently. In conjunction with this project Transpetrol Foundation supported one person to complete one to one independent travel training.

The European Social Fund and The Openwork Foundation supported our 'Let's Work Together' project which supports adults with learning disabilities and/or autism and their employers in the workplace.

Mencap supported our project to increase the number of people from Black, Asian and minoritised ethnic communities on the learning disability register.

Asda Foundation, the Tony Barnard Foundation and the Ian Askew Charitable Trust supported our allotment which provides a fantastic opportunity for people to learn and develop horticultural skills, spend time outdoors with friends and supports their mental health and well-being.

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds				
	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£
Big Build	1,344,122	(344,122)	1,000,000	24,731	(33,553)	991,178
New Ideas	-	50,000	50,000	-	(2,053)	47,947
Fundraising/Marketing Initiative	195,000	(195,000)	-	-	-	-
	1,539,122	(489,122)	1,050,000	24,731	(35,606)	1,039,125

Designated funds are unrestricted funds that the trustees have designated towards funding for the Big Build and the New Ideas Fund (research and development).

19 **Analysis of net assets between funds**

	Unrestricted funds 2023	Designated funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Designated funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:								
Tangible assets	1,781,206	-	-	1,781,206	1,806,865	-	-	1,806,865
Current assets/(liabilities)	771,285	1,039,125	26,264	1,836,674	618,561	1,050,000	76,627	1,745,188
	2,552,491	1,039,125	26,264	3,617,880	2,425,426	1,050,000	76,627	3,552,053

20 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	238,316	70,142
Between two and five years	102,878	40,712
In over five years	-	64,943
	341,194	175,797

21 Related party transactions

Transactions with related parties

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

One Director, Kirsty Pentecost received services from Grace Eyre.

22 Cash generated from operations	2023	2022
	£	£
Surplus for the year	65,827	256,399
Adjustments for:		
Investment income recognised in statement of financial activities	(2,399)	(410)
Depreciation and impairment of tangible fixed assets	103,054	102,309
Movements in working capital:		
Decrease in debtors	447,031	25,307
(Decrease) in creditors	(48,388)	(51,238)
Cash generated from operations	565,125	332,367

23 Analysis of changes in net funds

The charity had no debt during the year.

THE GRACE EYRE FOUNDATION

England & Wales - Charity number 1020192

Accounts

graceeyre

ABILITY · EQUALITY · INDEPENDENCE

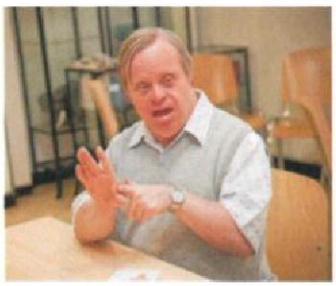
The Grace Eyre Foundation

Consolidated Report and Financial Statements for year ended 31 March 2022

Charity No. 1020192 / Company No.02806429



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THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Office/Address:	36 Montefiore Road, Hove, East Sussex, BN3 6EP
Bankers:	Barclays Bank PLC 139-142 North Street Brighton East Sussex, BN1 1RU
Independent Auditors:	TC Group The Courtyard, Shoreham Road Upper Beeding Steyning West Sussex, BN44 3TN
Legal Advisors:	DMH Stallard incorporating Griffith Smith LLP 47 Old Steine, Brighton East Sussex, BN1 1NW
Company No:	02806429
Charity Registration No:	1020192
Secretary/ Chief Executive Officer:	Eva Eriksson
Trustees/Directors:	Liv Corbishley – Chair Peter Begley – Treasurer Peter Boorman Kirsty Pentecost Simon Owens Samantha Boast Karen Medcraft – resigned 10.5.2022 Daniel Parsonage Anna Cooley-Greene Camilla Gauge Jade Vallance – resigned 20.9.2021 Joanna Holt – resigned 8.11.2021

The Trustees (who also act as Directors for Companies Act purposes) have pleasure in presenting their report and financial statements for the year ended 31 March 2022.

The Trustees believe that the financial statements comply with the Charities Act 2011, Companies Act 2006, Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charity's governing document.

STRUCTURE GOVERNANCE AND MANAGEMENT

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

The skills and knowledge of the Trustees, who also act as Directors of the Company, were reviewed during the year by the Chair, Liv Corbishley to identify gaps with a view to ensuring that the Trustee body has an appropriate range of relevant skills and experience. Two trustees resigned during the year and no new trustees were elected. The charity is committed to ensuring that the voice of people with learning disabilities or autism is reflected in decisions made by the board of trustees with two of the trustees having lived experience and a target has been set of having five trustees with learning disabilities and/or autism by 2025.

Further changes to the subsidiaries were made and Grace Eyre Housing CIC closed down. Companies House formally agreed on the closure in December 2021. It was agreed to carry on all activities carried out by the subsidiary as part of the charity. The charity is in the process of reinstating the company in order to claim back £78,610.05 from the Treasury belonging to the charity. Once this is complete the CIC will be closed again.

The committee structure remains the same; Audit & Risk Committee and a Remuneration Committee support the work of the Board of Trustees. Trustees have undertaken training throughout the year even though this has been mainly limited to online training due to the Corona Virus Pandemic.

The Trustees have in place clear processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2025, the risk management plan, Health & Safety, and other major policies and procedures. The Trustees have monitored the implementation of the new strategic plan - Our Plan 2020-2025 and are satisfied that considering the impact of the Corona Virus Pandemic, the charity has achieved some of what it set out in the first and second years of Our Plan 2020-2021. Further reviews of the remaining 3 years of the strategic plans will be undertaken.

At the annual away day held in person in April 2022, the Trustees listened to and debated a presentation on the State of the Sector by Tom Noon of Cordis Bright Consultancy and Trustees were able to reflect on the strategic plan, Our Plan 2020-2025, and key targets for the next 3 years. This was followed by a discussion about Board Development and looking at positive changes in our Housing, the Big Build, Finance, Legal, Business, Marketing, User Leadership, and external learning. The trustees noted some of the difficulties faced by the charity in regard to coming out of the pandemic but noted that our day services which have had to close for long periods during the year are now beginning to recover. Housing and Choices supported living and outreach services have been doing very well despite the pandemic restrictions. It was noted that low fee income from local authorities continues to place real difficulties in recruiting and retaining staff.

Risk Management

At their Audit & Risk Committee meeting, the Trustees debated and considered major risks affecting the charity. Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which reports to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with learning disabilities are delivered. We are fully committed to the emphasis on a person-centred approach with increased involvement of individuals who use our services and their carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex, the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The Charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Chris Bland, Naomi Cox, Julie Rossiter, Jane Bettany (started in December 2021) and Nathaniel Lawford (started in December 2021) manages the charity's operations on a day-to-day basis.

PUBLIC BENEFIT

In shaping our objectives and planning our activities for the year, the Trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the Trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set.

The Trustees believe that the following paragraphs, specifically on the Charter developed by people with learning disabilities, the Vision and Mission, relate in detail to the benefit that the charity provides to the public.

PURPOSE, CHARTER, VISION AND MISSION

Purpose:

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar service

Our Charter states:

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

1. We want to be listened to.
2. We want to be part of our communities.
3. We want to have strong and supported relationships.
4. We want to have good housing.
5. We want jobs.
6. We want to travel around where we live.
7. We want to try new things.
8. We want to be healthy.

Our Vision is:

For a society where people with learning disabilities and/or autism can fulfil their dreams and wishes, are respected as equal citizens and are part of and contribute to their communities.

Our Mission is:

We will work towards delivering Our Charter, created by people with learning disabilities and/or autism who want to: be listened to; have access to housing; be part of their communities; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.



The focus of our work

The Grace Eyre Foundation supports people with learning disabilities and autistic people through four key services: Active Lives, Shared Lives, Choices, and Grace Eyre Housing.

Active Lives has continued to experience challenges in re-opening its services. By March 2022, 70 individuals had returned to some activities. Continued discussions with the remaining 70 individuals who have not returned have continued. Ongoing discussions with commissioners, Brighton & Hove City Council have taken place in order to ensure adequate and affordable provision of day activities are available to people with learning disabilities within the City of Brighton & Hove. The management team of Active Lives has continued to work with the National Development Team for Inclusion (NDTi) in order to offer high-quality, person-centered, community-based activities. The four key projects of Travel Buddy, Grace Eyre Friendship, Sharing Our Voices and the Employment Project have gone from strength to strength and in particular, the Friendship Project has been able to reach over 500 individuals via online activities via zoom during the two years of the pandemic. This has been a lifeline to many people during this time. Sharing Our Voices history project, funded by the Heritage Lottery, completed their work in June 2021 with the completion of a website and film, showcasing the work that had been completed during the two-year project.

Shared Lives supports 69 people with learning disabilities, autistic people, and mental health needs, matching individuals with 49 paid carers so that they can live and participate in the community and providing ongoing support. We continue to work with over 20 local authorities through this service.

Choices support 268 individuals and offers two types of services: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1 - 20 hours of support per week. A group of supported living and outreach services for people with learning disabilities were transferred successfully in January 2022 during the pandemic from a national provider. Another successful tender was won, with the transfer of staff from another provider which will support 50 individuals in their own homes, starting in May 2022.

Grace Eyre Housing acts as landlord for 127 tenants living in their own accommodation. Grace Eyre Housing has grown significantly during the year largely due to partnership working with Brighton & Hove City Council, West Sussex County Council, and private landlords in accessing suitable housing.



Ensuring our work delivers good outcomes

Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020 - 2025 – known as "Our Plan" which sets the direction for all of our work. "Our Plan" is reviewed annually with input from people who use our services, staff, and trustees. In the review, we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives, and activities remain focused on our stated purpose.

Key aims and objectives of the strategic plan

The key aims and objectives of Our Plan 2020-2025 were as follows:

The overarching aim of the strategy is to build a growing, financially strong, and high-quality organisation that listens to and is led by people with learning disabilities and/or autistic people.

The main objectives are four fold:

1. **Stakeholder objectives**
    a. To ensure people who use our services, staff and volunteers are at the centre of the organisation.
    b. To support people with learning disabilities to take an active and meaningful role in leading and developing services.
    c. To ensure that strong relationships are developed with people who use our services, supporters and funders.

2. **Financial Objectives**
    a. To ensure full cost recovery is achieved for all contracts
    b. To meet capital and revenue targets in fundraising set each year.
    c. To grow trading income and meet targets set.

3. **Operational Objectives**
    a. Fundraising & Marketing Strategy – increase viability and credibility, improve internal and external communications and build the supporter base.
    b. Quality Management Framework – to ensure compliance with laws, regulators, contracts and Grace Eyre's own quality standards such as REACH and Real Tenancy Test.
    c. Employment – increase the number of people with learning disabilities and/or autism employed by Grace Eyre.
    d. Improve technology through Salesforce, assistive technology and data collection.
    e. Campaigning and Human Rights – campaigns to be led by people with learning disabilities promoting equity and human rights.
    f. Capital projects – Manage and deliver the 'Big Build' refurbishment of Montefiore Road.

4. **Learning & Development Objectives**
    a. Develop organisational values, involving all stakeholders
    b. Become an employer of choices through attracting and retaining the right staff, opportunities for training and career progression and to be a real living wage employer
    c. Leadership – develop strong, collaborative leadership across the organisation, encourage new ideas and innovation, and collaborate across services.
    d. Monitoring, evaluation and Impact – implement robust data collection to effectively measure our impact.
    e. Governance – provides information and support to enable trustees to have effective oversight of the charity.

Achievements and impact

Grace Eyre believes we make a difference in people's lives and we do ask - what would have happened if it were not for our services, projects, and interventions? We believe this is the ultimate indicator of the difference our work makes.

To highlight some of what has happened thanks to our organisation, here are some of the highlights:

Covid-19 Pandemic

We have been able to support and keep safe over 500 individuals with learning disabilities and/or autistic people. Our staff has gone above and beyond in ensuring a good and fulfilling life despite the restrictions we have all had to live under. Grace Eyre Friendship was able to move lots of activities online and during this time over 500 individuals have been able to access that support. Since autumn of 2021, more and more activities have started up, such as our art, drama, and dance activities.

Meeting up with friends again has enabled people to see a real future again and the sense of well-being can be illustrated by one person who returned to Active Lives activities by saying how she had cried coming back because she was so happy. We will not underestimate the trauma a lot of people feel after Covid and will continue to ensure people feel safe and can meet up with their friends again.

Stakeholders

People who use our services, the Ambassadors, and people who work for us with lived experience run a brilliant health campaign, highlighting the continued and serious health inequalities that exist for people we support. We joined in national campaigns to ensure people with learning disabilities could access vaccines which meant that first of all, they had to be registered with their GP and then ensure they received a Health Action Plan (HAP). At the start of the campaign only 7% of people we support had a HAP. This has steadily increased to 29% in March 2022, and we are hoping to have reached 80% by November 2022. This shows the difference we can make!

The health campaign run by Our Voices was also funded to produce useful information for the Black, Asian and ethnic minorities in different languages in order to help people with learning disabilities get into the Learning Disability Register with G.Ps. The pack was translated into Arabic, Bengali, Polish, Farsi, Italian, Romanian, Portuguese and Spanish. These are the most spoken languages across Sussex.

We have employed a Director of Inclusion and Projects with lived experience to enable our strategy of User Leadership to develop even further, we also continue to have two trustees with lived experience and representatives from Our Voices attending the Senior Leadership Team meetings. This enables the organisation to ensure we listen to and act on what people with lived experience are saying and thereby making a difference.

Our Voices continue to go from strength to strength as Covid restrictions are easing and we can start to meet up face to face again. The project is looking forward to reviewing and consulting on a new Inclusion Strategy.

Financially

Our goal of ensuring we break even for all our services has taken a step back during Covid with two of our services going into a loss position – Active Lives was forced to shut down completely during most of the last two years and Shared Lives saw very little movement in both referrals and recruitment of new self-employed carers.

Overall, the organisation achieved a 1.3% surplus, and we are confident that our loss-making services will turn round in the next year. To ensure we can continue to deliver high-quality services to more individuals and make a difference in their lives, we will continue to pursue our fundraising and income targets and in order to achieve this, we have invested in an Income Generation Department consisting of a Director, Business Manager, Marketing Manager, and Fundraising Manager and staff.

We have reviewed and made recommendations to improve our Finance Department's processes, systems, and reporting as we believe that high-quality financial information is key to making effective financial decisions at speed and our external environment is changing very fast with the cost of living, inflation, and war affecting us.

Operationally

The best achievement has been the continued delivery of high-quality services in our housing, supported living, community outreach and shared lives services. We have kept individuals safe and have ensured that on the whole we have ensured resilience and mental well-being as well. We can see light at the end of the tunnel and are working hard to open up as much as possible of our services.

We have relied on technology to both run the organisation but also deliver those well-being services to over 500 individuals through our Grace Eyre Friendship zoom activities. We are continuing to improve our data collection and increasing the use of devices and internet for the people we support to make sure people can be digitally included.

Our Quality Management Framework is continuing to produce evidence of the difference we are making but we have had to cut back on our Independent Quality Checkers visiting our services due to Covid-19.
Finally, we have received planning permission for our Big Build. This will see our main Head Quarters at Montefiore Road being refurbished into a high-quality Art Centre, with its own Theatre and Community Spaces, 8 x 1-bed flats and offices and activity spaces for our staff and projects.

Learning & Development
We have now completed the majority of our ambitious Management Development Programme where our aim is to develop our own managers to be leaders in ensuring our organisation can be the best for our staff and most importantly for ensuring we can make a difference to the lives of people we support.

We are looking forward to a more skilled and recognised social care workforce and are keen to see what Skills for Care develops in terms of qualifications. We have introduced a new salary policy with grades and increments and have uplifted the majority of our staff such as support workers a minimum of 5% increase in recognition of the cost of living crisis and having a more recognised work force.

The board of trustees have seen two long serving trustees leave and no new trustees elected, they remain focused on filling skill gaps on the board along with maintaining and improving diversity. The governance has been reviewed by the chair and an external consultant has supported areas of board development. A rolling discussion point at the board meetings is the Charity Governance Code for Trustees.

Future Plans

The strategic plan – Our Plan 2020-2025 has been reviewed by the trustees and remains the plan going forward. The charity is conscious of the fact that the Covid Pandemic is continuing and will likely be a feature of the charities work for the next year. A 'new normal' is being developed with strong emphasis on safety and in protecting our staff and people who use our services from the pandemic.

Our key priorities around user leadership still holds true and we will recruit to have five trustees with lived experience. One trustee with lived experience stepped down. As we continue to seek ways to be inclusive at every level of the organisation this has prompted the organisation to develop a training programme for prospective trustees with lived experience.

We are now setting up a Digital Inclusion Project after surveying over 110 people who use our services around technology. We have been able to identify the gaps and will be seeking funding to ensure we can make a difference in including people with learning disabilities in the technological revolution that has happened during Covid-19.

Grace Eyre is continuing to develop our campaigning with the first campaign around Health Inequalities being successful which we will continue to monitor. We have also launched a campaign called Rethink Disability which challenges people's perception of disability and asks us to look at peoples Abilities instead. The next campaign will be around Employment for people with learning disabilities and our target is to ensure all our internal teams employ at least one person with a learning disability or Autistic person.

Our Growth Strategy remain the same despite a small setback during the two year's of Covid-19 where we saw a negative growth of 6.4% in 2020/21 and a negative 9% growth this year. However, we are predicting 25%+ growth for the coming year. We will continue to grow an average of 15% per year and ensure our loss-making services of Active Lives and Shared Lives comes back into profitability. We know that we can make a difference to people's lives, and this is the reason for our strategy. We will also continue to raise capital for our Big Build which is now estimated to cost £4Million.

Grace Eyre staff remains our most valued asset and in recognition of this we intend to ensure our front facing staff will continue to receive a decent salary and terms and conditions. After our salary increase of 5% uplift to our support workers in April 2022 but we are acutely aware that this might not be enough.

Some of our detailed targets for next year are:

- Finance Department – complete actions in External Finance Review including new and clearer structures, processes, roles and accountability.
- Recruitment – a solid, successful recruitment strategy which includes overseas recruitment, Volunteers & Salesforce – new recruitment process and application form – vacancy rate of less than 7%.
- Training – Mandatory, Specific, IT & Salesforce and Management training to reach 80% completed within 6 months.
- Roles of Managers – Minimum 9 x1:1s (currently 4), Annual Development Reviews - 80% (currently 53%), Service User/Tenant Meetings, employment of people with lived experience – 25 teams (currently only 8 teams).
- Values – an organisational wide discussion about our organisational values – report to board – September 2022.
- Fundraising – achieve £1Million for Big Build and funding for key projects
- Quality Strategy – Consolidate our quality assurance process to ensure continuous improvements – Outstanding by CQC, Quality Checkers, Annual Quality Meetings and Reports, ISO 9002.
- NDTi report – implement a move to community-based activities & projects including fully funded Employment Strategy and Friendship. This will include moving into Individual Service Funds.
- Salesforce – speed up implementation of Road Map, particularly around Human Resources, Quality and Rota software.
- Housing – Review of Property Strategy including Registered Provider status. In-Form to be fully utilised. Growth of 30 bedspaces.
- Innovation – New Ideas Projects x 2, Impact and Outcome monitoring & Reporting.
- Our Voices – New Strategy, Structure, Complete Health Campaign (November – currently only 29% Health Action Plans), Implement Employment Campaign, recruit more trustees with lived experience, set up support groups and strong Ambassador Group in West Sussex.

Investment Policy
Funds that are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions.

Investments are reviewed periodically by the Trustees to maximise returns and maintain capital value.

Financial Review

Against the backdrop of inflation, cost of living crisis, the war in Ukraine, and uncertainties over the future funding of services, Grace Eyre Foundation made a surplus of £256,399 in 2021/22 compared to a surplus of £583,427 in 2020/21.

Reserves Policy
The charity aims to ensure that sufficient reserves are maintained to enable the charity to ensure the continuation of its activities for a minimum period of two months. The trustees calculate the reserves as that part of the unrestricted income funds which is freely available after taking account of restricted funds allocated for specific purposes. The general unrestricted free reserves currently stand at £1,668,561 at the end of 2021/22.

The reserve requirement is calculated as follows:

	£
Total funds	3,552,053
Less fixed assets	(1,806,865)
Less restricted funds	(76,627)
Total free reserves (including designated funds)	**1,668,561**
Provision for operating costs for two months based on 2021/22 budgeted expenditure	1,418,320

The level of free reserves is currently above the charity's target level and a decision to designate £1Million to The Big Build has been taken as part of the charity's Our Plan for 2020-2025.

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company 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 judgments 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 charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the company's website. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant audit information (as identified by section 418 of the Companies Act 2006) of which the charity's auditors are unaware. Each trustee has taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved on behalf of the trustees on and signed on their behalf by:



.....

Liv Corbishley,
Chair

28/11/22

Date

THE GRACE EYRE FOUNDATION
REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF THE GRACE EYRE FOUNDATION

Opinion

We have audited the financial statements of The Grace Eyre Foundation ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow 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 (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 March 2022 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 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 charitable company 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 the provisions available for small entities, 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 trustee's 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 of conditions that, individually or collectively, may cast 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 trustee's 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, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report or the strategic report included within the trustees' report.

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

- adequate and proper 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

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

- adequate and proper 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;
- 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 trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 company'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 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.

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 auditors report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group

Mr Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors

Dated: 8 December 2022
Office: Steyning, West Sussex

THE GRACE EYRE FOUNDATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
INCOME FROM:		**£**	**£**	**£**	£
Donations	4	**388,916**	**145,915**	**534,831**	1,027,458
Investments	5	**410**	**-**	**410**	1,713
Charitable Activities	7	**7,095,671**	**-**	**7,095,671**	7,304,990
Raising funds	6	**13,327**	**-**	**13,327**	15,094
Grace Eyre Housing		**1,439,470**	**-**	**1,439,470**	1,247,121
TOTAL INCOME		**8,937,794**	**145,915**	**9,083,709**	9,596,376
EXPENDITURE ON:					
Raising funds	9	**89,965**	**-**	**89,965**	119,410
Charitable activities	10	**7,319,152**	**161,482**	**7,480,634**	7,854,962
Grace Eyre Housing	13	**1,256,711**	**-**	**1,256,711**	1,038,577
TOTAL EXPENDITURE		**8,665,828**	**161,482**	**8,827,310**	9,012,949
NET INCOME/EXPENDITURE		**271,966**	**(15,567)**	**256,399**	583,427
Gain/(loss) on defined benefit pension schemes	25	**-**	**-**	**-**	-
Gross transfers between funds	21	**94,310**	**(94,310)**	**-**	-
NET MOVEMENT IN FUNDS		**366,276**	**(109,877)**	**256,399**	583,427
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		**3,109,150**	**186,504**	**3,295,654**	2,712,227
TOTAL FUNDS CARRIED FORWARD	21	**3,475,426**	**76,627**	**3,552,053**	3,295,654

The statement of financial activities incorporates the income and expenditure account.

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movement in funds are disclosed in Note 21 to the financial statements.

The notes on pages 23 to 38 form part of these financial statements.

THE GRACE EYRE FOUNDATION
BALANCE SHEET
AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible fixed assets	16		**1,806,865**		1,829,689
Current Assets					
Debtors	17	**1,785,102**		1,810,409	
Cash at bank and in hand		**894,515**		641,223	
		2,679,617		2,451,632	
Current Liabilities					
Amounts falling due within one year	18	**(934,429)**		(985,667)	
Net Current Assets			**1,745,188**		1,465,965
Total Assets Less Current Liabilities			**3,552,053**		3,295,654
Defined benefit pension scheme liability	25		**-**		-
Net Assets			**3,552,053**		3,295,654
Funds	21				
Unrestricted funds			**2,245,882**		1,390,484
Designated funds			**1,050,000**		1,539,122
Revaluation reserve			**179,544**		179,544
Restricted funds			**76,627**		186,504
			3,552,053		3,295,654

Company Number: 02806429

Approved by the Trustees on 28-11-22 and signed on their behalf by:

.....
Liv Corbishley

.....
Peter Begley

The notes on pages 23 to 38 form part of these financial statements.

THE GRACE EYRE FOUNDATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Cash used in operating activities	24		**332,367**		(530,194)
Cash flow from investing activities					
Interest Income	5	**410**		1,713	
Payments to acquire tangible fixed assets	16	**(79,485)**		(49,320)	
Cash provided by/(used in) investing activities			**(79,075)**		(47,607)
Cash flows from financing activities					
Repayments of borrowing		**-**		(377,328)	
Cash generated/ (used) in financial activities			**-**		(377,328)
Increase/(decrease) in cash			**253,292**		(955,129)

Analysis of net cash/(debt)

	At 1 April 2021	Cash	Non-cash changes	**At 31 March 2022**
	£	£	£	**£**
Cash at bank and in hand	641,223	253,292	-	**894,515**

1. STATUTORY INFORMATION

The Grace Eyre Foundation is a company, limited by guarantee of £1, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Basis of Preparation

The financial statements have been prepared in accordance with 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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102) and the Companies Act 2006.

The Grace Eyre Foundation meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about The Grace Eyre Foundation's ability as a going concern. The trustees assessment of going concern includes taking into account any potential impact of the COVID-19 pandemic, which is further detailed in the trustees' report.

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 principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Income

All incoming resources are recorded net of taxes and are included in the Statement of Financial Activities (SOFA) when the Charity has entitlement to the funds, it is possible that they will receive the resources and the monetary value can be measured with sufficient reliability.

Grants, donations and gifts and are included in full in the SOFA when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donations are credited to income when received and are included in the unrestricted funds if not destined for specific purposes.

Investment income is included when receivable.

(b) Expenditure

Expenditure is accounted for on an accruals basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.
Charitable activities comprise the costs associated with attracting donations and grants and the costs of trading for fundraising purposes. It also includes those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

(c) Fund accounting

The Charity has two types of funds for which it is responsible and which require separate disclosure.

Unrestricted Funds

Funds which are expendable at the discretion of the Trustees in furtherance of the objects of the Charity. Within unrestricted funds are designated funds which have been ring-fenced by the trustees for certain projects.

Restricted Funds

These funds are subject to specific trusts, which may be declared by the donor with their authority and are expendable at the discretion of the Trustees in furtherance of some particular aspect of the objects of the Charity.

(d) Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

(e) Investments

Investments are shown in the Balance Sheet at their historic cost. The investments held are those in wholly owned trading subsidiaries.

(f) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £1,000 are not capitalised. Depreciation is charged in the year after the total cost of the asset is incurred. The assets are now depreciated on a straight line basis over their estimated useful lives as follows:

Freehold/Leasehold Buildings	40 years (previously 25 years)
Property Improvements	15 years (or the lease length whichever is shorter)
Equipment	5 years
Motor Vehicles	4 years
IT Projects	5 years
IT Equipment	2 years
Asset under construction	Not depreciated

The charity carries out regular impairment reviews of its fixed assets.

(g) Capitalisation policy
Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use on an on-going basis and costs over £1,000.

(h) Revaluation policy
The freehold building at Montefiore Road was revalued in 1997 and the amount of the revaluation has been included in the accounts since that date. The revalued amounts are treated as deemed costs. As no further revaluation has been taken into the accounts, a decision has been made this year to discontinue with the policy of revaluation of freehold buildings, in line with paragraph 264 of the Charities SORP.

(i) Pension costs
The charity operates five defined contribution pension schemes, a Royal London Stakeholder Pension Plan for all eligible staff, and two West Sussex County Council Pension Funds, one East Sussex County Council Pension Fund and one NHS Pension Fund for TUPE staff. Contributions payable to the charity's pension schemes are charged to the SOFA in the period to which they relate. See further details in Note 25.

(j) Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(k) Debtors
Trade and other debtors are recognised at the settlement amount due.

(l) Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(m) Cash at bank and in hand
Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposits or similar account.

(n) 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.

(n) Critical accounting estimates and judgements (continued)
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.

The trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income From			
Donations	908,180	119,278	1,027,458
Investments	1,713	-	1,713
Charitable Activities	7,304,990	-	7,304,990
Raising Funds	15,094	-	15,094
Grace Eyre Housing	1,247,121	-	1,247,121
TOTAL INCOME	**9,477,098**	**119,278**	**9,596,376**
EXPENDITURE ON:			
Raising funds	119,410	-	119,410
Charitable activities	7,733,230	121,732	7,854,962
Grace Eyre Housing	1,038,577	-	1,038,577
TOTAL EXPENDITURE	**8,891,217**	**121,732**	**9,012,949**
NET INCOME/EXPENDITURE	**585,881**	**(2,454)**	**583,427**
NET MOVEMENT IN FUNDS	**585,881**	**(2,454)**	**583,427**
RECONCILIATION OF FUNDS:			
TOTAL FUNDS BROUGHT FORWARD	2,523,269	188,958	2,712,227
TOTAL FUNDS CARRIED FORWARD	**3,109,150**	**186,504**	**3,295,654**

4. GRANTS AND DONATIONS

Grant Income & Donations	Restricted £	Unrestricted £	Total 2022 £	Total 2021 £
Grace Eyre Friendship Brighton & Hove				
Shanley Foundation	1,000	-	**1,000**	-
BHCC	9,628	-	**9,628**	49,773
General Donations	-	-	**-**	1,400
Open Market Project				
Brighton and Hove City Council	9,231	-	**9,231**	9,231
Sports for All				
Sport in Sussex	-	-	**-**	9,225
On Your Side sports	-	-	**-**	7,258
Tennis Sussex	-	-	**-**	540
Sharing Our Voices				
National Heritage	19,880	-	**19,880**	-
Travel Buddy				
Big Lottery Fund	73,988	-	**73,988**	35,962
Other donations and grants				
Covid-19 grants	-	171,225	**171,225**	465,242
Covid-19 furlough scheme	-	42,711	**42,711**	431,088
SEIF grant release	-	139,638	**139,638**	-
Work Buddy	8,111	-	**8,111**	7,289
Lets Work Together	24,077	-	**24,077**	-
Other	-	35,342	**35,342**	10,450
	145,915	**388,916**	**534,831**	1,027,458

Included in other donations and grants above is £213,936 (2021: £896,330) relating to one off support for Covid-19.

5. INVESTMENT INCOME

	2022 £	2021 £
Interest from investment funds	**410**	1,713

6. RAISING FUNDS

	2022 £	2021 £
Angel Cake Café & Catering	**2,144**	1,326
Fundraising income	**11,183**	13,768
	13,327	15,094

7. CHARITABLE ACTIVITIES

	2022	2021
	£	£
Active Lives	**591,078**	925,176
Shared Lives	**1,760,164**	1,935,479
Choices	**4,744,429**	4,444,335
	7,095,671	7,304,990

This income is made up as follows:	2022	2021
	£	£
Brighton & Hove City Council	**4,417,998**	4,424,865
West Sussex County Council	**1,625,916**	1,646,773
Other Local Authorities	**894,994**	1,072,979
Individual Budgets	**156,763**	160,373
	7,095,671	7,304,990

8. NET INCOME

	2022	2021
	£	£
This is stated after charging:		
Depreciation	**102,309**	123,156
Auditor's remuneration	**16,200**	13,800

9. RAISING FUNDS

	2022	2021
	£	£
Staff Costs	**85,115**	113,201
Direct Costs	**4,850**	6,209
	89,965	119,410

10. COST OF CHARITABLE ACTIVITIES

	Active Lives	Shared Lives	Choices	2022 Total	2021 Total
	£	£	£	£	£
Staff Costs	602,193	144,492	3,602,068	**4,348,753**	4,511,354
Direct Costs	47,015	1,490,876	165,614	**1,703,505**	1,956,335
Administrative Expenses	51,999	2,920	111,472	**166,391**	156,857
Depreciation	2,906	215	2,608	**5,729**	7,305
Governance Costs	4,447	8,339	15,010	**27,796**	48,780
Support Costs	196,554	368,538	663,368	**1,228,460**	1,174,331
Total Costs	**905,114**	**2,015,380**	**4,560,140**	**7,480,634**	7,854,962

	Active Lives Unrestricted 2022	Active Lives Restricted 2022	Active Lives Total 2022
	£	£	£
Staff Costs	**459,335**	**142,858**	**602,193**
Direct Costs	**43,702**	**3,313**	**47,015**
Administrative Expenses	**36,688**	**15,311**	**51,999**
Depreciation	**2,906**	**-**	**2,906**
Governance Costs	**4,447**	**-**	**4,447**
Support Costs	**196,554**	**-**	**196,554**
Total Costs	**743,632**	**161,482**	**905,114**

11. GOVERNANCE COSTS

	2022	2021
	£	£
Audit	**16,200**	13,800
Other services from auditors	**5,310**	5,775
Legal & professional fees	**6,286**	29,205
Total	**27,796**	48,780

12. SUPPORT COSTS

	2022	2021
	£	£
Staff Costs	**728,253**	605,343
Premises	**25,013**	12,117
Communication & IT	**200,096**	242,532
Administrative Expenses	**219,034**	233,925
Travel	**3,263**	2,472
Depreciation	**52,801**	76,629
Insurance	**-**	1,313
Total Support Costs	**1,228,460**	1,174,331

13. GRACE EYRE HOUSING COSTS

	2022	2021
	£	£
Staff Costs	**241,303**	195,620
Legal and professional fees	**9,371**	14,095
Administration expenses	**13,024**	10,204
Housing costs	**938,063**	758,238
Travel	**4,495**	3,625
Depreciation	**43,779**	39,222
Insurance	**5,980**	10,685
Bank Charges	**696**	86
Loan Interest	**-**	6,802
Total	**1,256,711**	1,038,577

14. STAFF COSTS AND NUMBERS

	2022	2021
	£	£
Staff costs were as follows:		
Salaries and wages	**4,767,318**	4,812,897
Social Security costs	**375,258**	367,816
Pension contributions	**260,848**	244,805
Total	**5,403,424**	5,425,518

Number of employees at 31 March 2022 was 264, full time equivalent 191 (2021: 263 FTE 174). Of these 253 (2021: 253) staff were employed in furtherance of our charitable activities and 12 (2021: 10) undertook administrative roles.

One employee received emoluments exceeding £60,000 (2021: one), both years in the bracket £80,000 to £89,999.

The majority of staff are contracted into the state pension scheme. Provision for additional pension to staff is made by payment into five defined contribution schemes, a Royal London Stakeholder Pension Plan and two West Sussex County Council, one East Sussex County Council and the NHS Pension Funds for TUPE staff.

During the year a restructuring of services was undertaken with roles within the organisation being made redundant. The total cost of redundancies and associated pay in the year was £29,766 (2021: £36,099).

The directors consider the board of directors, who are the charity's trustees, and the Executive Group comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 15 to the accounts.

The pay of the senior staff is reviewed annually by the Remuneration Committee and benchmarked against the Voluntary Sector Salary Survey (XPert HR 2016). The current target is to reach 80% of median senior manager pay. Performance of senior managers, affordability and financial performance of the charity are also taken into consideration when agreeing remuneration. The total of employee benefits of key management personnel was £303,070 for 2022 (£270,021 for 2021) (including employer's national insurance and pension contributions).

15. TRUSTEE REMUNERATION AND REIMBURSED EXPENSES

The Trustees received no remuneration during the year in their capacity as Trustees (2021: £Nil). No expenses were claimed during the year (2021: £Nil).

16. TANGIBLE FIXED ASSETS

	Freehold Property £	Leasehold Property £	Equipment £	Motor vehicles £	Total £
Cost					
1 April 2021	1,354,971	1,352,451	529,302	12,024	3,248,748
Additions	31,095	-	48,390	-	79,485
Disposals	-	-	-	(4)	(4)
31 March 2022	**1,386,066**	**1,352,451**	**577,692**	**12,020**	**3,328,229**
Depreciation					
1 April 2021	720,733	235,899	450,403	12,024	1,419,059
Depreciation charge	21,247	44,993	36,069	-	102,309
Disposals	-	-	-	(4)	(4)
31 March 2022	**741,980**	**280,892**	**486,472**	**12,020**	**1,521,364**
NBV					
31 March 2022	**644,086**	**1,071,559**	**91,220**	**-**	**1,806,865**
31 March 2021	634,238	1,116,552	78,899	-	1,829,689

The freehold property at Montefiore was re-valued at £500,000 in April 1997 and this value has been included in the Accounts since that date.

The historical cost of the freehold land and property is considered to be £9,388.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

17. DEBTORS

	2022	2021
	£	£
Trade Debtors	**1,453,844**	1,454,819
Prepayments and accrued income	**252,604**	355,590
Other debtors	**78,654**	-
	1,785,102	1,810,409

18. CREDITORS
Amount falling due within 1 year

	2022	2021
	£	£
Trade creditors	**160,799**	239,696
Other creditors	**164,450**	127,092
Accruals and deferred income	**609,180**	618,879
	934,429	985,667

19. FINANCIAL COMMITMENTS

At 31 March 2022 the company had total commitments under non-cancellable operating leases as follows:

	Other		Land and buildings	
	2022	2021	2022	2021
	£	£	£	£
Within one year	**31,766**	31,766	**38,376**	165,520
Between two and five years	**4,275**	32,445	**36,437**	40,673
More than 5 years	**-**	-	**64,943**	74,093
Total	**36,041**	64,211	**139,756**	280,286

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Revaluation Reserve	Restricted Funds	Total 2022
	£	£	£	£
Tangible fixed assets	**1,627,321**	**179,544**	**-**	**1,806,865**
Net current assets	**1,668,561**	**-**	**76,627**	**1,745,188**
Net assets at 31 March 2022	**3,295,882**	**179,544**	**76,627**	**3,552,053**

ANALYSIS OF NET ASSETS BETWEEN FUNDS FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds	Revaluation Reserve	Restricted Funds	Total 2021
	£	£	£	£
Tangible fixed assets	1,650,145	179,544	-	1,829,689
Net current assets	2,265,128	-	186,504	2,451,632
Long term liabilities	(985,667)	-	-	(985,667)
Net assets at 31 March 2021	2,929,606	179,544	186,504	3,295,654

21. MOVEMENT IN FUNDS

	Balance at 1 April 2021	Income	Expenditure	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Restricted Funds/Projects					
The National Lotteries Charities Grant	93,804	-	-	(93,804)	-
Allotment Project	1	-	(1)	-	-
Art Studio	(7,513)	-	-	-	**(7,513)**
Drama Project	5,046	-	(1,100)	-	**3,946**
Friendship Project - Brighton & Hove	34,779	10,628	(29,046)	-	**16,361**
Open Market Project	(7,172)	9,231	(7,137)	-	**(5,078)**
Shared Lives 16+	6,107	-	-	-	**6,107**
Sharing Our Voices	1,638	19,880	(21,518)	-	-
Sport Other (Football, Swimming, Tennis)	5,234	-	(3,060)	-	**2,174**
Theatre Refurbishment	(1,778)	-	-	1,778	-
Travel Buddy	46,785	73,988	(75,543)	-	**45,230**
Work Buddy	7,289	8,111	-	-	**15,400**
Lets Work Together	-	24,077	(24,077)	-	-
Walsingham Road Centre Refurbishment Project	2,284	-	-	(2,284)	-
Total Restricted Funds	**186,504**	**145,915**	**(161,482)**	**(94,310)**	**76,627**

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Revaluation reserve	179,544	-	-	-	**179,544**
General funds	1,390,484	8,937,794	(8,665,828)	583,432	**2,245,882**
Designated funds	1,539,122	-	-	(489,122)	**1,050,000**
Total unrestricted	**3,109,150**	**8,937,794**	**(8,665,828)**	**94,310**	**3,475,426**
Total Funds	**3,295,654**	**9,083,709**	**(8,827,310)**	**-**	**3,552,053**

Purpose of general funds
General funds are unrestricted funds that the Trustees are free to spend on anything within the charitable objects.

Purpose of designated funds
Designated funds are unrestricted funds that the Trustees have designated towards funding for the Big Build £1,000,000 (2021: £1,344,122), the Fundraising/Marketing initiative £Nil (2021: £195,000) and New Ideas Fund of £50,000 (2021: £Nil) towards research and development.

Purpose of revaluation reserve
A revaluation reserve fund of £179,544 was created when the Montefiore property was revalued in 1997 to recognise the equity in our Balance Sheet.

Purpose of restricted funds
Restricted funds are funds provided to undertake specific projects of work. In the period to 31 March 2022 this included funds from:

Grants, Trusts and Foundations
Brighton & Hove City Council – Supported our 'Friendship Group' project in Brighton and Hove, which helps people to have strong and supported relationships, seeing people when and where they want to.

Brighton & Hove City Council – Supported our 'Open Market Art Studio'. The studio provides a professional space for the people we support to exhibit and sell pieces of their artwork. The Studio also provides a unique training space for people to gain customer facing work experience.

Brighton District Nursing Association - Supported people to return to Active Lives, working with them to overcome barriers and anxieties following the pandemic and co-producing a programme of activities that reflects their interests and meets their needs.

Brighton, Hove & District Mencap Society - Supported our 'Friendship Group' project in Brighton and Hove, which helps people to have strong and supported relationships, seeing people when and where they want to.

Chalk Cliff Trust - Supported people to return to Active Lives, working with them to overcome barriers and anxieties following the pandemic and co-producing a programme of activities that reflects their interests and meets their needs.

The European Social Fund – Supported our 'Let's Work Together' project, which supports adults with learning disabilities and/or autism and their employers in the workplace.

Gatwick Airport Community Trust - Supported our 'Friendship Group' in West Sussex, which helps people to have strong and supported relationships, seeing people when and where they want to.

Mencap – Supported our project to increase the number of people from Black, Asian and minoritised ethnic communities on the Learning Disability Register.

Munro Charitable Trust - Supported our 'Friendship Group' in West Sussex, which helps people to have strong and supported relationships, seeing people when and where they want to.

The National Lottery Community Fund - Supported our Travel Buddy project. Entering its fifth and final year, the project supports people to develop the skills and confidence to travel independently.

The Openwork Foundation – Supported our 'Let's Work Together' project, which supports adults with learning disabilities and/or autism and their employers in the workplace.

Shanly Foundation - Supported our 'Friendship Group' in West Sussex, which helps people to have strong and supported relationships, seeing people when and where they want to.

Sussex NHS Commissioners – Supported our project to help people to receive their COVID-19 vaccinations.

Transpetrol Foundation - Supported one person to complete 1:1 Independent Travel Training as part of the Travel Buddy project.

Asda Foundation, Tony Barnard Foundation and the Ian Askew Charitable Trust supported our allotment which provides a fantastic opportunity for people to learn and develop horticultural skills, spend time outdoors with friends and supports their mental health and well-being.

22. ULTIMATE CONTROLLING PARTY

The Charity is controlled by the Board of Trustees. Details of Trustees can see found in the Reference and Administrative Details section on page 2.

23. TRANSACTIONS WITH RELATED PARTIES

The Charity has taken advantage of the exemptions conferred by FRS 102 not to make disclosure in respect of transactions with related parties eliminated on consolidation. Two Directors, Kirsty Pentecost and Karen Metcalf, receive services from Grace Eyre Foundation.

There were no other related party transactions in the year

24. NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income/(expenditure)	**256,399**	583,427
Interest receivable	**(410)**	(1,713)
Depreciation of tangible fixed assets	**102,309**	123,156
(Increase)/decrease in debtors	**25,307**	(782,380)
Increase/(decrease) in creditors	**(51,238)**	(452,684)
	332,367	(530,194)

25. LOCAL GOVERNMENT PENSION SCHEME

The charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the schemes are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2022 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

25. LOCAL GOVERNMENT PENSION SCHEME - continued

The principal actuarial assumptions used by the actuaries were as follows:

	2022	*2021*
	%	*%*
Discount rate at 31 March	*2.6*	*1.95*
Expected return on assets at 31 March	*11.5*	*21.3*
Rate of increase in pensions payment	*3.3*	*2.85*
Rate of increase in salaries	*3.3*	*2.85*

The post retirement mortality assumptions used to value the benefit obligation are based on the Fund's Vita Curves with improvements in line with the CMI 2020 model assuming long term improvements of 1.25% p.a. Based on these assumptions, the average future life expectancy of an average male reaching age 65 in 2021 is 21 years. The life expectancy of a female member reaching age 65 in 2021 is projected to be 24 years.

The expected return on plans' assets is based on market expectations for investment returns over the life of the related obligation.

The major categories of plan asset as a percentage of the total plans' assets, are as follows:

	2022	*2021*
	%	*%*
Equities	*74*	*76*
Bonds	*16*	*15*
Property	*8*	*8*
Cash	*2*	*2*

The major categories of plan asset as a percentage of the total plans' assets, are as follow:

	2022	2021
	£'000	£'000
Fair value of Employer Assets	**3,174**	2,856
Present Value of Funded Liabilities	**(3,206)**	(3,123)
(Deficit) / Surplus	**(32)**	(267)
Liability covered by East Sussex County Council	**578**	578
Deficit recognised in the accounts	**-**	-

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to this date. Any subsequent deficits will be covered by the charity.

THE GRACE EYRE FOUNDATION

England & Wales - Charity number 1020192

Accounts

graceeyre

ABILITY · EQUALITY · INDEPENDENCE

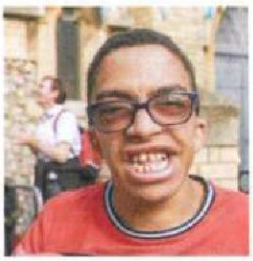
The Grace Eyre Foundation

Consolidated Report and Financial Statements for year ended 31 March 2021

Charity No. 1020192 / Company No.02806429



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THE GRACE EYRE FOUNDTION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Office/Address:	36 Montefiore Road, Hove, East Sussex, BN3 6EP
Bankers:	Barclays Bank PLC 139-142 North Street Brighton East Sussex, BN1 1RU
Independent Auditors:	TC Group Limited The Courtyard, Shoreham Road Upper Beeding Steyning West Sussex, BN44 3TN
Legal Advisors:	Griffith Smith LLP 47 Old Steine, Brighton East Sussex, BN1 1NW
Company No:	02806429
Charity Registration No:	1020192
Secretary/ Chief Executive Officer:	Eva Eriksson
Trustees/Directors:	Liv Corbishley – Chair – elected 21.9.2020 Peter Begley – Treasurer Peter Boorman Helen Rice (Odeniyi) – Chair – resigned 10.11.2020 Ben Wood – resigned 21.9.2020 Tracy Cullen – resigned 27.9.2020 Jade Vallance Joanna Holt Kirsty Pentecost Simon Owen Samantha Boast Karen Medcraft – elected 21.9.2020 Daniel Parsonage – elected 29.3.2021 Anna Cooley-Greene – elected 29.3.2021 Camilla Gauge – elected 29.3.2021

The Trustees (who also act as Directors for Companies Act purposes) have pleasure in presenting their report and group financial statements for the year ended 31 March 2021.

The Trustees believe that the financial statements comply with the Charities Act 2011, Companies Act 2006, Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charity's governing document.

STRUCTURE GOVERNANCE AND MANAGEMENT

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

The skills and knowledge of the Trustees, who also act as Directors of the Company, were reviewed during the year by the new Chair, Liv Corbishley to identify gaps with a view to ensuring that the Trustee body has an appropriate range of relevant skills and experience. Three trustees resigned during the year, one being the former Chair. Five new Trustees were recruited, one was elected as Chair. The charity is committed to ensuring that the voice of people with learning disabilities is reflected in decisions made by the board of trustees and two of the trustees has a learning disability and a target has been set of having five trustees with learning disabilities and/or autism by 2025.

The Trustees made further changes to the subsidiaries and closed down the Grace Eyre Housing CIC by transferring its staff, closing its bank account and are waiting for Companies House to formally agree the closure in the next financial year. It was agreed to carry on all activities carried out by the subsidiary as part of the charity. The committee structure remains the same; Audit & Risk Committee and a Remuneration Committee supports the work of the Board of Trustees. New Trustees have undertaken a thorough induction including meetings with managers, staff and beneficiaries and getting to know the key services delivered by the charity. Trustees have also undertaken training throughout the year even though this has been mainly limited to on-line training due to the Corona Virus Pandemic.

The Trustees have in place clear processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2025, the risk management plan, Health & Safety and other major policies and procedures. The Trustees have monitored the implementation of the new strategic plan - Our Plan 2020-2025 and are satisfied that considering the impact of the Corona Virus Pandemic, the charity has achieved some of what it set out in the first year of Our Plan 2020-2021. Further reviews of the remaining 4 years of the strategic plans will be prioritised.

At the annual away day held virtually in April 2021 (no away day was held during 2020), the Trustees debated the Code of Governance and Role of Trustees, an overview and refresh of Our Plan 2020-2025 and looked in particular at Income Diversification. The trustees noted some of the difficulties faced by the charity in regards to managing under the pandemic and in particular our day services which has had to close for long periods during the year. The charity had support from central government and local authorities through the furlough scheme and specific Covid Grants which mitigated the financial impact for the charity – however it was noted that low fee income from local authorities continue to place real difficulties in recruiting and retaining staff.

Risk Management

At their Audit & Risk Committee meeting, the Trustees debated and considered major risks affecting the charity. Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which report to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with learning disabilities are delivered. We are fully committed to the emphasis on a person-centered approach with increased involvement of individuals who use our services and their carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The Charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Chris Bland, Tim Drew (left December 2020), Naomi Cox and Julie Rossiter (started January 2021) manages the charity's operations on a day to day basis.

PUBLIC BENEFIT

In shaping our objectives and planning our activities for the year, the Trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the Trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set.

The Trustees believe that the following paragraphs, specifically on the Charter developed by people with learning disabilities, the Vision and Mission, relate in detail to the benefit that the charity provides to the public.

PURPOSE, CHARTER, VISION AND MISSION

Purpose:

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar service

Our Charter states:

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

1. We want to be listened to.
2. We want to be part of our communities.
3. We want to have strong and supported relationships.
4. We want to have good housing.
5. We want jobs.
6. We want to travel around where we live.
7. We want to try new things.
8. We want to be healthy.

Our Vision is:

For a society where people with learning disabilities and/or autism can fulfil their dreams and wishes, are respected as equal citizens and are part of and contribute to their communities.



Our Mission is:

We will work towards delivering Our Charter, created by people with learning disabilities and/or autism who want to: be listened to; have access to housing; be part of their communities; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.

The focus of our work

The Grace Eyre Foundation supports people with learning disabilities and/or autism through four key services: Active Lives, Shared Lives, Choices and Grace Eyre Housing.

Active Lives were providing day activities and projects for over 200 people with learning disabilities living across Sussex. When the Covid Pandemic started all day activities had to shut. During the autumn of 2020 some activities restarted slowly. Covid guidelines meant that all face to face activities were reduced to 20-30 people in a number of different locations. The Theatre closed completely and some of our projects such as the Travel Buddy project closed for periods of time. Grace Eyre Friendship Project moved all their activities on-line with great success. They went from around 30 members pre-pandemic to over 400 members at the end of the year. Sharing Our Voices, a heritage lottery funded project exploring the history of people with learning disabilities and the founder of the charity, Grace Eyre Woodhead, continued with their work and again moved a lot of activities on-line.

Shared Lives supports 80 people with learning disabilities and / or mental health needs, matching individuals with paid carers so that they can live and participate in the community, and providing on-going support. We returned a shared lives scheme in London Borough of Lambeth that we had managed for four years in May 2020.

Choices supports over 200 people and offers two types of services: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1 - 20 hours of support per week. A supported living service for people with learning disabilities and from a Jewish faith was transferred successfully in April 2020 during the pandemic from a national provider.

Grace Eyre Housing has now transferred from a CIC into the mainstream work of the Charity. It acts as landlord for 120 tenants living in their own accommodation. Grace Eyre Housing has grown significantly during the year largely due to partnership working with Brighton & Hove City Council, West Sussex County Council and private landlords in accessing suitable housing.



Ensuring our work delivers good outcomes

Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020 - 2025 – known as "Our Plan" which sets the direction for all of our work. "Our Plan" is reviewed annually with input from people who use our services, staff and trustees. In the review we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives and activities remains focused on our stated purpose.

Key aims and objectives of the strategic plan

The key aims and objectives of Our Plan 2020-2025 were as follows:

The overarching aim of the strategy is to build a growing, financially strong and high quality organisation that listened to and is led by people with learning disabilities and/or autism.

The main objectives are four fold:

1. **Stakeholder objectives**
    a. To ensure people who use our services, staff and volunteers are at the centre of the organisation.
    b. To support people with learning disabilities to take an active and meaningful role in leading and developing services.
    c. To ensure that strong relationships are developed with people who use our services, supporters and funders.

2. **Financial Objectives**
    a. To ensure full cost recovery is achieved for all contracts
    b. To meet capital and revenue targets in fundraising set each year.
    c. To grow trading income and meet targets set.

3. **Operational Objectives**
    a. Fundraising & Marketing Strategy – increase viability and credibility, improve internal and external communications and build the supporter base.
    b. Quality Management Framework – to ensure compliance with laws, regulators, contracts and Grace Eyre's own quality standards such as REACH and Real Tenancy Test.
    c. Employment – increase the number of people with learning disabilities and/or autism employed by Grace Eyre.
    d. Improve technology through Salesforce, assistive technology and data collection.
    e. Campaigning and Human Rights – campaigns to be led by people with learning disabilities promoting equity and human rights.
    f. Capital projects – Manage and deliver the 'Big Build' refurbishment of Montefiore Road.

4. **Learning & Development Objectives**
    a. Develop organisational values, involving all stakeholders
    b. Become an employer of choices through attracting and retaining the right staff, opportunities for training and career progression and to be a real living wage employer
    c. Leadership – develop strong, collaborative leadership across the organisation, encourage new ideas and innovation and collaborate across services.
    d. Monitoring, evaluation and Impact – implement robust data collection to effectively measure our impact.
    e. Governance – provide information and support to enable trustees to have effective oversight of the charity.

Achievements and impact

Grace Eyre like most social care providers have continued to provide the majority of our services. The only service we had to close during the lockdowns has been Active Lives – our day services. Because this service delivers group activities it has been difficult to maintain the same level of services. However 85% of all our services have continued to deliver services to over 400 people with learning disabilities and/or autism across Brighton & Hove, West Sussex and parts of London.

Our staff have stepped up far beyond expectations and have continued to provide quality services in very difficult circumstances. The staff were recognised through bonus payments in recognition of their dedication.

There has been some outstanding work done during this period in trying to ensure people with learning disabilities could maintain social contact and to try and minimise loneliness and deteriorating mental health to many of the people we support. The use of technologies have enabled projects such as Grace Eyre Friendship, Sharing Our Voices as well as our outreach services and day activities to deliver meet ups and activities on-line. We have taken part in external and internal projects to enable individuals to learn about use of smart phones, tablets and laptops in order so that they can participate.

Stakeholders have played an important role during the Covid-19 pandemic. Without the collaboration and support by the local authorities and public health the charity would have struggled in the early days of the first lockdown in particularly, in accessing Personal Protective Equipment (PPE) for our staff and later on in providing guidance when we experienced three separate breakouts of the virus. Our staff have stepped up and provided an amazing service during this time and they are the reason we have been able to continue to deliver high quality services.

Financially the charity have continued to make improvements to our financial management and in particular around ensuring our contracts are not loss making. Three of our key services, Shared Lives, Choices and Housing are now able to meet their overall costs with some smaller contracts at some concern. Ongoing negotiations are taking place with funding local authorities.

However, Active Lives has gone from one of our more profitable services to now being loss making. This is entirely due to the Covid Pandemic as group activities were not possible. It is thanks to Brighton & Hove City Council continuing to block fund some placements that we have been able to continue to deliver, despite not being able to deliver to the same level. We have also been able to apply successfully for some grants to maintain some funding for our Theatre and to maintain some buildings. Staff have been furloughed at various times and at its peak, we have just over 100 staff on furlough.

Our Fundraising & Marketing Strategy have nearly achieved our targets around fundraising, particularly due to Covid related grants that have been available during this period.

Our Trading income has continued to perform well despite having to close our Café and Theatre. The majority of our trading income has come from Housing.

Operationally many of our objectives have had to be reviewed and mitigations put in place to ensure we could continue to perform. We have followed all the guidance from both central government and the local public health advice in the areas we operate.

The Quality Management framework has continued to be developed and in conjunction of keeping a majority of our data on the Salesforce platform, we can now report more accurately and timely on a number of quality measures.

Better and more widespread use of technology has been one of the positive outcomes from the pandemic. Staff and people who use our services have had a steep learning curve in using zoom and Microsoft teams in order to work from home where possible and to keep friendships going and mitigate against loneliness and isolation of the people we support.

Our Big Build – the refurbishment of our headquarters, theatre, art centre and flats is continuing to be developed and the charity has appointed architects, project management company and Triodos bank to develop our plans, costings and financial strength in managing this project.

Learning & Development has also been continued during the lockdowns and with most staff working from home. Two large training & development initiatives were started; REACH standards for supported living was rolled out across our supported living and outreach staff and our training initiative around Positive Behaviour Support was started during the second lockdown and has continued into the next financial year. This will give the charity a good platform to start delivering more complex services in the coming year under the transforming care agenda.

The board of trustees have seen three long serving trustees leave and five new trustees elected, one trustee having lived experience of learning disability. The governance has been reviewed by the new chair and a rolling discussion point at the board meetings is the Charity Governance Code for Trustees.

Future Plans

The strategic plan – Our Plan 2020-2025 has been reviewed by the trustees and remains the plan going forward. The charity is conscious of the fact that the Covid Pandemic is continuing and will likely be a feature of the charities work for the next 1-2 years. A 'new normal' is being developed with strong emphasis on safety and in protecting our staff and people who use our services from the pandemic. Vaccinations are high amongst both staff and people who use our services and we see this as our most effective tool in mitigating against the pandemic. However, we are continuing to follow all best practice in social distancing, washing hands regularly and wearing face coverings.

We envisage all our services being back up and running by the autumn and winter of 2021 and staff returning to offices in our Head Office at the same time.

Our key priorities around user leadership still holds true and we will recruit to a third trustee and an Executive Director post with lived experience. At the same time, our employment project will continue to support the organisation in ensuring all our teams are employing people with lived experience of learning disability and/or autism.

Our journey of improving technology will be continued with a large survey taking place to gain a baseline of use of technology, internet and devices carried out amongst people who use our services. This will enable us to develop a strategy in 2022 to increase the use of data capturing, communication and assistive technologies to improve individual's lives.

Our growth strategy will be developed to encompass both geographical spread and developing more supported living services, transforming care services, high quality housing options for people and meaningful and community based activities and projects that enable the charity to meet its Charter. A new post of Director of Income Generation will be recruited to in order to meet our expectations around growth and profitability.

The 'Big Build' will move forward with submitting and receiving planning permission for the works and also starting the fundraising needed for the project. The total cost for the works will be £3.5Million and the fundraising target is £1Million.

Grace Eyre is developing our campaigning and the first campaign we will launch in 2021 will be around Health and people with learning disabilities and/or autism.

The Board of Trustees are mindful of future development needed in areas of digital and marketing to enable greater community engagement, investment and funding of the charity, especially with the aims of our strategic plan.

Grace Eyre staff remains our most valued asset and in recognition of this we intend to ensure our front facing staff will continue to receive a decent salary and terms and conditions. After our salary increase of 6-7% uplift to our support workers in April 2020, we are conducting a review of all salaries within the charity for decision by the board of trustees in March 2022.

Investment Policy

Funds which are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions.

Investments are reviewed periodically by the Trustees to maximise returns and to maintain capital value.

Financial Review

Against the backdrop of funding cuts, price freezes and uncertainties over the future funding of services, Grace Eyre Foundation made a surplus of £583,427 in 2020/21 compared to a surplus, before other gains, of £1,096,718 in 2019/20. We recognise that this has been an unusual year with the significant impact of the Covid pandemic affecting the Charity. The surplus that we recognised in this financial year was influenced by the grants and furlough received and we do not anticipate a continuation at this level and expect our surplus to follow a pre-Covid trend in the coming year.

Reserves Policy

The charity aims to ensure that sufficient reserves are maintained to enable the charity to ensure the continuation of its activities for a minimum period of two months. The trustees calculate the reserves as that part of the unrestricted income funds which is freely available after taking account of restricted funds allocated for specific purposes. The general unrestricted reserves currently stand at £1,279,461 at the end of 2020/21 (£1,847,120 in 2019/20).

The reserve requirement is calculated as follows:

	£
Total funds	3,295,654
Less fixed assets	1,829,689
Less restricted funds	186,504
Total free reserves	**1,279,461**
Provision for operating costs for two months based on 2020/21 budgeted expenditure	1,418,320

The level of free reserves is currently below the charity's target level and this shortfall is being tackled as part of the charity's Our Plan for 2020-2021.

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company 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 judgments 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 charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the company's website. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant audit information (as identified by section 418 of the Companies Act 2006) of which the charity's auditors are unaware. Each trustee has taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved on behalf of the trustees on 20th September 2021 and signed on their behalf by:

.....

Liv Corbishley,
Chair

4/10/21

Date

THE GRACE EYRE FOUNDATION
REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF THE GRACE EYRE FOUNDATION

Opinion

We have audited the financial statements of The Grace Eyre Foundation ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2021 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 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 charitable company 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 the provisions available for small entities, 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 trustee's 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 of conditions that, individually or collectively, may cast 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 trustee's 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, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report or the strategic report included within the trustees' report.

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

- adequate and proper 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

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

- adequate and proper 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;
- 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 trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 company'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 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.

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 auditors report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the group's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the group has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group

Mr Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors

Dated: 7th October 2021
Office: Steyning, West Sussex

THE GRACE EYRE FOUNDATION
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
INCOME FROM:		£	£	£	£
Donations	4	**908,180**	**119,278**	**1,027,458**	158,344
Investments	5	**1,713**	**-**	**1,713**	2,494
Charitable Activities	7	**7,304,990**	**-**	**7,304,990**	8,121,409
Raising funds	6	**15,094**	**-**	**15,094**	67,570
Gain on disposal of fixed asset		**-**		**-**	1,039,122
Grace Eyre Housing		**1,247,121**	**-**	**1,247,121**	863,196
TOTAL INCOME		**9,477,098**	**119,278**	**9,596,376**	10,252,135
EXPENDITURE ON:					
Raising funds	9	**119,410**	**-**	**119,410**	38,653
Charitable activities	10	**7,733,230**	**121,732**	**7,854,962**	8,379,180
Grace Eyre Housing	13	**1,038,577**	**-**	**1,038,577**	737,584
TOTAL EXPENDITURE		**8,891,217**	**121,732**	**9,012,949**	9,155,417
NET INCOME/EXPENDITURE		**585,881**	**(2,454)**	**583,427**	1,096,718
Gain/(loss) on defined benefit pension schemes	28	**-**	**-**	**-**	39,000
NET MOVEMENT IN FUNDS		**585,881**	**(2,454)**	**583,427**	1,135,718
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		**2,523,269**	**188,958**	**2,712,227**	1,576,509
TOTAL FUNDS CARRIED FORWARD	23	**3,109,150**	**186,504**	**3,295,654**	2,712,227

- The statement of financial activities incorporates the income and expenditure account.
- All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movement in funds are disclosed in Note 24 to the financial statements.
- The notes on pages 23 to 40 form part of these financial statements.

THE GRACE EYRE FOUNDATION
CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible fixed assets	17		**1,829,689**		1,903,525
Current Assets					
Debtors	19	**1,810,409**		1,028,029	
Cash at bank and in hand		**641,223**		1,596,352	
		2,451,632		2,624,381	
Current Liabilities					
Amounts falling due within one year	20	**(985,667)**		(847,224)	
Net Current Assets			**1,465,965**		1,777,157
Total Assets Less Current Liabilities			**3,295,654**		3,680,682
Amounts falling due after more than one year	21		-		(968,455)
Defined benefit pension scheme liability	28		-		-
Net Assets			**3,295,654**		2,712,227
Funds	23				
Unrestricted funds			**1,390,484**		1,304,603
Designated funds			**1,539,122**		1,039,122
Revaluation reserve			**179,544**		179,544
Restricted funds			**186,504**		188,958
			3,295,654		2,712,227

Company Number: 02806429

Approved by the Trustees on 20th September 2021 and signed on their behalf by:

.....
Liv Corbishley

.....
Peter Begley

The notes on pages 23 to 40 form part of these financial statements.

THE GRACE EYRE FOUNDATION
CHARITY BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible fixed assets	17		**1,829,689**		657,126
Fixed asset investments	18		**-**		4
Total Fixed Assets			**1,829,689**		657,130
Current Assets					
Debtors	19	**1,810,409**		1,519,817	
Cash at bank and in hand		**641,223**		1,486,861	
		2,451,632		3,006,678	
Creditors: amounts falling due within one year	20	**(985,667)**		(616,561)	
Net Current Assets			**1,465,965**		2,390,117
Total Assets Less Current Liabilities			**3,295,654**		3,047,247
Amounts falling due after more than one year	21		-		(354,039)
Defined benefit pension scheme liability	28		**-**		-
Net Assets			**3,295,654**		2,693,208
Funds	23				
Unrestricted funds			**1,390,484**		1,285,584
Designated funds			**1,539,122**		1,039,122
Revaluation reserve			**179,544**		179,544
Restricted funds			**186,504**		188,958
			3,295,654		2,693,208

Company Number: 02806429

Approved by the Trustees on 20th September 2021and signed on their behalf by:

.....
Liv Corbishley

.....
Peter Begley

The notes on pages 23 to 40 form part of these financial statements

THE GRACE EYRE FOUNDATION
CONSOLIDATED CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021		2020	
		£	£	£	£
Cash used in operating activities	27		**(530,194)**		155,157
Cash flow from investing activities					
Interest Income	5	**1,713**		2,494	
Proceeds from sale of assets		**-**		1,262,500	
Payments to acquire tangible fixed assets	17	**(49,320)**		(122,878)	
Cash provided by/(used in) investing activities			**(47,607)**		1,142,116
Cash flows from financing activities					
Repayments of borrowing		**(377,328)**		(18,198)	
Cash generated/ (used) in financial activities			**(377,328)**		(18,198)
Increase/(decrease) in cash			**(955,129)**		1,279,075

Analysis of net cash/(debt)

	At 1 April 2020	Cash	Non-cash changes	**At 31 March 2021**
	£	£	£	**£**
Cash at bank and in hand	1,596,352	(955,129)	-	**641,223**

1. STATUTORY INFORMATION

The Grace Eyre Foundation is a company, limited by guarantee of £1, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Basis of Preparation

The financial statements have been prepared in accordance with 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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102) and the Companies Act 2006.

The Grace Eyre Foundation meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about The Grace Eyre Foundation's ability as a going concern. The trustees assessment of going concern includes taking into account any potential impact of the COVID-19 pandemic, which is further detailed in the trustees' report.

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 Statement of Financial Activities and Balance Sheet consolidate the financial statements of the Charity and it's previously wholly owned subsidiary undertaking, Grace Eyre Housing CIC. The trading activities of the Grace Eyre Housing CIC are now included within the results of the Foundation as it is in the process of being dissolved.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Income

All incoming resources are recorded net of taxes and are included in the Statement of Financial Activities (SOFA) when the Charity has entitlement to the funds, it is possible that they will receive the resources and the monetary value can be measured with sufficient reliability.

Grants, donations and gifts and are included in full in the SOFA when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donations are credited to income when received and are included in the unrestricted funds if not destined for specific purposes.

Investment income is included when receivable.

(b) Expenditure

Expenditure is accounted for on an accruals basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.
Charitable activities comprise the costs associated with attracting donations and grants and the costs of trading for fundraising purposes. It also includes those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

(c) Fund accounting

The Charity has two types of funds for which it is responsible and which require separate disclosure.

Unrestricted Funds

Funds which are expendable at the discretion of the Trustees in furtherance of the objects of the Charity. Within unrestricted funds are designated funds which have been ring-fenced by the trustees for certain projects.

Restricted Funds

These funds are subject to specific trusts, which may be declared by the donor with their authority and are expendable at the discretion of the Trustees in furtherance of some particular aspect of the objects of the Charity.

(d) Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

(e) Investments

Investments are shown in the Balance Sheet at their historic cost. The investments held are those in wholly owned trading subsidiaries.

(f) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £1,000 are not capitalised. Depreciation is charged in the year after the total cost of the asset is incurred. The assets are now depreciated on a straight line basis over their estimated useful lives as follows:

Freehold/Leasehold Buildings	40 years (previously 25 years)
Property Improvements	15 years (or the lease length whichever is shorter)
Equipment	5 years
Motor Vehicles	4 years
IT Projects	5 years
IT Equipment	2 years
Asset under construction	Not depreciated

The charity carries out regular impairment reviews of its fixed assets.

(g) Capitalisation policy
Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use on an on-going basis and costs over £1,000.

(h) Revaluation policy
The freehold building at Montefiore Road was revalued in 1997 and the amount of the revaluation has been included in the accounts since that date. The revalued amounts are treated as deemed costs. As no further revaluation has been taken into the accounts, a decision has been made this year to discontinue with the policy of revaluation of freehold buildings, in line with paragraph 264 of the Charities SORP.

(i) Pension costs
The charity operates five defined contribution pension schemes, a Royal London Stakeholder Pension Plan for all eligible staff, and two West Sussex County Council Pension Funds, one East Sussex County Council Pension Fund and one NHS Pension Fund for TUPE staff. Contributions payable to the charity's pension schemes are charged to the SOFA in the period to which they relate. See further details in Note 28.

(j) Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(k) Debtors
Trade and other debtors are recognised at the settlement amount due.

(l) Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(m) Cash at bank and in hand
Cash at bank and in hand includes bank accounts, cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposits or similar account.

(n) 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.

(n) Critical accounting estimates and judgements (continued)
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.

The trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2020

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income From			
Donations	23,973	134,371	158,344
Investments	2,494	-	2,494
Charitable Activities	8,118,840	2,569	8,121,409
Raising Funds	67,570	-	67,570
Gain on disposal of fixed asset	1,039,122	-	1,039,122
Grace Eyre Housing CIC	863,196	-	863,196
Purple Playhouse Theatre CIC	-	-	-
TOTAL INCOME	**10,115,195**	**136,940**	**10,252,135**
EXPENDITURE ON:			
Raising funds	38,653	-	38,653
Charitable activities	8,253,176	126,004	8,379,180
Grace Eyre Housing CIC	737,584	-	737,584
Purple Playhouse Theatre CIC	-	-	-
TOTAL EXPENDITURE	**9,029,413**	**126,004**	**9,155,417**
NET INCOME/EXPENDITURE	**1,085,782**	**10,936**	**1,096,718**
LOSS ON DEFINED BENEFIT PENSION	39,000	-	39,000
NET MOVEMENT IN FUNDS	**1,124,782**	**10,936**	**1,135,718**
RECONCILIATION OF FUNDS:			
TOTAL FUNDS BROUGHT FORWARD	1,398,487	178,022	1,576,509
TOTAL FUNDS CARRIED FORWARD	**2,523,269**	**188,958**	**2,712,227**

4. GRANTS AND DONATIONS

	Restricted	Unrestricted	Total 2021	Total 2020
Grant Income & Donations	£	£	£	£
Grace Eyre Friendship Brighton & Hove				
Friarsgate Trust	-	-	-	2,500
BHCC	49,773	-	**49,773**	8,628
General Donations	-	1,400	**1,400**	8
Open Market Project				
Brighton and Hove City Council	9,231	-	**9,231**	9,231
Shared Lives Plus				
Shared Lives 16+	-	-	-	10,000
Sports for All				
Sport in Sussex	9,225	-	**9,225**	-
On Your Side sports	7,258	-	**7,258**	-
Tennis Sussex	540	-	**540**	400
Sharing Our Voices				
National Heritage	-	-	-	24,850
The Lawson Trust	-	-	-	2,500
Mayors Charities Foundation	-	-	-	2,830
Travel Buddy				
Big Lottery Fund	35,962	-	**35,962**	72,532
Atoz Creatives	-	-	-	1,300
Other donations and grants				
Covid-19 grants	-	465,242	**465,242**	-
Covid-19 furlough scheme	-	431,088	**431,088**	-
Work Buddy	7,289	-	**7,289**	-
Other	-	10,450	**10,450**	23,573
	119,278	**908,180**	**1,027,458**	158,344

Included in other donations and grants above is £896,330 (2020: £Nil) relating to one off support for Covid-19.

5. INVESTMENT INCOME

	2021	2020
	£	£
Interest from investment funds	1,713	2,494

6. RAISING FUNDS

	2021	2020
	£	£
Angel Cake Café & Catering	**1,326**	67,570
Fundraising income	**13,768**	-
	15,094	67,570

7. CHARITABLE ACTIVITIES

	2021	2020
	£	£
Active Lives	**925,176**	1,253,558
Shared Lives	**1,935,479**	2,826,621
Choices	**4,444,335**	4,041,230
	7,304,990	8,121,409

This income is made up as follows:	2021	2020
	£	£
Brighton & Hove City Council	**4,424,865**	4,277,584
West Sussex County Council	**1,646,773**	1,532,895
Other Local Authorities	**1,072,979**	1,814,925
Individual Budgets	**160,373**	496,005
	7,304,990	8,121,409

8. NET INCOME

	2021	2020
	£	£
This is stated after charging:		
Depreciation	**123,156**	129,107
Auditor's remuneration	**13,800**	15,500

9. RAISING FUNDS

	2021	2020
	£	£
Staff Costs	**113,201**	32,004
Direct Costs	**6,209**	6,649
	119,410	38,653

10. COST OF CHARITABLE ACTIVITIES

	Active Lives	Shared Lives	Choices	2021 Total	2020 Total
	£	£	£	£	£
Staff Costs	939,923	155,575	3,415,856	**4,511,354**	4,442,982
Direct Costs	109,137	1,705,330	141,868	**1,956,335**	2,508,685
Administrative Expenses	48,019	6,750	102,088	**156,857**	283,176
Depreciation	3,218	369	3,718	**7,305**	3,069
Governance Costs	7,805	14,634	26,341	**48,780**	40,041
Support Costs	187,893	352,299	634,139	**1,174,331**	1,101,227
Total Costs	**1,295,995**	**2,234,957**	**4,324,010**	**7,854,962**	8,379,180

	Active Lives Unrestricted 2021	Active Lives Restricted 2021	Active Lives Total 2021
	£	£	£
Staff Costs	**842,766**	**97,157**	**939,923**
Direct Costs	**101,338**	**7,799**	**109,137**
Administrative Expenses	**31,243**	**16,776**	**48,019**
Depreciation	**3,218**	-	**3,218**
Governance Costs	**7,805**	-	**7,805**
Support Costs	**187,893**	-	**187,893**
Total Costs	**1,174,263**	**121,732**	**1,295,995**

11. GOVERNANCE COSTS

	2021	2020
	£	£
Audit	**13,800**	15,500
Other services from auditors	**5,775**	10,300
Legal & professional fees	**29,205**	14,241
Total	**48,780**	40,041

12. SUPPORT COSTS

	2021	2020
	£	£
Staff Costs	**605,343**	702,605
Premises	**12,117**	2,543
Communication & IT	**242,532**	120,290
Administrative Expenses	**233,925**	176,017
Travel	**2,472**	8,686
Depreciation	**76,629**	84,580
Insurance	**1,313**	6,506
Total Support Costs	**1,174,331**	1,101,227

13. GRACE EYRE HOUSING COSTS

	2021	2020
	£	£
Staff Costs	**195,620**	156,188
Legal and professional fees	**14,095**	5,254
Administration expenses	**10,204**	11,839
Housing costs	**758,238**	490,475
Travel	**3,625**	3,746
Depreciation	**39,222**	41,458
Insurance	**10,685**	3,310
Bank Charges	**86**	118
Loan Interest	**6,802**	25,196
Total	**1,038,577**	737,584

15. STAFF COSTS AND NUMBERS

	2021	2020
	£	£
Staff costs were as follows:		
Salaries and wages	**4,812,897**	4,678,503
Social Security costs	**367,816**	337,062
Pension contributions	**244,805**	318,214
Total	**5,425,518**	5,333,779

Number of employees at 31 March 2021 was 263, full time equivalent 174 (2020: 317 FTE 167). Of these 253 (168 FTE) staff were employed in furtherance of our charitable activities and 10 (6 FTE) undertook administrative roles.

One employee received emoluments exceeding £60,000 (2020: one).

The majority of staff are contracted into the state pension scheme. Provision for additional pension to staff is made by payment into five defined contribution schemes, a Royal London Stakeholder Pension Plan and two West Sussex County Council, one East Sussex County Council and the NHS Pension Funds for TUPE staff.

During the year a restructuring of services was undertaken with roles within the organisation being made redundant. The total cost of redundancies and associated pay in the year was £36,099.

The directors consider the board of directors, who are the charity's trustees, and the Executive Group comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 16 to the accounts.

The pay of the senior staff is reviewed annually by the Remuneration Committee and benchmarked against the Voluntary Sector Salary Survey (XPert HR 2016). The current target is to reach 80% of median senior manager pay. Performance of senior managers, affordability and financial performance of the charity are also taken into consideration when agreeing remuneration. The total of employee benefits of key management personnel was £270,021 for 2021 (£301,610 for 2020) (including employer's national insurance and pension contributions).

16. TRUSTEE REMUNERATION AND REIMBURSED EXPENSES

The Trustees received no remuneration during the year in their capacity as Trustees (2020: £Nil). No expenses were claimed during the year (2020: £Nil).

17. TANGIBLE FIXED ASSETS

Group

	Freehold Property £	Leasehold Property £	Equipment £	Motor vehicles £	Asset under construction £	Total £
Cost						
1 April 2020	1,306,078	1,352,451	506,447	12,024	22,428	3,199,428
Additions	26,465	-	22,855	-	-	49,320
Reanalysis	22,428	-	-	-	(22,428)	-
31 March 2021	**1,354,971**	**1,352,451**	**529,302**	**12,024**	**-**	**3,248,748**
Depreciation						
1 April 2020	701,000	188,499	394,380	12,024	-	1,295,903
Depreciation charge	19,733	47,400	56,023	-	-	123,156
31 March 2021	**720,733**	**235,899**	**450,403**	**12,024**	**-**	**1,419,059**
NBV						
31 March 2021	**634,238**	**1,116,552**	**78,899**	**-**	**-**	**1,829,689**
31 March 2020	605,078	1,163,952	112,067	-	-	1,903,525

The freehold property at Montefiore was re-valued at £500,000 in April 1997 and this value has been included in the Accounts since that date.

The historical cost of the freehold land and property is considered to be £9,388.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

18. INVESTMENTS

The wholly owned subsidiary Grace Eyre Housing CIC, which is incorporated in England and Wales, manages 80 properties with 116 bed spaces – for the benefit of people with learning disabilities and mental health issues. The Charity owns the entire issued share capital of 3 ordinary shares of £1 each. The company is Registered Number 07581137 (England and Wales) and is registered at 36 Montefiore Road, Hove, East Sussex. The company transferred its business to Grace Eyre Foundation on 31 March 2020 and ceased operations from this date. The company is currently being dissolved.

Grace Eyre Housing CIC's results are included in the Grace Eyre Foundation consolidated accounts.

	2021	**2020**
	£	**£**
Brought forward	**4**	4
Disposals	**(4)**	-
Carried forward	**-**	4

A summary of the results for the year are shown below:

	Grace Eyre Housing CIC	Purple Playhouse Theatre CIC	**Total Year Ended 2021**	Total Year Ended 2020
	£	£	**£**	£
Turnover	-	-	**-**	863,196
Administrative expenses	-	-	**-**	(900,610)
Profit/(loss) for the financial year	**-**	**-**	-	(37,414)

The total shareholder funds for Grace Eyre Housing CIC at the year end were £Nil (2020: £23,482).

19. DEBTORS

	2021		2020	
	Group	Charity	Group	Charity
	£	£	£	£
Trade Debtors	**1,454,819**	**1,454,819**	801,028	792,704
Prepayments and accrued income	**355,590**	**355,590**	227,001	255,843
Amounts owed by group undertakings	**-**	**-**	-	471,270
	1,810,409	**1,810,409**	1,028,029	1,519,817

A significant amount of the trade debtors balance recorded above has been received in the current financial year.

20. CREDITORS

Amount falling due within 1 year

	2021		2020	
	Group	Charity	Group	Charity
	£	£	£	£
Trade creditors	**239,696**	**239,696**	160,669	144,154
Other creditors	**127,092**	**127,092**	197,128	153,989
Accruals and deferred income	**618,879**	**618,879**	489,427	318,418
	985,667	**985,667**	847,224	616,561

21. CREDITORS

Amount falling after 1 year

	2021		2020	
	Group	Charity	Group	Charity
	£	£	£	£
Other loans 1-2 years	-	-	68,705	23,290
Other loans 2-5 years	-	-	206,114	69,870
Other loans more than 5 years by instalments	-	-	693,636	260,879
	-	-	968,455	354,039

The company took out a loan on 30th June 2017 for £405,000 to fund expansion of Grace Eyre Housing's property portfolio. The loan is conditional on a charge over 36 Montefiore Road, Hove. The loan was redeemed on 30 June 2020.

22. FINANCIAL COMMITMENTS

At 31 March 2021 the company had total commitments under non-cancellable operating leases as follows:

	Other		Land and buildings	
	2021	2020	**2021**	2020
	£	**£**	£	£
Within one year	**31,766**	31,766	**165,520**	112,297
Between two and five years	**32,445**	64,211	**40,673**	141,020
More than 5 years	**-**	-	**74,093**	84,893
Total	**64,211**	95,977	**280,286**	338,210

23. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group and charity	**Unrestricted Funds** **£**	**Revaluation Reserve** **£**	**Restricted Funds** **£**	**Total 2021** **£**
Tangible fixed assets	**1,650,145**	**179,544**	**-**	**1,829,689**
Net current assets	**2,265,128**	**-**	**186,504**	**2,451,632**
Long term liabilities	**(985,667)**	**-**	**-**	**(985,667)**
Provisions	**-**	**-**	**-**	**-**
Net assets at 31 March 2021	**2,929,606**	**179,544**	**186,504**	**3,295,654**

ANALYSIS OF NET ASSETS BETWEEN FUNDS FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds	Revaluation Reserve	Restricted Funds	Total 2021
Group	£	£	£	£
Tangible fixed assets	1,723,981	179,544	-	1,903,525
Net current assets	1,588,199	-	188,958	1,777,157
Long term liabilities	(968,455)	-	-	(968,455)
Provision	-	-	-	-
Net assets at 31 March 2020	2,343,725	179,544	188,958	2,712,227
Charity				
Tangible fixed assets	477,586	179,544	-	657,130
Net current assets	2,201,159	-	188,958	2,390,117
Long term liabilities	(354,039)	-	-	(354,039)
Provision	-	-	-	-
Net assets at 31 March 2020	2,324,706	179,544	188,958	2,693,208

24. MOVEMENT IN FUNDS

	Balance at 1 April 2020	Incoming Resource	Outgoing Resource	Balance at 31 March 2021
	£	£	£	£
Restricted Funds/Projects				
The National Lotteries Charities Grant	93,804	-	-	**93,804**
Allotment Project	1	-	-	**1**
Art Studio	(7,513)	-	-	**(7,513)**
Drama Project	5,046	-	-	**5,046**
Friendship Project - Brighton & Hove	2,442	49,773	(17,436)	**34,779**
Open Market Project	769	9,231	(17,172)	**(7,172)**
Shared Lives 16+	6,107	-	-	**6,107**
Sharing Our Voices	20,896	-	(19,258)	**1,638**
Sport Other (Football, Swimming, Tennis)	(2,906)	17,023	(8,883)	**5,234**
Theatre Refurbishment	(1,778)	-	-	**(1,778)**
Travel Buddy	69,806	35,962	(58,983)	**46,785**
Work Buddy	-	7,289	-	**7,289**
Walsingham Road Centre Refurbishment Project	2,284	-	-	**2,284**
Total Restricted Funds	**188,958**	**119,278**	**(121,732)**	**186,504**

	Balance at 1 April 2020	Incoming Resource	Outgoing Resource	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Revaluation reserve	179,544	-	-	-	**179,544**
General funds	1,064,819	9,477,098	(8,651,433)	(500,000)	**1,390,484**
Designated funds	1,039,122	-	-	500,000	**1,539,122**
Grace Eyre Housing	239,784	-	(239,784)	-	**-**
Purple Playhouse Theatre	-	-	-	-	**-**
Defined pension scheme	-	-	-	-	**-**
Total unrestricted	**2,523,269**	**9,477,098**	**(8,891,217)**	**500,000**	**3,109,150**
Total Funds	**2,712,227**	**9,596,376**	**(9,012,949)**	**500,000**	**3,295,654**

Purpose of general funds
General funds are unrestricted funds that the Trustees are free to spend on anything within the charitable objects.

Purpose of designated funds
Designated funds are unrestricted funds that the Trustees have designated towards funding for the Big Build (£1,344,122) and the Fundraising/Marketing initiative (£195,000).

Purpose of revaluation reserve
A revaluation reserve fund of £179,544 was created when the Montefiore property was revalued in 1997 to recognise the equity in our Balance Sheet.

Purpose of restricted funds
Restricted funds are funds provided to undertake specific projects of work. In the period to 31 March 2021 this included funds from:

Grant Making
Active Sussex - Supported our 'Sports for All in Sussex' project, which helps people to lead healthy lives by participating in regular sport and physical activity.

Big Lottery Fund – Reaching Communities - Supported our 'Travel Buddy Brighton & Hove Project', which helps people to travel around where they live independently and safely, by learning skills and making journeys with a volunteer buddy.

Big Lottery Fund –Supported our 'Friendship' project, which helps people to have strong and supported relationships, seeing people when and where they want to.

Brighton & Hove City Council - Supported our 'Art Studio' project, helping people to try new things and to be part of their communities through volunteering and employment skills.

Brighton & Hove City Council - Supported our 'Friendship' project, which helps people to have strong and supported relationships, seeing people when and where they want to.

European Social Fund – Supported our 'Let's work together project', which supports adults with learning disabilities and/or autism and their employers in the workplace.

National Lottery Heritage Grant & The Lawson Trust – Supporting "Sharing Our Voices" which was a project that trained volunteers to carry out interviews and history research in researching and documenting the life and work of Grace Eyre Woodhead, launching a website and delivering a film that dramatized the experience of people with learning disabilities then and now.

Trusts and Foundations
Brighton District Nursing Association Trust - Supported our 'Sports for All in Sussex' project, which helps people to lead healthy lives by participating in regular sport and physical activity.

Charlotte Marshall Charitable Trust - Supported our 'Drama' project, which helps people to lead healthy lives and have creative minds by participating in the performing arts.

David Solomons Charitable Trust - Supported our 'Drama' project, which helps people to lead healthy lives and have creative minds by participating in the performing arts.

Ernest Kleinwort Charitable Trust - Supported our 'Drama' project, which helps people to lead healthy lives and have creative minds by participating in the performing arts.

Garfield Western Foundation - Supported our 'Art Studio' project, helping people to try new things and to be part of their communities through volunteering and employment skills.

Heart Research UK - Supported our 'Sports for All in Sussex' project, which helps people to lead healthy lives by participating in regular sport and physical activity.

Mencap Brighton & Hove - Supported our 'Friendship' project, which helps people to have strong and supported relationships, seeing people when and where they want to.

Middlesex Sports Foundation - Supported our 'Sports for All in Sussex' project, which helps people to lead healthy lives by participating in regular sport and physical activity.

Peter Harrison Foundation - Supported our 'Sports for All in Sussex' project, which helps people to lead healthy lives by participating in regular sport and physical activity.

Tennis Sussex - Supported our 'Sports for All in Sussex' project, which helps people to lead healthy lives by participating in regular sport and physical activity.

The Assheton-Smith Charitable Trust - Supported our 'Friendship' project, which helps people to have strong and supported relationships, seeing people when and where they want to.

The Friarsgate Trust - Supported our 'Friendship' project, which helps people to have strong and supported relationships, seeing people when and where they want to.

25. ULTIMATE CONTROLLING PARTY

The Charity is controlled by the Board of Trustees. Details of Trustees can see found in the Reference and Administrative Details section on page 2.

26. TRANSACTIONS WITH RELATED PARTIES

The Charity has taken advantage of the exemptions conferred by FRS 102 not to make disclosure in respect of transactions with related parties eliminated on consolidation. Two Directors, Kirsty Pentecost and Karen Metcalf, receive services from Grace Eyre Foundation.

There were no other related party transactions in the year

27. NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income/(expenditure)	**583,427**	1,135,718
Interest receivable	**(1,713)**	(2,494)
Gain on disposal of fixed assets	**-**	(1,039,122)
Depreciation of tangible fixed assets	**123,156**	129,107
Increase/(decrease) in provisions	**-**	(39,000)
(Increase)/decrease in debtors	**(782,380)**	(144,601)
Increase/(decrease) in creditors	**(452,684)**	115,549
	(530,194)	155,157

28. LOCAL GOVERNMENT PENSION SCHEME

The charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the schemes are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2021 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

28. LOCAL GOVERNMENT PENSION SCHEME - continued

The principal actuarial assumptions used by the actuaries were as follows:

	2021	*2020*
	%	*%*
Discount rate at 31 March	*1.95*	*2.3*
Expected return on assets at 31 March	*21.3*	*4.2*
Rate of increase in pensions payment	*2.85*	*1.8*
Rate of increase in salaries	*2.85*	*1.8*

The post retirement mortality assumptions used to value the benefit obligation are based on the Fund's Vita Curves with improvements in line with the CMI 2013 model assuming long term improvements of 1.25% p.a. Based on these assumptions, the average future life expectancy of an average male reaching age 65 in 2021 is 21 years. The life expectancy of a female member reaching age 65 in 2021 is projected to be 24 years.

The expected return on plans' assets is based on market expectations for investment returns over the life of the related obligation.

The major categories of plan asset as a percentage of the total plans' assets, are as follows:

	2021	*2020*
	%	*%*
Equities	*76*	*71*
Bonds	*15*	*17*
Property	*8*	*10*
Cash	*2*	*2*

The major categories of plan asset as a percentage of the total plans' assets, are as follow:

	2021	2020
	£'000	£'000
Fair value of Employer Assets	**2,856**	2,357
Present Value of Funded Liabilities	**(3,123)**	(2,498)
(Deficit) / Surplus	**(267)**	(141)
Liability covered by East Sussex County Council	**578**	578
Deficit recognised in the accounts	**-**	-

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to this date. Any subsequent deficits will be covered by the charity.