

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

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<b>Trustees</b>	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)
<b>Secretary</b>	Ms L Ryan	(Appointed 15 March 2023)
	Ms S Smith	(Appointed 15 March 2023)
<b>Charity number</b>	1020192	
<b>Company number</b>	02806429	
<b>Registered office</b>	36 Montefiore Rd Hove East Sussex BN3 6EP	
<b>Auditor</b>	Knill James LLP One Bell Lane Lewes East Sussex BN7 1JU	
<b>Bankers</b>	Barclays Bank Plc 139/142 North Street Brighton East Sussex BN1 1RU	
<b>Solicitors</b>	DMH Stallard 47 Old Steine Brighton East Sussex BN1 1NW	

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# THE GRACE EYRE FOUNDATION

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# THE GRACE EYRE FOUNDATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

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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 GRACE EYRE FOUNDATION

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

### FOR THE YEAR ENDED 31 MARCH 2023

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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.

# THE GRACE EYRE FOUNDATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### 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.

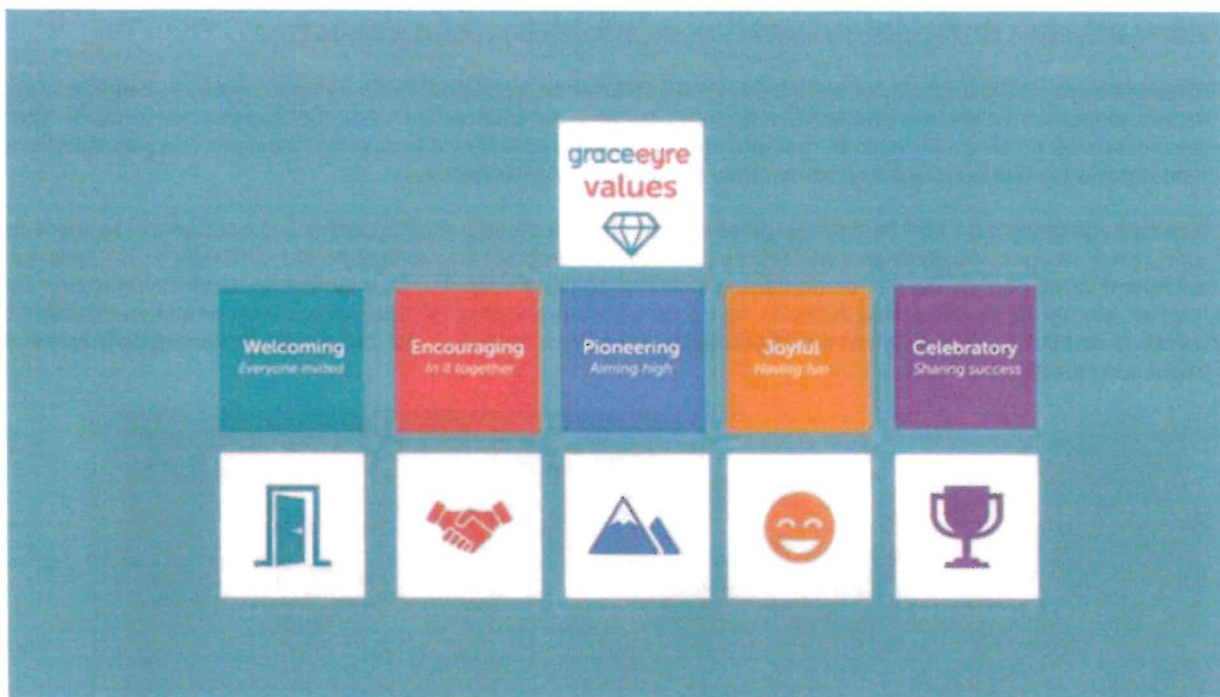


# THE GRACE EYRE FOUNDATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### 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.

## THE GRACE EYRE FOUNDATION

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

**FOR THE YEAR ENDED 31 MARCH 2023**

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**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.





# THE GRACE EYRE FOUNDATION

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

**FOR THE YEAR ENDED 31 MARCH 2023**

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### **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.

# THE GRACE EYRE FOUNDATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### 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.
- Honest, 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.



# THE GRACE EYRE FOUNDATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### 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'. In 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.

# THE GRACE EYRE FOUNDATION

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

**FOR THE YEAR ENDED 31 MARCH 2023**

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### 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.
  - o Profitability to reach 1.5% by 2027.
  - o Cash reserves to be a minimum of £ 1 million.
  - o 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.
  - o Shared Lives to reduce losses to 0% by 2027.
- We will achieve fundraised income to support our key projects and for the Big Build.
  - o Fundraising to raise 5% of our income.
  - o Big Build Campaign to raise £ 1 million.
- We will achieve trading income to ensure we can deliver good housing and 2 trading projects.
  - o 20% of income from trading.
  - o 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.
  - o A fully funded employment project for 100 people by 2027.



# THE GRACE EYRE FOUNDATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### 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.

# THE GRACE EYRE FOUNDATION

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

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 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
<b>Total Free Reserves</b>	<b>1,810,410</b>
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 £1 Million 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

27 September 2023



Mr P Begley - Treasurer  
Trustee

# **THE GRACE EYRE FOUNDATION**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

### ***FOR THE YEAR ENDED 31 MARCH 2023***

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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

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#### 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.



# THE GRACE EYRE FOUNDATION

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF THE GRACE EYRE FOUNDATION

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

# THE GRACE EYRE FOUNDATION

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF THE GRACE EYRE FOUNDATION

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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

		Unrestricted funds general 2023 £	Unrestricted funds Designated 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
	Notes					
<b>Income from:</b>						
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
<b>Total income</b>		<b>10,483,902</b>	<b>24,731</b>	<b>66,690</b>	<b>10,575,323</b>	<b>9,083,708</b>
<b>Expenditure on:</b>						
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
<b>Total expenditure</b>		<b>10,356,837</b>	<b>35,606</b>	<b>117,053</b>	<b>10,509,496</b>	<b>8,827,309</b>
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		<b>127,065</b>	<b>(10,875)</b>	<b>(50,363)</b>	<b>65,827</b>	<b>256,399</b>
Fund balances at 1 April 2022		2,425,426	1,050,000	76,627	3,552,053	3,295,654
<b>Fund balances at 31 March 2023</b>		<b>2,552,491</b>	<b>1,039,125</b>	<b>26,264</b>	<b>3,617,880</b>	<b>3,552,053</b>

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

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



# THE GRACE EYRE FOUNDATION

## BALANCE SHEET

AS AT 31 MARCH 2023

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

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 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 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	22		565,125		332,367
<b>Investing activities</b>					
Purchase of tangible fixed assets		(84,824)		(79,485)	
Proceeds from disposal of tangible fixed assets		7,427		-	
Investment income received		2,399		410	
<b>Net cash used in investing activities</b>			(74,998)		(79,075)
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalents</b>			490,127		253,292
Cash and cash equivalents at beginning of year			894,515		641,223
<b>Cash and cash equivalents at end of year</b>			1,384,642		894,515

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 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.



# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 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.

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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### 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, plant and equipment. The assets are depreciated down to their residual values over their estimated useful lives.

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 MARCH 2023*

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### 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.



## THE GRACE EYRE FOUNDATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

#### 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

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 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
	<u>8,595,410</u>	<u>1,767,376</u>	<u>10,362,786</u>	<u>7,095,670</u>	<u>1,439,470</u>	<u>8,535,140</u>

### 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	<u>18,498</u>	<u>23,825</u>	<u>42,323</u>	<u>13,327</u>

### 6 Investments

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Interest receivable	<u>2,399</u>	<u>410</u>

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 7 Raising funds

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total Unrestricted funds general 2023 £	2022 £
<u>Fundraising and publicity</u>				
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
	<u>126,218</u>	<u>2,388</u>	<u>128,606</u>	<u>89,965</u>
Fundraising and publicity	126,218	2,388	128,606	89,965
	<u>126,218</u>	<u>2,388</u>	<u>128,606</u>	<u>89,965</u>



# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 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)	-	-	-
	<u>7,411,244</u>	<u>1,359,396</u>	<u>8,770,640</u>	<u>6,227,895</u>	<u>1,248,055</u>	<u>7,475,950</u>
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
	<u>9,021,494</u>	<u>1,359,396</u>	<u>10,380,890</u>	<u>7,473,242</u>	<u>1,264,102</u>	<u>8,737,344</u>
<b>Analysis by fund</b>						
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
	<u>9,021,494</u>	<u>1,359,396</u>	<u>10,380,890</u>	<u>7,473,242</u>	<u>1,264,102</u>	<u>8,737,344</u>

Provision of services includes Active Lives, Shares Lives and Choices

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 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
	<u>1,576,186</u>	<u>34,064</u>	<u>1,610,250</u>	<u>1,224,227</u>	<u>37,167</u>	<u>1,261,394</u>
Analysed to:						
Charitable activities	<u>1,576,186</u>	<u>34,064</u>	<u>1,610,250</u>	<u>1,224,227</u>	<u>37,167</u>	<u>1,261,394</u>

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	<u>287</u>	<u>265</u>

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 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
	<u>6,779,780</u>	<u>5,404,546</u>

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

	2023 Number	2022 Number
£60,001 to £70,000	2	-
£80,001 to £90,000	-	1
£90,001 to £100,000	1	-
	<u>3</u>	<u>1</u>

#### 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 Taxation of 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
	£	£	£	£
<b>Cost</b>				
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	<u>1,386,066</u>	<u>1,393,595</u>	<u>613,944</u>	<u>3,393,605</u>
<b>Depreciation and impairment</b>				
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	<u>763,793</u>	<u>324,539</u>	<u>524,067</u>	<u>1,612,399</u>
<b>Carrying amount</b>				
At 31 March 2023	<u>622,273</u>	<u>1,069,056</u>	<u>89,877</u>	<u>1,781,206</u>
At 31 March 2022	<u>644,086</u>	<u>1,071,559</u>	<u>91,220</u>	<u>1,806,865</u>



# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 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
	<u>1,338,073</u>	<u>1,785,102</u>

### 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
	<u>886,041</u>	<u>934,429</u>

### 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.

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 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 Years	2022 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.

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

### 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
	<u>2,850,000</u>	<u>3,174,000</u>



## THE GRACE EYRE FOUNDATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

#### 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 31 March 2023	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
	<u>186,504</u>	<u>145,915</u>	<u>(161,482)</u>	<u>(94,310)</u>	<u>76,627</u>	<u>66,689</u>	<u>(117,052)</u>	<u>26,264</u>

## THE GRACE EYRE FOUNDATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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#### 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.

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 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:

	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Movement in funds		Balance at 31 March 2023
	£	£	£	Incoming resources £	Resources expended £	£
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)	-	-	-	-
	<u>1,539,122</u>	<u>(489,122)</u>	<u>1,050,000</u>	<u>24,731</u>	<u>(35,606)</u>	<u>1,039,125</u>

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



## THE GRACE EYRE FOUNDATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

#### 19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	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
Current assets/(liabilities)	771,285	1,039,125	26,264	1,836,674	1,050,000	76,627	1,745,188
	<u>2,552,491</u>	<u>1,039,125</u>	<u>26,264</u>	<u>3,617,880</u>	<u>1,050,000</u>	<u>76,627</u>	<u>3,552,053</u>

# THE GRACE EYRE FOUNDATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 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
	<u>341,194</u>	<u>175,797</u>

#### 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.

	2023 £	2022 £
<b>22 Cash generated from operations</b>		
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)
<b>Cash generated from operations</b>	<u>565,125</u>	<u>332,367</u>

#### 23 Analysis of changes in net funds

The charity had no debt during the year.