

Charity Registration No. 1050779

Company Registration No. 03123142 (England and Wales)

CARERS FEDERATION LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

CARERS FEDERATION LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Charity number	1050779	
Company number	03123142	
Trustees	Patricia Cargill Christine Thomas Cheryle Berry Usha Gadhia Alan Meadows Katherine Moore	Chair Vice Chair Treasurer (resigned 16/02/21)
Co-opted members	Patricia Holden	(resigned 16/02/21)
Secretary	Rob Gardiner	
Senior officers	Rob Gardiner Jayne Bell	Chief Executive Officer Deputy Chief Executive Officer
Registered office	Christopher Cargill House 21-23 Pelham Road Nottingham NG5 1AP	
Independent examiner	Rogers Spencer Newstead House Pelham Road Nottingham NG5 1AP	
Bankers	Barclays Bank plc Nottingham High Street Branch 2 High Street Nottingham NG1 2EN	
Solicitors	Massers 15 Victoria Street Nottingham NG1 2JZ	

CARERS FEDERATION LTD

CONTENTS

	Page
Trustees' report	1 - 7
Independent examiner's report	8
Statement of financial activities	9 - 10
Balance sheet	11
Statement of cash flows	12
Notes to the financial statements	13 - 23

CARERS FEDERATION LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's 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) (as issued in October 2019)".

Objectives and activities

Charitable Purpose

The objectives of Carers Federation Limited as set out in the company's memorandum of association are to:

Promote the benefit of persons who are acting as unpaid carers of people with physical or sensory disability, mental health difficulty, learning disability, ill health or by the ageing process, their cared for and the community, in particular to relieve the stresses experienced by such persons through the provision of support services, in order to protect health, relieve poverty, distress or sickness.

Carers Federation is an organisation dedicated and passionate about providing high quality care, support and training. We have specific expertise in supporting unpaid carers and delivering accredited Advocacy training. Our reputation for excellence stems from our commitment to innovative and flexible approach to service design and delivery and well trained staff.

Carers Federation's Vision, Mission and Values Statements

Our Vision:

Everyone we serve receives individually tailored care, support or training.

Our Mission:

To become a centre of excellence in provision of carers support and training.

Our Core Values:

- **Friendliness:**
We believe in welcoming everyone with warmth and kindness. We want people to feel individually value
- **Fairness:**
We believe in equality and strive to be respectful in everything we do. We listen to the needs of others and put them at the heart of our work.
- **Diversity:**
Discrimination will have no place in anything we do.
- **Integrity:**
We are accountable to people and partners we serve and will transparently share our results, stories and lessons.
- **Collaboration:**
We actively seek collaboration and partnerships with other organisations to make our vision a reality.
- **Continuous Improvement:**
We actively strive through innovation and hard work to be a centre of excellence.

CARERS FEDERATION LTD

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

Main Activities undertaken by Carers Federation Limited 2020 – 2021

- Young Carer Support in the city of Nottingham
- Support for a Prisoner Social Care Advocacy scheme in HMP Whatton
- Provision of Independent Complaints Advocacy (ICA) services in a number of Local Authority areas across the North of England
- Counselling services for Carers
- Providing Training services
- Mentoring support for young carers

The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

CARERS FEDERATION LTD

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

Achievements and performance

Our main focus has been two fold during the past year, firstly being flexible and innovative in our support of staff to enable them to adapt to the new and challenging ways of working the pandemic brought upon us and ensure the ongoing development and quality in service provision to ensure we are meeting the needs of all our stakeholders. The impact of COVID required the charity to look at different delivery methods to ensure services could continue to meet expectations and requirements of both funders and service users.

Training

The Training Department further developed our Virtual Learning Environment (VLE) to facilitate the online delivery of previously classroom-based training specific to the City and Guilds Level 3 Advocacy training.

The VLE is a unique and secure learning platform. It is an interactive online learning tool, which allows us to deliver flexible learning options. It allows learners to access a range of courses at a time and at a pace that suits their lifestyle and caring responsibilities and commitments. Courses available during 2020 -2021 included:

- City and Guilds Level 2 Award in Independent Advocacy
- Introduction to Mentoring
- Carers Accreditation - Quality Standards in Carers Support
- Adult Safeguarding Competency Training

Action for Young Carers

Our Action for Young Carers Service (AYC) increased the range of its schools' work in Nottingham City and County. It has targeted certain senior schools evidencing increased numbers of young carers coming forward. The schools we work with tell us about significant improvements across a range of areas - resilience, social integration, confidence and attainment within school. They also tell us that, as a result of working with AYC, they find it easier to identify and support young carers at an earlier stage in their education. AYC has continued to work with schools in the Kirk Hallam area to identify and raise awareness of Young Carers, alongside supporting and encouraging Young Carers to have a break by setting up Young Carers groups in and around the community.

Action for Young Carers has also worked with Young Carers and Young Adult Carers living in Nottingham City, who are identified as being NEET (not in Employment, Education or Training); this project is a Youth Employment Initiative and is funded by the DWP, European Social Fund and Nottingham City council. The Young Carers identified as NEET are supported in overcoming barriers to moving into employment, education or training. This contract was replaced at the end of March by NW4Y for the year 2021/22.

CARERS FEDERATION LTD

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

Independent Complaints Advocacy

Our NHS Independent Complaints Advocacy service continues to perform very strongly across the North East of England and was successful in renewing the Quality Performance Mark (QPM) for a further three years.

Driving Change - Quality standard in Carer Support (QSCS)

The Carers Federation Quality Standard in Carer Support provides accreditation and training for employers and F.E providers to improve and evidence how they support carers in the workplace or education. The Standards have broad criteria covering areas such as having a Carers Lead, staff training, providing information and signposting, offering flexible working or making reasonable adjustments for carers and ensuring the organisation has established and consistent policies and processes to support carers employees or learners.

Financial review

2020–2021 was another challenging year for Carers Federation Limited given the pandemic and the consequent delivery restrictions. Again in 2020–2021, many public bodies and government departments were expected to make substantial savings resulting in many local organisations working in the area of Health and Social Care closing or radically changing the way they deliver services.

Against the backdrop of Covid and the impact this has had on new opportunities to generate new income streams, it has continued to be difficult for Carers Federation Limited to address its operating deficit. The introduction of the government Furlough scheme has enabled the charity to retain all staff without significant financial strain.

Carers Federation Limited reported an operating deficit for the year ended 31st March 2021 of £338,463 (2020: £434,575).

Also recognised during the period were actuarial losses on the Nottinghamshire County Council defined benefit pension scheme of £2,796,000 (2020: £291,000 gain).

Total assets less current liabilities amount to £1,949,602 but after deducting the pension liability of £7,406,900 the net liabilities of Carers Federation Limited at the 31st March 2021 were £5,457,298 (2020: £2,322,835).

CARERS FEDERATION LTD

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

Principal funding sources and how these resources support the key objectives

The principal funding sources for the Carers Federation Ltd are currently by way of grant and contract income from multiple local authorities, NHS Clinical Commissioning Groups (CCGs) and local academies. The contractual income and grant funding received from these sources is used by Carers Federation Limited to provide carers, advocacy and mentoring services that match the objectives of Carers Federation Limited.

Funding sources secured during the year

During the period ended 31st March 2021 Carers Federation Limited was able to negotiate contract funding as follows:

Contractual arrangements were extended for a further year with North East Local Authorities to continue the delivery of the Independent Complaints Advocacy Service.

Contractual arrangements were extended with the DWP, European social fund and Nottingham City council to work with Young Carers who are not in education, employment or training (NEET). The project is to support Young Carers to identify and overcome barriers to moving into employment, education or training.

£1k new funding was secured from Nottingham University Hospitals NHS Trust and £5k from Nottingham City Council to extend the delivery of the AYC project.

Reserves

At 31st March 2021 Carers Federation Limited held restricted funds totalling £20,538 (2020: £32,353). This amount is made up of funds provided to Carers Federation Limited for use by the Action for Young Carers service (including Cheshire Community Fund), Carers Cafe & the Driving Change project operated by the charity. These funds are not available to the Board of Trustees for fulfilment of general charitable objectives.

The level of unrestricted reserves held by Carers Federation Limited at the 31st March 2021 was (£5,477,836) (2020: (£2,355,188)). Unrestricted funds not invested in tangible fixed assets were £5,991,365 (2020: £2,881,101).

Unrestricted reserves are held by Carers Federation Limited in order to mitigate against future expected reductions in contract/grant income and to provide continuity in the central business functions of the organisation.

Currently, general reserves are severely impacted by the NCC pension liability. The priority is to reduce and eliminate the ongoing operating deficit.

Financial effect of significant events

Covid 19 became a major factor in how the charity operated during this period. The charity quickly implemented changes to how staff worked and how services were delivered, to ensure continued delivery during the pandemic. As a result of moving staff to home working and the development of remote delivery solutions across all services, the charity saw very little financial operating impact during the financial year. However Covid 19 has had a substantial impact on the level of pension deficit carried by the charity.

CARERS FEDERATION LTD

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

Impact of a pension liability arising from the defined benefit pension scheme

The deficit presented as at 31 March 2021 of £7.4m (2020: £4.5m) has been calculated to meet the requirements of FRS102. FRS102 requires the use of a prescribed discount rate based on corporate bond yields, which can be very volatile.

Contributions to the Nottinghamshire County Council LGPS Fund are set at each triennial valuation of the Fund, based on a discount rate derived from assumptions about future returns from the Fund's investment strategy, which results in a much lower valuation of liabilities than a discount rate based on corporate bond yields and consequently a smaller deficit. Therefore, the FRS102 deficit has no direct bearing on the contributions paid to the Nottinghamshire Local Government Pension Scheme.

Plans for future periods

In response to the complex financial landscape the Board of Trustees developed a robust strategy to take the organisation forward and address the financial challenges posed by the changing commissioning landscape and increasingly limited opportunities to generate new income streams.

The strategy has been developed following analysis which identified that the financial climate is unlikely to improve during the next 5 years. The plan aims to help stabilise and stop the current annual operating loss. It also identifies key priority areas of intended service delivery and provides a clear direction for new initiatives within Carers Federation Limited.

In addition it aims to:

- Identify opportunities to make best use of existing assets
- Maximise cash investment potential
- Develop a range of partnership opportunities with commercial and voluntary and community sector bodies to increase income and financial surplus
- Get to a time when the organisation records a financial surplus each year and prevents any future overspends
- To invest resources in the areas that can potentially make profit and contribute to the company's financial viability
- To reduce the allocation of resources to securing Local Authority and Health service contracts and to be explicit in our financial rationale for tendering for such contracts
- To examine more closely the options for community funding of projects (Big Lottery etc) and options for research funding

The company is built on a solid foundation of significant cash and property assets. By developing a sustainable commercial income stream and reducing the cost of service delivery we aim to ensure that the organisation will flourish, evolve and grow.

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee and is governed by a memorandum and articles of association. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

CARERS FEDERATION LTD

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

Appointment of Trustees

The Board of Trustees is appointed by the charity members with trustees serving for no set period and retiring in rotation. The Articles provide for a maximum of sixteen members, including Honorary Members. At the end of each Annual General Meeting all the members of the Board of Trustees whose period of service is due to end during the calendar year in which that annual general meeting is to be held, shall retire from office but they may be re-elected or re-appointed.

The chair of the Board is elected by the trustee membership.

The Board of Trustees may delegate any of its powers or the implementation of its resolutions to committees to facilitate effective operations.

Organisation

The Board of Trustees holds monthly meetings and at least two ordinary meetings each year at which its members agree strategy and areas of activity for the charity including consideration of service delivery, investment, reserves and risk management policies.

The charity trustees work in partnership with and oversee the Chief Executive who is responsible for successful implementation of strategies set by the board and for ensuring that the charity and trading operations perform as directed by the Board of Trustees.

Trustee Induction and Training

New members of the Board of Trustees undergo an induction to brief them on their legal responsibilities under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, and recent financial performance of the charity. During the induction they meet key employees and other members of the Board of Trustees. Members are encouraged to attend appropriate training events where these will assist them in discharging their duties as trustees.

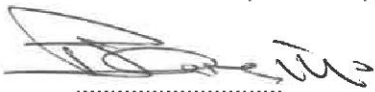
Arrangements for Setting Pay

On an annual basis SMT undertakes a review entailing the following information gathering to enable the Board of Trustees to make a decision around the award of any increment to staff salaries:

1. Benchmarking CF job profiles against the National Occupational Standards Framework
2. Benchmarking CF salaries against other companies currently operating within like for like sectors
3. Review of any national cost of living increases

No award was made during the financial years 2019/20 or 2020/21. For the current financial year (2021/22) a 3% increase.

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



Patricia Cargill
Chair of Trustees

Dated: 19.4.2021

CARERS FEDERATION LTD

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CARERS FEDERATION LTD

I report to the trustees on my examination of the financial statements of Carers Federation Ltd (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

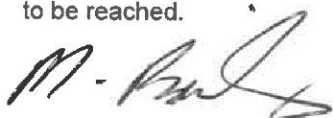
Independent examiner's statement

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

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

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

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



Melvin Bailey FCCA DChA
for and on behalf of
Rogers Spencer
Newstead House
Pelham Road
Nottingham
NG5 1AP

Dated: 20/02/2021

CARERS FEDERATION LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Current financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
Income from:					
Donations		-	6,652	6,652	6,983
Charitable activities	3	460,840	46,916	507,756	667,232
Other trading activities	4	157,735	-	157,735	153,300
Investments		4,358	-	4,358	8,254
Other income	5	88,116	-	88,116	22,947
Total income		711,049	53,568	764,617	858,716
Expenditure on:					
Charitable activities	6	877,741	65,383	943,124	1,096,817
Other trading activities		159,956	-	159,956	196,474
Total expenditure		1,037,697	65,383	1,103,080	1,293,291
Net expenditure for the year		(326,648)	(11,815)	(338,463)	(434,575)
Other recognised gains and losses					
Actuarial (loss)/gain on defined benefit pension schemes		(2,796,000)	-	(2,796,000)	291,000
Net movement in funds		(3,122,648)	(11,815)	(3,134,463)	(143,575)
Fund balances at 1 April 2020		(2,355,188)	32,353	(2,322,835)	(2,179,260)
Fund balances at 31 March 2021		(5,477,836)	20,538	(5,457,298)	(2,322,835)

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.

CARERS FEDERATION LTD

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

FOR THE YEAR ENDED 31 MARCH 2021

Prior financial year

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes			
<u>Income and endowments from:</u>				
Donations and legacies		1,000	5,983	6,983
Charitable activities	3	638,885	28,347	667,232
Other trading activities	4	153,300	-	153,300
Investments		8,254	-	8,254
Other income	5	22,947	-	22,947
Total income		824,386	34,330	858,716
<u>Expenditure on:</u>				
Charitable activities	6	1,083,120	13,697	1,096,817
Material other expenditure		196,474	-	196,474
Total resources expended		1,279,594	13,697	1,293,291
Net expenditure for the year/ Net outgoing resources		(455,208)	20,633	(434,575)
<u>Other recognised gains and losses</u>				
Actuarial (loss)/gain on defined benefit pension schemes		291,000	-	291,000
Net movement in funds		(164,208)	20,633	(143,575)
Fund balances at 1 April 2019		(2,190,980)	11,720	(2,179,260)
Fund balances at 31 March 2020		(2,355,188)	32,353	(2,322,835)

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.

CARERS FEDERATION LTD

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	11		513,529		525,913
Current assets					
Debtors	12	67,022		69,811	
Cash at bank and in hand		1,516,760		1,694,776	
		<u>1,583,782</u>		<u>1,764,587</u>	
Creditors: amounts falling due within one year	13	<u>(147,709)</u>		<u>(133,435)</u>	
Net current assets			1,436,073		1,631,152
Total assets less current liabilities			1,949,602		2,157,065
Defined benefit pension liability	14		(7,406,900)		(4,479,900)
Net liabilities			<u>(5,457,298)</u>		<u>(2,322,835)</u>
Income funds					
Restricted funds	16		20,538		32,353
Unrestricted funds			(5,477,836)		(2,355,188)
			<u>(5,457,298)</u>		<u>(2,322,835)</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 2021.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

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

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

The financial statements were approved by the Trustees on 14.8.2021



Patricia Cargill
Chair of Trustees

Company Registration No. 03123142

CARERS FEDERATION LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash absorbed by operations	19		(182,374)		(328,775)
Investing activities					
Proceeds on disposal of subsidiaries		-		72,892	
Interest received		4,358		8,254	
Net cash generated from investing activities			4,358		81,146
Net decrease in cash and cash equivalents			(178,016)		(247,629)
Cash and cash equivalents at beginning of year			1,694,776		1,942,405
Cash and cash equivalents at end of year			1,516,760		1,694,776

CARERS FEDERATION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Carers Federation Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Christopher Cargill House, 21-23 Pelham Road, Nottingham, NG5 1AP.

1.1 Accounting convention

The financial statements have been prepared in accordance 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)". 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 modified to include the revaluation of freehold properties. The principal accounting policies adopted are set out below.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

The actuarial valuation of the defined benefit scheme at 31 March 2021 indicates a deficit of £7,406,900. This has a significant impact on unrestricted funds, however we draw your attention to the cash reserves held by the charity of £1.5m.

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

Grants for immediate expenditure are accounted for when they become receivable.

Grants received for specific purposes are treated as restricted funds.

Grants restricted to future accounting periods are deferred and recognised in those periods.

Donations and voluntary income are credited to the income and expenditure account when they are received.

CARERS FEDERATION LTD

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

1 Accounting policies

(Continued)

1.5 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:

Property:

Structure & roof	1% straight line
Windows & doors	4% straight line
Heating & boiler	7% straight line
Kitchen, toilets & lift	5% straight line

Fixtures & fittings	20% & 4% straight line
Office equipment	33.33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.6 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).

1.7 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.

1.8 Retirement benefits

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

CARERS FEDERATION LTD

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

1 Accounting policies

(Continued)

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

1.9 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.10 Pensions

The company participates in a multi employer defined benefit scheme administered by Nottinghamshire County Council (Nottinghamshire Admission Agreement ETC Pension Fund). The amounts charged to operating profit are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. The interest cost on the expected return on assets are shown as a net amount in other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in the statement of total recognised gains and losses.

The defined benefit scheme is funded, with the assets of the scheme held separately from those of the company. Pension scheme assets are measured at fair value and liability are measured on an actuarial basis using the projected unit method. Full actuarial valuations are obtained periodically and are updated at each balance sheet date. The most recent full actuarial valuation is dated 31 March 2019. This valuation has been rolled forward using financial assumptions that comply with FRS 102. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet.

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund. Payments to the scheme are charged as an expense as they fall due.

1.11 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

In the year, the Charity received £49,721 (2020: £nil) in respect of the Coronavirus Job Retention Scheme.

CARERS FEDERATION LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

2 Critical accounting estimates and judgements

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

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

3 Charitable activities

	2021 £	2020 £
Contract income - local authority	409,713	480,746
Contract income - NHS	-	89,519
Contract income - Other	98,043	60,821
Grant income - Children in Need	-	36,146
	<u>507,756</u>	<u>667,232</u>
Analysis by fund		
Unrestricted funds	460,840	638,885
Restricted funds	46,916	28,347
	<u>507,756</u>	<u>667,232</u>

4 Other trading activities

	2021 £	2020 £
Training income	<u>157,735</u>	<u>153,300</u>

CARERS FEDERATION LTD

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

5 Other income

	2021 £	2020 £
Government grants	49,721	-
Electricity generation	4,145	2,376
Room hire	-	40
Counselling	3,980	2,284
Office rental	20,910	17,400
Other	9,360	847
	<u>88,116</u>	<u>22,947</u>

6 Charitable activities

	2021 £	2020 £
Staff costs	684,777	801,689
Premises costs	32,767	50,508
Administrative costs	200,673	219,587
	<u>918,217</u>	<u>1,071,784</u>
Share of governance costs (see note 7)	24,907	25,033
	<u>943,124</u>	<u>1,096,817</u>
Analysis by fund		
Unrestricted funds	877,741	1,083,120
Restricted funds	65,383	13,697
	<u>943,124</u>	<u>1,096,817</u>

7 Governance costs

	2021 £	2020 £
Staff costs	17,043	16,011
Audit and accountancy fees	6,420	7,320
Board costs	1,444	1,702
	<u>24,907</u>	<u>25,033</u>

CARERS FEDERATION LTD

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

8 Expenditure on other trading activities

	2021 £	2020 £
Training costs	159,956	196,474
	<u>159,956</u>	<u>196,474</u>

9 Employees

Number of employees

The average monthly number of employees during the year was:

2021 Number	2020 Number
23	26
<u>23</u>	<u>26</u>

Employment costs

	2021 £	2020 £
Wages and salaries	638,190	663,850
Social security costs	48,519	51,179
Other pension costs	135,313	205,804
	<u>822,022</u>	<u>920,833</u>

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

Aggregate compensation	<u>124,797</u>	<u>117,796</u>
------------------------	----------------	----------------

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

10 Trustee remuneration and expenditure

The members of the Board of Trustees received £nil remuneration during the year (2020: £nil).

During the year, expenses in relation to communications, subscriptions, subsistence and travel were reimbursed to 3 trustees (2020: 3 trustees) or paid directly to third parties totalling £1,444 (2020: £1,702).

CARERS FEDERATION LTD

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

11 Tangible fixed assets

	Freehold property £	Fixtures & fittings £	Office equipment £	Total £
Cost				
At 1 April 2020	861,116	99,733	43,878	1,004,727
At 31 March 2021	861,116	99,733	43,878	1,004,727
Depreciation and impairment				
At 1 April 2020	358,132	76,805	43,878	478,815
Depreciation charged in the year	11,007	1,376	-	12,383
At 31 March 2021	369,139	78,181	43,878	491,198
Carrying amount				
At 31 March 2021	491,977	21,552	-	513,529
At 31 March 2020	502,984	22,928	-	525,912

On 5 June 2018, the freehold property at Christopher Cargill House, 21-23 Pelham Road, Nottingham, NG5 1AP was valued at £525,000. The valuation was on an open market basis and was made by Steve Holland MRICS of Innes England.

The trustees are of the opinion that the net book value of freehold property as stated in the accounts is an accurate valuation as at 31 March 2021.

12 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	42,981	57,990
Other debtors	760	800
Prepayments and accrued income	23,281	11,021
	67,022	69,811

CARERS FEDERATION LTD

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

13 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	12,679	13,443
Deferred income	103,370	92,237
Trade creditors	9,287	3,063
Other creditors	11,999	13,384
Accruals	10,374	11,308
	<u>147,709</u>	<u>133,435</u>

Deferred income is in relation to training courses paid for in advance.

CARERS FEDERATION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

14 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 the statement of financial activities in respect of defined contribution schemes was £12,457 (2020: £12,418).

Defined benefit schemes

The company operates a defined benefit statutory scheme. The most recent comprehensive rolled on actuarial valuation report was carried out on 31 March 2021 by Barnett Waddingham.

Value of scheme assets and liabilities:

	2021 £	2020 £
Market value of assets	6,750,000	5,646,000
Present value of scheme liabilities	(14,161,900)	(10,125,900)
Deficit in scheme	(7,411,900)	(4,479,900)
Net pension liability	(7,411,900)	(4,479,900)
Interest recognised as an expense:	104,000	111,000
Actuarial (losses)/gains:	(2,796,000)	291,000

Principal actuarial assumptions:

Discount rates	2.45%	2.35%
Pension increases	1.90%	1.80%
Salary increases	2.95%	2.85%

CARERS FEDERATION LTD

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

15 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:

	2021 £	2020 £
Within one year	6,497	1,768
Between two and five years	7,427	13,000
	<u>13,924</u>	<u>14,768</u>

16 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 2019 £	Incoming resources £	Resources expended £	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Action for Young Carers	11,720	4,777	(8,517)	7,980	6,652	(8,160)	6,472
Carers Cafe	-	1,206	(786)	420	-	(20)	400
Driving Change	-	28,347	(4,394)	23,953	41,916	(57,080)	8,789
Cheshire Community	-	-	-	-	5,000	(123)	4,877
	<u>11,720</u>	<u>34,330</u>	<u>(13,697)</u>	<u>32,353</u>	<u>53,568</u>	<u>(65,383)</u>	<u>20,538</u>

The Action for Young Carers Fund was established to provide enhanced support to young carers over and above what is possible under the contract with Nottingham City Council. The fund balance consists of restricted donations provided for this purpose.

The Carers Cafe was established to provide for carers to attend for mutual support over lunch. Donations are received for the food provided.

Driving Change - The Carers Federation Quality Standard in Carer Support provides accreditation and training for employers and F.E providers to improve and evidence how they support carers in the workplace or education. During 2020-21 Carers Federation progressed with the first year of the 3 years programme to deliver the QSCS to 30 colleges nationally.

Cheshire Community provided funding for Carers Federation to deliver training on young carers with a focus on the impact of Covid-19 to GP practice teams, to support the development of an accreditation framework for the health sector.

CARERS FEDERATION LTD

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

17 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:						
Tangible assets	513,529	-	513,529	525,913	-	525,913
Current assets/(liabilities)	1,415,535	20,538	1,436,073	1,598,799	32,353	1,631,152
Provisions and pensions	(7,406,900)	-	(7,406,900)	(4,479,900)	-	(4,479,900)
	<u>(5,477,836)</u>	<u>20,538</u>	<u>(5,457,298)</u>	<u>(2,355,188)</u>	<u>32,353</u>	<u>(2,322,835)</u>

18 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

19 Cash generated from operations

	2021 £	2020 £
Deficit for the year	(338,463)	(434,575)
Adjustments for:		
Investment income recognised in statement of financial activities	(4,358)	(8,254)
Depreciation and impairment of tangible fixed assets	12,383	12,383
Difference between pension charge and cash contributions	(2,796,000)	291,000
Movements in working capital:		
Decrease in debtors	2,789	29,786
Increase/(decrease) in creditors	2,941,275	(219,115)
Cash absorbed by operations	<u>(182,374)</u>	<u>(328,775)</u>

20 Analysis of changes in net funds

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	1,694,776	(178,016)	1,516,760

CARERS FEDERATION LTD

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Income		
Grants receivable and other income	760,259	850,462
Interest receivable	4,358	8,254
	<u>764,617</u>	<u>858,716</u>
Staff costs		
Salaries & pensions	821,947	920,834
Travel costs	3,182	36,685
Training & development	1,952	3,088
Recruitment costs	469	712
	<u>827,550</u>	<u>961,319</u>
Premises costs		
Rent, heat, light & other services	13,339	16,394
Repairs, renewals & property improvements	3,938	7,988
Insurance	5,375	5,201
Cleaning & sundries	11,603	35,719
	<u>34,255</u>	<u>65,302</u>
Administrative costs		
Telephone	15,425	16,019
Advertising	195	385
Equipment hire	714	675
Printing, postage & stationery	15,811	21,695
Volunteer expenses	161	825
Board costs	1,444	1,702
Bank interest & charges	1,965	870
Depreciation	12,383	12,383
Legal & professional	47,324	61,529
Subscriptions	3,330	2,501
Computer maintenance	38,523	37,086
Pension interest	104,000	111,000
	<u>241,275</u>	<u>266,670</u>
Total expenditure	<u>1,103,080</u>	<u>1,293,291</u>
Net expenditure	<u>(338,463)</u>	<u>(434,575)</u>

