COMPAID TRUST

England & Wales · Charity number 1064160

Details

Status	Registered
Legal form	CIO
Registered	1997-08-29
Register	View on the Charity Commission register

Contact

Address	Compaid Trust Unit 1 Eastlands Estate Maidstone Road Paddock Wood TN12 6BU
Phone	01892 834539
Email	enquiries@compaid.org.uk
Website	www.compaid.org.uk

Activities

Objects: TO PROVIDE SERVICES FOR THE PUBLIC BENEFIT OF DISABLED AND OTHER DISADVANTAGED INDIVIDUALS, GROUPS AND COMMUNITIES TO HELP THEM REALISE THEIR FULL POTENTIAL AND ACHIEVE BETTER LIFE OUTCOMES, AND SPECIFICALLY TO FACILITATE THEIR SOCIAL, DIGITAL AND ECONOMIC INCLUSION. IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF ADVICE AND TRAINING IN THE USE OF DIGITAL TECHNOLOGY; THE PROVISION OF COMMUNITY TRANSPORT SERVICES; THE PROVISION OF VOCATIONAL TRAINING AND EMPLOYMENT SUPPORT TO THOSE WHO WISH TO GAIN OR RETAIN PAID OR VOLUNTARY WORK AND CARRYING OUT RESEARCH IN THE ABOVE AREAS, AND DISSEMINATING THE RESULTS TO INFLUENCE POLICY MAKING BOTH AT LOCAL AND NATIONAL LEVELS.

Activities: Compaid provides a range of practical services, using information technology and other resources, to enable disabled adults and children in and around Kent to maximise their social, creative, learning and employment opportunities.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Disability, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** KENT, SUSSEX, SURREY
- East Sussex
- Kent
- Surrey
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,584,114	£1,682,298	£837,407	59
2024-03-31	£1,499,696	£1,528,139	£935,591	56
2023-03-31	£1,395,639	£1,340,068	£964,035	53
2022-03-31	£1,296,093	£1,197,036	£905,980	55
2021-03-31	£1,419,006	£1,091,546	£808,701	54

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Trustees

Name	Role	Appointed
Andrew Robertson		2018-11-12
Jean-Pierre Le Borgne		2022-05-10
Kathryn Melling		2013-08-02
Laurence Monnier		2022-05-10
Peter Dove		2023-06-08
Russell Rhys Holloway		2025-12-02
Shaumik De		2026-03-11
Simon Newberry		2024-12-05
Simone Prince		2020-02-10

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COMPAID TRUST

England & Wales - Charity number 1064160

Accounts

Connect - Learn - Thrive







Trustees' Report and Accounts 2024-25

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Introduction from our Chair

"Building connections and skills across Kent through Digital Outreach and community transport."

The past year has been another period of growth, change, and achievement for Compaid. Whilst the needs of our clients continue to evolve, our focus has remained steadfast delivering the essential services that people across Kent rely on, while planning ahead to ensure a sustainable and resilient future for the charity.

May 2025 will bring a significant leadership change as we bid farewell to our Chief Executive, Steve Sherry CMG OBE. Steve's dedicated leadership has guided Compaid through an important and ambitious year. We are delighted to welcome Michelle Ford as our new CEO, bringing with her a wealth of experience in the charitable and care sectors across Kent.

One of our most significant accomplishments came early in the year with the successful award of a four-year contract from Kent County Council to deliver the Kent Karrier service. This provides a secure foundation for our long-term planning and has allowed us to make confident investments in our future.

We began a programme to renew our fleet, adding three nearly new wheelchair-accessible minibuses, generously supported by the Kent Community Foundation. Alongside this, we carried out a restructuring of our management team to ensure we have the right leadership in place to meet our strategic ambitions and growing service demands.

Our community transport services have continued to play a vital role in reducing isolation and keeping people connected. Over the course of the year, we facilitated more than 30,990 passenger journeys, each one helping someone to access friends, family, activities, or essential appointments.



In parallel, our Digital Skills Training Centre in Paddock Wood has delivered over 2,627 one-to-one training sessions.

Support from Barratt Redrow and Wandsworth, who provided refurbished laptops and IT assistance, has been invaluable in helping people gain the skills and confidence to get online. Our one-to-one, tailored training supports a diverse range of clients, and we are looking forward to expanding our collaboration with other charities, community groups, and government bodies to make the support more available across the county.

Perhaps the most exciting development this year has been the success of our Digital Outreach Services. Over a 12-month pilot, we delivered 1,275 one-to-one training in community spaces such as cafés and hubs, working in partnership with Sevenoaks District Council, Tonbridge and Malling Borough Council, and several local charities.

The sessions equipped clients with valuable transferable skills and enhanced their confidence in using the online world to support greater independence in daily life. One client, an older woman living on her own, learned how to navigate the new NHS app to book her medical appointments and reorder prescriptions from her phone.

Our Outreach trainers covered everything from basic skills for older people to job readiness skills for young adults, as well as helping families stay connected during palliative care.

These pilots have provided us with the insight and confidence to expand our Outreach programmes further in the coming year.

Looking Forward

Demand for our services remains high across all three core areas: community transport, centre-based digital training, and outreach support. Of these, outreach is growing the fastest, and subject to accessing the necessary funding, supporting this expansion will be a main priority. We are also increasing our visibility across Kent with a refreshed logo and a brand-new website, part of a wider effort to modernise the charity and connect with more people.

We are conscious, however, of the challenges we face. Rising national insurance costs, increasing competition for voluntary funding, and ongoing inflation in utilities and vehicle maintenance all put pressure on our operating model. We are responding with a balanced approach of careful cost management, service modernisation, and greater efficiency.

We finished the year with a deficit of £98,184, which was slightly ahead of plan, and we expect a similar position next year as we continue to invest in growth and innovation.

In Summary

We remain deeply grateful to the Trusts and Foundations whose support makes our work possible, and to all of our volunteers, including our Trustees, for their insight, dedication, and oversight. Most importantly, we thank our frontline team, whose professionalism and compassion continue to receive exceptional feedback from those we serve.

Together, we are ensuring that Compaid not only meets the needs of our clients and beneficiaries today, but is ready to face the challenges and opportunities of the future.

Fiona Condron

Chair



A Year in the Life of Compaid:

Service Impact Overview 2024-25



The commitment of our teams to supporting disabled, older, and vulnerable people to live more connected, confident, and independent lives in our community is what made these outcomes possible. We are also grateful for the support of individuals, organisations, and Charitable Trusts, whose contributions enable us to deliver vital services to those in need. We look forward to reaching even more people in the coming years.

"Compaid's transport has allowed me to leave my house for the first time in over 2 years. I use a wheelchair so without this support, I would still be stuck inside."

- Compaid passenger

Outreach Digital Skills Training Review

Without access to the right training, many older, disabled, or otherwise vulnerable people are being left behind in an increasingly digital world. This often leads to greater isolation from friends and family, as well as reduced connection with their wider community. Our Outreach Digital Skills Training programme works to bridge that gap, taking our expertise directly into communities across Kent.

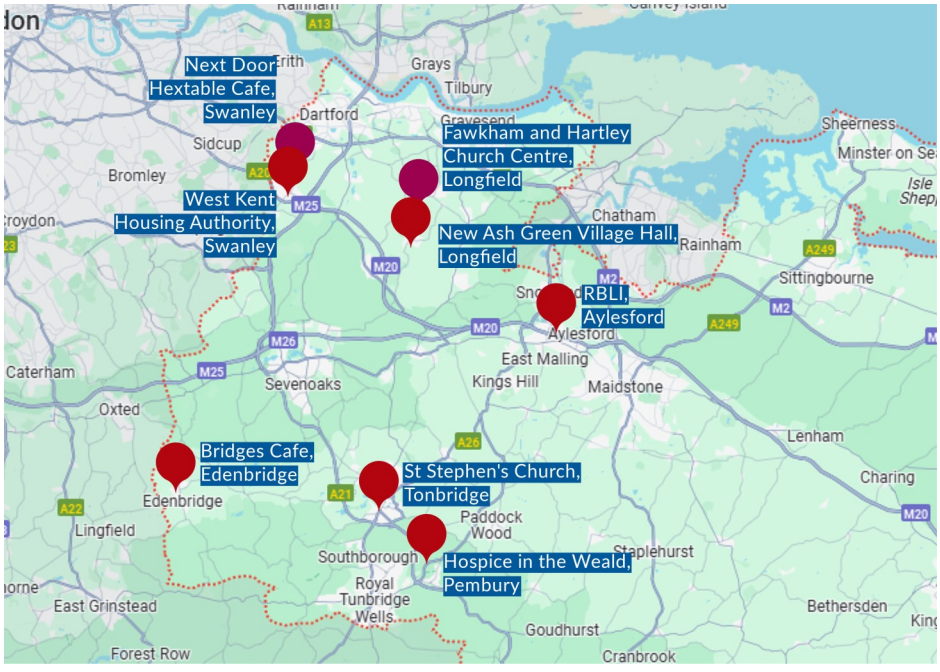
Through personalised one-to-one sessions held in familiar, local venues, we support people in learning how to navigate their devices, build essential digital skills for independent living, and develop the confidence needed for employment in today's job market.

Partnership Work across Kent

Over the past year, we reached 321 people by working in partnership with local authorities, charities, and community organisations including Tonbridge & Malling Borough Council, Sevenoaks District Council, Hospice in the Weald, and Spadework. Referrals came from both individuals and professionals such as social care workers, social prescribers, and work coaches ensuring we could reach those who might otherwise have missed out on this vital support. We are also preparing to extend this work into venues across Kent including Maidstone in the coming year.

Each week, our team delivered free drop-in sessions at public community venues across West Kent, alongside private sessions hosted within partner organisations such as Grow 19. These regular opportunities to learn were especially valuable for those facing challenges related to age, disability, or financial hardship.

Support from Nominet, through its Members' GiveHub and Mantra Design Ltd, enabled us to strengthen our training offer both in our centre and out in the community. These sessions covered essential skills such as email setup, internet navigation, and online safety, helping people to use technology with confidence and security. Collaboration with Digital Kent also allowed us to provide tailored support in areas such as Tonbridge and Malling, Tunbridge Wells, and Maidstone extending our reach and impact across the county.



Community Impact: Hospice in the Weald

A particular highlight was a pilot project, made possible through trust funding, at the local Hospice in the Weald. Working with the Hospice's Living Well team, we provided digital training for people

"Karen was so patient and encouraging she made learning feel easy. In just an hour, I finally got to grips with my smartphone and fixed the problems I'd been having with Windows 11. I left feeling confident and relieved.
"Thank you, Compaid, for bringing this service to us here in Edenbridge."
- Susan, Edenbridge Outreach training client

receiving end-of-life care, as well as their grieving partners and family members.

The sessions offered practical help in managing online accounts, saving precious memories, and navigating digital systems at a time when these skills could provide comfort and control. Around 60 individuals were supported through this initiative, with many more dropping in to learn about available help. Some became regular visitors, returning for continued advice and guidance.



The ability of our trainers to adapt to each situation meant that everyone, no matter their circumstances, received the support they needed. This flexibility and compassion were at the heart of why our Outreach Digital Skills Training became such a valued part of Compaid's work last year, and why we plan to grow it further in the year ahead.

Training Centre Review

In today's world, digital skills are essential from staying in touch with loved ones to accessing education, employment, banking, and vital support services. At our Paddock Wood Training Centre, we help older, disabled, and otherwise vulnerable people gain the confidence to navigate the online world, live more independently, and feel connected to their community.

Last year, we delivered over 2,627 one-to-one digital skills sessions in a warm, supportive setting, where clients not only learned practical skills but also built friendships and social confidence. While we have noted a slight reduction in the number of regular attendees to our centre, we are actively looking into filling the available capacity through a refresh in how our services are delivered. Our goal is to make them more attractive through cost-effectiveness and increased variety of learning opportunities, and are looking forward to exploring these with the support of generous Trust and Foundation grant funding.

A highlight of the year was the annual summer trip to Hastings Old Town and Beach. With the assistance of volunteers from Compaid and local solicitors Cripps, our digital skills centre clients enjoyed visits to the Shipwreck and Fishermen's Museums, explored the Hastings Art Gallery, and concluded the day with a sunny lunch by the beach.



Accessible Transport Review

Over recent years, we have all become increasingly aware of how important community mobility is to our everyday wellbeing. It's not just about being able to go from A to B whenever we need or want to, but it also provides us with a sense of security, confidence, and independence.

The difference between commercial transport provision and Compaid transport is all about the time and care afforded to our passengers. Our offer means that our passengers' wellbeing comes before everything else, and is not only about the journey itself, but other benefits. As a charity, we are supported by a number of donors, Trusts and Foundations, and several transport service contracts paid for by Kent County Council (KCC).

Our drivers take time to listen, help where they can, and make a difference with the utmost care and professionalism. These actions help to reduce isolation and drive out loneliness. Compaid's accessible transport is all about inclusion and being part of the community.

In the past year, we delivered over 30,990 journeys for people living across Kent, enabling them to get to important medical appointments, reach supermarkets to buy more affordable food, attend day centres and social clubs to meet friends and connect with their community, and spend more time with loved ones.

We delivered 36 outings for other charities and organisations such as Age UK Tunbridge Wells & Maidstone, and Milward House Assisted Living, delivering reliable transport for day trips to support clients and residents.

One of our clients who benefits greatly is Bob, an older man living with diabetes and a chronic eye condition. He requires regular diabetic eye screenings to manage his health. Thanks to grant funding, Bob can book one of our accessible buses each month and rely on it to get him to his hospital appointments safely.

"What might look like a simple transport booking is, in truth, something far more meaningful.
"The compassion from their Transport team, their willingness to listen and adapt, gives me peace of mind. It's not just about the miles travelled, it's about dignity, connection, and support.

"The difference it makes in my life can't be measured, but it's deeply appreciated. And I hope my drivers see it every time I smile and say, "Thank you."
- Bob, Transport Passenger

We are grateful for the opportunities to serve the community through our transport service, and look forward to finding new avenues to do so in the future.

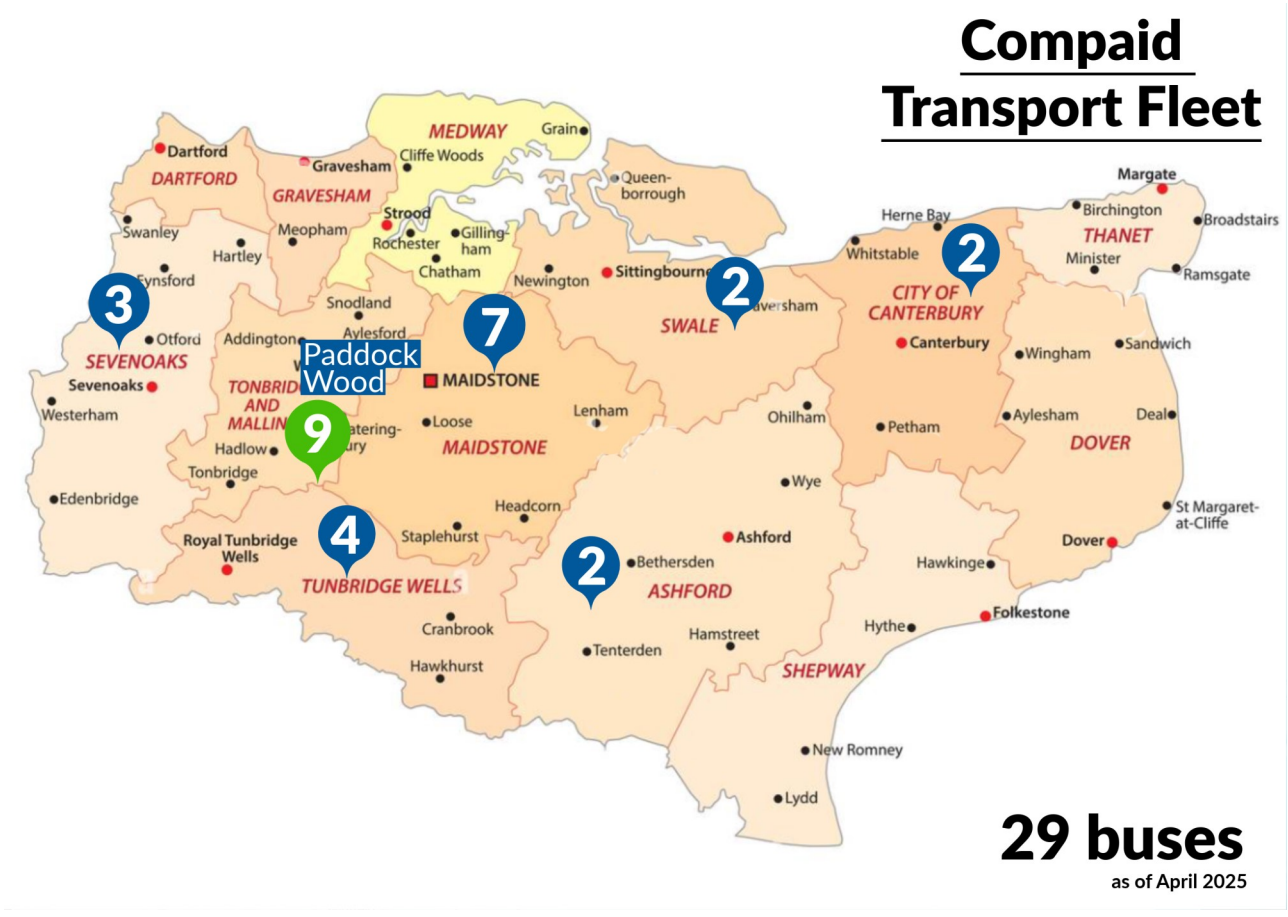


Our contracted transport service, delivered on behalf of KCC continues to thrive, supporting 2,000 Kent residents using the Kent Karrier Service on a weekly basis to reach local supermarkets and 96 children living with Special Education Needs (SEN) using our buses for home to school transport.

Our Drivers and Passenger Assistants are key to ensuring safety and quality of service. They are the external face of Compaid and the dedication and care they show to all passengers is demonstrated through our passenger feedback. All staff are First Aid trained and have complete MiDAS (Minibus Driver Awareness Scheme) training.

As a charity, our commitment to providing high standard accessible transport will result in a commitment to a vehicle replacement programme. Over forthcoming years, we hope to see our fleet upgraded with 3 'nearly new' buses and the prospect of introducing 4 new electric minibuses, with the help of Kent County Council and the Department of Transport.

Our community transport reaches right across Kent, with currently 29 buses serving 7 districts throughout the week, as can be seen on the map below. This wide coverage ensures that people in both rural and urban areas can access essential services, social activities, and opportunities for greater independence.



"I rely on the Kent Karrier bus to do my weekly food shopping. I have no idea how I would be able to get my food without it. I am in my late eighties and my sight is not too good, so [Compaid's] bus is such a wonderful help for me."

Oliver, 87,
Compaid Kent Karrier passenger

Recognising our generous supporters - Grants and Donations

The Trustees thank all donors and trusts who supported Compaid during the current or previous year. Donations and grants of £1,000 or more are listed below and are recorded in the Statement of Financial Activities under either charitable activities or income from donations.

	FY24/25	FY 23/24
	£	£
A G Manly	—	5,000
Baily Thomas Charitable Trust	5,000	—
National Lottery Community Fund	—	60,000
Bruce Wake Charitable Trust	3,000	3,000
Childwick Trust	10,000	—
Cobtree Charity Trust Ltd	10,000	5,000
D'Oyly Carte charitable trust	4,000	—
Dalmore Capital Ltd	5,000	—
Francis Winham Foundation	5,000	—
Garfield Weston Foundation	25,000	25,000
Peter Holland	1,000	5,000
Hospital Saturday Fund	3,000	—
Ironbridge Trust	2,000	2,000
Joan Ainslie Charitable Trust	5,000	5,000
Kent Community Foundation	4,000	15,000
Kent County Council- Members grant	2,000	—
Marsh Charitable Trust	1,500	1,250
Morrisons Foundation	—	2,198
Motability Community Fund	112,365	106,000
Sevenoaks District Council	2,450	—
Sir Edward Lewis Foundation	1,000	1,000
Sir James Roll Charitable Trust	1,250	1,000
SMB Trust	1,500	1,500
Sobell Charitable Trust	10,000	10,000
Stonewall Park Charitable Trust	2,000	2,000
Tesco Groundwork	1,000	—
Tonbridge & Malling Borough Council	4,680	—
Thomas J Horne Trust	9,500	9,500
Tonbridge Lions Club	1,000	
Tory Family Foundation	2,000	—
Wandsworth Group	5,000	—
Whitehead Monckton Charitable Foundation	1,000	—

Fundraising Review

"We're proud to support an organisation that continues to deliver such vital and impactful services to people with disabilities and other barriers to inclusion. Your commitment to digital skills training and accessible support is truly making a difference in your community. We look forward to seeing the continued impact of your work, well done!"

Our fundraising costs were 3% of total expenditure and we raised £6.39 for every £1 spent on raising funds. We are immensely thankful to everyone who has contributed to our cause over the past year.



In September, we were pleased to join our colleagues from Dalmore Capital and fellow cycling enthusiasts for the annual 'Falling Leaves' charity cycling event. We extend our sincere thanks to Michael Ryan for his outstanding organisation of the event, and to Paul Haley for expertly coordinating the routes through the undulating countryside, starting from The Mount Vineyard in Sevenoaks.

With generous sponsorship from Dalmore Capital and additional donations, the event successfully raised over £7,000. We are proud to have taken part in this initiative and grateful to all who contributed to its success.

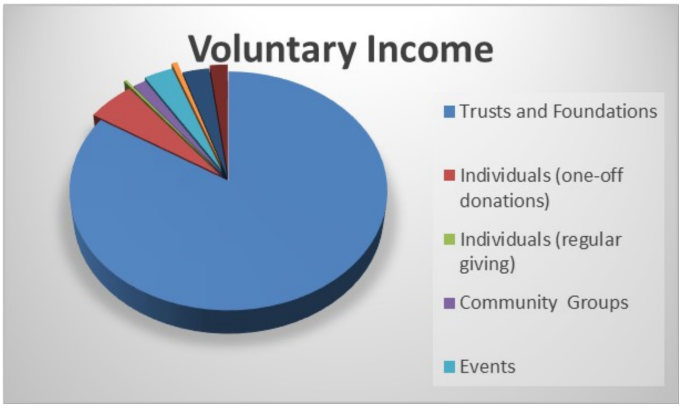
As we enter the final year of our successful three-year grant from the Motability Foundation, which funds our Out & About transport service in Maidstone and Sevenoaks, we are working closely with the Foundation to explore opportunities for extending this vital service.

Over the past two years, we've seen first-hand the significant impact that reliable, affordable, and accessible transport has on the lives of elderly and vulnerable people. We've learned that flexibility is key; many clients need support outside standard hours, and door-to-door service is often the only way they can access healthcare, shops, and social activities. We've also learned the value of building strong local partnerships, which help us reach isolated individuals more effectively.

Our aim moving forward is to apply these lessons to strengthen and expand the service, ensuring more people can stay connected to their communities and maintain their independence. We're grateful to the Motability Foundation for their continued support as we plan for the future of Out & About.

We were also proud to be the nominated charity of the Paddock Wood Bowls Club for the sixth consecutive year. This year's charity day was a fantastic opportunity to reconnect with familiar faces some of whom we've supported through our digital skills sessions and to celebrate our shared commitment to our community. Thanks to their generosity, the club raised an incredible £2,819 to support our work with vulnerable individuals.

Finally, our Big Give Christmas campaign was another huge success, surpassing our target and raising £11,750. We're incredibly grateful for the continued support and generosity from individuals and local partners alike. We would like to express our sincere gratitude and thanks to all our donors for their continued support.



Volunteering Activities Review

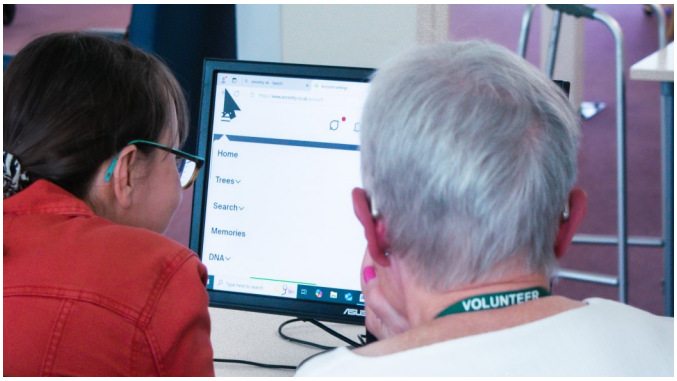
Volunteers are at the heart of everything we do at Compaid, representing half of our entire workforce. Their dedication, kindness, and hard work keep our transport service moving, ensuring we can meet the rising demand from the passengers who depend on us day in, day out.

Our volunteer trainers play a vital role in delivering Compaid's digital skills support, sharing their knowledge and patience to help clients build confidence online. Supporting clients in a one-to-one capacity, they guide vulnerable learners through everything from sending emails and making video calls to using online banking and assistive technology. Their friendly encouragement not only helps clients gain practical skills but also fosters independence, connection, and a renewed sense of possibility in the digital world.

Over the past year, volunteers gave an extraordinary 4,845 hours of their time, enabling us to foster a warm and welcoming environment for every digital skills centre client and transport passenger who relies on our services.

Their generosity extends beyond our services. In 2024, volunteers supported two major community events: the Tunbridge Wells Half Marathon, where they marshalled the course and provided one of our accessible buses as a sweeper vehicle, and the Paddock Wood Half Marathon, where, thanks to Baxall Construction, they managed parking for runners using our premises near to the start of the race.

These events strengthened our ties with the local community in Kent, raised awareness of our work, and showed the true spirit of teamwork. To every volunteer driver, trainer, and supporter thank you. You make Compaid what it is.





"My favourite thing about volunteering is just getting around people and getting to know the clients as individuals, their different characteristics, their personalities, and senses of humour. I think that's been part of my own change and how I've come to view people who have disabilities."
Peter, Volunteer Digital Skills Trainer

Reviewing our financial performance

"A Year of Important Changes and New Opportunities."

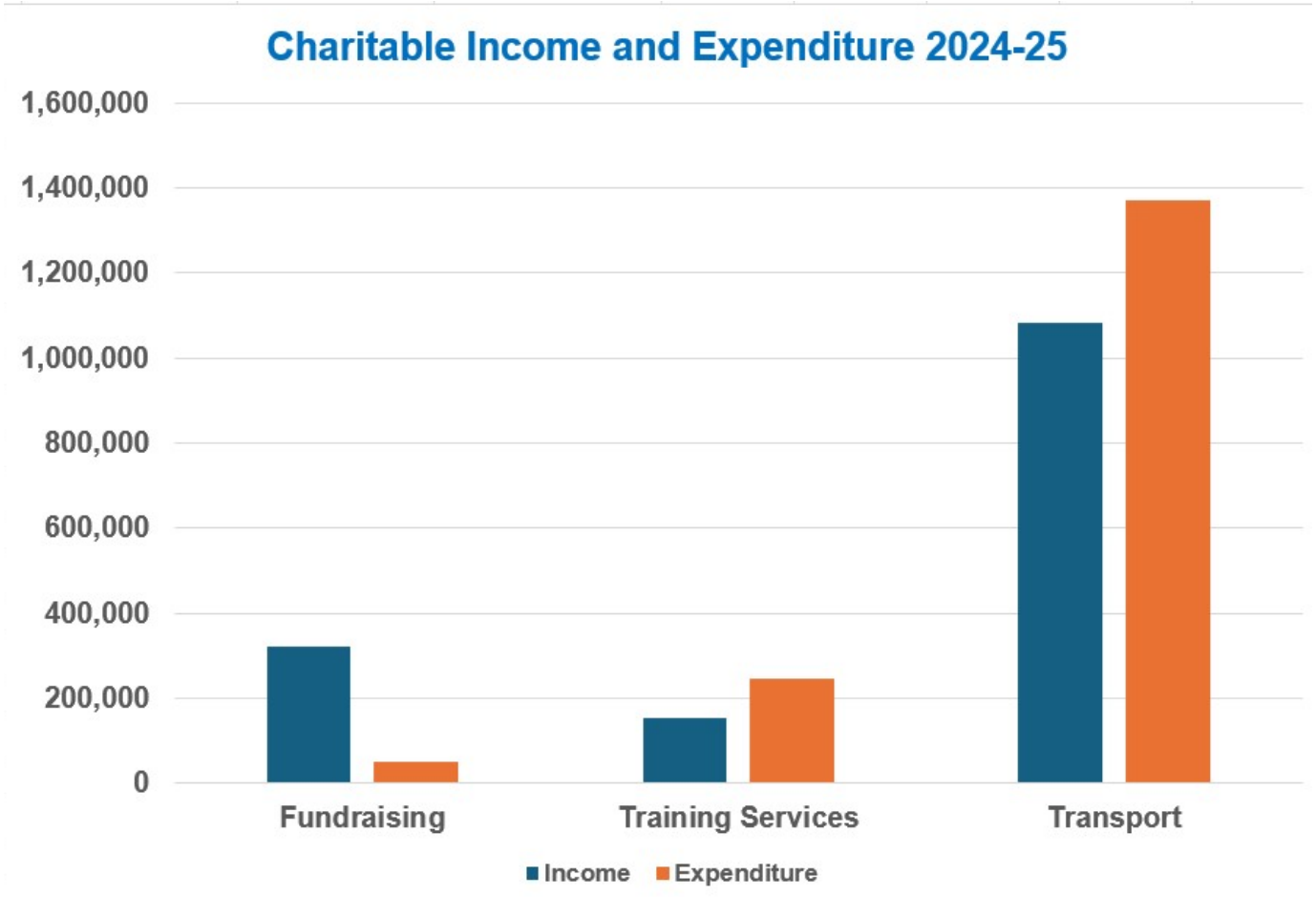
This year was a pivotal one for Compaid, marked by a major contract renewal in August, the mid-year launch of a pilot programme for digital outreach training, and the creation of an updated website and social media presence.

The charity ended the year with a net deficit of £98,184, which, although around 30% better than budgeted, remained a significant shortfall. Total income grew by 5.6% to £1,584,114, compared with £1,499,695 in 2024. Fundraising income was in line with the previous year, while income from transport services increased by 6% and training income rose by 10%.

This growth was offset by a 10% rise in total expenditure to £1,682,298, up from £1,528,139 in 2024, largely due to increased staffing across all services.

As at 31 March 2025, total charity funds stood at £837,407, compared with £935,591 in 2024. Of this, £145,278 was held in restricted funds (2024: £176,015). Designated funds included £15,000 set aside for dilapidation charges on the leased property, £25,000 for the clients' bursary fund, and £62,005 towards the vehicle replacement fund.

Unrestricted funds totalled £692,129 (2024: £759,576), of which £479,054 represented general unrestricted funds, down from £619,576 in 2024. The decrease is a result of the deficit in the year and the decision to formally set aside a designated fund to represent the value of fixed assets.



Additional reports from the Trustees

Our Mission

Compaid helps disabled, older, and other vulnerable people to overcome the barriers of social, digital and economic exclusion.

Our Vision

That the barriers of social, digital or economic exclusion are removed for all so that everyone can achieve their full potential.

Our Aims

Compaid's principal objectives are to provide services for the public benefit of disabled and other disadvantaged individuals, groups and communities to help them realise their full potential and achieve better life outcomes, and specifically to facilitate their social, digital and economic inclusion, in particular but not exclusively by:

- the provision of advice and training in the use of digital technology;
- the provision of community transport;
- the provision of vocational training and employment support to those who wish to enter or retain paid or voluntary work; and
- carrying out research in the above areas, and disseminating the results to influence policy making both at local and national levels.

Public Benefit Statement

In setting Compaid's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit as required in section 17 of the Charities Act 2011 and, in particular, its supplementary public benefit guidance on fee charging.

Compaid fulfils its public benefit duty by reducing the social exclusion of all those to whom it provides digital skills training or transport services. This has the effect of giving greater choice and independence to service users, in many cases materially reducing their need for further support from social care and health professionals.

While most of Compaid's clients pay a small charge, either directly or indirectly, these charges are kept low through the use of voluntary income and the time donated by volunteers.

Fundraising practices

All voluntary income received by Compaid is generated by the efforts of staff and volunteers, whose work is monitored by the Chief Executive and the Finance and Fundraising Sub-Committee established by the Board of Trustees.

Compaid is voluntarily registered with the Fundraising Regulator and abides by the Fundraising Code of Practice.

No complaints about fundraising practices undertaken by Compaid, its staff or volunteers were received during the year.

Reserves Policy

The Trustees regularly review the charity's reserves policy. The policy seeks to ensure that Compaid holds sufficient free reserves to sustain its services and deliver on its strategic objectives in the context of assessed number of risks and uncertainties.

The Trustees have considered and agreed the following, with particular consideration of the long-term risks.

Free reserves (defined as unrestricted less

designated reserved and amounts tied up within fixed assets) are held by the charity, among other things, to:

- Cover cash flow variations, caused by a delay in receiving income covering committed expenditure or a mismatch in the timing of receipts and payments.
- Replace shortfalls in income funding core costs, due to the loss of key contracts.
- Guard against missed fundraising targets, where donors have yet to be identified, a delay in funding bids or expected donors have unexpectedly declined applications.
- Provide seed corn funding for future developments and innovation in service delivery and/or investment in new areas of fundraising.
- Ensure sufficient free reserves to allow for an orderly winding down of the charity in the event that this was necessary, including discharge of any liabilities to staff, HMRC and other creditors.

Considering the risks the charity faces, the Trustees consider that free reserves of between £350,000 - £500,000 should be held. At 31 March 2025 the actual figure in free reserves was £479,054 (2024: 502,712)

Principal risks and uncertainties

The Trustees have established a Risk Review strategy, the aim of which is to regularly consider high level strategic risks across three key areas: Impact and Quality of Service, to ensure that the charity's services continue to meet the needs of beneficiaries; Compliance and Regulation, to ensure that the charity operates legally and professionally; and Financial Sustainability, to ensure that the charity has sufficient funds to deliver its charitable services. Identified risks are reviewed by the full Board of Trustees or one of its delegated Sub-Committees, and the likelihood of each risk's materialisation is recorded, along with any mitigating actions.

A Business Continuity Plan is in place and regularly updated. This Plan sets out the procedures to be followed in the event of a major emergency to ensure that Compaid can maintain its operations in the short, medium and long term. Business Continuity Insurance is also in place.

Fire Risk Assessments are conducted at all operational properties, in consultation with Health and Safety representatives elected from the staff. These Risk Assessments now include consideration of Covid. Any action required is taken by the Chief Executive in consultation with the Trustees.

Plans for future periods

Compaid plans for the future include:

- Making a greater impact through outreach services, following on from the 12-month pilot projects.
- Grow our transport and training centre services
- Modernise our transport fleet and support service functions.
- Maintain sufficient unrestricted reserves to provide flexibility on service delivery.

Structure, Governance and Management

Compaid Trust ("the Trust") was established as a charitable trust (with charity registration number 1064160) by deed dated 7 July 1986. On 15 April 2019, the Trust was converted to a Charitable Incorporated Organisation (CIO),

retaining the same charity number. Any references herein to Compaid are to the CIO.

Current Trustees and advisors are listed on page 35.

Recruitment, appointment, induction and training of Trustees

The Trustees hold Board meetings at intervals of about three months and four were held during the year: the minimum quorum for these meetings is four Trustees. They have responsibility for setting Compaid's strategic aims and for approving its annual budget and accounts. The Trustees regularly review their skills and experience to meet charitable governance requirements and the charity's strategic aims and, when necessary, identify potential new members of the Board through open recruitment.

All new Trustees are provided with an induction to Compaid's work by the Chief Executive. Training needs are kept under review by the Trustees.

Trustees are appointed for an initial term of three years and can be reappointed for two further terms up to a maximum of nine years, after which they must retire from the Board unless co-opted to serve a further two years.

Organisational structure and remuneration procedures

The Trustees delegate day to day running operations, and long term strategy implementation to the Chief Executive, who is responsible for ensuring all operational and managerial decisions are made within the authority given by the Board. They are responsible for managing the organisation in accordance with the strategic, planning and budgetary parameters and risk management strategy, as approved by the Board, and reporting regularly to the Trustees on performance, risks, and key decisions regarding the fulfilment of strategy targets they have set.

The Trustees may delegate any of their powers to committees of two or more Trustees. Currently there are two sub-committees to cover the areas of Finance and Fundraising, and Services. These sub-committees are attended by both the Chairman and the Chief Executive.

Recommendations are made to the full Board, which is responsible for agreeing any action that is needed.

The Chief Executive's pay is benchmarked against other local charities of comparable size and structure. Pay rises and adjustments for other staff members are proposed by the Chief Executive and approved by the Board, with regard being had to management responsibilities and overall organisational performance, as well as market weighting for any technical roles.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing a Trustees' annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the Trustees to prepare accounts for each 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 charity for that period. In preparing the accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- 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 accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

The Trustees confirm that the report and accounts of the charity comply with the current statutory requirements, the requirements of the governing document, and the provisions of the Charities SORP 2019.

Auditors

Sayer Vincent have indicated their willingness to be reappointed as the charity's auditors.

Approved by the Trustees on 25th September 2025 and signed on their behalf by:

Fiona Condron

Chair

Independent auditor's report to the Trustees on the accounts

Opinion

We have audited the financial statements of Compaid Trust (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

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 Compaid Trust'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 trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to

a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws

and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
  - We inspected the minutes of meetings of those charged with governance.
  - We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
  - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
  - We reviewed any reports made to regulators.
  - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
  - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/

auditorsresponsibilities.

This description forms part of our auditor’s report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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.

23 October 2025

Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, London, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2025

	Note	*Unrestricted £*	*Restricted £*	***2025 Total £***	*Unrestricted £*	*Restricted £*	*2024 Total £*
Income from:							
Donations and legacies	**2**	50,996	271,959	322,955	74,785	246,437	321, 222
Charitable activities	**3**						
Training services		155,450	-	155,450	140,771	-	140,771
Transport services		1,082,197	-	1,082,197	1,019,679	-	1,019,679
Payroll and other services		5,188	-	5,188	4,262	-	4,262
Bank interest		18,324		18,324	13,762	-	13,762
		1,312,155	271,959	**1,584,114**	1,253,258	246,437	**1,499,695**
Expenditure on:							
Raising funds	**6**	50,528		50,528	40,420	-	40,420
Charitable activities	**4**						
Training services	**4**	165,368	81,631	246,999	165,778	66,112	231,890
Transport services	**4**	1,151,292	221,065	1,372,357	1,059,830	186, 088	1,245,919
Payroll and other services		12,414		12,414	9,910		9,910
		1,379,602	302,696	**1,682,298**	1,275,939	252,200	**1,528,139**
Net expenditure	**8**	(67,447)	(30,737)	(98,184)	(22,680)	(5,763)	(28,444)
Net expenditure before other recognised gains and losses		(67,447)	(30,737)	(98,184)	(22,680)	(5,763)	(28,444)
Reconciliation of funds:							
Total funds brought forward		759,577	176,015	935,591	782,257	181,778	964,035
Total funds carried forward		692,129	145,278	**837,407**	759,577	176,015	**935,591**

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Balance sheet for the year ended 31 March 2025

	Note	*2025*	***2025***	*2024*	*2024*
		£	**£**	**£**	**£**
Fixed assets					
Tangible assets	**12**		111,070		116,864
			111,070		116,864
Current assets					
Debtors	**13**	191,700		201,564	
Short term deposits		307,220		340,524	
Cash at bank and in hand		401,427		359,012	
		900,347		901,100	
Liabilities					
Creditors: amounts falling due within one year	**14**	(143,210)		(82,373)	
Net current assets			757,137		818,727
Total net assets less current liabilities			**868,207**		**935,591**
Creditors: amounts falling due after one year	**16**		(30,800)		-
Total net assets			**837,407**		**935,591**
The funds of the charity	**17a**				
Restricted income funds			145,278		176,015
Unrestricted income					
Designated funds		213,075		140,000	
General funds		479,054		619,576	
Total unrestricted funds			692,129		759,576
Total charity funds			**837,407**		**935,591**

Approved by the Board of Trustees on 25 September 2025 and signed on their behalf by

Fiona Condron
Chair

Laurence Monnier
Vice Chair and Treasurer

Statement of cash flows for the year ended 31 March 2025

	2025	***2025***	*2024*	*2024*
	£	***£***	*£*	*£*
Cash flows from operating activities				
Net expenditure for the reporting period	(98,184)		(28,444)	
Depreciation charges	43,789		42,321	
Profit on the disposal of fixed assets	(2,800)			
Decrease in debtors	9,865		21,981	
Increase/(Decrease) in creditors	91,637		(20,401)	
Net cash provided by operating activities		**44,307**		**15,458**
Cash flows from investing activities				
Purchase of fixed assets	(37,995)	-	-	-
Movement from/(into) short term deposits	33,303	-	(85,758)	
Proceeds from sale of fixed assets	2,800	-	-	-
Net cash (used in) investing activities	-	**(1,892)**	-	**(85,758)**
Change in cash and cash equivalents for the year	-	42,415	-	(70,300)
Cash and cash equivalents at the beginning of the year	-	359,012	-	359,012
Cash and cash equivalents at the end of the year		**401,427**		**359,012**

	At 1 April 2024	*Cash flows*	*Other non-cash changes*	*At 31 March 2025*
	£	*£*	*£*	*£*
Cash at bank and in hand	359,012	42,415	-	401,427
Total cash and cash equivalents	**359,012**	**42,415**	-	**401,427**

1 Accounting policies

Compaid Trust is a charitable incorporated organisation (CIO) registered with the Charity Commission in England and Wales.

It's registered address is Unit 1, Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are as follows:

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities SORP 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Compaid Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

The charity has prepared a detailed budget and cash flow forecast. The Trustees have reviewed and considered the assumptions as well as a range of possible scenarios which might result in the requirement to further draw down on existing reserves. Whilst the charity is facing a number of pressures relating to cost inflation and the fundraising environment, the Trustees believe that the charity has sufficient resources to meet its obligations over the next 12 months. As a result, no material uncertainties relating to the charity's ability to continue have been identified and the financial statements are therefore prepared on the basis of ongoing concern.

The accounts are presented in Pound Sterling and rounded to the nearest pound.

1.2 Income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Income from charitable activities is recognised over the period to which the income relates. Charges for services are recognised when the services are provided. Income received in advance is accounted for as deferred income.

Assets donated for on-going use by a charity in carrying out its activities are recognised as tangible fixed assets at fair value with the corresponding gain recognised as income within the SoFA.

Donated services are recognised in the period in which they are received and are measured at the value to the charity.

1.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Staff costs are allocated across fundraising, the three charitable activities and administrative activities undertaken by the charity on the basis of staff time.

Support costs, which are those costs relating to functions which assist the work of the charity but do not directly relate to its activities, have been allocated to the activities undertaken by the charity on the basis of departmental headcount. The charity also benefits from volunteers, and further details of their contribution is in the Trustees' Report.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

- Computer software - 20% on cost per annum
- Fixtures, fittings and equipment - 20% to 50% on cost per annum
- Motor vehicles:
- New - 15% on cost per annum
- Second hand - Straight line over the period to seven years from first registration
- Leasehold improvements - Straight line over the period to the first break clause in the lease

Computer and related equipment costing or having a value on acquisition of £5,000 or less is written off when acquired.

1.5 Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

1.6 Pension contributions

The charity makes defined contributions into employee private pension schemes. The charity also makes contributions into a multi-employer scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with contract terms.

1.7 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.8 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are funds set aside by the trustees for a particular future purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

2 Income from donations and legacies

	Unrestricted £	*Restricted £*	***2025 Total £***	*Unrestricted £*	*Restricted £*	*2024 Total £*
Donations from individuals	4,006	-	4,006	8,890		8,890
Donations from companies	6,500	-	6,500	6,260		6,260
Donations from community groups	26,199	-	26,199	25,555		25,555
Grants from trusts and foundations	6,719	271,959	278,678	28,290	246,437	274,727
Gift Aid income	5,728	-	5,728	2,435	-	2,435
Legacies and In Memoriam donations	1,844	-	1,844	3,354	-	3,354
	50,996	271,959	**322,955**	74,785	246,437	**321,222**

3 Income from charitable activities

	Unrestricted £	*Restricted £*	***2025 Total £***	*Unrestricted £*	*Restricted £*	*2024 Total £*
Income from Training services	155,450	-	155,450	140,771		140,771
Income from Transport	1,082,197	-	1,082,197	1,019,679		1,019,679
Income from Payroll & other services	5,188	-	5,188	4,262		4,262
	1,242,835	-	**1,242,835**	1,164,712		**1,164,712**

4 Expenditure on charitable activities

	2025 Head-count	*2025 Direct costs £*	*2025 Support costs £*	***2025 Total £***	*2024 Head-count*	*2024 Direct costs £*	*2024 Support costs £*	*2024 Total £*
Training services	15	183,675	63,324	246,999	12	172,548	59,342	231,890
Transport	43	1,182,384	189,973	1,372,357	42	1,067,891	178,028	1,245,919
Payroll & other services	1	8,365	4,049	12,414	1	6,625	3,285	9,910
	59	1,374,424	257,346	**1,631,770**	55	1,247,063	240,656	**1,487,719**

The comparative figure for 2024 includes expenditure of £252,200 relating to restricted funds.

5 Direct costs

	2025 Total £	2024 Total £
Staff costs	1,018,825	900,890
Staff recruitment, travel and training	6,313	7,243
Volunteers' expenses	7,090	5,495
Premises costs	41,522	43,160
Other office costs	11,736	6,115
Computer costs	1,435	2,883
Transport vehicle expenses	228,426	231,238
Consultancy and professional fees	7,808	7,618
Bank charges	8	9
Advertising and marketing	7,472	92
Depreciation	43,789	42,231
	1,374,424	**1,247,064**

6 Expenditure on raising funds

	2025 £	2024 £
Staff costs	39,467	37,215
Other fundraising costs	11,061	3,205
	50,528	**40,420**

7 Support costs

	2025 £	2024 £
Staff costs	204,407	179,293
Staff recruitment, travel and training	699	2,731
Premises costs	12,014	15,253
Other office costs	10,275	9,729
Computer costs	7,069	5,113
Insurance	3,735	3,426
Consultancy and professional fees	160	256
Advertising and marketing	4,980	727
Bank charges	3,357	2,477
Governance costs		
Recruitment costs	-	11,500
Audit fees	10,650	10,150
	257,346	**240,655**

8 Net Expenditure

This is stated after charging/(crediting):	2025 £	2024 £
Depreciation	43,789	42,321
Operating lease rentals payable	46,000	46,000
Auditor's remuneration	10,650	10,150
Profit on sale of asset	(2,800)	-

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2025 £	*2024* £
Gross salaries	1,127,201	1,015,287
National Insurance contributions	80,701	67,046
Pension contributions	30,290	25,715
Hospital Saturday Fund	9,824	9,350
Recruitment expenses	14,684	11,500
	1,262,700	1,128,898

The average number of employees (headcount based on number of staff employed) during the year was 59 (2024:55). No member of staff earned over £60,000 during the year (2024: nil).

The total employee benefits (including pension contributions, employer's national insurance and HSF health insurance) of the key management personnel (Chief Executive) were £68,558 (2024: £53,374).

No charity trustees received any remuneration or benefits, nor were they paid for services to the charity (2024: £nil)

No Trustees claimed reimbursement of travel or subsistence costs in the current or prior year.

10 Related party transactions

There are no related party transactions to disclose for this financial year (2024: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Leasehold property £	*Motor vehicles* £	*Fixtures, fittings & equipment* £	*Total* £
Cost				
At the start of the year	45,687	387,854	39,809	473,350
Additions in year	-	37,995	-	37,995
Disposals in year	-	(54,303)	-	(54,303)
At the end of the year	**45,687**	**371,546**	**39,809**	**457,042**
Depreciation				
At the start of the year	45,687	270,990	39,809	356,486
Disposal in year	-	(54,303)	-	(54,303)
Charge for the year	-	(43,789)	-	(43,789)
At the end of the year	**45,687**	**260,476**	**39,809**	**345,972**
Net book value				
As at the end of the year	-	**111,070**	**-**	**111,070**
As at the start of the year	**-**	116,864	-	116,864

All of the previous assets in note 12 are used for charitable purposes.

13 Debtors

	2025 £	2024 £
Trade debtors	122,212	144,376
Prepayments and accrued income	47,480	47,907
Other debtors	22,008	9,282
	191,700	**201,564**

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	55,407	16,530
Tax and social security	21,184	19,050
Accruals and deferred income	52,052	40,395
Loan from Kent Community Foundation (see note 16)	9,240	-
Other creditors	5,327	6,398
	143,210	**82,373**

15 Deferred income

	2025	2024 £
Balance at the beginning of the year	-	-
Amount released to income in the year	-	-
Amount deferred in the year	27,826	-
Balance at end of the year	**27,826**	**-**

16 Creditors: amounts falling due after one year

	2025 £	2024 £
Loan from Kent Community Foundation	30,800	-
	30,800	**-**

The charity has a total loan of £38,500 from Kent Community Foundation to assist with the purchase of two minibuses. The loan is over a 60 month period with interest applied at 5%. The amount due after 1 year is £30,800.

17a Analysis of net assets between funds (current year)

	General Unrestricted £	*Designated £*	*Restricted £*	*Total funds £*
Tangible fixed assets		111,070	-	111,070
Net current assets	509,854	102,005	145,278	757,137
Liabilities due after one year	(30,800)	-	-	(30,800)
Net assets at 31 March 2025	**479,054**	**213,075**	**145,278**	**837,407**

17b Analysis of net assets between funds (prior year)

	Unrestricted £	*Designated £*	*Restricted £*	*Total funds £*
Fixed assets	116,864	-	-	116,864
Net current assets	502,712	140,000	176,015	818,727
Total net assets	**619,576**	**140,000**	**176,015**	**935,591**

18a Movement in funds (Current year)

	At 1 April 2024 £	*Income £*	*Expenditure £*	*Transfers £*	*At 31 March 2025 £*
Restricted funds:					
Training	29,388	94,094	(84,356)	-	39,126
Transport	127,876	177,866	(199,590)	-	106,152
Other	18,750	-	(18,750)	-	-
Total restricted funds	**176,014**	**271,960**	**(302,696)**	**-**	**145,278**
Unrestricted funds:					
Designated funds:	-	-	-	-	-
Tangible fixed assets	-	-	-	111,070	111,070
Leasehold dilapidations	15,000	-	-	-	15,000
Replacement wheelchair-accessible buses	100,000	-	-	(37,995)	62,005
Subsidy Fund for clients	25,000	-	-	-	25,000
Total designated funds	**140,000**	**-**	**-**	**73,075**	**213,075**
General funds	619,576	1,312,155	(1,379,602)	(73,075)	479,054
Total unrestricted funds	**759,576**	**1,312,155**	**(1,379,602)**	**-**	**692,129**
Total funds	**935,590**	**1,584,115**	**(1,682,298)**	**-**	**837,407**

The narrative to explain the purpose of each fund is given at the foot of note 18b next page.

18b Movement in funds

	1 April 2023 £	*Income & Gains* £	*Expenditure & Losses* £	*Transfers* £	*31 March 2024* £
Restricted funds:					
Training	44,653	49,972	(65,237)	-	29,388
Transport	137,125	171,465	(180,714)	-	127,876
Other	-	25,000	(6,250)	-	18,750
Total restricted funds	**181,778**	**246,437**	**(252,200)**	**-**	**176,015**
Unrestricted funds:					
Designated funds:	-	-	-	-	-
Leasehold dilapidations	15,000	-	-	-	15,000
Vehicle replacement fund	-	-	-	100,000	100,000
Bursary fund for the training	-	-	-	25,000	25,000
Total designated funds	15,000	-	-	125,000	140,000
General funds	767,257	1,253,258	(1,275,939)	(125,000)	619,576
Total unrestricted funds	782,257	1,253,258	(1,275,939)	-	759,576
Total funds	**964,035**	**1,499,695**	**(1,528,139)**	**-**	**935,591**

Purposes of restricted funds

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2025, this fund comprised grants from the Cobtree trust (£10,000), Childwick Trust (£8,000), Joan Ainslee Trust (£5,000), D'Oyly Carte Trust (£1,000), Thomas J Horne Trust (£5,541), The Weinstock Trust (£4,000), Tesco ground works (£1,000), Charlotte Marshall Trust (£490), Stonewall park Trust (£1,500), Tonbridge & Malling BC (£1,404), and The Tory Family Foundation (£200)

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2025, this fund comprised grants from The Motability Foundation (£103,641), and the Gilbert Eileen Trust (£500).

Other funds

None.

Purposes of designated funds

The Trustees have agreed to designate the following from unrestricted funds: £15,000 towards the costs of dilapidations at Unit 1 Eastlands which will fall due at the end of the charity's lease on the property; £62,005 to provide a match fund for the purchase of replacement wheelchair accessible vehicles; and £25,000 to provide funds for Training Centre service users who cannot afford to pay towards their services due to financial hardship. The net book value of tangible fixed assets is also held as a designated fund.

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

Property	***2025***	*2024*
	£	£
Less than one year	46,000	46,000
One to five years	230,000	276,000
Over five years	-	-
	276,000	**322,000**

20 Legal status of the charity

Compaid Trust is a charitable incorporated organisation.

Trustees of the charity

Mrs Irene Collins (resigned 18 July 2024)

Mrs Fiona Condron, Chair

Mrs Laurence Monnier, Vice Chair and Chair of Finance & Fundraising Committee

Mr Jean-Pierre Le Borgne, Chair of Services Sub-Committee

Mr Peter Dove

Mrs Kathy Melling

Mr Simon Newberry (from 5 December 2024)

Mrs Simone Prince

Mr Andrew Robertson

Mr Paul Sheppard (resigned 20 March 2025)

Mr David Timms (resigned 5 November 2024)

Chief Executive

Mr Steve Sherry (retired 29 May 2025)

Ms Michelle Ford (from 29 May 2025)

Bankers

Barclays Bank PLC 8 Calverley Rd, Tunbridge Wells TN1 2TB

Auditors

Sayer Vincent LLP, 110 Golden Lane, London EC1Y 0TG

Registered Office

Unit 1 Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

Registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation with registration number 1064160

COMPAID TRUST

England & Wales - Charity number 1064160

Accounts







Trustees' Report and Accounts 2023-24

Compaid Trust is a Charitable Incorporated Organisation with charity registration number: 1064160 VAT Number: 450 4974 84
Registered Office: Unit 1 Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

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Introduction from our Chair

"Compaid is gaining momentum, working in partnership with many others, to improve the lives of many more people across the whole of Kent."

The commitment of both staff and volunteers at Compaid has enabled us to deliver vital support in digital skills training and the provision of community transport across Kent. Working in collaboration with other charities, our County Council and local authorities, we have moved forwards against the headwinds of a cost of living crisis with the associated impact on individuals, local government, and charities.

I am so grateful for the supportive Trusts and Foundations who have funded us, as well as Trustees, staff, and volunteers who work together to enable us to reach over 20,000 unique elderly and disabled members of our communities.

In the last 12 months, our community transport services have delivered over 43,000 passenger journeys, often supporting the most isolated and vulnerable. The National Lottery Community Fund and the Motability Foundation continue to support our new Out & About dial a ride services in Maidstone, Sevenoaks, Tunbridge Wells, and Tonbridge. Collaboration with Age UK means we provide daily services into their day centres in Maidstone, Sevenoaks, Tonbridge, and Tunbridge Wells. We remain the 'go-to' charity for community transport here in Kent.

Compaid's digital training services are reaching an increasing number of people, with over 2,500 one-to-one sessions this year. There is a choice for clients to receive support from our purpose built centre in Paddock Wood or to join one of our many outreach sessions in Sevenoaks, Tonbridge and Tunbridge Wells.



Clients choose the support they need or want; current requests include, confidence building in using medical applications (Apps), online job applications, coding, drawing, graphics, music and gaming. Those challenged by the absence of transport often make use of our excellent community transport provision to be able to get to our training centre.

Just before the year end, we said a fond farewell to our Chief Executive of 15 years, Stephen Elsden. We are extremely grateful to Stephen for his enormous contribution in developing and leading the charity through some challenging times and leaving a legacy of a charity on a sound financial position with a client focussed approach to all we do.

We welcome Steve Sherry as our new Chief Executive. Steve brings a wealth of relevant experience to Compaid and he has certainly hit the ground running.

As we go to print, I am delighted to announce that Compaid's consistently high performance has been recognised with the award of a new 4-year Kent Karrier contract from August 2024,

thereby further increasing our footprint and impact with Community Transport. In close partnership with Kent County Council, we will continue to fly the flag for improved community transport services across Kent and, therefore, reduce the social cost that isolation contributes to in terms of health and well being.

Steve is already building strong relationships with other charities, local government and corporate organisations so that together we can best help those in need. The Trustee Board will develop a new strategy over the next 6 months to give Compaid the direction, resources, and partnerships to grow and sustain its digital training and community transport services for the next 10 years.

We will continue to focus on community transport, digital skills training at our Centre in Paddock Wood and digital skills training through outreach services across Kent.

I am immensely proud to have been appointed Chair of Compaid and I wholeheartedly thank my fellow Trustees, staff, and volunteers for all their support over these last 12 months. There is so much to be done and we could not achieve our goals without such great teamwork.

Our ambition remains to grow our social impact across Kent through organisational transformation and building partnerships with Government, local government, corporate organisations, other charities and trusts and foundations. Do please join us in helping those in need.

Fiona Condron
Chair











Reviewing our digital skills training services

“I wanted to improve my IT skills. I have been learning coding which is a new skill, and it has given me some direction. I have written jingles for local hospital radio and some games. I am developing things I’m interested in and completing a recognised course in game design.”

Connor, Compaid Training Centre client

Digital skills have never been more essential to live a full and active life, be that accessing online entertainment, managing finances and internet shopping, or using the latest social media app to contact family and friends. Compaid’s digital skills training has remained a vital support to older, disabled and other vulnerable people across Kent.

In the past year, we delivered 3,880 sessions to 67 adults at our dedicated training centre in Paddock Wood. Each individual received one-to-one support from a staff member or volunteer to focus on the skills they wished to gain. Alongside many people learning office applications and graphic design packages, we also saw more interest in coding, game design and robotics.

With external funding, we have purchased many new programmes and computer equipment, to offer a broader range of activities. We also engaged an external art tutor to oversee a group project using new techniques and media. The success of this means more group projects are planned, which we hope to exhibit in the Amelia Centre in Tunbridge Wells later this year.

A large number of our regular Centre learners also benefitted from two organised outings to



“Without the sessions I would not have been able to access vital information and build my confidence to get back into employment.”

Mark, Outreach Service learner

Hever Castle and Leeds Castle. Accompanied by Compaid staff and volunteers, and other volunteers from local law firm Cripps, around 20 disabled adults attended each trip, taking inspiration from the history and landscapes of the castle to feed into their future creative work.



We also continued to deliver outreach projects from community hubs. More than 30 digitally excluded residents in Sevenoaks and Swanley were able to access weekly support sessions from our staff and volunteers, thanks to referrals from Sevenoaks District Council and West Kent Housing, and funding from Kent County Council.



Meanwhile, in Maidstone, a grant through the Kent Community Foundation allowed us to support a further 16 residents, including several refugees, to gain essential digital skills.

Margaret’s story

Margaret participates in our Outreach sessions in Sevenoaks, where she receives support from our trainer, Sara. These one-on-one sessions allow clients to progress at a comfortable and manageable pace.

“I’m getting so much out of my sessions with you. I found your training so helpful. It was life changing! You’ve been supportive and receptive to the way I am when I’m ill. You’ve been a wonderful source of inspiration and I would definitely recommend the tutorials. You helped me put some relaxation and meditation apps on my tablet and they have really helped me with my anxiety”.

Reviewing our community transport services

"Compaid's transport makes my life so much easier, especially because it is door-to-door. They helped me get to the grocery store in Tunbridge Wells today and I am so grateful for their assistance."

Claire, passenger in Tunbridge Wells

Cuts to public transport in Kent risked isolating many more vulnerable people during the year.

Following a successful campaign to save our Kent Karrier door-to-door transport services from local government cuts, we were able to offer a vital lifeline for many people affected by the loss of local bus services.

Patronage across our services reached its highest level in many years, with almost 2,000 adults using our various dial a ride and shopping schemes, along with 70 children with special educational needs for whom we continue to provide home to school transport.



This growth was in part due to our new Out and About services, offering door-to-door, wheelchair accessible transport in the four districts of West Kent: Tunbridge Wells, Tonbridge & Malling, Sevenoaks, and Maidstone. These services can take disabled, older, and rurally isolated residents anywhere within each district Monday to Friday.

Multi-year grants from the National Lottery Community Fund and the Motability Foundation paid for converted small vehicles, and the running costs of these schemes for at least three years. We also received funding from the Department for Transport (DfT), via the Community Transport Association, as part of the DfT's Combating Loneliness campaign. Our grant paid for heavily subsidised outings for residents of local care homes and older people's accommodation. More than 150 people benefitted from this project, making journeys to National Trust properties, garden centres, country pubs and the coast. For many, this was their first time out since the pandemic, and we hope to provide further outings in the coming months.

Our transport provision for third party organisations continued to grow, with Age UK Maidstone adding further days of transport to their main day centre and planning a resumption of day services in Sevenoaks and Tonbridge, with Compaid managing the door-to-door journeys.

Our volunteer driver Dave recently transported a wheelchair-bound client to an important hospital appointment. The client's parents expressed their gratitude, saying:

"Compaid, you don't realise how important you are… We'd be lost without you"





Separate arrangements with Age UK Tunbridge Wells continued to support day service attendees in that borough.

With support from the Motability Foundation, we have been able to purchase a Social Value Toolkit, which enables us to calculate the monetary value of our transport services in how they relieve pressures on health and social care.

We anticipate further collaboration with Kent County Council and other Kent based Community Transport Organisations this year to continue improving the overall service provision in the county.

John's story— Compaid driver

"The courage and humour in the face of extraordinary adversity is humbling and joyful. Helping remove some barriers in order to overcome that adversity is what Compaid is about".

"The privilege of being able to add something to someone's day is priceless. On picking up a 90-year-old lady to take her to Age UK who was dreading it, to be told she would rather lose her life than go, reassuring her as much as I knew how, to then be greeted on the return journey with a joyous smile and being told she had enjoyed herself so much was fulfilling and rewarding beyond measure".

"You can't buy that feeling and I believe that whatever we add to our clients' days, they return that benefit to us tenfold."

Reviewing our fundraising

"Witnessing the overwhelming impact Compaid had on these individuals was truly heart-warming. It's incredible how something as straightforward as providing transport can significantly enhance their lives."

Royal Arch Freemasons

Our fundraising costs were just 2.7% of total expenditure and we raised £7.95 for every £1 spent on raising funds.



We are immensely thankful to everyone who has contributed to our cause over the past year.

We entered our second year of a three-year grant from the Motability Foundation which funds our Out & About service in Maidstone and Sevenoaks.

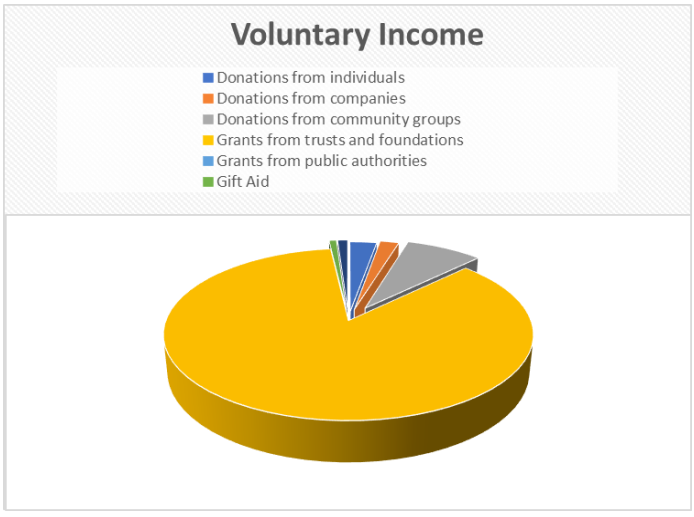
As we approach the end of a successful 3-year programme, we are working closely with the National Lottery Community Fund to find a way to extend the Reaching Communities grant, which funds our Out and About transport services across Tunbridge Wells and Tonbridge and Malling.

Due to another year of remarkable generosity and support from individuals, Compaid's Big Give Christmas campaign, aimed at supporting our Digital Skills Training Programme, once again surpassed our £10,000 target!

This successful fundraising campaign has enabled us to provide our clients new learning opportunities and resources.

We were thrilled to collaborate once again the Tonbridge-based design agency Mantra, who successfully raised an additional £10,000 for Compaid. As a long-time member of Nominet, Mantra had the opportunity to nominate a local charity for a grant through their Members' GiveHub programme, which emphasises digital infrastructure and promotes access and inclusion to digital technology.

This grant has allowed us to expand our digital skills training, reaching out into the community to support those who need it most.



Grants and Donations

Donations and Grants of £1000 or more, received in either current or prior year, are shown below. These are reported in the Statement of Financial Activities either under charitable activities or under income from donations.

	FY 23/24	FY 22/23
	£	£
Motability Foundation	106,000	173,000
National Lottery Community Fund	60,000	60,000
Garfield Weston Foundation	25,000	—
Kent Community Foundation	17,500	21,000
Nominet UK	10,000	10,000
Thomas J Horne Memorial Trust	9,500	9,500
A G Manly Charitable Trust	5,000	8,122
Cobtree Charity Trust Limited	5,000	—
Screwfix Foundation	4,760	—
Hever Castle Golf Club	4,432	—
Bruce Wake Charitable Trust	3,000	3,000
Joan Ainslie Charitable Trust	5,000	5,000
Sir Jules Thorn Charitable Trust	2,500	2,500
Percy Bilton Charity	2,362	—
Morrisons Foundation	2,198	—
The Iron Bridge Trust	2,000	2,000
Stonewall Park Charitable Trust	2,000	—
Waitrose/John Lewis PLC	1,783	—
SMB Trust	1,500	1,500
Southeast Water Tunbridge Wells Community Fund	1,500	—
Tonbridge Rotary Club	1,300	—
Marsh Christian Trust	1,250	1,100
Movement For Good	1,000	—
Sir Edward Lewis Foundation	1,000	1,000
Sir James Roll	1,000	1,500
Tonbridge Lions Club	—	1,000
Tunbridge Wells Round Table	1,000	—
Andy Thomson Foundation	—	1,410
Childwick Trust	—	10,000
Community Transport Association	—	10,000
D'Oyly Carte Charitable Trust	—	3,500
Hospital Saturday fund	—	3,000
Persimmon Community Champions	—	1,000
Reed Charitable Foundation	—	1,500

Reviewing our volunteer activities

"It was a pleasure to volunteer as a marshal at the half marathon yesterday, in aid of Compaid. I enjoyed the event very much and it was fun to cheer on the runners!"

Maggie - Training Centre Volunteer







There have been volunteers at Compaid since the beginning in 1986 and they continue to play a vital role in our charity. The support that they provide is invaluable and we are grateful for the contributions of each and every one.

We have approximately 30 regular volunteers supporting our service users with their digital skills, which includes a wide range of diverse activities such as coding, ancestry, and digital art. The majority of these volunteers are based in our centre in Paddock Wood with a small number donating their time to assist individuals at home via telephone or video call.

There are also volunteers in our Transport services, assisting our paid drivers with outings, travel to our busy day centre and shopping trips. This enables us to reach a greater number of vulnerable people helping them to remain as independent as possible for as long as possible.

In the wider community, volunteers from local solicitors Cripps visited our centre in the week before Christmas 2023 and helped with the fish and chip lunches chosen by our service users. Compaid has also been involved in a number of local half marathons, providing volunteer marshals and car parking attendants.

Volunteering at Compaid is celebrated during National Volunteer's Week, Compaid recognises its volunteers with personal thank you cards and gifts, with a week-long tea party held at our centre. We also held a late summer barbecue at Branbridges Leisure in East Peckham where long service awards were presented to volunteers.

During the year, a total of 6,039 hours of time was given by our volunteers saving Compaid over £65,000 in salary and related costs.

Reviewing our financial performance

Compaid's total income grew by 7.5% during the year, but with expenditure growth of 14%, it resulted in a small deficit at the end of the year of £28,444 (2023:surplus of £55,751).

Operating income rose by almost 17% to £1,164,712 from the previous year (2023:£996,755), buoyed by improvements in both transport and digital skills training.

Voluntary income fell by nearly 23% to £321,222 compared to the prior year (2023: £394,145). The previous year's figure included £82,154 for the purchase of 2 small wheelchair accessible vehicles. Fundraising costs were marginally below 3% of total funds raised.

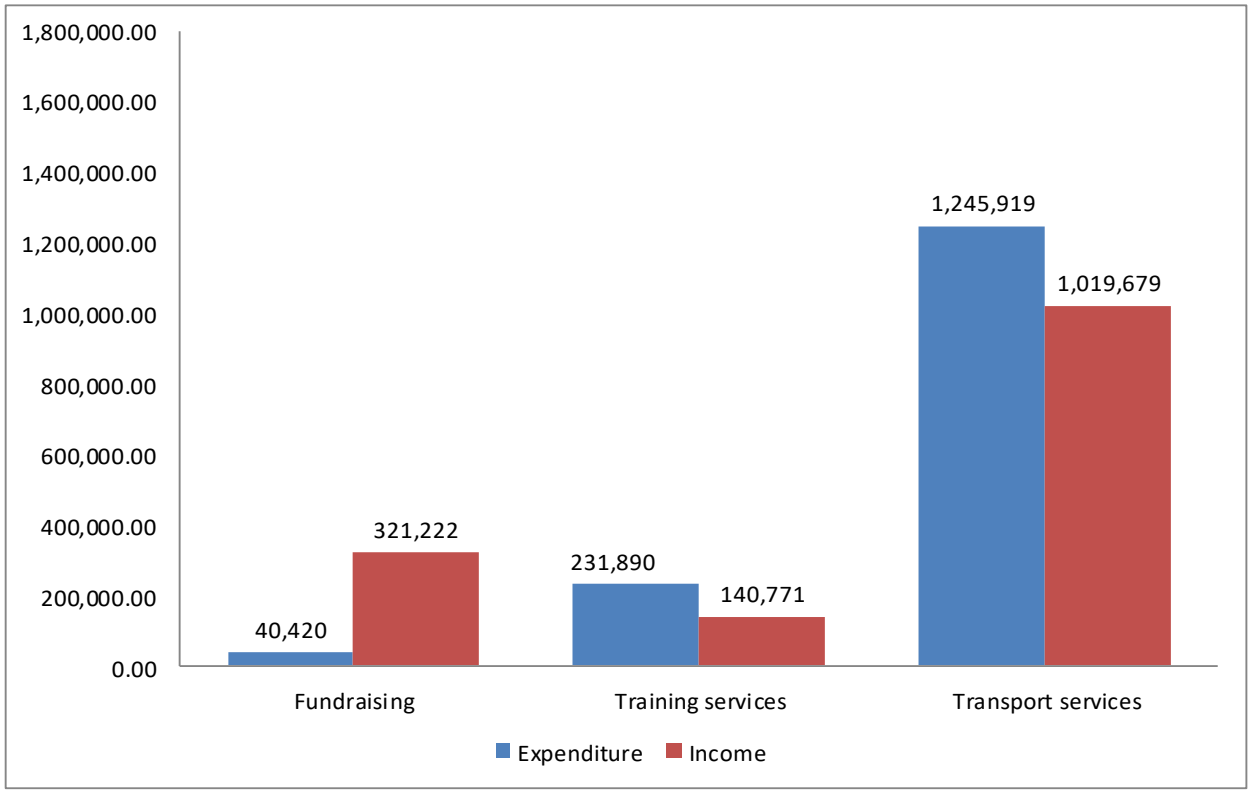
Expenditure grew by 14% to £1,528,139 (2023: £1,340,068)

Due to high rise in expenditure, we made a small deficit of £28,444 during the year, compared to last year's net profit of £55,751.

Compaid remains financially stable with total funds as at 31 March 2024 of £935,591 (2023: £964,035), of which £176,015 was held in restricted funds (2023: £181,778).

Designated funds have been increased to £140,000 (2023:£15,000), consisting of: £100,000 for purchasing wheelchair accessible buses, £15,000 towards dilapidation costs for repairs and redecoration of our leased offices, and £25,000 to support unfunded clients in need.

Charitable expenditure and income 2023-24



Additional reports from the Trustees

Statement of Trustees' responsibilities

The Trustees are responsible for preparing a Trustees' annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts for each 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 charity for that period. In preparing the accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- 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 accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

The Trustees confirm that the report and accounts of the charity comply with the current statutory requirements, the requirements of the governing document, and the provisions of the Charities SORP 2019.

Our Mission

Compaid helps disabled, older, and other vulnerable people to overcome the barriers of social, digital and economic exclusion.

Our Vision

That the barriers of social, digital or economic exclusion are removed for all so that everyone can achieve their full potential.

Our Aims

Compaid's principal objectives are to provide services for the public benefit of disabled and other disadvantaged individuals, groups and communities to help them realise their full potential and achieve better life outcomes, and specifically to facilitate their social, digital and economic inclusion, in particular but not exclusively by:

Additional reports from the Trustees

- The provision of advice and training in the use of digital technology;
- The provision of community transport;
- The provision of vocational training and employment support to those who wish to enter or retain paid or voluntary work; and
- Carrying out research in the above areas, and disseminating the results to influence policy making both at local and national levels.

Public Benefit Statement

In setting Compaid's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit as required in section 17 of the Charities Act 2011 and, in particular, its supplementary public benefit guidance on fee charging.

Compaid fulfils its public benefit duty by reducing the social exclusion of all those to whom it provides digital skills training or transport services. This has the effect of giving greater choice and independence to service users, in many cases materially reducing their need for further support from social care and health professionals.

While most of Compaid's clients pay a small charge, either directly or indirectly, these charges are kept low through the use of voluntary income and the time donated by volunteers.

Fundraising practices

Compaid does not employ third party professional fundraisers nor commercial participators to undertake its fundraising activities. All voluntary income received by Compaid is generated by the efforts of staff and volunteers, whose work is monitored by the Chief Executive and the Finance and Fundraising Sub-Committee established by the Board of Trustees.

Compaid is voluntarily registered with the Fundraising Regulator and abides by the Fundraising Code of Practice.

No complaints about fundraising practices undertaken by Compaid, its staff or volunteers were received during the year.

Reserves Policy

The Trustees regularly review the charity's reserves policy. The policy seeks to ensure that Compaid holds sufficient free reserves to sustain its services and deliver on its strategic objectives in the context of assessed number of risks and uncertainties.

The Trustees have considered and agreed the following, with particular consideration of the long-term risks.

Free reserves (defined as unrestricted less designated reserved and amounts tied up within fixed assets) are held by the charity, among other things, to:

- Cover cash flow variations, caused by a delay in receiving income covering

Additional reports from the Trustees

committed expenditure or a mismatch in the timing of receipts and payments.

- Replace shortfalls in income funding core costs, due to the loss of key contracts.
- Guard against missed fundraising targets, where donors have yet to be identified, a delay in funding bids or expected donors have unexpectedly declined applications.
- Provide seed corn funding for future developments and innovation in service delivery and/or investment in new areas of fundraising.
- Ensure sufficient free reserves to allow for an orderly winding down of the charity in the event that this was necessary, including discharge of any liabilities to staff, HMRC and other creditors.

Considering the risks the charity faces, the Trustees consider that free reserves of between £350,000 - £500,000 should be held. At 31 March 2024 the actual figure in free reserves was £502,712 (2023: £608,072).

Principal risks and uncertainties

The Trustees have established a Risk Review strategy, the aim of which is to regularly consider high level strategic risks across three key areas: Impact and Quality of Service, to ensure that the charity's services continue to meet the needs of beneficiaries; Compliance and Regulation, to ensure that the charity operates legally and professionally; and Financial Sustainability, to ensure that the charity has sufficient funds to deliver its charitable services. Identified risks are reviewed by the full Board of Trustees or one of its delegated Sub-Committees, and the likelihood of each risk's materialisation is recorded, along with any mitigating actions.

A Business Continuity Plan is in place and regularly updated. This Plan sets out the procedures to be followed in the event of a major emergency to ensure that Compaid can maintain its operations in the short, medium and long term. Business Continuity Insurance is also in place. The Business Continuity Plan was implemented due to heavy snow in December 2023.

Fire Risk Assessments are conducted at all operational properties, in consultation with Health and Safety representatives elected from the staff. These Risk Assessments now include consideration of Covid. Any action required is taken by the Chief Executive in consultation with the Trustees.

Plans for future periods

The Trustees have approved a new three year strategy for the charity with the following core objectives:

- To make a greater impact through helping 30% more service users to lead the lives that they want
- To maintain sufficient unrestricted reserves to provide flexibility on service delivery

Additional reports from the Trustees

- To attract and retain a diverse and skilled workforce with turnover of no more than 10% annually for each of staff and volunteers

Structure, Governance and Management

Compaid Trust ("the Trust") was established as a charitable trust (with charity registration number 1064160) by deed dated 7 July 1986. On 15 April 2019, the Trust was converted to a Charitable Incorporated Organisation (CIO), retaining the same charity number. Any references herein to Compaid are to the CIO.

Current Trustees and advisors are listed on page 35.

Recruitment, appointment, induction and training of Trustees

The Trustees hold Board meetings at intervals of about three months and four were held during the year: the minimum quorum for these meetings is four Trustees. They have responsibility for setting Compaid's strategic aims and for approving its annual budget and accounts. The Trustees regularly review their skills and experience to meet charitable governance requirements and the charity's strategic aims and, when necessary, identify potential new members of the Board through open recruitment.

All new Trustees are provided with an induction to Compaid's work by the Chief Executive. Training needs are kept under review by the Trustees.

Trustees are appointed for an initial term of three years and can be reappointed for two further terms up to a maximum of nine years, after which they must retire from the Board unless co-opted to serve a further two years.

Organisational structure and remuneration procedures

The Trustees delegate the day to day running of Compaid to the Chief Executive, who reports to meetings of the Trustees on progress towards achieving Compaid's strategic objectives. The Chief Executive is supported by a Head of Services who in turn line manages the Training and Transport service leads and functions. The Chief Executive is also supported by an Office Manager, a Fundraising Manager and an HR Manager. The managers are supported by trainers, drivers, passenger assistants, volunteers and others.

The Trustees may delegate any of their powers to committees of two or more Trustees. The Trustees have now formed two sub-committees to cover the areas of Finance and Fundraising, and Services. These sub-committees are attended by both the Chairman and the Chief Executive. Recommendations are made to the full Board, which is responsible for agreeing any action that is needed.

The Chief Executive's pay is benchmarked against other local charities of comparable size and structure. Pay rises and adjustments for other staff members are proposed by the Chief

Additional reports from the Trustees

Executive and approved by the Board, with regard being had to management responsibilities and overall organisational performance, as well as market weighting for any technical roles.

In addition, the charity is an accredited Living Wage employer and the Trustees pledge to ensure no staff member is paid less than the Living Wage Foundation's base salary. From 1 April 2024, that minimum salary is £12.00 per hour for posts outside London.

Auditors

Sayer Vincent have indicated their willingness to be reappointed as the charity's auditors.

Approved by the Trustees on 19 September 2024 and signed on their behalf by:

Fiona Condron

Chair

Independent auditor's report to the Trustees on the accounts

Opinion

We have audited the financial statements of Compaid Trust (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 March 2024 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
- Have been prepared in accordance with the requirements of the Charities Act 2011

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 Compaid Trust'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 trustees' annual report, other than the financial statements and

Independent auditor's report to the Trustees on the accounts

our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and

Independent auditor's report to the Trustees on the accounts

report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.

Independent auditor's report to the Trustees on the accounts

- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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.

Date: 26 September 2024

Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, London, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2024

	Note	*Unrestricted* £	*Restricted* £	*2024 Total* £	*Unrestricted* £	*Restricted* £	*2023 Total* £
Income from:							
Donations and legacies	**2**	74,785	246,437	**321,222**	89,688	304,457	**394,145**
Charitable activities	**3**						
Training services		140,771	-	**140,771**	107,932	-	**107,932**
Transport services		1,019,679	-	**1,019,679**	884,968	-	**884,968**
Payroll and other services		4,262	-	**4,262**	3,855	-	**3,855**
Bank interest		13,762.00	-	**13,762**	4,739	-	**4,739**
		1,253,258	246,437	**1,499,695**	1.091,182	304,457	**1,395,639**
Expenditure on:							
Raising funds	**6**	40,420	-	**40,420**	40,933	-	**40,933**
Charitable activities	**4**						
Training services		165,778	66,112	**231,890**	132,950	96,760	**229,710**
Transport services		1,059,830	186,088	**1,245.919**	961,839	94,398	**1,056,237**
Payroll and other services		9,910	-	**9,910**	8,239	4,949	**13,188**
		1,275,939	252,200	**1,528,139**	1,143,961	196,107	**1,340,068**
Net (expenditure)/income	**8**	(22,681)	(5,763)	**(28,444)**	(52,779)	108,350	**55,571**
Transfers between funds		-	-	**-**	69,223	(69,223)	**-**
Net (expenditure)/income before other recognised gains and losses		(22,681)	(5,763)	**(28,444)**	16,444	39,127	**55,571**
Net movement in funds	**17a**	(22,681)	(5,763)	**(28,444)**	16,444	39,127	**55,571**
Reconciliation of funds:							
Total funds brought forward		782,257	181,778	**964,035**	765,813	142,651	**908,464**
Total funds carried forward		759,576	176,015	**935,591**	782,257	181,778	**964,035**

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Payroll and other services relates to back office functions provided at a charge to other charities.

Balance sheet for the year ended 31 March 2024

	Notes	*2024*	*2024*	*2023*	*2023*
		£	*£*	*£*	*£*
Fixed assets					
Tangible assets	**12**		116,864		159,185
Current assets					
Debtors	**13**	201,564		223,545	
Short term deposits		340,524		254,766	
Cash at bank and in hand		359,012		429,313	
		901,100		907,624	
Liabilities					
Creditors: amounts falling due within one year	**14**	(82,373)		(102,774)	
Net current assets			818,727		804,850
Total net assets	**16a**		**935,591**		**964,035**
The funds of the charity	**17a**				
Unrestricted funds					
General funds			619,576		767,257
Designated funds			140,000		15,000
Restricted funds			176,015		181,778
Total charity funds			**935,591**		**964,035**

The accounts were approved by the Board on 19 September 2024 and signed on their behalf by:

Fiona Condron
Chair and Treasurer

Laurence Monnier
Vice Chair

Statement of cash flows for the year ended 31 March 2024

	2024 £	*2023 £*
Cash flows from operating activities		
Net (expenditure)/income for the period	(28,444)	55,571
Depreciation charges	42,321	54,820
Decrease/(increase) in debtors	21,981	(37,980)
(Decrease)/Increase in creditors	(20,401)	41,058
Net cash (used in)/provided by operating activities	15,457	113,469
Cash flows from investing activities		
Purchase of fixed assets	-	(82,154)
Transfer of cash to short term deposits	(85,758)	(254,766)
Net cash used in investing activities	(85,758)	(336,920)
Change in cash and cash equivalents for the year	(70,301)	(223,451)
Cash and cash equivalents at the beginning of the year	429,313	652,764
Cash and cash equivalents at the end of the year	359,012	429,313

Notes on the accounts for the year to 31 March 2024

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are as follows:

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities SORP 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Compaid Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The accounts are presented in pounds sterling and rounded to the nearest pound.

1.2 Income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Income from charitable activities is recognised over the period to which the income relates. Charges for services are recognised when the services are provided. Income received in advance is accounted for as deferred income.

Assets donated for on-going use by a charity in carrying out its activities are recognised as tangible fixed assets at fair value with the corresponding gain recognised as income within the SoFA.

Donated services are recognised as income in the period in which they are received and are measured at the value to the charity.

1.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Staff costs are allocated across fundraising, the three charitable activities and administrative activities undertaken by the charity on the basis of staff time.

Support costs, which are those costs relating to functions which assist the work of the charity but do not directly relate to its activities, have been allocated to the activities undertaken by the charity on the basis of departmental headcount. The charity also benefits from volunteers, and further details of their contribution is in the Trustees' Report.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected

Notes on the accounts for the year to 31 March 2024

useful life, as follows:

- Computer software - 20% on cost per annum
- Fixtures, fittings and equipment - 20% to 50% on cost per annum

Motor vehicles:

- New - 15% on cost per annum
- Second hand - Straight line over the period to seven years from first registration
- Leasehold improvements - Straight line over the period to the first break clause in the lease

Computer and related equipment costing or having a value on acquisition of £5,000 or less is written off when acquired.

1.5 Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

1.6 Pension contributions

The charity makes defined contributions into employee private pension schemes. The charity also makes contributions into a multi-employer scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with contract terms.

1.7 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.8 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are funds set aside by the trustees for a particular future purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Transfers from restricted to unrestricted funds occur when funds are given to the charity to purchase specific fixed assets, the value of which is then unrestricted on the balance sheet.

1.9 Status

Compaid Trust is a Charitable Incorporated Organisation (CIO) in England and Wales. Its registered address is Unit 1, Eastlands Estate, Maidstone Road, Paddock Wood, Kent TN12 6BU

Notes on the accounts for the year to 31 March 2024

2 Income from donations and legacies

	Unrestricted £	*Restricted £*	*2024 Total £*	*Unrestricted £*	*Restricted £*	*2023 Total £*
Donations from individuals	8,890	-	8,890	12,487	-	12,487
Donations from companies	6,260	-	6,620	750	-	750
Donations from community groups	25,555	-	25,555	8,541	-	8,541
Grants from trusts and foundations	28,290	246,437	274,727	63,664	304,457	368,121
Gift Aid income	2,435	-	2,435	2,840	-	2,840
Legacies and In Memoriam donations	3,354	-	3,354	1,406	-	1,406
	74,785	246,437	321,222	89,688	304,457	394,145

3 Income from charitable activities

Income:	*2024 £*	*2023 £*
Training services	140,771	107,932
Transport	1,019,679	884,968
Payroll & other services	4,262	3,855
	1,164,712	996,755

All income from charitable activities is unrestricted.

4 Expenditure on charitable activities

	2024 Headcount #	*2024 Direct costs £*	*2024 Support costs £*	*2024 Total £*	*2023 Direct costs £*	*2023 Support costs £*	*2023 Total £*
Training services	12	172,548	59,342	231,890	184,376	45,334	229,710
Transport	42	1,067,891	178,028	1,245,919	924,011	132,226	1,056,237
Payroll and other services	1	6,625	3,285	9,910	9,410	3,778	13,118
	55	1,247,063	240,656	1,487,719	1,117,797	181,338	1,299,135

The comparative figure for 2023 includes expenditure of £196,107 relating to restricted funds.

Notes on the accounts for the year to 31 March 2024

5 Direct costs

	2024 £	2023 £
Staff costs	900,890	782,897
Staff recruitment, travel and training	7,243	7,512
Volunteers' expenses	5,495	3,173
Premises costs	43,160	45,226
Other office costs	6,115	16,568
Computer costs	2,883	8,443
Transport vehicle expenses	231,238	188,039
Consultancy and professional fees	7,618	7,169
Bank charges	9	234
Bad debts	-	2,917
Advertising and marketing	92	799
Depreciation	42,231	54,820
	1,247,064	1,117,797

6 Expenditure on raising funds

	2024 £	2023 £
Staff costs	37,215	36,690
Other fundraising costs	3,205	4,243
	40,420	40,933

Notes on the accounts for the year to 31 March 2024

7 Support costs

	2024 £	2023 £
Staff costs	179,293	130,967
Staff recruitment, travel and training	2,731	684
Premises costs	15,253	21,614
Other office costs	9,729	5,003
Computer costs	5,113	4,788
Insurance	3,426	2,639
Consultancy and professional fees	256	154
Advertising and marketing	727	-
Bank charges	2,477	2,209
Governance costs		
CEO/Trustee recruitment costs	11,500	2,700
Audit fees	10,150	9,500
Accountancy fees	-	1,080
	240,655	181,338

8 Net (expenditure)/income

This is stated after charging:	2024 £	2023 £
Depreciation	42,321	54,820
Operating lease rentals payable	46,000	46,000
Auditor's remuneration	10,150	9,500

Notes on the accounts for the year to 31 March 2024

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2024	*2023*
	£	*£*
Gross salaries	1,015,287	872,244
National Insurance contributions	67,046	53,480
Pension contributions	25,715	19,658
Hospital Saturday Fund	9,350	5,173
Recruitment expenses	11,500	362
	1,128,898	950,917

The average number of employees during the year was 56 (2023: 53). No member of staff earned over £60,000 in the year or the previous year.

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel (Chief Executive) were £53,374 (2023: £63,416).

10 Related party transactions

There are no related party transactions to disclose for this financial year (2023: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Leasehold property	*Motor vehicles*	*Fixtures, fittings & equipment*	*Total*
	£	*£*	*£*	*£*
Cost				
At 1 April 2023	45,687	387,854	39,809	473,350
Additions	-	-	-	-
At 31 March 2024	45,687	387,854	39,809	473,350
Depreciation				
At 1 April 2023	45,687	228,669	39,809	314,165
Charge for the year	-	42,321	-	42,321
At 31 March 2024	45,687	270,990	39,809	356,486
Net book value				
As at 31 March 2024	-	116,864	-	116,864
As at 31 March 2023	-	159,185	-	159,185

Notes on the accounts for the year to 31 March 2024

13 Debtors

	2024 £	2023 £
Trade debtors	144,376	140,591
Prepayments and accrued income	47,907	80,600
Other debtors	9,282	2,354
	201,564	223,545

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	16,530	50,230
Tax and social security	19,050	14,527
Accruals and deferred income	40,395	28,136
Other creditors	6,398	9,881
	82,373	102,774

15 Deferred income

	2024 £	2023 £
Balance at the beginning of the year	-	10,000
Amount released to income in the year	-	(10,000)
Amount deferred in the year	-	-
Balance at end of the year	-	-

Notes on the accounts for the year to 31 March 2024

16a Analysis of net assets between funds

Current year	*Unrestricted funds 2024* £	*Designated funds 2024* £	*Restricted funds 2024* £	*Total funds 2024* £
Fixed assets	116,864	-	-	116,864
Net current assets	502,712	140,000	176,015	818,727
Total net assets	**619,576**	**140,000**	**176,015**	**935,591**

16b Analysis of net assets between funds (prior year)

	Unrestricted funds 2023 £	*Designated funds 2023* £	*Restricted funds 2023* £	*Total funds 2023* £
Fixed assets	159,185	-	-	159,185
Net current assets	608,072	15,000	181,778	804,850
Total net assets	**767,257**	**15,000**	**181,778**	**964,035**

17a Movement in funds (Current year)

	1 April 2023 £	*Income* £	*Expenditure* £	*Transfers* £	*31 March 2024* £
Restricted funds:					
Training	44,653	49,972	(65,237)	-	**29,388**
Transport	137,125	171,465	(180,714)	-	**127,876**
Other	-	25,000	(6,250)	-	**18,750**
Total restricted funds	181,778	246,437	(252,200)	-	**176,015**
Unrestricted funds:					
Designated funds:					
Leasehold dilapidations	15,000	-	-	-	15,000
Replacement buses	-	-	-	100,000	100,000
Subsidy Fund for clients	-	-	-	25,000	25,000
Total designated funds	15,000	-	-	125,000	140,000
General funds	767,257	1,253,258	(1275,139)	-	619,576
Total unrestricted funds	782,257	1,253,258	(1,275,939)	-	759,576
Total funds	964,035	1,499,695	(1,528,139)	-	**935,591**

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes on the accounts for the year to 31 March 2024

17b Movement in funds (prior year)

	1 April 2022 £	*Income* £	*Expenditure* £	*Transfers* £	*31 March 2023* £
Restricted funds:					
Training	93,291	48,122	(96,760)	-	**44,653**
Transport	44,411	256,335	(94,398)	(69,223)	**137,125**
Other	4,949	-	(4,949)	-	**-**
Total restricted funds	142,651	304,457	(196,107)	(69,223)	**181,788**
Unrestricted funds:					
Leasehold dilapidations	15,000	-	-	-	**15,000**
General funds	750,813	1,091,182	(1,143,961)	69,223	**767,257**
Total unrestricted funds	765,813	1,091,182	(1,143,961)	69,223	**782,257**
Total funds	908,464	1,395,639	(1,340,068)	-	**964,035**

Purposes of restricted funds

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2024, this fund comprised grants from the Nominet Trust (£10,000), The Joan Ainslie Charitable Trust (£4,000), the Manly Trust (£4,647), the Sobell Foundation (£6,000), the Bruce Wake charity (£3,000) and Sir Edward Lewis (£884).

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2024, this fund comprised grants from the National Lottery Communities fund (£23,026), Motability Foundation (£98,965), and the Cobtree Trust Fund (£4,000).

Other funds

The balance carried forward relates to unspent grants towards administration costs from the Garfield Weston Trust.

Notes on the accounts for the year to 31 March 2024

Purposes of designated funds

The Trustees have agreed to designate the following from unrestricted reserves: £15,000 towards the costs of dilapidations at Unit 1 Eastlands which will fall due at the end of the charity's lease on the property; £100,000 to provide a match fund for the purpose of wheelchair accessible vehicles; and £25,000 to provide funds for the Training Centre service users who cannot afford to pay towards the cost due to financial hardship.

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows:

Property:	*2024 £*	*2023 £*
Less than one year	46,000	46,000
One to five years	46,000	184,000
More than five years	-	138,000
	92,000	368,000

19 Legal status of the charity

The charity is a Charitable Incorporated Organisation.

Trustees of the charity

Mrs Irene Collins (appointed 8 June 2023)

Mrs Fiona Condron, Chair (appointed 20 March 2024 from Interim Chair), Chair of Finance & Fundraising Sub-Committee until 20 March 2024

Mr Peter Dove (appointed 8 June 2023)

Mr Deon Kloppers (resigned 1 November 2023)

Mr Jean-Pierre Le Borgne, Chair of Services Sub-Committee

Mrs Kathy Melling

Mrs Laurence Monnier, Vice Chair, appointed Chair of Finance & Fundraising Committee 20 March 2024

Mrs Simone Prince

Mr Andrew Robertson

Mr Paul Sheppard

Mr David Timms

Chief Executive

Mr Stephen Elsden (to 21 March 2024)

Mr Steve Sherry (from 21 March 2024)

Bankers

Barclays Bank PLC 8 Calverley Rd, Tunbridge Wells TN1 2TB

Auditors

Sayer Vincent LLP, 110 Golden Lane, London EC1Y 0TG

Registered Office

Unit 1 Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

Registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation with registration number 1064160

COMPAID TRUST

England & Wales - Charity number 1064160

Accounts

Compaid

Removing barriers Improving lives







Trustees' Report and Accounts 2022-23

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Introduction from our Co-chairs

“We have set a new three year strategy for the charity, to increase the number of individuals we support and to ensure that we are enabling them to live life to the full. ”





The past three years have challenged the Board of Trustees and Compaid’s dedicated staff and volunteers more than ever before. The onset of the Covid pandemic, associated UK lockdowns and local outbreaks of the virus disrupted our service delivery and greatly increased the risk of isolation and loneliness among the people we support. This was followed in February 2022 by an announcement from Kent County Council that it would consult on the closure of the Kent Karrier transport scheme, which Compaid delivers across seven districts in Kent supporting over 800 disabled and older people.

It gives us great pride to report that Compaid has overcome all of these challenges through the collective efforts of our Chief Executive, staff and volunteers and our fellow Trustees. A compelling campaign on behalf of the users of our Kent Karrier services contributed to KCC’s reassessment and ultimately the decision to spare the schemes amidst wider local bus cuts. We are very grateful that the Council listened carefully and took the evidence which was presented by Compaid seriously. Passenger numbers have already recovered to pre-pandemic levels.

Turning to our digital skills offering, the ability of our staff and volunteers to explore more flexible ways to deliver digital skills sessions means that, through the course of the year, we could deliver our services across a wider area of Kent. We were able to help more people to be digitally connected and understand how to use technology in our ever changing world. Our dedicated training centre at Paddock Wood continues to be the hub of our digital skills delivery.

As a Living Wage Employer, we have ensured that all staff receive a fair salary for their work, and have provided additional support to tackle inflationary pressures and the cost of living crisis. Recent surveys suggest that staff are very grateful for the enhancements we have made to pay and benefits despite our own financial constraints and pressures.

In the past year, we have also added to our service mix in response to the changing needs of current and prospective beneficiaries. Out and About dial a ride services are now in operation across West Kent, thanks to funding from the National Lottery and Motability. Our Training Centre offers sessions in computer coding, game design and robotics. We will continue to strive to meet further unmet need as we discover how we can reach a larger and more diverse group of people who would benefit from the wide range of services we can offer.

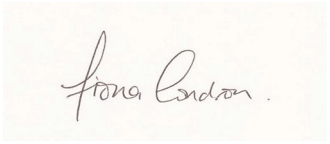
This is why the Trustees have set a new three year strategy for the charity, to increase the number of individuals we support and to ensure that we are enabling them to live life to the full in the true spirit and application of co-production. We will ensure that public sector funding cuts do not adversely affect the delivery of our services to those in need and continue to forge partnerships with other charities in the firm belief that we are stronger, and

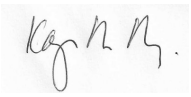
more effective together. We are extremely fortunate that our Chief Executive Stephen Elsden has established a trusted network of other charity CEOs who see Compaid as an enabler, not a competitor. We have also created a new senior management post, Head of Services, to support Stephen and his team in keeping our front-line services effective and impactful over the coming years. In March, we bid a fond farewell to our training centre manager, Val Sprott after 25 years with the charity. We wish Val a long and happy retirement.

We must note with sadness the departure of David Lewis, who joined the charity as Chair in May 2022. David brought exciting new ideas and ways of working to the Board, but a positive test for Covid in the late summer led to a number of health related conditions, and David stood down in December 2022. Since then, we have Co-Chaired the Board with agreement and support of all Trustees.

We look forward to the further developments the charity will make in pursuit of its three year strategy. The strength and skills that all staff and volunteers have developed to head off so many recent challenges means Compaid is resilient and well set for the future.

Finally we'd like to express our sincere thanks to Stephen, all staff and volunteers, and our fellow Trustees for their support through the period since we stepped forward to taken on the Interim Co-Chair role. Despite the inevitable challenges, the Board has worked collectively and collaboratively to face them and we remain confident that Compaid is well placed to respond to both the opportunities and challenges of the year ahead.





Fiona Condron and Kathy Melling
Co-Chairs

Reviewing our digital skills training services

“You’ve boosted my confidence. Here, I can use a high-contrast keyboard with large keys and a specially adapted mouse which makes navigating letters, the computer, and writing much easier ”

Josh, Compaid Training Centre service user

Digital skills have never been more essential to live a full and active life, be that accessing online entertainment, managing finances and internet shopping, or using the latest social media app to contact family and friends. Compaid’s digital skills training has remained a vital support to older, disabled and other vulnerable people across Kent.

In the past year, we delivered 3,880 sessions to 67 adults at our dedicated training centre in Paddock Wood. Each individual received one to one support from a staff member or volunteer to focus on the skills they wished to gain. Alongside many people learning office applications and graphic design packages, we also saw more interest in coding, game design and robotics.

With external funding we have purchased many new programmes and computer equipment, to offer a broader range of activities. We also engaged an external art tutor to oversee a group project using new techniques and media. The success of this means more group projects are planned, which we hope to exhibit in the Amelia Centre in Tunbridge Wells later this year.

A large number of our regular Centre learners also benefited from two organised outings to Hever Castle and Leeds Castle.



“I have finally found a full-time job as a retail security officer. Your help with learning how to use online services was instrumental in finding and securing this position.”

Rodger, Outreach service learner

Accompanied by Compaid staff and volunteers, and other volunteers from local law firm Cripps, around 20 disabled adults attended each trip, taking inspiration from the history and landscapes of the castle to feed into their future creative work.

We also continued to deliver outreach projects from community hubs. More than 30 digitally excluded residents in Sevenoaks and Swanley were able to access weekly support sessions from our staff and volunteers, thanks to referrals from Sevenoaks District Council and West Kent Housing, and funding from Kent County Council. Meanwhile, in Maidstone, a grant through the Kent Community Foundation allowed us to support a further 16 residents, including several refugees, to gain essential digital skills.



Suzanne’s story

Suzanne was nervous to start sessions with our digital skills support team, as the isolation throughout and following lockdown left her feeling anxious. She did not know how to use the devices she had, but after beginning remote sessions with one of our trainers, her confidence grew and now feels more independent than she has in years.

Suzanne began looking forward to her sessions with the trainer, excited to learn more about what she can do and begin pursuing her interests more often.

“I’ve been happy to learn how to use my tablet and second-hand smartphone with my trainer. She was very patient with me as I learnt how to use email, shop online, fill out online forms, and use Zoom. I was so pleased to have this opportunity to learn all of this, and I know several of my friends have said they would love the opportunity too.”

Reviewing our community transport services

“Compaid's transport is the only means for me to go into Ashford to pay my bills, go to the bank and buy food. I would be completely lost without this service”

Claire, Kent Karrier passenger in Ashford

Sweeping cuts to public transport in Kent risked isolating many more vulnerable people during the year. Kent County Council withdrew subsidies to around 40 local bus services which were forced to close, while commercial operators closed many more routes with low patronage.

Following a successful campaign to save our Kent Karrier door to door transport services from KCC cuts, we were able to offer a vital lifeline for many people affected by the loss of local bus services. Patronage across our services reached its highest level in many years, with almost 2,000 adults using our various dial a ride and shopping schemes, along with 70 children with special educational needs for whom we continue to provide home to school transport.

This growth was in large part due to our new Out and About services, offering door to door wheelchair accessible transport in the four districts of West Kent – Tunbridge Wells, Tonbridge & Malling, Sevenoaks and Maidstone. These services can take disabled, older and rurally isolated residents anywhere within each district Monday to Friday. Multi-year grants from the National Lottery and Motability paid for converted small vehicles, and the running costs of these schemes for at least three years.

We also received funding from the Department for Transport (DfT), via the



Community Transport Association, as part of the DfT’s Combating Loneliness campaign. Our grant paid for heavily subsidised outings for residents of local care homes and older people’s accommodation. More than 150 people benefitted from this project, making journeys to National Trust properties, garden centres, country pubs and the coast. For many, this was their first time

“Thanks to Compaid, I’m able to attend the drop-in centre in town for people with cancer like me. I can have a cup of tea and talk to the others there. It’s lovely to be able to get out so often. ”

Brenda, Out and About passenger in Tunbridge Wells



out since the pandemic, and we hope to provide further outings in the coming months.

Our transport provision for third party organisations continued to grow, with Age UK Maidstone adding further days of transport to their main day centre and planning a resumption of day services in Sevenoaks and Tonbridge, with Compaid managing the door to door journeys.

Separate arrangements with Age UK Tunbridge Wells continued to support day service attendees in that borough.

With support from Motability, we have been able to purchase a Social Value Toolkit, which enables us to calculate the monetary value of our transport services in how they relieve pressures on health and social care. In 2022-23, this estimated social value is just over £2 million.

Paul’s story

Paul struggles with his mobility. He is a wheelchair user, so accessible transport is limited. Paul spends a lot of his time isolated at home and becomes very anxious when he needs to go out to attend medical appointments. He likes his father to accompany him but his dad cannot manage Paul’s wheelchair. With Compaid’s new Out and About service in Tonbridge, both Paul and his father can now travel door-to-door, knowing that our trained drivers will support their needs and reduce the stress of their journey.

After one journey, Paul’s brother-in-law wrote: “I wanted to thank you for helping Paul to get to the dentist. He was very complimentary about the driver and how smoothly the journey went. Change is difficult for Paul, but you made it really manageable for him.”

Reviewing our fundraising

"I am thrilled that Compaid's application for a grant from Nominet's GiveHub was successful. The funding will really benefit the fantastic services they provide in the community."
Greg Findley, Mantra Design.



Against a climate of high inflation and cost of living for most of the UK, fundraising has become more difficult and competitive for all charities. We are therefore incredibly grateful to everyone who has made a donation towards our work in the past year.

We were delighted to be among one of the first beneficiaries from Motability's new Community Transport Grant programme. Motability agreed to provide a three year grant totalling almost £400,000, to fund the launch and delivery of two new Out and About dial a ride services in Sevenoaks and Maidstone. £170,000 was received in the past year, to purchase two wheelchair adapted vehicles and to underwrite the delivery and management costs of the services for the first 12 months.

We also entered the second year of a three year Reaching Communities grant from the National Lottery, which funds Out and About services in Tunbridge Wells and Tonbridge and Malling. The Lottery were delighted with progress on these schemes and, in recognition of rapidly rising staff and fuel costs, awarded a 10% cost of living increase on the second and third year grant payments.

Support from individuals also continued to grow, and our fourth Big Give Christmas Challenge appeal exceeded £10,000 for the first time. This appeal, which matches online donations for a single week in December, was supported by a social media campaign targeting users of Facebook and Twitter.

Compaid also benefitted from support from Hever Castle Golf Club, where we were charity of the year for the Ladies' Captain. A series of fundraising events and lunches at the Club raised more than £5,000 and we were also granted free access to the castle for an outing in late summer.

Recognising our generous supporters

The Trustees would like to thank everyone who donated cash, time and goods and services during the past year, including:

A G Manly Charitable Trust

Andy Thomson Foundation

Mr and Mrs Brian & Pat Banes

Mrs and Mr Lynn & John Batchelor

Bruce Wake Charitable Trust

Mr Alan Buckle & Adele Anderson

Mr and Mrs Mike & Sarah Bullett

The Burford Family

Childwick Trust

Community Transport Association

Mrs Fiona Condron

Cripps, Pemberton Greenish

D'Oyly Carte

The Earmark Trust

Mr Phillip Eason

Mr Nigel Exall

Gilbert & Eileen Edgar Foundation

Mr Greg Findley - Mantra Design Ltd

Mrs June Fuller

Mr Nick Gerard-Pearse

Mr Nick Goldsmith

H Shawdon Charitable Trust

Mr Miles Harvey

Mr Peter Holland

Hospital Saturday Fund

Ironbridge Trust

Mr John Kent

Mr Deon Kloppers

Mr Jean-Pierre Le Borgne

Mr David Marriott

Marsh Charitable Trust

Mrs Laurence Monnier

Motability

National Lottery Community Fund

Nominet

Oddfellows - Tunbridge Wells Branch

Paddock Wood Bowls Club

Paddock Wood Half Marathon

Mr Alex Pelmore

Persimmon Homes

Reed Foundation

Royal Arch Freemasons

Sevenoaks District Council

Mrs Elizabeth Scott-Ham

Sir Edward Lewis Foundation

Sir James Roll Charitable trust

Sir Jules Thorn

SMB Trust

Mrs Paula Stack - Hever Castle Golf Club Ladies Captain

Thomas J Horne Memorial Trust

Thomson Snell & Passmore

Tonbridge Half Marathon

Tonbridge Lions Club

Tunbridge Wells Half Marathon

Tunbridge Wells Harriers

Tunbridge Wells Round Table

Mr and Mrs David & Lesley Turner

Welling Masonic Lodge

Whitehead Monckton

Reviewing our volunteer activities

“Volunteering with Compaid makes me feel useful. I’m using my skills to support other people and enjoying my time while I do that.”
Naddeem, Training Centre volunteer



Volunteers play a vital role in our charity, and we are grateful for the contributions of each and every one.

In our Training Centre, more than 20 regular weekly volunteers share their experiences, interests and learning with our service users, encouraging online activities, discovery sessions, and entertainment. On our Transport services, volunteer drivers help to deliver outings for groups of older and/or disabled people, as well as assisting paid drivers and passengers on busy day centre and shopping runs.

More volunteers support our work in the wider community. Our two major outings for Compaid service users during the year relied heavily on many volunteers from local law firm Cripps to ensure that every visitor had one to one support and company on the day. Our participation with several road running events during the year required volunteer marshals to help with road closures, for which the charity received a contribution from profits made through the event.

As well as celebrating National Volunteers week with parties and gifts for our active volunteers, we also held a late summer social event at Willicombe Park residential home where a number of volunteers received long service awards.

During the year, a total of 4,130 hours of time were given by our service volunteers. This benefited the lives of hundreds of disabled and otherwise vulnerable people, and saved our charity over £45,000 in salary and related costs.

Reviewing our financial performance

“Our fundraising costs were just 3% of total expenditure and we raised £9.62 for every £1 spent on raising funds.”

Compaid’s total income grew by nearly 8% during the year, as the effects of the pandemic receded and services ran at normal or higher levels over the past 12 months.

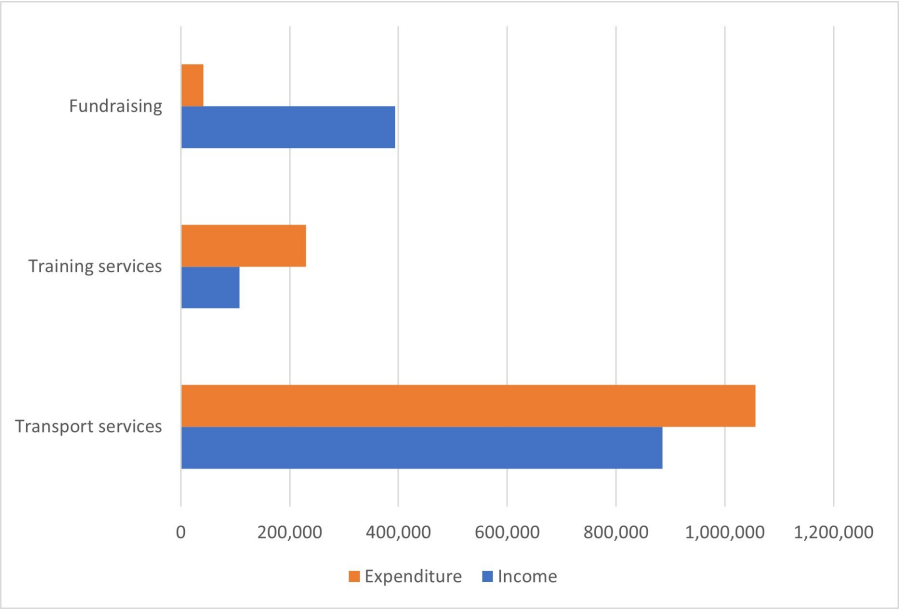
Operating income rose by almost 5% during the year. Income from community transport services grew by 12% to £884,968, in large part due to increased work for local Age UK Centres. Income from digital skills training services fell by 33% to £107,932 as short term community outreach projects wound down with their funding received in the previous year. Total income from charitable services and statutory grants was close to the previous year at £996,755 (2022: £956,3944).

Our fundraising efforts resulted in yet another strong year for voluntary income, with major multi-year grants from Motability and the National Lottery taking the total to £394,145, compared with £286,725 in 2022. With expenditure of £40,933, fundraising costs was consistent as 3% of total expenditure and we raised £9.62 for every £1 spent on raising funds.

The charity’s overall income grew by 7.7% to £1,395,639 (2022: £1,296,093). Expenditure grew by 12% to £1,340,068.

The result was a net income of £55,571 (2022: net income of £98,679), with a cash inflow of £31,385 (2022: cash inflow of £85,055). Total funds as at 31 March 2023 stood at £964,035 (2022: £908,464), of which £181,778 was held in restricted funds (2022: £142,651), £15,000 is designated against repairs and redecoration of our leased offices and the remaining £767,257 in unrestricted funds (2022: £750,813).

Charitable expenditure and income 2022-23



Additional reports from the Trustees

Statement of Trustees' responsibilities

The Trustees are responsible for preparing a Trustees' annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts for each 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 charity for that period. In preparing the accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- 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 accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

The Trustees confirm that the report and accounts of the charity comply with the current statutory requirements, the requirements of the governing document, and the provisions of the Charities SORP 2019.

Our Mission

Compaid helps disabled, older and other vulnerable people to overcome the barriers of social, digital and economic exclusion

Our Vision

That the barriers of social, digital or economic exclusion are removed for all and everyone can achieve their full potential.

Our Aims

Compaid's principal objectives are to provide services for the public benefit of disabled and other disadvantaged individuals, groups and communities to help them realise their full potential and achieve better life outcomes, and specifically to facilitate their social, digital

and economic inclusion, in particular but not exclusively by:

- the provision of advice and training in the use of digital technology;
- the provision of community transport;
- the provision of vocational training and employment support to those who wish to enter or retain paid or voluntary work; and
- carrying out research in the above areas, and disseminating the results to influence policy making both at local and national levels.

Public Benefit Statement

In setting Compaid's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit as required in section 17 of the Charities Act 2011 and, in particular, its supplementary public benefit guidance on fee charging.

Compaid fulfils its public benefit duty by reducing the social exclusion of all those to whom it provides digital skills training or transport services. This has the effect of giving greater choice and independence to service users, in many cases materially reducing their need for further support from social care and health professionals.

While most of Compaid's clients pay a small charge, either directly or indirectly, these charges are kept low through the use of voluntary income and the time donated by volunteers.

Fundraising practices

Compaid does not employ third party professional fundraisers nor commercial participators to undertake its fundraising activities. All voluntary income received by Compaid is generated by the efforts of staff and volunteers, whose work is monitored by the Chief Executive and the Finance and Fundraising Sub-Committee established by the Board of Trustees.

Compaid is voluntarily registered with the Fundraising Regulator and abides by the Fundraising Code of Practice.

No complaints about fundraising practices undertaken by Compaid, its staff or volunteers were received during the year.

Reserves Policy

The Trustees regularly review the charity's Reserves policy. The policy seeks to ensure that Compaid holds sufficient reserves to sustain its services and deliver on its strategic objectives, in the face of a number of risks and uncertainties.

The Trustees have considered and agreed the following, with particular consideration of the long term risks and impact from the Coronavirus pandemic.

Unrestricted reserves are held by the charity to:

- Cover cash flow variations, caused by a delay in receiving income covering committed expenditure or mismatch in the timing of receipts and payments.
- Replace shortfall in income funding core costs, due to the loss of key contracts.

- Guard against missed fundraising targets, where donors have yet to be identified, funding bids have been delayed or expected donors have unexpectedly declined applications.
- Provide seed corn funding for future developments and innovation in service delivery and/or investment in new areas of fundraising.
- Ensure sufficient free reserves to allow for an orderly winding down of the charity in the event that this was necessary, including discharge of any liabilities to staff, HMRC and other creditors.

In light of the risks the charity faces, the Trustees believe that an unrestricted reserve fund of between £550-£600k should be held as at 31 March 2023. The actual figure in free unrestricted reserves (that is, unrestricted reserves represented by net current assets) as at that date was £608,072. The Trustees expect to use any excess in reserves to further subside the cost of services for beneficiaries in financial difficulties.

Principal risks and uncertainties

The Trustees have established a Risk Review strategy, the aim of which is to regularly consider high level strategic risks across three key areas: Impact and Quality of Service, to ensure that the charity's services continue to meet the needs of beneficiaries; Compliance and Regulation, to ensure that the charity operates legally and professionally; and Financial Sustainability, to ensure that the charity has sufficient funds to deliver its charitable services. Identified risks are reviewed by the full Board of Trustees or one of its delegated Sub-Committees, and the likelihood of each risk's materialisation is recorded, along with any mitigating actions.

A Business Continuity Plan is in place and regularly updated. This Plan sets out the procedures to be followed in the event of a major emergency to ensure that Compaid can maintain its operations in the short, medium and long term. Business Continuity Insurance is also in place. The Business Continuity Plan was implemented due to heavy snow in December 2022.

Fire Risk Assessments are conducted at all operational properties, in consultation with Health and Safety representatives elected from the staff. These Risk Assessments now include consideration of Covid. Any action required is taken by the Chief Executive in consultation with the Trustees.

Plans for future periods

The Trustees have approved a new three year strategy for the charity with the following core objectives:

- To make a greater impact through helping 30% more service users to lead the lives that they want
- To maintain sufficient unrestricted reserves to provide flexibility on service delivery
- To attract and retain a diverse and skilled workforce with turnover of no more than 10% annually for each of staff and volunteers

Structure, Governance and Management

Compaid Trust ("the Trust") was established as a charitable trust (with charity registration number 327257) by deed dated 7 July 1986. On 15 April 2019, the Trust was converted to a Charitable Incorporated Organisation (CIO), retaining the same charity number. Any references herein to Compaid are to the CIO.

Current Trustees and advisors are listed on page 36.

Recruitment, appointment, induction and training of Trustees

The Trustees hold Board meetings at intervals of about three months and four were held during the year: the minimum quorum for these meetings is four Trustees. They have responsibility for setting Compaid's strategic aims and for approving its annual budget and accounts. The Trustees regularly review their skills and experience to meet charitable governance requirements and the charity's strategic aims and, when necessary, identify potential new members of the Board through open recruitment.

All new Trustees are provided with an induction to Compaid's work by the Chief Executive. Training needs are kept under review by the Trustees.

Trustees are appointed for an initial term of three years and can be reappointed for two further terms up to a maximum of nine years, after which they must retire from the Board unless co-opted to serve a further two years.

Organisational structure and remuneration procedures

The Trustees delegate the day to day running of Compaid to the Chief Executive, who reports to meetings of the Trustees on progress towards achieving Compaid's strategic objectives. The Chief Executive is supported by a Head of Services who in turn line manages the Training and Transport service leads and functions. The Chief Executive is also supported by an Office Manager, a Fundraising Manager and an HR Manager. The managers are supported by trainers, drivers, passenger assistants, volunteers and others.

The Trustees may delegate any of their powers to committees of two or more Trustees. The Trustees have now formed two sub-committees to cover the areas of Finance and Fundraising, and Services. These sub-committees are attended by both the Chairman and the Chief Executive. Recommendations are made to the full Board, which is responsible for agreeing any action that is needed.

The Chief Executive's pay is benchmarked against other local charities of comparable size and structure. Pay rises and adjustments for other staff members are proposed by the Chief Executive and approved by the Board, with regard being had to management responsibilities and overall organisational performance, as well as market weighting for any technical roles.

In addition, the charity is an accredited Living Wage employer and the Trustees pledge to ensure no staff member is paid

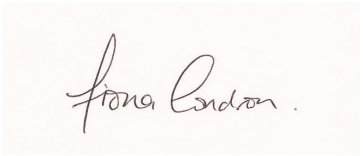
less than the Living Wage Foundation's base salary. From 1 April 2023, that minimum salary is £10.90 per hour for posts outside London.

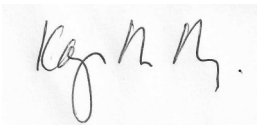
Although the charity is too small to have a legal obligation to report its Gender Pay Gap, the Trustees have elected to record this. Compaid has a mean gender pay gap of 4.5% in favour of male employees. This gap has halved in the past year. The charity's median gender pay gap remained at 0%, with no disparity between hourly rates for male and female staff.

Auditors

The Trustees appointed Sayer Vincent as the charity's auditors with effect from 7 December 2022.

Approved by the Trustees on 7 September 2023 and signed on their behalf by:





Fiona Condron
Co-Chair

Kathy Melling
Co-Chair

Independent auditor's report to the Trustees on the accounts

Opinion

We have audited the financial statements of Compaid Trust (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 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
- Have been prepared in accordance with the requirements of the Charities Act 2011

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 Compaid Trust'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 trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial

statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
  - We inspected the minutes of meetings of those charged with governance.
  - We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
  - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
  - We reviewed any reports made to regulators.
  - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
  - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Independent auditors' report to the Trustees on the accounts

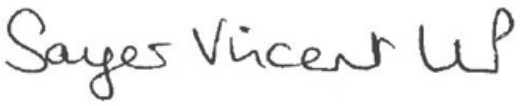
In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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.



Date: 12 September 2023

Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2023

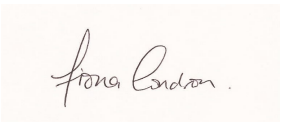
	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	**2**	89,688	304,457	**394,145**	77,265	209,460	286,725
Coronavirus Job Retention Scheme grants		-	-	**-**	52,889	-	52,889
Charitable activities	**3**						
Training services		107,932		**107,932**	162,280	-	162,280
Transport services		884,968		**884,968**	790,564	-	790,564
Payroll and other services		3,855		**3,855**	3,550	-	3,550
Other trading activities		-	-	**-**	85	-	85
Bank interest		4,739	-	**4,739**	-	-	-
		1,091,182	304,457	**1,395,639**	1,085,533	210,560	1,296,093
Expenditure on:							
Raising funds	**6**	40,933	-	**40,933**	31,672	-	31,672
Charitable activities	**4**						
Training services		132,950	96,760	**229,710**	161,978	78,909	240,887
Transport services		961,839	94,398	**1,056,237**	882,056	30,477	912,533
Payroll and other services		8,239	4,949	**13,188**	8,743	2,495	11,238
		1,143,961	196,107	**1,340,068**	1,084,449	111,881	1,196,330
Net income/(expenditure)	**8**	(52,779)	108,350	**55,571**	1,084	98,679	99,763
Transfers between funds		69,223	(69,223)	**-**	46,143	(46,143)	**-**
Net income/(expenditure) before other recognised gains and losses		16,444	39,127	**55,571**	47,227	52,536	99,763
Net movement in funds	**17a**	16,444	39,127	**55,571**	47,227	52,536	99,763
Reconciliation of funds:							
Total funds brought forward		765,813	142,651	**908,464**	718,586	90,115	808,701
Total funds carried forward		782,757	181,778	**964,035**	765,813	142,651	908,464

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Payroll and other services relates to back office functions provided at a charge to other charities.

Balance sheet for the year ended 31 March 2023

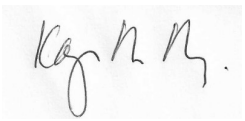
	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	12		159,185		131,851
Current assets					
Debtors	13	223,545		185,565	
Short term deposits		254,766		-	
Cash at bank and in hand		429,313		652,764	
		907,624		838,329	
Liabilities					
Creditors: amounts falling due within one year	14	(102,774)		(61,716)	
Net current assets			804,850		776,613
Total net assets	16a		**964,035**		**908,464**
The funds of the charity	17a				
Unrestricted funds					
General funds			767,257		750,813
Designated funds			15,000		15,000
Restricted funds			181,778		142,651
Total charity funds			**964,035**		**908,464**

The accounts were approved by the Board on 7 September 2023 and signed on their behalf by



Fiona Condron

Co-Chair and Treasurer



Kathy Melling

Co-Chair

Statement of cash flows for the year ended 31 March 2023

	2023 £	*2022 £*
Cash flows from operating activities		
Net income for the period	55,571	99,763
Depreciation charges	54,820	38,023
(Increase) in debtors	(37,980)	(11,839)
Increase in creditors	41,058	5,251
Net cash provided by operating activities	113,469	131,198
Cash flows from investing activities		
Purchase of fixed assets	(82,154)	(46,143)
Transfer of cash to short term deposits	(254,766)	-
Net cash used in investing activities	(336,920)	(46,143)
Change in cash and cash equivalents for the year	(223,451)	85,055
Cash and cash equivalents at the beginning of the year	652,764	567,709
Cash and cash equivalents at the end of the year	429,313	652,764

Notes on the accounts for the year to 31 March 2023

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are as follows:

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities SORP 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Compaid Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The accounts are presented in pounds sterling and rounded to the nearest pound.

1.2 Income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Income from charitable activities is recognised over the period to which the income relates. Charges for services are recognised when the services are provided. Income received in advance is accounted for as deferred income.

Assets donated for on-going use by a charity in carrying out its activities are recognised as tangible fixed assets at fair value with the corresponding gain recognised as income within the SoFA.

Donated services are recognised in the period in which they are received and are measured at the value to the charity.

1.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Staff costs are allocated across fundraising, the three charitable activities and administrative activities undertaken by the charity on the basis of staff time.

Support costs, which are those costs relating to functions which assist the work of the charity but do not directly relate to its activities, have been allocated to the activities undertaken by the charity on the basis of departmental headcount. The charity also benefits from volunteers, and further details of their contribution is in the Trustees' Report.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Computer software - 20% on cost per annum

Fixtures, fittings and equipment - 20% to 50% on cost per annum

Motor vehicles:

New - 15% on cost per annum

Second hand - Straight line over the period to seven years from first registration

Leasehold improvements - Straight line over the period to the first break clause in the lease

Computer and related equipment costing or having a value on acquisition of £5,000 or less is written off when acquired.

1.5 Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

1.6 Pension contributions

The charity makes defined contributions into employee private pension schemes. The charity also makes contributions into a multi-employer scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with contract terms.

1.7 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.8 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are funds set aside by the trustees for a particular future purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Transfers from restricted to unrestricted funds occur when funds are given to the charity to purchase specific fixed assets, the value of which is then unrestricted on the balance sheet.

1.9 Status

Compaid Trust is a Charitable Incorporated Organisation (CIO) in England and Wales. Its registered address is Unit 1, Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

Notes on the accounts for the year to 31 March 2023

2 Income from donations and legacies

	Unrestricted £	*Restricted £*	*2023 Total £*	*Unrestricted £*	*Restricted £*	*2022 Total £*
Donations from individuals	12,487		12,487	15,667	-	16,767
Donations from companies	750		750	5,952	1,500	7,452
Donations from community groups	8,541		8,541	8,372		8,372
Grants from trusts and foundations	63,664	304,457	368,121	34,885	207,960	242,845
Grants from public authorities	-		-	2,511		2,511
Gift Aid income	2,840		2,840	5,622		5,622
Legacies and In Memoriam donations	1,406		1,406	3,156		3,156
	89,688	304,457	394,145	77,265	209,460	286,725

3 Income from charitable activities

Income:	*2023 £*	*2022 £*
Training services	107,932	162,280
Transport	884,968	790,564
Payroll & other services	3,855	3,550
	996,755	956,394

All income from charitable activities is unrestricted.

4 Expenditure on charitable activities

	2023 Head-count #	*2023 Direct costs £*	*2023 Support costs £*	*2023 Total £*	*2022 Direct costs £*	*2022 Support costs £*	*2022 Total £*
Training services	12	184,376	45,334	229,710	196,045	44,842	240,887
Transport	35	924,011	132,226	1,056,237	788,353	124,180	912,533
Payroll and other services	1	9,410	3,778	13,118	8,495	3,449	11,944
	48	1,117,797	181,338	1,299,135	992,893	172,471	1,165,364

The comparative figure for 2022 includes expenditure of £111,881 relating to restricted funds.

5 Direct costs

	2023 £	*2022 £*
Staff costs	782,897	748,795
Staff recruitment, travel and training	7,512	7,747
Volunteers' expenses	3,173	2,182
Premises costs	45,226	41,395
Other office costs	16,568	9,024
Computer costs	8,443	2,189
Transport vehicle expenses	188,039	135,929
Consultancy and professional fees	7,169	7,809
Bank charges	234	216
Bad debts	2,917	25
Advertising and marketing	799	845
Depreciation	54,820	36,737
	1,117,797	992,893

6 Expenditure on raising funds

	2023 £	*2022 £*
Staff costs	36,690	25,558
Other fundraising costs	4,243	6,114
	40,933	31,672

7 Support costs

	2023 £	2022 £
Staff costs	130,967	125,956
Staff recruitment, travel and training	684	1,150
Premises costs	21,614	10,507
Other office costs	5,003	3,057
Computer costs	4,788	5,329
Insurance	2,639	2,129
Depreciation	-	1,286
Consultancy and professional fees	154	3,169
Advertising and marketing	-	11,250
Bank charges	2,209	1,598
Governance costs		
Trustee recruitment costs	2,700	-
Audit fees	9,500	6,265
Accountancy fees	1,080	775
	181,338	172,471

8 Net income

This is stated after charging:	2023 £	2022 £
Depreciation	54,820	38,023
Operating lease rentals payable	46,000	40,000
Auditor’s remuneration	9,500	6,265

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2023 £	*2022 £*
Gross salaries	872,244	839,748
National Insurance contributions	53,480	43,269
Pension contributions	19,658	12,753
Hospital Saturday Fund	5,173	-
Recruitment expenses	362	4,539
	950,917	900,309

The average number of employees during the year was 53 (2022: 55).
No member of staff earned over £60,000 in the year or the previous year.

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel (Chief Executive) were £63,416 (2022: £60,114).

10 Related party transactions

There are no related party transactions to disclose for this financial year (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Leasehold property £	*Motor vehicles £*	*Fixtures, fittings & equipment £*	*Total £*
Cost				
At 1 April 2022	45,687	305,700	39,809	391,196
Additions	-	82,154	-	82,154
At 31 March 2023	45,687	387,854	39,809	473,350
Depreciation				
At 1 April 2022	45,687	173,849	39,809	259,345
Charge for the year	-	54,820	-	54,820
At 31 March 2023	45,687	228,669	39,809	314,165
Net book value				
As at 31 March 2023	-	159,185	-	159,185
As at 31 March 2022	-	131,851	-	131,851

13 Debtors

	2023 £	2022 £
Trade debtors	140,591	29,088
Prepayments and accrued income	80,600	117,696
Other debtors	2,354	14,781
Amounts due from subsidiary	-	24,000
	223,545	185,565

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	50,230	13,023
Tax and social security	14,527	14,120
Accruals and deferred income	28,136	33,453
Other creditors	9,881	1,120
	102,774	61,716

15 Deferred income

	2023 £	2022 £
Balance at the beginning of the year	10,000	-
Amount released to income in the year	(10,000)	-
Amount deferred in the year	-	-
Balance at end of the year	-	-

16a Analysis of net assets between funds

Current year	*Unrestricted funds 2023 £*	*Designated funds 2023 £*	*Restricted funds 2023 £*	*Total funds 2023 £*
Fixed assets	159,185	-	-	159,185
Net current assets	608,072	15,000	181,778	804,850
Total net assets	**767,257**	**15,000**	**181,778**	**964,035**

16b Analysis of net assets between funds (prior year)

	Unrestricted funds 2022 £	*Designated funds 2022 £*	*Restricted funds 2022 £*	*Total funds 2022 £*
Fixed assets	131,851	-	-	131,851
Net current assets	618,962	15,000	142,651	776,613
Total net assets	**750,813**	**15,000**	**142,651**	**908,464**

17a Movement in funds (Current year)

	1 April 2022 £	*Income £*	*Expenditure £*	*Transfers £*	*31 March 2023 £*
Restricted funds:					
Training	93,291	48,122	(96,760)	-	**44,653**
Transport	44,411	256,335	(94,398)	(69,223)	**137,125**
Other	4,949	-	(4,949)	-	**-**
Total restricted funds	142,651	304,457	(196,107)	(69,223)	**181,778**
Unrestricted funds:					
Designated funds:					
Leasehold dilapidations	15,000	-	-	-	15,000
General funds	750,813	1,091,182	(1,143,961)	69,223	767,257
Total unrestricted funds	765,813	1,091,182	(1,143,961)	69,223	782,257
Total funds	908,464	1,359,639	(1,340,068)	(69,223)	**964,035**

The narrative to explain the purpose of each fund is given at the foot of the note below.

17b Movement in funds (prior year)

	1 April 2021 £	*Income £*	*Expenditure £*	*Transfers £*	*31 March 2022 £*
Restricted funds:					
Training	67,240	104,960	(78,909)	-	**93,291**
Transport	19,431	101,600	(30,477)	(46,143)	**44,411**
Other	3,444	4,000	(2,495)	-	**4,949**
Total restricted funds	90,115	210,560	(111,881)	(46,143)	**142,651**
Unrestricted funds:					
Designated funds:					
Leasehold dilapidations	15,000	-	-	-	**15,000**
General funds	703,586	1,085,553	(1,084,449)	46,143	**750,813**
Total unrestricted funds	718,586	1,085,553	(1,084,449)	-	**765,813**
Total funds	808,701	1,296,093	(1,196,330)	46,143	**908,464**

Purposes of restricted funds

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2023, this fund comprised grants from Kent Community Foundation (£3,301), the Nominet Trust (£7,650), The Joan Ainslie Charitable Trust (£4,000), the Manly Trust (£8,122), Childwick Trust (£8,000), the Sobell Foundation (£8,000), the D'Oyly Carte Charitable Trust (£1,500) and the Helping Hands fund (£5,965).

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2023, this fund comprised grants from National Lottery Communities Fund (£46,051), Motability Foundation (£87,988) and the Hospital Saturday Fund (£1,200). £69,233 was transferred to the general fund for the purchase of two wheelchair adapted vehicles.

Other funds
This fund relates to grants for PPE and volunteer expenses.

Purposes of designated funds

The Trustees have agreed to designate £15,000 from unrestricted reserves towards the costs of dilapidations at Unit 1 Eastlands which will fall due at the end of the charity's lease on the property.

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows:

Property:	*2023 £*	*2022 £*
Less than one year	46,000	35,000
One to five years	184,000	140,000
More than five years	138,000	105,000
	368,000	280,000

19 Subsidiary undertaking

Compaid Enterprises Community Interest Company was a company limited by guarantee registered in England and Wales with number 11705623. The registered office was the same as that of the parent entity.

The subsidiary was wound up in December 2022 and struck off at Companies House with effect from 18 April 2023.

The subsidiary was unable to repay in full its loan from the parent entity. A debt of £2,917 was written off during the year.

20 Legal status of the charity

The charity is a Charitable Incorporated Organisation.

Trustees of the charity

Mrs Irene Collins (appointed 8 June 2023)

Mrs Fiona Condron, Co-Chair, Treasurer and Chair of Finance and Fundraising Sub-Committee

Mr Peter Dove (appointed 8 June 2023)

Mr Deon Kloppers

Mr Jean-Pierre Le Borgne, Chair of Services Sub-Committee (appointed 10 May 2022)

Mr David Lewis, Chairman (resigned 6 December 2022)

Mrs Kathy Melling, Co-Chair

Mrs Laurence Monnier (appointed 10 May 2022)

Mrs Simone Prince

Mr Andrew Robertson

Mr Paul Sheppard

Mr David Timms

Chief Executive

Mr Stephen Elsden

Bankers

Barclays Bank PLC 8 Calverley Rd, Tunbridge Wells TN1 2TB

Auditors

Sayer Vincent, Invicta House,108-114 Golden Lane, London EC1Y 0TL

Registered Office

Unit 1 Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

Registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation with registration number 1064160

COMPAID TRUST

England & Wales - Charity number 1064160

Accounts

Compaid

Removing barriers Improving lives





Consolidated Trustees' Report and Accounts 2021-22

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Introduction from our Chairman

“There are many opportunities for service growth and new partnerships”

David Lewis, Chairman

I am delighted to be the new Chair of Trustees for Compaid. I joined the charity because I am excited by its mission to help disabled, older and other vulnerable people to overcome the barriers of social, digital and economic exclusion.

My career over the past 30 years or so has been all about online and digital transformation, culminating in my current role at Capita Public Services. Before that I was heavily involved in social work in the States, working with disabled people, including those recovering from brain injury and in hospice environments. In a way, Compaid’s mixture of accessible transport and digital skills training is right in my sweet spot. That said, my excitement is coloured by sadness at the loss of the charity’s previous John Ashelford, following his long battle with cancer. Compaid would not be in as strong a position today were it not for his stewardship.

Compaid clearly meets a critical need in Kent for disabled, older and vulnerable people and provides a lifeline to many who would otherwise find themselves excluded from participating in society, not least as we emerge from the recent pandemic. That the charity is still thriving is a testament to our Chief Executive Stephen Elsden’s leadership during these turbulent times.

On my visits to Paddock Wood, the staff and volunteers have been warm and welcoming, and centre users are clearly motivated and use the space enthusiastically. I am extremely proud of the work of everyone involved with Compaid.



It has been and continues to be a challenging environment for Compaid and other charities. The pandemic caused unavoidable interruption in service, and the fiscal environment creates issues for both our funders and service users. Compaid has been financially prudent and has solid reserves. One of the first actions of our reinvigorated Board of Trustees has been to approve an improved benefits package to help our staff address issues with their own financial challenges due to inflation.

We have saved our much loved Kent Karrier transport services for the future, but there is considerable work to be done to restore service users to pre-pandemic levels. We have many opportunities for service growth and new partnerships, and the Board has established a Services Sub-Committee to refresh the charity’s strategy.

We’re looking toward a refreshed vision going into 2023 and I am excited by the journey before us!

David Lewis, Chairman

Reviewing our digital skills training services

“When I first came to Compaid I had no knowledge of using computers. Now I can search online for what I am interested in and use it for art and relaxation.”

Helen, Compaid Training Centre service user

Our experience in helping vulnerable people to gain digital skills and safely navigate the internet continued to be greatly sought after during the year. This was unsurprising after a year of severe lockdowns and the transition of most in-person services to online alternatives. In the second year of the pandemic, the digital divide was becoming more pronounced.

Our outreach project to digitally excluded residents in Tunbridge Wells, which began in late 2020, continued for much of the following year, with referrals being made through housing officers within Tunbridge Wells Borough Council, Town and Country Housing residents, and clients being supported by the local Mental Health Resource Centre. Sessions were delivered remotely and in person using venues across the Borough, with social distancing and face coverings ensuring these remained Covid secure. This partnership approach saw more than 60 people gain new digital skills and confidence, many of whom used these as a springboard to access other services in the local community.

The success of this project led to a similar scheme being established in Sevenoaks, with funding from Sevenoaks District Council and West Kent Housing. Referrals



“I have more clarity and understanding in how to create videos and generate income from these. I have more of a sense of purpose now.”

Katar, Outreach service learner

again came from community and housing officers, and training was delivered remotely and in two physical venues at the Stag Theatre in Sevenoaks and the Hub in Swanley. During the year, SDC applied for funding from Kent County Council through its Helping Hands scheme, and commissioned Compaid to deliver an additional project aimed at Sevenoaks residents who were on the homelessness register and seeking temporary accommodation.

Referrals on this scheme were supported to gain skills in using digital tablets and smartphones, which were provided free to recipients thanks to the KCC funding. Towards the end of the year, external funding was secured to develop similar localised schemes in Maidstone and the Borough of Tonbridge and Malling.

Our Training Centre in Paddock Wood, which had been closed due to lockdown regulations for much of the preceding year, reopened safely in May 2021. Various safety precautions were in place, including regular Covid tests for staff, volunteers and service users, to protect against Covid and provide a safe and welcoming space for all. Training sessions were initially limited to half days, enabling cleaning within the Centre at lunchtime, though many people resumed attending for full days within a few months of the reopening.

Social impact from our digital skills training services

People access our digital skills training services for a variety of reasons. Our most recent social impact survey found that:

56% had increased the number of hobbies they were able to enjoy

49% had increased their awareness of online safety

41% were socialising more with family and friends online

41% had increased their access to other training courses online

31% had increased their access to online health information

“The course has been excellent! I wouldn’t change anything. Just keep doing what you are doing! I’m much more positive going forward. ”

Derek, Outreach service learner in Tunbridge Wells



A variety of new projects and training modules were introduced during the year, with a number of younger service users interested in video game design and podcast production.

This resulted in several online games being produced which were shared widely with those who were still shielding at home, and a group of learners got to together to record an audio drama.

Our Chief Executive shared the impact of our digital skills training with other charities and statutory agencies through his seat on the Kent and Medway Voluntary Sector steering group, which advises Kent County Council and the Kent and Medway Integrated Care Board on the needs of Kent residents.

Anne’s story

Anne was referred to Compaid as she suffers with depression and has many challenges in her personal life. It was her dream to create a YouTube channel to share her cooking skills, but she didn’t know where to start.

As she did not have suitable IT equipment, Compaid loaned her a tablet for the duration of the course, which meant that she was able to access her classes online and undertake Youtube tutorials to learn new skills.

Through her remote weekly one to one tutorials, she learned advanced Zoom skills to record and run online cooking courses. She researched teaching opportunities for her skills and how to market herself online on a small budget.

With the dedicated mentoring from our trainer, she set about recording herself cooking and learning to edit. This is an ongoing process, but she is making excellent progress and enjoying learning new media skills along the way.

Anne said, “I really enjoyed my sessions. My trainer was very calm and explained things very well. I am really chuffed. She judged the timing of when I needed breaks which really helped me. It’s given me more confidence to do things for myself and not rely on other people. I will use all the things I’ve learned”.

Reviewing our community transport services

“I’m disabled and can’t use public transport. I live alone and have no family locally, so Compaid is my lifeline. I would be lost without this service which helps me keep independent.”
Sandra, Kent Karrier passenger in Ashford

Passengers steadily returned to our community transport services during the year as Government guidance was relaxed around Covid, and the requirement for vulnerable people to shield was lifted. Many of these services had continued to run for limited numbers of users throughout the first year of the pandemic and it was encouraging and pleasing for our staff and volunteers to see familiar service users getting out and about again.

In the year 2021-22, nearly 1,700 disabled, older and otherwise isolated adults used our transport service, along with over 70 disabled children for whom we provided home to school transport. These passengers made just under 20,000 journeys, covering over 290,000 miles.

Our Kent Karrier services continued to transport disabled and elderly people who needed to get to shops and other destinations, with over 300 trips for hospital and medical appointments, including many to attend Covid vaccinations and boosters.

These services, which are heavily subsidised by contract income from Kent County Council, came under threat in February 2022 as KCC considered budget cuts due to financial constraints.



"Without the bus, I would find it very difficult to get my shopping done. A taxi would be the only alternative and that's very expensive to use every week."

Beryl, Kent Karrier passenger in Tunbridge Wells

Compaid co-ordinated a wide campaign to save the services, including meetings with County Councillors, MPs and District Council leaders. A survey was undertaken among regular passengers to evidence the benefits of the service to users, and the likely impact on their health and wellbeing if they were withdrawn. This information was submitted through KCC's public consultation process, and there are promising signs that these vital services will be given a reprieve.

The charity's two Section 22 community bus services also faced an uncertain future during the year. The Detling Shopper service operated throughout the period with Covid safety measures in place, and passenger numbers rose steadily through the year. Nonetheless, in February 2022, Kent County Council unveiled plans to withdraw funding for this service in the summer. As with the Kent Karrier services, these plans were subject to public consultation.

Meanwhile, our commuter bus service, linking the Knights Wood estate outside Tunbridge Wells with nearby Tonbridge railway station, which had resumed service in October 2020, sadly stopped running at the end of March 2022. This was due to a withdrawal of funding from housing developer Dandara. However, Tunbridge Wells Borough Council identified alternative funding through local developer contributions that had been paid directly to the council, and it is hoped that the Knights Wood service may resume operations in the autumn of 2022.

Social impact from our accessible transport services

We asked people who used our accessible transport services how their lives had improved as a result.

95% felt more independent getting out of their homes

92% gained more confidence in making trips

92% felt less lonely by mixing with others

89% had made new friends on their journeys

65% made savings while out shopping in the town

“Your door to door service enables me to shop, and is such a help as I struggle with heavy bags on my own. Since the local public bus stopped running, this is the only way for me to get out.”
Dawn, Out and About passenger

Against this backdrop, we were delighted to launch several new Transport services and partnerships during the year. New Out and About dial a ride services in the Boroughs of Tunbridge Wells and Tonbridge & Malling began in January 2022, with funding from the National Lottery. These services proved popular with many older and disabled people, including a number who need to attend local hospice day services.

Another health related pilot began in late 2021, taking diabetic patients to their regular eye screening clinics. This pilot was initiated by In Health, a commercial partner of Kent and Medway NHS Trust, and ensures that patients can get a return journey door to door, with our drivers waiting for half an hour while the screening takes place. Feedback from this new service was so positive that the pilot has been extended to more clinics across Kent and is expected to develop even further in the coming year.

Our partnership with local Age UK centres was extended in the year with the opening of a new centre outside Maidstone. Compaid was approached to provide door to door transport for those wishing to attend, and we took on a new vehicle and driver to deliver this service on a growing number of days each week. This transport is in addition to that already provided for attendees at the Age UK centre in Tunbridge Wells, which reopened in early summer 2021.

Barbara’s story

Barbara has been relying on Compaid’s wheelchair accessible transport buses for her and her family for several years, and the relief it has brought to them all is more than words can describe. She and her husband are 86 years old, he had suffered two strokes which severely affected his eyesight, and her son has cerebral palsy.

With none of them being able to drive due to age or disability, being able to get essentials such as food from the grocery store or get medication from the local pharmacy was significantly challenging. Her son Pat is her husband’s carer, so the additional support Compaid provide is a lifesaver for them.

This is all made possible thanks to the helpful drivers who transport them from their home, assist onto the buses and drop them off at their local supermarket. On the return journey they know help will be offered to carry their bags onto the bus and then into their home.

With Compaid, passengers safety and care is paramount to ensure that whatever your needs our drivers are there to support passengers on their journeys.

She says: “Compaid’s buses are a lifeline for us - without them we simply wouldn’t be able to go anywhere, and live independently. Your wonderful drivers assist me, my son and my husband and always ensure everyone is helped on and off the bus.”

Reviewing our marketing and fundraising

“The enclosed contribution is to thank the transport department for their kindness and efficiency. We found your help excellent and believe other people would as well.”

Note accompanying an individual donation

Compaid relies on voluntary income to subsidise the cost of our services for those who need them. We aim to remove the financial barriers for anyone to access our support.

At the start of the year, the Trustees commissioned a review of the charity’s fundraising, funded with a grant from Kent County Council. The key recommendations were to diversify voluntary income by developing partnerships with local companies, and investing in online fundraising opportunities. The review also identified that a change in marketing and communications was necessary to underpin these new areas of fundraising.

Production of a new website was authorised and the Trustees agreed to spend unrestricted funds to deliver this. A local web agency was engaged and the new site launched within three months. Alongside this, the charity’s strapline was changed to ‘Removing Barriers / Improving Lives’ to ensure that our services are seen as welcoming to all.

Our activity on social media platforms was boosted with our recruitment of a new social media assistant via the Government’s Kickstart programme. Our new starter quickly got to meet service users alongside staff and volunteers, and generated several posts a week about our work and current activities, with views, engagement and followers rapidly rising.



Our profile was given a further boost through the charity’s sponsorship of Para-athlete Zak Skinner. Zak, who grew up in Tonbridge, has a visual impairment and competes in 100m and long jump events. We purchased a leg recovery system for Zak to help in his training, and he took Gold in the 100m at the World Championships in Poland before being selected for Team GB at the Bejing Paralympics.

While the pandemic and associated lockdowns continued to constrain fundraising events and visits from donors, we held a webinar on our digital skills training services for grant making trusts and other supporters of the charity. This event was recorded and published online afterwards, generating donations in excess of £10,000 towards our work.

Recognising our generous supporters

Many regular supporters, both large and small, have continued to help fund our vital services over many years. The Trustees would like to thank everyone who donated cash, time and goods and services during the past year, including:

A G Manly Charitable Trust

Andy Thomson Foundation

Arnold Clark Automobiles

Asda Tunbridge Wells

Baily Thomas Charitable Fund

Mr and Mrs Brian & Pat Banes

Baxall Construction

Bruce Wake Charitable Trust

Mr and Mrs Mike & Sarah Bullett

C M Keyser Charitable Trust

Charlotte Marshall Charitable Trust

Childwick Trust

Cobtree Charity Trust

Mrs Fiona Condron

David Solomons Charitable Foundation

Mr Nigel Exall

Mrs June Fuller

Gilbert and Eileen Edgar Foundation

Glenn and Phyllida Earle Fund

Mrs Rosemary Harrild

H Shawdon Charitable Trust

Hever Golf Club

Mr and Mrs Peter and Tina Holland

Iron Bridge Trust

Joan Ainslie Charitable Trust

Mr John Kent

Kent Community Foundation

Kent Executive Golf clubs

Mr Ronald Knibb

Lawson Trust

Marsh Christian Trust

National Lottery Community Fund

NFU Mutual

Paddock Wood Bowls Club

Pargiter Trust

Persimmon Charitable Foundation

Rainford Trust

Mrs Christine Scott

Mrs Liz Scott-Ham

Sir James Roll Charitable Trust

SMB Charitable Trust

Sobell Foundation

Stonewall Park

Thomas J Horne Memorial Trust

Tonbridge Lions Club

Tonbridge Rotary club

Tory Family Foundation

Truemark Trust

Tunbridge Wells Harriers

Mr and Mrs David & Lesley Turner

Waitrose Paddock Wood

Whitehead Monckton

Reviewing our volunteer activities

“I have realised that there is a real need for the people Compaid supports to be able to meet up with friends, learn some new skills and socialize. I feel I have made a difference.”

Nick, Transport volunteer driver

From welcoming service users back to our training centre to supporting older people with their shopping trips, Compaid’s volunteers play a vital role in delivering our services.

A number of our volunteers are older people and some are disabled, and as a consequence many of them shielded at home under Government advice for much of the pandemic. While some of these individuals delivered remote support sessions for Training Centre service users, for others their return to active service has been sensitive and gradual. We are grateful to each and every one of them for coming back to our charity.

We continue to attract new volunteers through local advertising, social media and events, and this has helped to replace former valued individuals who for a variety of reasons have not returned post Covid.

During the year, more than 30 active volunteers supported our work, giving almost 3,500 hours of service. This benefited hundreds of disabled and otherwise vulnerable people, and saved the charity over £35,000 in potential salary and related costs.

Reviewing Compaid Enterprises

Compaid Enterprises is a Community Interest Company (CIC), wholly owned by Compaid Trust. Its primary purpose is to protect the continuation of the charity’s community transport service, in the event that licensing legislation changes on passenger transport.

Clarification from the Department for Transport on licensing conditions for community transport mean that the charity’s services are unlikely to be threatened in this way for the foreseeable future. During the year, the CIC amended its commercial operating licence with the Office of the Traffic Commissioners, and now holds a licence to operate just four vehicles from its Paddock Wood base. A loan from the charity to the CIC ensures that the financial requirements of the operating licence can be met.

The Directors of the CIC, who are all appointed by the charity’s Board of Trustees, will keep this situation under review in the coming year.

Reviewing our financial performance

"Our fundraising costs were just 2.5% of total expenditure and we raised £9.37 for every £1 spent."

Compaid's total income fell by nearly 8% during the year, as various Covid support measures, notably the Coronavirus Job Retention Scheme, came to an end.

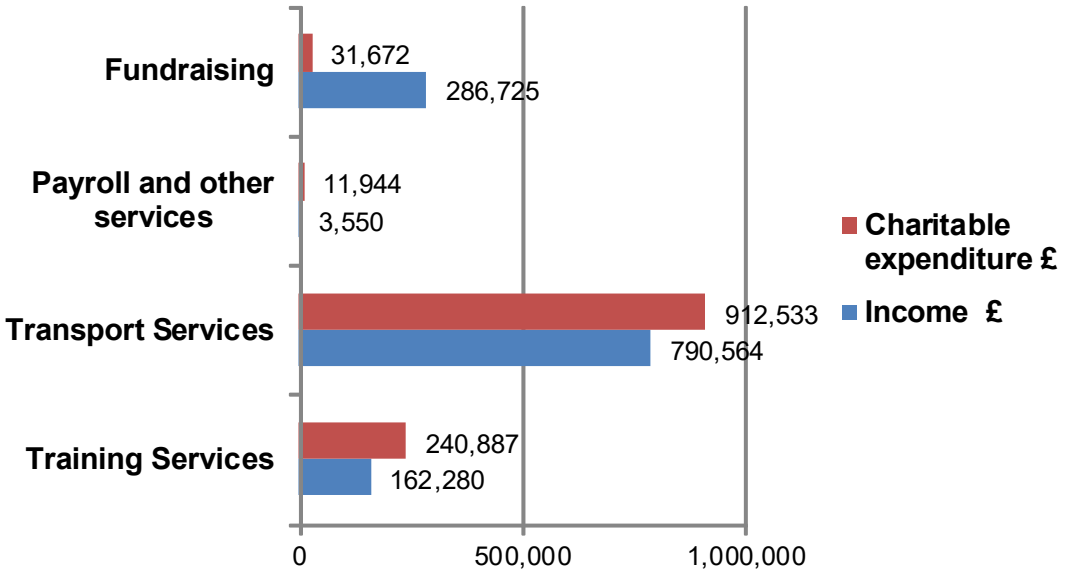
The gradual reopening of our Training Centre and other third party day services helped to boost our operating income during the year. Income from community transport services grew by more than 10% to £790,564, while income from digital skills training services increased by nearly 30% to £162,280 as local councils and other organisations commissioned outreach training projects from Compaid. At the year end, total income from charitable services and statutory grants, including via the CJRS, was close to the previous year at £1,009,368 (2021: £1,052,454).

Our fundraising efforts resulted in another strong year for voluntary income, with a major grant from the National Lottery taking the total to £286,725, compared with £366,512 in 2021. With expenditure of £31,672, fundraising costs remained low at just over 2.5% of total expenditure and we raised £9 for every £1 spent.

The charity's overall income dropped 8.6% to £1,296,093 (2021: £1,419,006). Expenditure grew by nearly 10% to £1,197,036.

The result was a net income of £99,057 (2021: net income of £327,460), with a cash inflow of £38,346 (2021: cash inflow of £391,923). Total funds as at 31 March 2022 stood at £905,980 (2021: £806,923), of which £142,651 was held in restricted funds (2021: £90,115), £15,000 designated against repairs and redecoration of our leased offices and the remaining £748,329 in unrestricted funds (2021: £701,808).

Charitable expenditure and income 2021-22



Additional reports from the Trustees

Statement of Trustees' responsibilities

The Trustees are responsible for preparing a Trustees' annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts for each 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 charity for that period. In preparing the accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- 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 accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

The Trustees confirm that the report and accounts of the charity comply with the current statutory requirements, the requirements of the governing document, and the provisions of the Charities SORP 2019.

Our Mission

Compaid provides a range of practical services, using information technology and other resources, to enable disabled adults and children in and around Kent to maximise their social, creative, learning and employment opportunities.

Our Vision

Compaid aims to ensure that disabled people in and around Kent can achieve their aspirations.

Our Aims

Compaid's principal objectives are to provide services for the public benefit of disabled and other disadvantaged individuals, groups and communities to help them realise their full potential and achieve better life outcomes, and

specifically to facilitate their social, digital and economic inclusion, in particular but not exclusively by:

- the provision of advice and training in the use of digital technology;
- the provision of community transport;
- the provision of vocational training and employment support to those who wish to enter or retain paid or voluntary work; and
- carrying out research in the above areas, and disseminating the results to influence policy making both at local and national levels.

Public Benefit Statement

In setting Compaid's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit as required in section 17 of the Charities Act 2011 and, in particular, its supplementary public benefit guidance on fee charging.

Compaid fulfils its public benefit duty by reducing the social exclusion of all those to whom it provides digital skills training or transport services. This has the effect of giving greater choice and independence to service users, in many cases materially reducing their need for further support from social care and health professionals.

While most of Compaid's clients pay a small charge, either directly or indirectly, these charges are kept low through the use of voluntary income and the time donated by volunteers.

Fundraising practices

Compaid does not employ third party professional fundraisers nor commercial participators to undertake its fundraising activities. All voluntary income received by Compaid is generated by the efforts of staff and volunteers, whose work is monitored by the Chief Executive and the Income Generation Sub-Committee established by the Board of Trustees.

Compaid is voluntarily registered with the Fundraising Regulator and abides by the Fundraising Code of Practice.

No complaints about fundraising practices undertaken by Compaid, its staff or volunteers were received during the year.

Reserves Policy

The Trustees regularly review the charity's Reserves policy. The policy seeks to ensure that Compaid holds sufficient reserves to sustain its services and deliver on its strategic objectives, in the face of a number of risks and uncertainties.

The Trustees have considered and agreed the following, with particular consideration of the long term risks and impact from the Coronavirus pandemic.

Unrestricted reserves are held by the charity to:

- Cover cash flow variations, caused by a delay in receiving income covering committed expenditure or mismatch in the timing of receipts and payments.
- Replace shortfall in income funding core costs, due to the loss of key contracts.

- Guard against missed fundraising targets, where donors have yet to be identified, funding bids have been delayed or expected donors have unexpectedly declined applications.
- Provide seed corn funding for future developments and innovation in service delivery and/or investment in new areas of fundraising.
- Ensure sufficient free reserves to allow for an orderly winding down of the charity in the event that this was necessary, including discharge of any liabilities to staff, HMRC and other creditors.

In light of the risks the charity faces, the Trustees believe that an unrestricted reserve fund of between £550-£600k should be held as at 31 March 2022. The actual figure in free unrestricted reserves (that is, unrestricted reserves represented by net current assets) as at that date was £623,000. The Trustees expect to use any excess in reserves to further subside the cost of services for beneficiaries in financial difficulties.

Principal risks and uncertainties

The Trustees have established a Risk Review strategy, the aim of which is to regularly consider high level strategic risks across three key areas: Impact and Quality of Service, to ensure that the charity's services continue to meet the needs of beneficiaries; Compliance and Regulation, to ensure that the charity operates legally and professionally; and Financial Sustainability, to ensure that the charity has sufficient funds to deliver its charitable services. Identified risks are reviewed by the full Board of Trustees or one of its delegated Sub-Committees, and the likelihood of each risk's materialisation is recorded, along with any mitigating actions.

A Business Continuity Plan is in place and regularly updated. This Plan sets out the procedures to be followed in the event of a major emergency to ensure that Compaid can maintain its operations in the short, medium and long term. Business Continuity Insurance is also in place to fund any exceptional costs arising from an emergency. These measures ensured that core services continued to be delivered during the Covid crisis and related lockdown that affected the UK from March 2020.

Fire Risk Assessments are conducted at all operational properties, in consultation with Health and Safety representatives elected from the staff. These Risk Assessments now include consideration of Covid. Any action required is taken by the Chief Executive in consultation with the Trustees and the Senior Management Team.

Plans for future periods

Now the future of the charity's contracted services seems clearer, we plan to set a new strategic plan to meet the wider unmet needs across Kent, using 'inclusion' as our watchword.

Building on existing relationships with many other Kent based charities, we will forge meaningful partnerships to deliver new and enhanced services

collaboratively, with a focus on those groups currently under-represented among our service users.

Structure, Governance and Management

Compaid Trust ("the Trust") was established as a charitable trust (with charity registration number 327257) by deed dated 7 July 1986. On 15 April 2019, the Trust was converted to a Charitable Incorporated Organisation (CIO), retaining the same charity number. Hereafter any references herein to Compaid are to the CIO.

Compaid Enterprises Community Interest Company (CIC) was incorporated at Companies House on 30 November 2018 with company registration number 11705623. It is a wholly owned trading subsidiary of the Trust, which serves as its sole Member. The Trust appoints Directors to the CIC to represent its interests.

Current Trustees, Directors and advisors are listed on page 40.

Recruitment, appointment, induction and training of Trustees

The Trustees hold Board meetings at intervals of about three months and four were held during the year: the minimum quorum for these meetings is four Trustees. They have responsibility for setting Compaid's strategic aims and for approving its annual budget and accounts. The Trustees regularly review their skills and experience to meet charitable governance requirements and the charity's strategic aims and, when necessary, identify potential new members of the Board through open recruitment.

All new Trustees are provided with an induction to Compaid's work by the Chief Executive. Training needs are kept under review by the Trustees.

Trustees are appointed for an initial term of three years and can be reappointed for two further terms up to a maximum of nine years, after which they must retire from the Board.

During the year of this report, the charity appointed a new chair, David Lewis, and two new Trustees—Jean Pierre le Borgne and Laurence Monnier.

Organisational structure and remuneration procedures

The Trustees delegate the day to day running of Compaid to the Chief Executive, who reports to meetings of the Trustees on progress towards achieving Compaid's strategic objectives. The Chief Executive is supported by a Training Services Manager, a Transport Services Manager, an Office Manager, a Fundraising Manager and an HR Manager. The managers are supported by trainers, drivers, passenger assistants, volunteers and others.

The Trustees may delegate any of their powers to committees of two or more Trustees. The Trustees have now formed two sub-committees to cover the areas of Finance and Fundraising, and Services. These sub-committees are attended by both the Chairman and the Chief Executive. Recommendations are made to the full Board, which is responsible for agreeing any action that is needed.

Additional reports from the Trustees

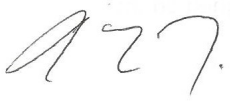
The Chief Executive's pay is benchmarked against other local charities of comparable size and structure. Pay rises and adjustments for other staff members are proposed by the Chief Executive and approved by the Board, with regard being had to management responsibilities and overall organisational performance, as well as market weighting for any technical roles. In addition, the charity is an accredited Living Wage employer and the Trustees pledge to ensure no staff member is paid less than the Living Wage Foundation's base salary. From 1 April 2022, that minimum salary is £9.90 per hour for posts outside London.

Although the charity is too small to have a legal obligation to report its Gender Pay Gap, the Trustees have elected to record this. Compaid has a mean gender pay gap of 8% in favour of male employees. This is unchanged from the previous year and reflects the fact that the two most highly paid posts in the charity are currently occupied by men. The charity's median gender pay gap remained at 0%.

Auditors

The auditors, Lindeyer Francis Ferguson Limited, have indicated their willingness to continue in office.

Approved by the Trustees on 6 September 2022 and signed on their behalf by:



Mr David Lewis, Chairman

Independent auditor’s report to the Trustees on the accounts

Opinion

We have audited the financial statements of Compaid Trust (“the charity”) for the year ended 31 March 2022, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows, and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity’s affairs as at 31 March 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the Charities Act 2011.

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 directors' 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 company'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 directors 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 Trustees’ report, other than the financial statements and our auditor’s report thereon. The Trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly

stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities Act (Accounts and Reports) Regulations 2008 requires 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 books or account; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 15, the Trustees 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 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.

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

We obtained an understanding of the legal and regulatory framework applying to the charity, and the procedures that management adopt to ensure compliance, and have considered the extent to which non-compliance might have a material effect on the financial statements, and in particular we identified: the Charities Act 2011 and Charities SORP FRS102.

We have also identified other laws and regulations that do not have a direct effect on the amounts or disclosures within the financial statements, but for which compliance is fundamental to the charity's operations and to avoid material penalties, including employment law, health and safety law, GDPR and data protection regulations.

Having reviewed the laws and regulations applicable to the charity, we designed and performed audit procedures to obtain sufficient appropriate audit evidence. Specifically we:

- Assigned an engagement team to the audit with particular familiarity in dealing with charity and not-for-profit organisations.
- Obtained and reviewed internal policies and procedures and external guidance
- Made enquiries of the Board of Trustees, reviewed meeting minutes, and reviewed reported incidents and accidents during the year.
- Reviewed the completeness and accuracy of associated disclosures made in the financial statements.

We assessed the susceptibility of the charity's financial statements to material misstatement and fraud, and in doing so we:

- Assessed the systems and controls in place, and whether any weaknesses were identified which could suggest or allow fraud.
- Considered how fraud might occur, and considered whether management have incentives and opportunities to manipulate the financial results

(including overriding controls).

- Evaluated management's assessment of risk of fraud and whether they are aware of any actual or suspected fraud.
- Identified key risks of fraud as revenue recognition and cut-off, cost allocations, application of restricted funds and management override of controls.
- Designed and performed audit procedures to obtain sufficient appropriate audit evidence including reviewing journals, challenging assumptions and accounting estimates, and performing substantive testing on income and restricted funds.

The audit has been planned and performed in such a way as to best identify risks of material misstatement, however the inherent limitations of audit procedures means that there remains a risk that material misstatements may not be identified. In particular we are aware of the inherent difficulties in detecting irregularities, and irregularities that result from fraud may be more difficult to detect than irregularities that result from error, due for example, to override of controls, collusion or misrepresentations. In addition, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members and 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.

Lindeyer Francis Ferguson Ltd

Lindeyer Francis Ferguson Limited,
Statutory Auditor

North House,
198 High Street,
Tonbridge,
TN9 1BE

Date: 6 September 2022

Lindeyer Francis Ferguson Limited 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.

Consolidated statement of financial activities (including income and expenditure account) for the year ended 31 March 2022

	Notes	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Total £
Income from:					
Donations and legacies	3	76,165	210,560	286,725	366,512
Coronavirus Job Retention Scheme grants		52,889	-	52,889	207,952
Charitable activities	4	956,394	-	956,394	844,363
Other trading activities		85	-	85	-
Investments		-	-	-	179
		1,085,533	210,560	1,296,093	1,419,006
Expenditure on:					
Raising funds	6	31,672	-	31,672	43,865
Charitable activities	4	1,053,483	111,881	1,165,364	1,047,681
		1,085,155	111,881	1,197,036	1,091,546
Net income	10/15	378	198,679	99,057	327,460
Transfers between funds	15	46,143	(46,143)	-	-
Net movement in funds		**46,521**	**52,536**	**99,057**	**327,460**
Reconciliation of funds:					
Total funds brought forward		716,808	90,115	806,923	479,463
Total funds carried forward	17	**763,329**	**142,651**	**905,980**	**806,923**

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

All income and expenditure in the current and prior year derives from continuing activities.

The result of the parent charity was a surplus of £99,763 (2021: £329,238).

Consolidated balance sheet for the year ended 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	11		131,851		123,731
Current assets					
Debtors	13	161,568		163,726	
Cash at bank and in hand		674,677		636,331	
		836,245		800,057	
Creditors: amounts falling due within one year	14	(62,116)		(56,865)	
Net current assets			774,129		743,192
Total assets less current liabilities			905,980		866,923
Creditors: amounts falling due after more than one year	15		-		(60,000)
Total net assets			**905,980**		**806,923**
The funds of the charity					
Unrestricted funds					
General reserves			748,329		701,808
Designated funds			15,000		15,000
Restricted funds			142,651		90,115
Total funds	16		**905,980**		**806,923**

The accounts were approved by the Board on 6 September 2022 and signed on their behalf by

David Lewis
Chairman

Fiona Condron
Treasurer

Charity balance sheet for the year ended 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	11		131,851		123,731
Current assets					
Debtors	12	185,565		173,726	
Cash at bank and in hand		652,764		567,709	
		838,329		741,435	
Creditors: amounts falling due within one year	13	(61,716)		(56,465)	
Net current assets			776,613		684,970
Total net assets			**908,464**		**808,701**
The funds of the charity					
Unrestricted funds					
General reserves			750,813		703,586
Designated funds			15,000		15,000
Restricted funds			142,651		90,115
Total funds	15		**908,464**		**808,701**

The accounts were approved by the Board on 6 September 2022 and signed on their behalf by



David Lewis

Chairman



Fiona Condron

Treasurer

Consolidated statement of cash flows for the year ended 31 March 2022

	Note	*2022 £*	*2021 £*
Cash flows from operating activities:			
Net cash generated from operating activities	**A**	144,489	332,944
Cash flows from investing activities:			
Purchase of tangible assets		(46,143)	-
Net cash used in investing activities		(46,143)	-
Cash flows from financing activities:			
Interest received		-	179
Loan interest and arrangement fees		-	(1,200)
Cash inflows from new borrowing		-	60,000
Repayments of borrowing		(60,000)	-
Net cash (used in)/generated from financing activities		(60,000)	58,979
Change in cash and cash equivalents for the year		38,346	391,923
Cash and cash equivalents at the beginning of the year		636,331	244,408
Cash and cash equivalents at the end of the year		674,677	636,331

A Reconciliation of net income to net cash flow from operating activities

Net income for the year *(as per SOFA)*	99,057	327,460
Adjustments for:		
Depreciation charges	38,023	43,033
Decrease/(Increase) in debtors	2,158	(8,585)
(Decrease) in creditors	(5,251)	(29,985)
Interest received	-	(179)
Loan interest and arrangement fees	-	1,200
Net cash generated from operating activities	144,489	332,944

Notes on the accounts for the year to 31 March 2022

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are as follows:

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities SORP 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Compaid Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The accounts are presented in pounds sterling and rounded to the nearest pound.

Basis of consolidation

The consolidated financial statements incorporate those of Compaid Trust and its wholly owned subsidiary undertaking, Compaid Enterprises Community Interest Company on a line-by-line basis. All intra-group transactions and balances are eliminated on consolidation.

The charity is a qualifying entity for the purposes of FRS 102, being the parent of a group that prepares publicly available consolidated financial statements which are intended to give a true and fair view of the assets, liabilities, financial position and surplus or deficit of the group. The charity has therefore taken advantage of exemptions from the disclosure requirements of Section 7 ‘Statement of Cash Flows’ – Presentation of a statement of cash flows and related notes and disclosures . As permitted by s408 Companies Act 2006, the charity has not presented its own Statement of Financial Activities and related notes.

Staff numbers and staff costs for the charity are the same as for the group.

1.2 Income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Income from charitable activities is recognised over the period to which the income relates. Charges for services are recognised when the services are provided. Income received in advance is accounted for as deferred income.

Assets donated for on-going use by a charity in carrying out its activities are recognised as tangible fixed assets at fair value with the corresponding gain recognised as income within the SoFA.

Donated services are recognised in the period in which they are received and are measured at the value to the charity.

1.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Staff costs are allocated across fundraising, the three charitable activities and administrative activities undertaken by the charity on the basis of staff time.

Support costs, which are those costs relating to functions which assist the work of the charity but do not directly relate to its activities, have been allocated to the activities undertaken by the charity on the basis of departmental headcount. The charity also benefits from volunteers, and further details of their contribution is in the Trustees' Report.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Computer software - 20% on cost per annum

Fixtures, fittings and equipment - 20% to 50% on cost per annum

Motor vehicles:

New - 15% on cost per annum

Second hand - Straight line over the period to seven years from first registration

Leasehold improvements - Straight line over the period to the first break clause in the lease

Computer and related equipment costing or having a value on acquisition of £5,000 or less is written off when acquired.

1.5 Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

The charity has opted to recognise concessionary loans at the amount received, with adjustments in subsequent periods for repayments made.

1.6 Pension contributions

The charity makes defined contributions into employee private pension schemes. The charity also makes contributions into a multi-employer scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with contract terms.

1.7 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.8 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are funds set aside by the trustees for a particular future purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Transfers from restricted to unrestricted funds occur when funds are given to the charity to purchase specific fixed assets, the value of which is then unrestricted on the balance sheet.

Transfers from restricted to unrestricted funds occur when funds are given to the charity to purchase specific fixed assets, the value of which is then unrestricted on the balance sheet.

2 Status

Compaid Trust is a Charitable Incorporated Organisation (CIO) in England and Wales. Its registered address is Unit 1, Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

3 Income from donations and legacies

	2022 £	2021 £
Donations from individuals	16,767	15,482
Donations from companies	7,452	100,761
Donations from community groups	8,372	10,843
Grants from trusts and foundations	242,845	204,480
Grants from public authorities	2,511	30,500
Gift Aid recovery	5,622	4,446
Legacies and In Memoriam donations	3,156	-
	286,725	366,512

The comparative figure for 2021 includes £280,385 of restricted income.

4 Charitable activities

Income:	2022 £	2021 £
Training services	162,280	132,280
Transport	790,564	708,698
Payroll & other services	3,550	3,385
	956,394	844,363

Expenditure	2022 Headcount #	2022 Direct costs £	2022 Support costs £	2022 Total £	2021 Total £
Training services	13	196,045	44,842	240,887	222,751
Transport	36	788,353	124,180	912,533	810,988
Payroll & other services	1	8,495	3,449	11,944	13,942
	50	992,893	172,471	1,165,364	1,047,681

The comparative figure for 2021 includes expenditure of £233,944 relating to restricted funds.

5 Direct costs

	2022 £	*2021 £*
Staff costs	748,795	679,781
Staff recruitment, travel and training	7,747	7,265
Volunteers' expenses	2,182	65
Premises costs	41,395	41,772
Other office costs	9,024	28,677
Computer costs	2,189	4,083
Transport vehicle expenses	135,929	84,206
Consultancy and professional fees	7,809	6,273
Bank charges	216	-
Bad debts	25	-
Advertising and marketing	845	-
Depreciation	36,737	37,890
	992,893	890,012

6 Expenditure on raising funds

	2022 £	*2021 £*
Staff costs	25,558	30,943
Other fundraising costs	6,114	12,922
	31,672	43,865

Notes on the accounts for the year to 31 March 2022

7 Support costs

	2022 £	*2021 £*
Staff costs	125,956	118,157
Staff recruitment, travel and training	1,150	612
Premises costs	10,507	12,056
Other office costs	3,057	2,421
Computer costs	5,329	2,562
Other direct costs	-	1,218
Insurance	2,129	2,870
Depreciation	1,286	5,143
Consultancy and professional fees	3,169	4,580
Advertising and marketing	11,250	-
Bank charges	1,598	-
Loan interest and arrangement fees	-	1,200
Governance costs		
Audit fees	6,265	6,800
Accountancy fees	775	1,250
	172,471	157,669

8 Staff costs

	2022 £	*2021 £*
Gross salaries	839,748	776,144
National Insurance contributions	43,269	41,212
Pension contributions	12,753	11,525
Recruitment expenses	4,539	-
	900,309	828,881

The average number of employees during the year was 55 (2021: 54).
No member of staff earned over £60,000 in the year or the previous year.

9 Related party transactions

The charity's key management personnel are the trustees and the Chief Executive. Total employee benefits, including employer's pension contributions and employer's National Insurance, in respect of key management personnel were £60,114 (2021: £58,227).

None of the Trustees received any remuneration in the year. No expenses were reimbursed to trustees during the year (2021: none).

The charity has lent funds to its subsidiary undertaking and the amount outstanding at the balance sheet date was £24,000 (2021: £10,000). The loan is interest free and is expected to be repaid when the subsidiary company no longer has a legal need to retain these funds in a separate account, or has sufficient operating profits to cover the value of the loan, whichever is the sooner.

10 Net income

This is stated after charging:	*2022 £*	*2021 £*
Audit fees	6,265	8,050
Depreciation	38,023	43,033
Operating lease rentals	40,000	38,500

11 Tangible fixed assets

Group and charity	*Leasehold property £*	*Motor vehicles £*	*Fixtures, fittings & equipment £*	*Total £*
Cost				
At 1 April 2021	45,687	259,557	39,809	345,053
Additions	-	46,143		46,143
At 31 March 2022	45,687	305,700	39,809	391,196
Depreciation				
At 1 April 2021	44,401	137,995	38,926	221,322
Charge for the year	1,286	35,854	883	38,023
At 31 March 2022	45,687	173,849	39,809	259,345
Net book value				
As at 31 March 2022	-	131,851	-	131,851
As at 31 March 2021	1,286	121,562	883	123,731

12 Debtors

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Trade debtors	29,088	123,298	29,088	21,301
Prepayments and accrued income	117,696	13,298	117,696	115,295
Other debtors	14,784	27,130	14,781	27,130
Amounts due from subsidiary	-	-	24,000	10,000
	161,568	163,726	185,565	173,726

The comparative analysis has been adjusted to reclassify £101,997 from trade debtors to accrued income as this was invoiced after the period end.

13 Creditors: amounts falling due within one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Trade creditors	13,023	13,932	13,023	13,932
Tax and social security	14,120	9,317	14,120	9,317
Accruals and deferred income	33,853	23,344	33,453	22,944
Other creditors	1,120	10,272	1,120	10,272
	62,116	56,865	61,716	56,465
Deferred income included above				
Brought forward	-	-	-	-
Released in year	-	-	-	-
New deferrals	10,000	-	10,000	-
Carried forward	10,000	-	10,000	-

In 2022, deferred income related to grants received in advance from the Sobell Foundation which may be used from April 2022.

14 Creditors: amounts falling due after more than one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Loans	-	60,000	-	-
	-	60,000	-	-

The loan comprised an interest-free loan from Kent Community Fund. This loan was unsecured and was repaid during the year.

15 Movement in funds

Current year	*1 April 2021 £*	*Income £*	*Expenditure £*	*Transfers £*	*31 March 2022 £*
Unrestricted funds:					
General fund	703,586	1,085,533	(1,084,449)	46,143	750,813
Designated funds	15,000	-	-	-	15,000
Charity funds	718,586	1,085,533	(1,084,449)	46,143	765,813
Trading subsidiary	(1,778)	-	(706)	-	(2,484)
Group funds	716,808	1,085,533	(1,085,155)	46,143	763,329
Restricted funds:					
Training	67,240	104,960	(78,909)	-	93,291
Transport	19,431	101,600	(30,477)	(46,143)	44,411
Other	3,444	4,000	(2,495)	-	4,949
Group and charity funds	90,115	210,560	(111,881)	(46,143)	142,651
Total group funds	**806,923**	**1,296,093**	**(1,197,036)**	**-**	**905,980**
Total charity funds	**808,701**	**1,296,093**	**(1,196,330)**	**-**	**908,464**

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2022, this fund comprised grants from Kent Community Foundation (£14,782), the Cobtree Charity Trust (£5,000), The Joan Ainslie Charitable Trust (£3,500), the Manly Trust (£7,255), Barclays (£22,754), the Weinstock Fund (£4,000), Bailey Thomas (£6,000) and the Helping Hands fund (£30,000).

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2022, this fund comprised grants from National Lottery Communities Fund (£41,536), Kent Community Foundation (£1,000), and the Hospital Saturday Fund (£1,875). £46,143 was transferred to the general fund for the purchase of two minibuses in the year for which funding was received as part of the National Lottery Communities Fund.

Other funds

The balance carried forward relates to unspent grants for PPE and volunteer expenses.

Designated funds

The Trustees have agreed to designate £15,000 from unrestricted reserves towards the costs of dilapidations at Unit 1 Eastlands which will fall due at the end of the charity's lease on the property.

Notes on the accounts for the year to 31 March 2022

15 (Con't) Movement in funds

Prior year	*1 April 2020 £*	*Income £*	*Expenditure £*	*Transfers £*	*31 March 2021 £*
Unrestricted funds:					
General fund	420,789	1,138,621	(855,824)	-	703,586
Designated funds	15,000	-	-	-	15,000
Charity funds	435,789	1,138,621	(855,824)	-	718,586
Trading subsidiary	-	-	(1,778)	-	(1,778)
Group funds	435,789	1,138,621	(857,602)		716,808
Restricted funds:					
Training	21,533	154,903	(109,196)	-	67,240
Transport	22,141	75,482	(78,192)	-	19,431
Other	-	50,000	(46,556)	-	3,444
Group and charity funds	43,675	280,385	(233,944)	-	90,115
Total group funds	**479,463**	**1,419,006**	**(1,091,546)**	**-**	**806,923**
Total charity funds	**479,463**	**1,419,006**	**(1,089,768)**	**-**	**808,701**

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2021, this fund comprised grants from Barclays (£28,156), Tunbridge Wells Borough Council (£13,334), Childwick Trust (£8,000), Manly Trust (£6,000), D'Oyly Carte Charitable Trust (£3,500), East Sussex Council (£3,443), tCobtree Charity Trust (£3,000), Joan Ainslie Charitable Trust (£3,000), and Souter Charitable Trust (£2,250).

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2021, this fund comprised grants from Kent County Council (£6,223), National Lottery Communities Fund (£5,000), the Sobell Foundation (£3,333), Kent Community Foundation (£3,000), and the Hospital Saturday Fund (£1,875).

Other funds

During the year, grants totalling £50,000 were received towards staff costs, rent and PPE. As at 31 March 2021 this fund comprised a grant from East Sussex Council for PPE of £3,444.

Designated funds

The Trustees have agreed to designate £15,000 from unrestricted reserves towards the costs of dilapidations at Unit 1 Eastlands which may fall due at the end of the charity's lease on the property.

16 Analysis of net assets between funds

Group

Current year	*Unrestricted funds 2022 £*	*Restricted funds 2022 £*	*Total funds 2022 £*
Fixed assets	131,851	-	131,851
Net current assets	631,478	142,651	774,129
Total net assets	**763,329**	**142,651**	**905,980**

Prior year	*Unrestricted funds 2021 £*	*Restricted funds 2021 £*	*Total funds 2021 £*
Fixed assets	123,731	-	123,731
Net current assets	653,077	90,115	743,192
Creditors: amounts falling due after more than one year	(60,000)	-	(60,000)
Total net assets	**716,808**	**90,115**	**806,923**

Charity

Current year	*Unrestricted funds 2022 £*	*Restricted funds 2022 £*	*Total funds 2022 £*
Fixed assets	131,851	-	131,851
Net current assets	633,962	142,651	776,613
Total net assets	**765,813**	**142,651**	**908,464**

Prior year	*Unrestricted funds 2021 £*	*Restricted funds 2021 £*	*Total funds 2021 £*
Fixed assets	123,731	-	123,731
Net current assets	594,855	90,115	684,970
Total net assets	**718,586**	**90,115**	**808,701**

17 Operating lease commitments

The group and charity is committed to future minimum lease payments under non-cancellable operating leases as follows:

Land and buildings:	*2022 £*	*2021 £*
Due within one year	35,000	36,375
Due in two to five years	35,000	35,000
	70,000	71,375

18 Analysis of changes in net debt

	1 April 2021 £	*Cash flows £*	*31 March 2022 £*
Cash at bank and in hand	636,331	38,346	674,677
Loans falling due within one year	(60,000)	60,000	-
	576,331	98,346	674,677

19 Capital commitment

As at the Balance Sheet date the charity has no capital commitments (2021: two minibuses totalling £50,166).

20 Subsidiary undertaking

Compaid Enterprises Community Interest Company is a company limited by guarantee registered in England and Wales with number 11705623. The registered office is the same as that of the parent entity.

The subsidiary contributed turnover of £nil (2021: £nil), expenditure of £706 (2021: £1,778), and a loss to the charity of £706 (2021: £1,778). At the balance sheet date, the subsidiary had net liabilities of £2,484 (2021: £1,778).

Trustees of the charity

Mr John Ashelford, Chairman (resigned 16 November 2021)

Mrs Fiona Condron, Treasurer and Chair of Finance and Fundraising Sub-Committee

Mr David Lewis, Chairman (appointed 10 May 2022)

Mr Carl Francis (resigned 22 February 2022)

Mrs Kerry Anne Francis (resigned 14 July 2021)

Mr Deon Kloppers

Mr Jean-Pierre Le Borgne, Chair of Services Sub-Committee (appointed 10 May 2022)

Mrs Kathy Melling

Mrs Laurence Monnier (appointed 10 May 2022)

Mrs Simone Prince

Mr Andrew Robertson

Mr Christopher Shawdon (resigned 1 March 2022)

Mr Paul Sheppard

Mr Tom Stevens (resigned 17 January 2022)

Mr David Timms

Chief Executive

Mr Stephen Elsden

Directors of Compaid Enterprises CIC

Mr Andy Allen

Mrs Fiona Condron

Mr Stephen Elsden

Mr John Turner

Mr John Osmond

Mr Andrew Robertson

Bankers

Barclays Bank PLC 8 Calverley Rd, Tunbridge Wells TN1 2TB

Auditors

Lindeyer Francis Ferguson Limited North House, 198 High Street, Tonbridge, Kent, TN9 1BE

Registered Office

Unit 1 Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

Registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation with registration number 1064160.

Compaid

Removing barriers Improving lives

Unit 1, Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

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www.compaid.org.uk

@CompaidTW

Compaid Trust is a Charitable Incorporated Organisation in England with charity registration number 1064160

Registered with FUNDRAISING REGULATOR

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We are a Living Wage Employer

Proud to be accredited by: REVAMP Recognition of Excellent Volunteer & Management Practice

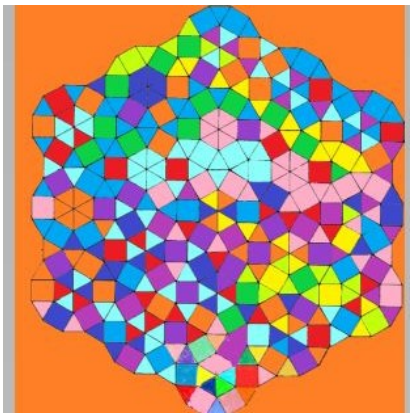
COMPAID TRUST

England & Wales - Charity number 1064160

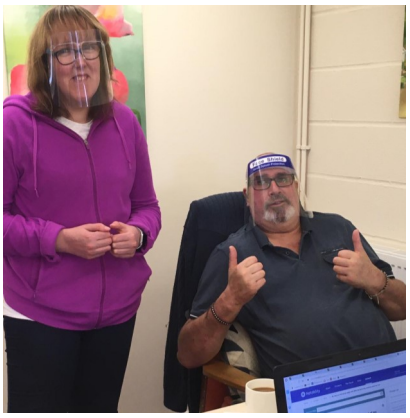
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Consolidated Trustees' Report and Accounts 2020-21







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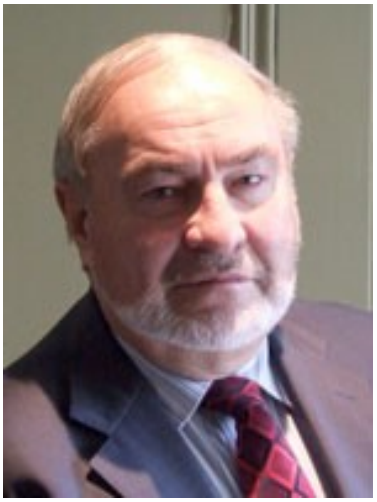
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Artwork featured on the front cover of this report was designed by Compaid service user Gemma Robinson.

Introduction from our Chairman

“All of us now have a greater understanding of the barriers faced by our service users every day.”

John Ashelford, Chairman



2020 was a year unlike any that Compaid has seen in its 35 years of operation. Indeed, the year presented challenges to all of us in the UK and globally that have not been as widely shared since World War Two.

On behalf of Compaid’s Trustees I am proud to report that the charity continued to provide vital services to those in need in this unprecedented period. From our staff and volunteers who skilfully adapted our service delivery methods in the wake of the pandemic and UK lockdown, to the supportive commissioners and Government departments, and generous donors who ensured the charity retained sufficient income to deliver our training and transport services in these new ways.

The widespread requirement for most of the population to stay at home means that all of us now have a greater understanding of the barriers faced by our service users every day. We turned to the internet for up to date information from the Government, or for streaming films, TV and music to while away the hours. We relied on Zoom and other video conferencing to keep in touch with family and friends.

For disabled and elderly people without access to digital devices, broadband data or the confidence and skills to use them, the pandemic further extended the digital divide which Compaid has strived to reduce for many years. It is no surprise that our digital skills training services were so in demand from local councils, housing associations, job centres and other charities. While our Training Centre was closed for most of the period under review, our team delivered remote training and befriending calls to ensure our regular service users remained well supported.

Similarly, our Transport team adapted to the needs of passengers, many of whom did not want to go out shopping, in which case our drivers arranged the delivery of essential groceries and medicines. Other drivers, and passenger assistants, ensured that Special Educational Needs (SEN) children of key workers could continue to attend school where required.

Our services are now slowly restoring to some sense of normality. However, Covid is still very much with us, and its impact will be felt for many years to come. Whatever the challenges ahead, Compaid has shown that it can be flexible and adaptive to continue to remove the barriers of social and digital exclusion faced by vulnerable people in our community every day.

John Ashelford, Chairman

Reviewing our digital skills training services

“I really enjoy our lovely online sessions - it brings you all closer to me again as I really miss everybody so it is great seeing you and having the fun we do.”

Jane, Compaid Training Centre service user

The year covered by this report saw much of the UK population shielding or working from home, as the Covid pandemic took hold and society was locked down. Most public and health services moved their customer contact channels online as physical offices and centres closed, and many even suspended telephone call centres. This doubly disadvantaged disabled and older people who lacked digital skills or basic access to home broadband and electronic devices.

This new reliance on the internet drew many new users to Compaid’s established digital skills training services, and the charity forged many new partnerships during the year, while ensuring existing service users could continue to receive support even while shielding at home.

Our Training Centre in Paddock Wood was forced to close towards the end of March 2020, and for the next six months, staff and volunteers worked from home to deliver 1,200 remote support sessions to our 68 regular service users. These sessions involved a mixture of creative tools, such as digital art and music and creation, as well as online games including Scrabble.

Where individuals lacked technology at home, we were able to loan laptops and accessories from our Centre, and provide mobile broadband units. In other cases, staff and volunteers made more than 2,000 regular Zoom or phone calls to ensure that all of our registered clients were keeping safe and well at home, and a weekly newsletter with quizzes, jokes, and links to online entertainment was sent to all service users, staff and volunteers.



A support session being delivered at our training centre

Face to face sessions at our Centre resumed in late September, with reduced numbers of service users each day to ensure social distancing, and full PPE available for staff and volunteers. Attendees were restricted to half day sessions allowing a full clean of the Centre. Regular learners were delighted to come back to a more social environment, and soon adjusted to the need for face shields and other measures. Sadly as a result of Kent being designated a high risk tier from November 2020, a further closure of the Training Centre was required and remote support was once more put in place for the rest of the financial year.

“A massive thank you for giving me the confidence to explore computers. This has been absolutely invaluable to me in starting my new career path after a long break.”

Tracey, referral from Maidstone Job Centre

Our digital skills training in the wider community also saw many changes during the year. Sessions for regular learners in local care homes and residential centres were suspended as those establishments closed their doors to all visitors. For other existing learners living in their own homes, remote sessions were arranged where possible, and devices and data plans once again made available if needed.



Regular service user Carl celebrates a safe return to our Training Centre

New demand for our skills training came from a variety of organisations, who were all discovering large numbers of digitally excluded and vulnerable people within their own services as a result of the pandemic.

Maidstone Job Centre commissioned us in October 2020 for a year-long digital skills project aimed at job seekers with a physical or learning disability, or other complex barrier to moving into work. The charity rented a small office in the Maidstone Charity Support Centre, and one to one sessions were offered throughout much of the lockdown with due regard to social distancing and the use of PPE by the charity’s staff member and learners.

Town and Country Housing Association also approached Compaid to support isolated residents in a number of their sheltered schemes. This resulted in a pilot remotely delivered digital skills training project which was quickly extended to any vulnerable people within the borough of Tunbridge Wells, with further referrals made by Tunbridge Wells Borough Council staff and local mental health charity MHR.

Many of these remotely delivered training schemes benefited from the supply of digital devices and mobile pre-paid broadband units for learners without connectivity in their homes. Compaid received £100,000 during the year through Barclays’ community grants scheme, with half of this money earmarked to pay for laptops, tablets and data plans.

Towards the end of the financial year, these successful remote skills training models attracted further interest from other councils, housing association and charities, in towns including Canterbury and Sevenoaks.

Reviewing our community transport services

“Thank you for helping out getting my brother in law to the dentist last week. Change is difficult for him but your driver made the journey really comfortable and manageable for him. ”

Relative of Paul, a Dial a Ride customer

Our community transport services were particularly affected by the pandemic. As the UK population was urged to stay at home, passenger journeys fell sharply for the first few months of lockdown.

In the year 2020-21, around 900 disabled, older and otherwise isolated adults used our transport service, along with more than 70 disabled children for whom we provided home to school transport. These passengers made more than 22,000 journeys, covering over 135,000 miles.

Our Kent Karrier services continued to operate throughout the period, transporting disabled and elderly people who still needed to get to essential shops, with 180 trips for hospital and medical appointments, including those to receive Covid vaccinations. Where our regular shoppers were not booking trips, our drivers made regular telephone calls to ensure that vulnerable people were not feeling lonely, and in some cases arranging for home delivery of groceries and prescriptions.

Transport for disabled children was limited as Special Educational Needs schools closed or restricted attendance only to children of key workers. It was only in January 2021 that schools reopened fully and our school runs saw busy vehicles once again.

With most local day centres closed for the past 12 months, many of our minibuses were off the road and drivers placed on furlough under the Government’s Coronavirus Job Retention Scheme. Some transport was provided to those attending the charity’s own Training Centre when this reopened for a short time in late 2020.



A Compaid driver offers free chocolate eggs to passengers as an Easter treat.

“I am so glad this service is still running during lockdown. I don’t know what I would do without it.”

Maggie, shopping bus passenger

Social distancing rules meant reducing the occupancy on our minibuses, with our largest vehicles only able to carry four passengers for a number of months when restrictions were at their most stringent.

The charity’s two Section 22 community bus services continued in some form throughout the pandemic. Our Detling Shopper service which links the village of Detling to Maidstone town centre was not disrupted, though passenger levels noticeably declined. Our commuter bus service, linking the Knights Wood estate outside Tunbridge Wells with nearby Tonbridge railway station was suspended between April and September, but resumed in October for those who wished to resume commuting to work in London.

Where our Transport services were provided, the charity’s frontline staff were equipped with face masks and shields, disposable gloves and other cleaning materials, and passengers were expected to wear face masks, which were made available by the charity where necessary. The Trustees are grateful to the Hospital Saturday Fund, Kent County Council, and East Sussex District Council who covered the cost of this essential equipment.

By early 2021, all active drivers and passenger assistants were able to receive their first Covid vaccinations, in line with other frontline health and social care staff.

Provision of our transport services throughout the past year would not have been possible without the commitment of our drivers and passenger assistants, many of whom continued to work on the frontline of our services throughout the pandemic and lockdowns.



Shoppers enjoy a safe journey to their local town

The charity was also supported through its membership of the Community Transport Association (CTA), with which Compaid holds a Quality Mark. Our Chief Executive attended weekly online calls with CTA staff and other community transport operators, where changing Government guidance and best practice in response to this was discussed and agreed. Through these meetings, we identified an innovative spray cleaning solution that was trialled in some of our vehicles and the charity’s Training Centre.

Financial support also came from the Department for Transport (DfT), which not only ensured that our Bus Service Operator Grant payments were based on pre-pandemic journeys rather than the greatly reduced number in the past year, but also provided additional grants to ensure that our Section 22 licenced community bus services did not operate at a loss throughout the year. DfT staff were particularly supportive in this period.

Reviewing our fundraising

“For the last four years you provided an excellent service to my late husband, taking him to the doctors and to hospital. Thank you for your kindness and efficiency.”

Note accompanying a donation from Mrs Cooper

Voluntary income remains a vital source of funding for the charity's work, helping to subsidise the cost of our services to those who most need to access them, and to provide reserves for us to invest in future developments.

When the first lockdown hit our services in March 2020, with the prospect that much of our operating income would disappear, we turned to our existing supporters to help us in this time of crisis. Covid support grants were generously provided by regular donors including the Hospital Saturday Fund, Kent Community Foundation and the National Lottery.

By far the largest donation received in the past year was £100,000 from Barclays, provided under the bank’s emergency 100 x 100 community grants programme. Half of this money was used to underwrite the cost of repurposing our services to meet the needs of vulnerable people during the pandemic. The balance of the grant paid for digital devices and broadband data for people who were socially and digitally isolated at home.

These grants, along with other regular donations from other Trusts and Foundations totalled just over £227,000 in the past year - just under 70% of our total voluntary income raised. Several grants were restricted to Covid related expenditure, such as the supply of PPE for our front line staff, and anti-bacterial cleaning for our vehicles and Training Centre.

Most of our fundraising in the local community, including partnerships with high street shops, were suspended throughout the year. Compaid was very fortunate to receive £7,000 from the Mayor of Tunbridge Wells, as final payment from a year of support as his chosen charity. This arrangement had raised more than £15,000 in total.



Staff, volunteers and other supporters took part in an online quiz night hosted by local Radio presenter John Warnett.

Individual donors did their bit to help our fundraising efforts, organising online quiz and games nights, and encouraging family and friends to join in. Compaid also participated in the Big Give Christmas campaign, which matches donations made by individuals. With an increased match funding pool in 2020, the campaign raised over £7,000 towards the cost of our digital skills training.

Recognising our generous supporters

Many regular supporters, both large and small, have continued to help fund our vital services over many years. The Trustees would like to thank everyone who donated cash, time and goods and services during the past year, and in particular to acknowledge the following supporters:

A G Manly Charitable Trust

Asda Tunbridge Wells

Mr & Mrs Brian and Pat Banes

Barclays Community Aid Package

Baxall Construction

Bruce Wake Charitable Trust

Mr & Mrs Mike and Sarah Bullett

Calleva Foundation

Mr Tony Carter

Mr & Mrs Colin and Margaret Chapman

Childwick Trust

Cobtree Charity Trust

Colyer Fergusson Charitable Trust

Mrs Anne Cooper

Dandara

D'Oyly Carte Charitable Trust

Mr Jonathan Exall

Mr Nigel Exall

Francis Winham Foundation

Mrs June Fuller

H Shawdon Charitable Trust

Hospital Saturday Fund

The Iron Bridge Trust

Joan Ainslie Charitable Trust

Kent Community Foundation

Kent County Council

Mr & Mrs John and Pat Kent

Mr Ronald Knibb

Lawson Trust

Marsh Christian Trust

McColls Retail Group

Monday Charitable Trust

National Lottery Community Fund

Mr John Osmond

Paddock Wood Bowls Club

Paddock Wood Lionesses

Mr Alex Pelmore

Sevenoaks District Council

Sir Edward Lewis Foundation

Sir James Roll Charitable Trust

Sir Jules Thorn Charitable Trust

SMB Charitable Trust

The Sobell Foundation

Social Enterprise Support Fund

Souter Charitable Trust

Sydney Black Charitable Trust

Tesco

Thomas J Horne Memorial Trust

Tory Family Foundation

Tunbridge Wells Harriers

Mr & Mrs David and Lesley Turner

Reviewing our volunteer activities

“In these strange times, I was thanked for just being there at the end of the phone.”

Tony, Training Centre volunteer

From providing digital skills support for disabled adults at our training centre to supporting older people with their shopping, volunteers have always played a vital role in the delivery of the charity’s services.

Many of our volunteers are older people and some are disabled, factors which put them at considerable risk from Covid. As a result, from the end of March 2020, all of our volunteers remained at home for their safety and that of their families.

Despite this, many shielding volunteers engaged in online support sessions with our service users, often engaging them in online games such as Scrabble, or calling them on Zoom for a chat. When our Training Centre reopened for a few weeks in the autumn of 2020, volunteers joined our staff members in welcoming people back to our friendly, socially learning environment, helping service users adjust to the additional safety measures in place.

We were also able to recruit new volunteers during the pandemic, aided by people who had been furloughed by their employer. As we were seeking people to provide remote sessions and support, volunteers came forward from various locations across the UK.

During the year, more than 20 active volunteers supported our work, giving 1,600 hours of service. This benefited more than 60 disabled and otherwise vulnerable people, and saved the charity over £15,000 in potential salary and related costs.

Reviewing Compaid Enterprises

Compaid Enterprises was established as a Community Interest Company (CIC), wholly owned by Compaid Trust, in 2019. Its primary purpose is to protect the continuation of the charity’s community transport service, in the event that licensing legislation on passenger transport changes and the charity’s current bus licences are revoked.

Towards that end, in 2020 the CIC applied to the Office of the Traffic Commissioners for a commercial transport operators licence. This licence was granted in September 2020, and permits the CIC to tender for contracts and provide any bus services using adapted vehicles of 17 passenger seats of less.

As part of the conditions of this commercial licence, the CIC is required to hold just over £65,000 in a named bank account. Most of this sum was provided in a loan from Kent Community Foundation, with Compaid Trust making up the balance from its unrestricted reserves.

Directors of the CIC are appointed by the charity’s Board of Trustees.

"Our fundraising costs were just 4% of total expenditure and we raised £8.35 for every £1 spent."

Compaid's total income rose by just over 17% during the year. The Government's Coronavirus Job Retention Scheme (CJRS) helped us to keep staff employed on furlough as some of our services were suspended for several months. The charity was also successful in applications to Covid related support funds.

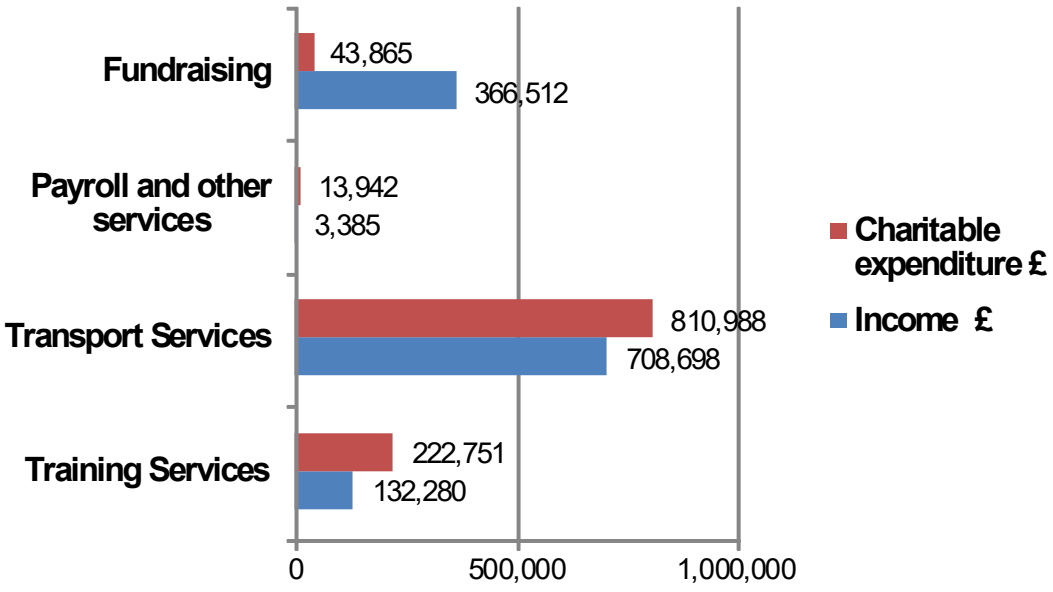
Income from community transport services fell by 5% year on year to £708,698, while income from digital skills training services decreased by 15% to £132,280 due to the closure of our Training Centre and the provision of lower priced remote sessions. At the year end, total income from charitable services and statutory grants, including via the CJRS, had risen to £1,052,315 (2020: £906,387).

Thanks to two significant grants from longstanding supporters, voluntary income to Compaid also rose during the year to £366,512, compared with £298,343 in 2020. With expenditure of £43,865, fundraising costs were kept low at just over 4% of total expenditure and we raised £8.35 for every £1 spent.

The charity's overall income increased by 17% to £1,419,006 (2020: £1,207,976). Expenditure was broadly comparable to the previous year, at £1,091,546.

The result was a net income of £327,460 (2020: net income of £132,596), with a cash inflow of £391,923 (2020: cash inflow of £88,155). Total funds as at 31 March 2021 stood at £806,923 (2020: £479,463), of which £90,115 was held in restricted funds (2020: £43,674), £15,000 designated against repairs and redecoration of our leased offices and the remaining £701,808 in unrestricted funds (2020: £420,789).

Charitable expenditure and income 2020-21



Additional reports from the Trustees

Statement of Trustees' responsibilities

The Trustees are responsible for preparing a Trustees' annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts for each 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 charity for that period. In preparing the accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- 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 accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

The Trustees confirm that the report and accounts of the charity comply with the current statutory requirements, the requirements of the governing document, and the provisions of the Charities SORP 2019.

Our Mission

Compaid provides a range of practical services, using information technology and other resources, to enable disabled adults and children in and around Kent to maximise their social, creative, learning and employment opportunities.

Our Vision

Compaid aims to ensure that disabled people in and around Kent can achieve their aspirations.

Our Aims

Compaid's principal objectives are to provide services for the public benefit of disabled and other disadvantaged individuals, groups and communities to help them realise their full potential and achieve better life outcomes, and

specifically to facilitate their social, digital and economic inclusion, in particular but not exclusively by:

- the provision of advice and training in the use of digital technology;
- the provision of community transport;
- the provision of vocational training and employment support to those who wish to enter or retain paid or voluntary work; and
- carrying out research in the above areas, and disseminating the results to influence policy making both at local and national levels.

Public Benefit Statement

In setting Compaid's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit as required in section 17 of the Charities Act 2011 and, in particular, its supplementary public benefit guidance on fee charging.

Compaid fulfils its public benefit duty by reducing the social exclusion of all those to whom it provides digital skills training or transport services. This has the effect of giving greater choice and independence to service users, in many cases materially reducing their need for further support from social care and health professionals.

While most of Compaid's clients pay a small charge, either directly or indirectly, these charges are kept low through the use of voluntary income and the time donated by volunteers.

Fundraising practices

Compaid does not employ third party professional fundraisers nor commercial participators to undertake its fundraising activities. All voluntary income received by Compaid is generated by the efforts of staff and volunteers, whose work is monitored by the Chief Executive and the Income Generation Sub-Committee established by the Board of Trustees.

Compaid is voluntarily registered with the Fundraising Regulator and abides by the Fundraising Code of Practice.

No complaints about fundraising practices undertaken by Compaid, its staff or volunteers were received during the year.

Reserves Policy

- The Trustees regularly review the charity's Reserves policy. The policy seeks to ensure that Compaid holds sufficient reserves to sustain its services and deliver on its strategic objectives, in the face of a number of risks and uncertainties.
- The Trustees have considered and agreed the following, with particular consideration of the long term risks and impact from the Coronavirus pandemic.
- Unrestricted reserves are held by the charity to:
- Cover cash flow variations, caused by a delay in receiving income covering committed expenditure or a mismatch in the timing of receipts and payments.

- Replace shortfall in income funding core costs, due to the loss of key contracts.
- Guard against missed fundraising targets, where donors have yet to be identified, funding bids have been delayed or expected donors have unexpectedly declined applications.
- Provide seed corn funding for future developments and innovation in service delivery and/or investment in new areas of fundraising.
- Ensure sufficient free reserves to allow for an orderly winding down of the charity in the event that this was necessary, including discharge of any liabilities to staff, HMRC and other creditors.

In light of the risks the charity faces, the Trustees believe that an unrestricted reserve fund of between £520,000-570,000 should be held as at 31 March 2021. The actual figure in free unrestricted reserves (that is, unrestricted reserves represented by net current assets) as at that date was £579,855.

Principal risks and uncertainties

The Trustees have established a Risk Review strategy, the aim of which is to regularly consider high level strategic risks across three key areas: Impact and Quality of Service, to ensure that the charity's services continue to meet the needs of beneficiaries; Compliance and Regulation, to ensure that the charity operates legally and professionally; and Financial Sustainability, to ensure that the charity has sufficient funds to deliver its charitable services. Identified risks are reviewed by the full Board of Trustees or one of its delegated Sub-Committees, and the likelihood of each risk's materialisation is recorded, along with any mitigating actions.

A Business Continuity Plan is in place and regularly updated. This Plan sets out the procedures to be followed in the event of a major emergency to ensure that Compaid can maintain its operations in the short, medium and long term. Business Continuity Insurance is also in place to fund any exceptional costs arising from an emergency. These measures ensured that core services continued to be delivered during the Covid crisis and related lockdown that affected the UK from March 2020.

Fire Risk Assessments are conducted at all operational properties, in consultation with Health and Safety representatives elected from the staff. These Risk Assessments now include consideration of Covid. Any action required is taken by the Chief Executive in consultation with the Trustees and the Senior Management Team.

Plans for future periods

While much of the UK population has now been vaccinated against the current strains of Covid, the longer term risks and impact from this virus cannot be easily predicted. The Trustees are confident that staff and volunteers can continue to adapt their ways of delivering the charity's services to meet the needs of service users. The charity was

fortunate to receive restricted funding which can be carried forward to the next financial year for the purchase of PPE, digital devices and other equipment, which may be necessary should Covid and associated lockdowns persist.

Sadly the digital divide, much widened by the UK lockdown, will continue to disproportionately affect disabled and other disadvantaged people. To address this, we plan to develop more local digital skills training projects across Kent. The first of these, in Sevenoaks, was underway by May 2021.

Confirmed funding from the National Lottery means that a new Dial a Ride service will be launched by the autumn to provide door to door transport for disabled and elderly people in the boroughs of Tunbridge Wells and Tonbridge & Malling.

Structure, Governance and Management

Compaid Trust ("the Trust") was established as a charitable trust (with charity registration number 327257) by deed dated 7 July 1986. On 15 April 2019, the Trust was converted to a Charitable Incorporated Organisation (CIO), retaining the same charity number. Hereafter any references herein to Compaid are to the CIO.

Compaid Enterprises Community Interest Company (CIC) was incorporated at Companies House on 30 November 2018 with company registration number 11705623. It is a wholly owned trading subsidiary of the Trust, which serves as its sole Member. The Trust appoints Directors to the CIC to represent its interests.

Current Trustees, Directors and advisors are listed on page 35.

Recruitment, appointment, induction and training of Trustees

The Trustees hold Board meetings at intervals of about three months and four were held during the year: the minimum quorum for these meetings is four Trustees. They have responsibility for setting Compaid's strategic aims and for approving its annual budget and accounts. The Trustees regularly review their skills and experience to meet charitable governance requirements and the charity's strategic aims and, when necessary, identify potential new members of the Board through open recruitment.

All new Trustees are provided with an induction to Compaid's work by the Chief Executive. Training needs are kept under review by the Trustees.

Trustees are appointed for an initial term of three years and can be reappointed for two further terms up to a maximum of nine years, after which they must retire from the Board.

During the year of this report, the charity appointed two new Trustees: Tom Stevens as Vice Chair, and Carl Francis.

Organisational structure and remuneration procedures

The Trustees delegate the day to day running of Compaid to the Chief Executive, who reports to meetings of the Trustees on progress towards achieving Compaid's

strategic objectives. The Chief Executive is supported by a Training Services Manager, a Transport Service Manager, an Office Manager, a Fundraising Manager and an HR Administrator. The managers are supported by trainers, drivers, passenger assistants, volunteers and others.

The Trustees may delegate any of their powers to committees of two or more Trustees. The Trustees have now formed two sub-committees to cover the areas of Finance (chaired by Mrs Fiona Condron) and Income Generation (chaired by Mr Christopher Shawdon). These sub-committees are attended by both the Chairman and the Chief Executive. Findings and recommendations are made to the full Board, which is responsible for agreeing any action that is needed.

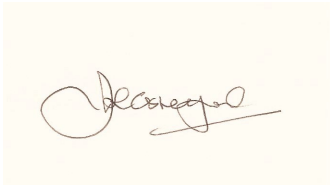
The Chief Executive's pay is benchmarked against other local charities of comparable size and structure. Pay rises and adjustments for other staff members are proposed by the Chief Executive and approved by the Board, with regard being had to management responsibilities and overall organisational performance, as well as market weighting for any technical roles. In addition, the charity has now achieved accreditation with the Living Wage Foundation and the Trustees pledge to ensure no staff member is paid less than the LWF's base salary, which from 1 April 2021 will be £9.50.

Although the charity is too small to have a legal obligation to report its Gender Pay Gap, the Trustees have elected to record this. Compaid has a mean gender pay gap of 8% in favour of male employees. This is unchanged from the previous year and reflects the fact that the two most senior posts in the charity are currently occupied by men. The charity's median gender pay gap remained at 0%.

Auditors

The auditors, Lindeyer Francis Ferguson Limited, have indicated their willingness to continue in office.

Approved by the Trustees on 10 August 2021 and signed on their behalf by:



Mr John Ashelford, Chairman

Independent auditors' report to the Trustees on the accounts

Opinion

We have audited the financial statements of Compaid Trust ("the charity") for the year ended 31 March 2021, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the Charities Act 2011.

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 directors' 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 company'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 directors 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 Trustees' report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information.

Independent auditors' report to the Trustees on the accounts

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities Act (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities set out on page 13, the Trustees 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 charity or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report to the Trustees on the accounts

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.

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

- We obtained an understanding of the legal and regulatory framework applying to the charity, and the procedures that management adopt to ensure compliance;
- We assigned an engagement team to the audit with particular familiarity in dealing with charity and not-for-profit organisations;
- We assessed the susceptibility of the charity's financial statements to material misstatement, including considering how fraud might occur;
- We obtained the Board's assessment of fraud risk and enquired as to any known or suspected instances of fraud; and
- We designed and performed audit procedures to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations, including enquiry of the Board, review of minutes and correspondence, and review of the completeness and accuracy of disclosures made in the financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our 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 and the regulations made under section 154 of that Act. Our audit work has been undertaken

so that we might state to the charity's members and 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.

Lindeyer Francis Ferguson Ltd

Lindeyer Francis Ferguson Limited,
Statutory Auditor

North House,
198 High Street,
Tonbridge,
TN9 1BE

Date: 10 August 2021

Lindeyer Francis Ferguson Limited 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.

Consolidated statement of financial activities (including income and expenditure account) for the year ended 31 March 2021

	Notes	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Income from:					
Donations and legacies	3	107,611	258,901	366,512	298,343
Coronavirus Job Retention Scheme grants		207,952	-	207,952	3,442
Charitable activities	5	822,879	21,484	844,363	902,945
Other trading activities	4	-	-	-	2,275
Investments		179	-	179	971
		1,138,621	280,385	1,419,006	1,207,976
Expenditure on:					
Raising funds	8	43,865	-	43,865	36,069
Charitable activities	5	813,737	233,944	1,047,681	1,039,311
		857,602	233,944	1,091,546	1,075,380
Net income	11/16	281,019	46,441	327,460	132,596
Net movement in funds		**281,019**	**46,441**	**327,460**	**132,596**
Reconciliation of funds:					
Total funds brought forward		435,789	43,674	479,463	346,867
Total funds carried forward	18	**716,808**	**90,115**	**806,923**	**479,463**

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

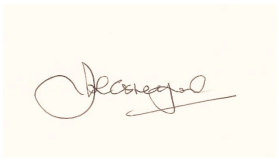
All income and expenditure derives from continuing activities.

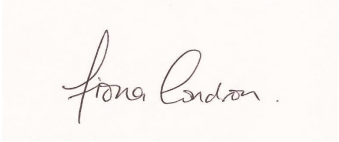
Consolidated balance sheet for the year ended 31 March 2021

	Notes	*2021 £*	*2021 £*	*2020 £*	*2020 £*
Fixed assets					
Tangible assets	**12**		123,731		166,764
Current assets					
Debtors	**14**	163,726		155,141	
Cash at bank and in hand		636,331		244,408	
		800,057		399,549	
Creditors: amounts falling due within one year	**15**	(56,865)		(86,850)	
Net current assets			743,192		312,699
Total assets less current liabilities			866,923		479,463
Creditors: amounts falling due after more than one year	**16**		(60,000)		-
Total net assets			**806,923**		**479,463**
The funds of the charity					
Unrestricted funds					
General reserves			701,808		420,789
Designated funds			15,000		15,000
Restricted funds			90,115		43,674
Total funds	**17**		**806,923**		**479,463**

The result of the parent charity was a surplus of £329,238 (2020: £132,596).

The accounts were approved by the Board on 10 August 2021 and signed on their behalf by





John Ashelford

Chairman

Fiona Condron

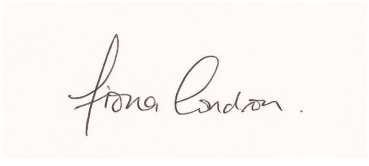
Treasurer

Charity balance sheet for the year ended 31 March 2021

	Notes	*2021 £*	*2021 £*	*2020 £*	*2020 £*
Fixed assets					
Tangible assets	**12**		123,731		166,764
Current assets					
Debtors	**14**	173,726		155,141	
Cash at bank and in hand		567,709		244,408	
		741,435		399,549	
Creditors: amounts falling due within one year	**15**	(56,465)		(86,850)	
Net current assets			684,970		312,699
Total net assets			**808,701**		**479,463**
The funds of the charity					
Unrestricted funds					
General reserves			703,586		420,789
Designated funds			15,000		15,000
Restricted funds			90,115		43,674
Total funds	**16**		**808,701**		**479,463**

The accounts were approved by the Board on 10 August 2021 and signed on their behalf by





John Ashelford

Chairman

Fiona Condron

Treasurer

Consolidated statement of cash flows for the year ended 31 March 2021

	Note	*2021 £*	*2020 £*
Cash flows from operating activities:			
Net cash provided by operating activities	**A**	332,944	185,190
Cash flows from investing activities:			
Purchase of tangible assets		-	(100,032)
Proceeds from the sale of tangible assets		-	7,200
Net cash used in investing activities			(92,832)
Cash flows from financing activities:			
Interest received		179	971
Loan interest and arrangement fees		(1,200)	-
Cash inflows from new borrowing		60,000	-
Repayments of borrowing		-	(5,174)
Net cash used in financing activities		58,979	(4,203)
Change in cash and cash equivalents for the year		391,923	88,155
Cash and cash equivalents at the beginning of the year		244,408	156,253
Cash and cash equivalents at the end of the year		636,331	244,408

A Reconciliation of net income to net cash flow from operating activities

Net income for the year *As per statement of financial activities*	327,460	132,596
Adjustments for:		
Depreciation charges	43,033	36,365
Profit on disposal	-	(7,200)
(Increase) in debtors	(8,585)	(25,587)
(Decrease) /increase in creditors	(29,985)	49,987
Interest received	(179)	(971)
Net cash provided by operating activities	332,944	185,190

Notes on the accounts for the year to 31 March 2021

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are as follows:

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities SORP 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Compaid Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The accounts are presented in pounds sterling and rounded to the nearest pound.

Basis of consolidation

The consolidated financial statements incorporate those of Compaid Trust and its wholly owned subsidiary undertaking, Compaid Enterprises Community Interest Company on a line-by-line basis. All intra-group transactions and balances are eliminated on consolidation.

The charity is a qualifying entity for the purposes of FRS 102, being the parent of a group that prepares publicly available consolidated financial statements which are intended to give a true and fair view of the assets, liabilities, financial position and surplus or deficit of the group. The charity has therefore taken advantage of exemptions from the disclosure requirements of Section 7 ‘Statement of Cash Flows’ – Presentation of a statement of cash flows and related notes and disclosures . As permitted by s408 Companies Act 2006, the charity has not presented its own Statement of Financial Activities and related notes.

Staff numbers and staff costs for the charity are the same as for the group.

1.2 Income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Income from charitable activities is recognised over the period to which the income relates. Charges for services are recognised when the services are provided. Income received in advance is accounted for as deferred income.

Assets donated for on-going use by a charity in carrying out its activities are recognised as tangible fixed assets at fair value with the corresponding gain recognised as income within the SoFA.

Donated services are recognised in the period in which they are received and are measured at the value to the charity.

1.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Staff costs are allocated across fundraising, the three charitable activities and administrative activities undertaken by the charity on the basis of staff time.

Support costs, which are those costs relating to functions which assist the work of the charity but do not directly relate to its activities, have been allocated to the activities undertaken by the charity on the basis of departmental headcount. The charity also benefits from volunteers, and further details of their contribution is in the Trustees' Report.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Computer software - 20% on cost per annum

Fixtures, fittings and equipment - 20% to 50% on cost per annum

Motor vehicles:

New - 15% on cost per annum

Second hand - Straight line over the estimated remaining life

Leasehold improvements - Straight line over the period to the first break clause in the lease

Computer and related equipment costing or having a value on acquisition of £5,000 or less is written off when acquired.

1.5 Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

The charity has opted to recognise concessionary loans at the amount received, with adjustments in subsequent periods for repayments made.

1.6 Pension contributions

The charity makes defined contributions into employee private pension schemes. The charity also makes contributions into a multi-employer scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with contract terms.

1.7 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.8 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are funds set aside by the trustees for a particular future purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

2 Status

Compaid Trust is a Charitable Incorporated Organisation (CIO) in England and Wales. Its registered address is Unit 1, Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

3 Income from donations and legacies

	2021 £	*2020 £*
Donations from individuals	15,482	21,115
Donations from companies	100,761	4,882
Donations from community groups	10,843	4,758
Grants from trusts and foundations	204,480	256,174
Grants from public authorities	30,500	4,000
Gift Aid recovery	4,446	6,214
Donated services	-	1,200
	366,512	298,343

The comparative figure for 2020 includes £234,321 of restricted income.

Donated services relates to the provision of website design.

4 Income from other trading activities

	2021 £	*2020 £*
Fundraising Events	-	2,120
Cards Sales	-	155
	-	2,275

5 Charitable activities

Income:	*2021 £*	*2020 £*
Training services	132,280	154,955
Transport	708,698	743,893
Payroll & other services	3,385	4,097
	844,363	902,945

5 (cont) Charitable activities

Expenditure	*2021*	*2021*	*2021*	*2021*	*2020*
	Headcount #	*Direct costs £*	*Support costs £*	*Total £*	*Total £*
Training services	12	184,138	38,613	222,751	180,303
Transport	36	695,150	115,838	810,988	846,541
Payroll & other services	1	10,724	3,218	13,942	12,467
	49	890,012	157,669	1,047,681	1,039,311

The comparative figure for 2020 includes expenditure of £114,447 relating to restricted funds.

6 Direct costs

	2021 £	*2020 £*
Staff costs	679,781	637,781
Staff recruitment, travel and training	7,265	7,049
Volunteers' expenses	65	6,831
Premises costs	41,772	39,339
Other office costs	28,677	5,252
Computer costs	4,083	2,682
Transport vehicle expenses	84,206	161,720
Depreciation	37,890	31,221
(Profit) on disposal	-	(7,200)
Consultancy and professional fees	6,273	5,564
Loan interest and charges	-	159
Bad debts	-	69
	890,012	890,467

Notes on the accounts for the year to 31 March 2021

7 Support costs

	2021 £	2020 £
Staff costs	118,157	113,322
Staff recruitment, travel and training	612	914
Premises costs	12,056	12,462
Other office costs	2,421	2,495
Computer costs	2,562	1,769
Other direct costs	1,218	1,311
Insurance	2,870	3,056
Depreciation	5,143	5,144
Consultancy and professional fees	4,580	645
Audit fees	8,050	6,170
Trustees' expenses	-	262
Advertising and marketing	-	1,294
	157,669	148,884

8 Expenditure on raising funds

	2021 £	2020 £
Staff costs	30,943	30,056
Other fundraising costs	12,922	6,013
	43,865	36,069

9 Staff costs

	2021 £	2020 £
Gross salaries	776,144	729,259
National Insurance contributions	41,212	40,318
Pension contributions	11,525	11,144
Recruitment Expenses	-	438
	828,881	781,159

9 (Con't) Staff costs

The average number of employees during the year was 54 (2020: 53).

No member of staff earned over £60,000 in the year or the previous year.

10 Related party transactions

The charity's key management personnel are the trustees and the Chief Executive. Total employee benefits, including employer's pension contributions and employer's National Insurance, in respect of key management personnel were £58,227 (2020: £56,475).

None of the Trustees received any remuneration in the year. No expenses were reimbursed to trustees during the year (2020: expenses totalling £262 were reimbursed to 3 trustees in relation to the costs of attending meetings).

During the year, the charity provided a loan of £10,000 to the subsidiary. The loan is interest free, and no repayments were made in the year.

11 Net income

This is stated after charging:	*2021 £*	*2020 £*
Audit fees	8,050	6,170
Depreciation	43,033	36,365
Operating lease rentals	38,500	38,500

12 Tangible fixed assets

Group and charity	*Leasehold property £*	*Motor vehicles £*	*Fixtures, fittings & equipment £*	*Total £*
Cost				
At 1 April 2020 and 31 March 2021	45,687	259,557	39,809	345,053
Depreciation				
At 1 April 2020	39,258	102,756	36,275	178,289
Charge for the year	5,143	35,239	2,651	43,033
At 31 March 2021	44,401	137,995	38,926	221,322
Net book value				
As at 31 March 2021	1,286	121,562	883	123,731
As at 31 March 2020	6,429	156,801	3,534	166,764

13 Subsidiary undertaking

Compaid Enterprises Community Interest Company is a company limited by guarantee registered in England and Wales with number 11705623. The registered office is the same as the parent entity.

The subsidiary contributed turnover of £nil (2020: £nil), expenditure of £1,778 (2020: £nil), and a loss to the charity of £1,778 (2020: £Nil). At the balance sheet date, the subsidiary had net liabilities of £1,778 (2020: £nil).

14 Debtors

	Group 2021 £	*Group 2020 £*	*Charity 2021 £*	*Charity 2020 £*
Trade debtors	123,298	99,493	123,298	99,493
Prepayments and accrued income	13,298	36,601	13,298	36,601
Other debtors	27,130	19,047	27,130	19,047
Amounts due from subsidiary	-	-	10,000	-
	163,726	155,141	173,726	155,141

15 Creditors: amounts falling due within one year

	Group 2021 £	*Group 2020 £*	*Charity 2021 £*	*Charity 2020 £*
Trade creditors	13,932	35,548	13,932	35,548
Tax and social security	9,317	10,024	9,317	10,024
Accruals and deferred income	23,344	39,547	22,944	39,547
Other creditors	10,272	1,731	10,272	1,731
	56,865	86,850	56,465	86,850

16 Creditors: amounts falling due after more than one year

	Group 2021 £	*Group 2020 £*	*Charity 2021 £*	*Charity 2020 £*
Loans	60,000	-	-	-
	60,000	-	-	-

The loan comprises a 0% fixed interest loan from Kent Community Fund . This loan is unsecured and is repayable by 30 June 2022.

17 Movement in funds

Current year	*1 April 2020 £*	*Income £*	*Expenditure £*	*Transfers £*	*31 March 2021 £*
Unrestricted funds:					
General fund	420,789	1,138,621	(855,824)	-	703,586
Designated funds	15,000	-	-	-	15,000
Charity funds	435,789	1,138,621	(855,824)	-	718,586
Trading subsidiary	-	-	(1,778)	-	(1,778)
Group funds	435,789	1,138,621	(857,602)		716,808
Restricted funds:					
Training	21,533	154,903	(109,196)	-	67,240
Transport	22,141	75,482	(78,192)	-	19,431
Other	-	50,000	(46,556)	-	3,444
Group and charity funds	43,675	280,385	(233,944)	-	90,115
Total group funds	**479,463**	**1,419,006**	**(1,091,546)**	**-**	**806,923**
Total charity funds	**479,463**	**1,419,006**	**(1,089,768)**	**-**	**808,701**

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2021, this fund comprised grants from Barclays (£28,156), Tunbridge Wells Borough Council (£13,334), the Childwick Trust (£8,000), the Manly Trust (£6,000), the D'Oyly Carte Charitable Trust (£3,500), East Sussex Council (£3,443), the Cobtree Charity Trust (£3,000), the Joan Ainslie Charitable Trust (£3,000), and the Souter Charitable Trust (£2,250).

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2021, this fund comprised grants from Kent County Council (£6,223), National Lottery Communities Fund (£5,000), the Sobell Foundation (£3,333), Kent Community Foundation (£3,000), and the Hospital Saturday Fund (£1,875).

Other

During the year, grants totalling £50,000 were received towards staff costs, rent and PPE. As at 31 March 2021 this fund comprised a grant from East Sussex Council for PPE of £3,444.

17 (Con't) Movement in funds

Designated funds

The Trustees have agreed to designate £15,000 from unrestricted reserves towards the cost of future repairs and redecoration at Unit 1 Eastlands.

Prior year	*1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*31 March 2020 £*
Unrestricted funds:					
General fund	323,067	973,655	(960,933)	85,000	420,789
Designated funds	-	-	-	15,000	15,000
	323,067	973,655	(960,933)	100,000	435,789
Restricted funds:					
Training	16,000	48,328	(42,795)	-	21,533
Transport	7,800	185,993	(71,652)	(100,000)	22,141
Group and charity funds	23,800	234,321	(114,447)	(100,000)	43,675
Total group and charity	**346,867**	**1,207,976**	**(1,075,380)**	**-**	**479,463**

The restricted funds arise from grants and donations to fund particular projects or items of expenditure, and unused income is carried forward to cover future expenditure on those areas. Details of restricted and designated funds active during the year are as follows:

Training fund

This fund contains grants given towards the cost of delivery of digital skills training services. As at 31 March 2020, this fund comprised grants from Masonic Charitable Foundation (£10,000), Souter Charitable Trust (£1,333), Joan Ainslee Charitable Trust (£1,000), The Kent Community Reliant Fund (£2,000), The Weinstock Fund (£1,200), Baily Thomas Charitable Fund (£6,000).

Transport fund

This fund contains grants given towards the cost of delivery of accessible transport services. As at 31 March 2020, this fund comprised grants from Kent County Council (£13,141), the Kent Community Foundation (£6,000), the Sobell Foundation (£2,000) and The Inman Charity (£1,000).

The transfer relates to the purchase of three minibuses in the year.

Designated funds

The Trustees have agreed to designate £15,000 from unrestricted reserves towards the cost of future repairs and redecoration at Unit 1 Eastlands.

18 Analysis of net assets between funds

Group

Current year	*Unrestricted funds 2021 £*	*Restricted funds 2021 £*	*Total funds 2021 £*
Fixed assets	123,731	-	123,731
Net current assets	653,077	90,115	743,192
Creditors: amounts falling due after more than one year	(60,000)	-	(60,000)
Total net assets	**716,808**	**90,115**	**806,923**

Prior year	*Unrestricted funds 2020 £*	*Restricted funds 2020 £*	*Total funds 2020 £*
Fixed assets	166,764	-	166,764
Net current assets	269,025	43,674	312,699
Total net assets	**479,463**	**43,674**	**479,463**

Charity

Current year	*Unrestricted funds 2021 £*	*Restricted funds 2021 £*	*Total funds 2021 £*
Fixed assets	123,731	-	123,731
Net current assets	594,855	90,115	684,970
Total net assets	**716,808**	**90,115**	**808,701**

Prior year	*Unrestricted funds 2020 £*	*Restricted funds 2020 £*	*Total funds 2020 £*
Fixed assets	166,764	-	166,764
Net current assets	269,025	43,674	312,699
Total net assets	**435,789**	**43,674**	**479,463**

19 Operating lease commitments

The group and charity is committed to future minimum lease payments under non-cancellable operating leases as follows:

Land and buildings:	*2021 £*	*2020 £*
Due within one year	36,375	38,500
Due in two to five years	35,000	8,250
	71,375	46,750

20 Analysis of changes in net debt

	1 April 2020 £	*Cash flows £*	*31 March 2021 £*
Cash at bank and in hand	244,408	391,923	636,331
Loans falling due within one year	-	(60,000)	(60,000)
	244,408	331,923	576,331

21 Capital commitment

As at the Balance Sheet date the charity is committed to purchasing two minibuses totalling £50,166 (2020: no commitments).

Trustees of the charity

Mr John Ashelford, Chairman

Mrs Fiona Condron, Treasurer and Chair of Finance Sub-Committee

Mr Carl Francis (appointed 9 February 2021)

Mrs Kerry-Ann Francis (resigned 14 July 2021)

Mr Barry Jenkins OBE (resigned 18 May 2020)

Mr Deon Kloppers

Mrs Kathy Melling

Mrs Simone Prince

Mr Andrew Robertson

Mr Christopher Shawdon, Chair of Income Generation Sub-Committee

Mr Paul Sheppard

Mr Tom Stevens JP, Vice Chairman (appointed 9 February 2021)

Mr David Timms

Chief Executive

Mr Stephen Elsden

Directors of Compaid Enterprises CIC

Mr Andy Allen

Mr John Ashelford

Mrs Fiona Condron

Mr Stephen Elsden

Mr Tom Stevens

Mr John Turner

Mr John Osmond

Mr Andrew Robertson

Bankers

Barclays Bank PLC 8 Calverley Rd, Tunbridge Wells TN1 2TB

Auditors

Lindeyer Francis Ferguson Limited North House, 198 High Street, Tonbridge, Kent, TN9 1BE

Registered Office

Unit 1 Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

Registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation with registration number 1064160.

Compaid

Removing barriers Improving lives

Unit 1, Eastlands, Maidstone Road, Paddock Wood, Kent TN12 6BU

t: 01892 834539

e: enquiries@compaid.org.uk

www.compaid.org.uk

@CompaidTW

Compaid Trust is a Charitable Incorporated Organisation in England with charity registration number 1064160

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