

Charity registration number 1071850

Company registration number 03485330 (England and Wales)

WORCESTERSHIRE ASSOCIATION OF CARERS
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

WORCESTERSHIRE ASSOCIATION OF CARERS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs Diana Fulbrook	
	Mr David Mann	
	Mr Jeffrey Ball	
	Mr Colin Archer	
	Mrs Mary Horner	
	Mr David Sullivan	
	Mrs Miranda Peel	(Appointed 1 April 2022)
	Ms Clare Taylor	
	Miss Berenice Brown	(Appointed 28 February 2023)
	Miss Kate O'Driscoll (Co-opted)	(Appointed 13 June 2023)
Secretary	Mr Colin Archer	
Charity number	1071850	
Company number	03485330	
Registered office	Gf Suite 2 Polysec House Blackpole Trading Estate West Hindlip Lane Worcester Worcestershire WR3 8TJ	
Auditor	Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY	
Bankers	CAF Bank 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	
	Virgin Money Plc Jubilee House Gosforth Newcastle upon Tyne NE3 4PL	
	Scottish Widows Bank Plc 67 Morrison Street Edinburgh EH3 8YJ	

WORCESTERSHIRE ASSOCIATION OF CARERS

CONTENTS

	Page
Chair's Report	1
Trustees' report	2 - 11
Independent auditor's report	12 - 14
Statement of financial activities	15
Balance sheet	16 - 17
Statement of cash flows	18
Notes to the financial statements	19 - 33

WORCESTERSHIRE ASSOCIATION OF CARERS

CHAIR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2023

It is with great pleasure that I commend this Annual Report to you. The year began with continuing concerns about the impact of the further extension to the Hub contract with Worcestershire County Council, our main source of income, as there was no certainty for staff about the future. The tender was eventually published, and after a great deal of hard work by the senior leadership team, Trustees were delighted to hear that WAC's bid was accepted so we have some stability over the next 4-6 years.

With the new contract, a number of changes have been made and adjustments to staff roles and the budget are still ongoing. Other contracts obtained have led to a significant amount of staff recruitment during the year which, whilst time consuming for Managers, resulted in WAC expanding and new skills being brought to the organisation. This growth has resulted in WAC moving from being a small organisation to a medium sized one, with all the consequential process and management changes required.

The Board has reviewed its strategic priorities and updated its 5-year rolling Strategic Plan. Discussions about WAC's future direction have taken place with a recognition of the need for business development. The move to home working and different ways of working during the pandemic have been built on, for example digital transformation has featured strongly during the year. Contracts other than for the Hub, deliver services to people who are not necessarily carers which has widened WAC's scope and led to conversations about future positioning. Balancing the focus on carers whilst broadening service provision will be an ongoing subject of debate.

WAC continues to be proud of the services it delivers, and staff remain passionate about Carers and the people they work with. The results of the national census have been published and indicate fewer Carers across the country. Reasons for this are not entirely clear but are probably linked to the way the questions were framed and the forms completed. It is known that many people caring for loved ones do not see themselves as Carers and part of WAC's role is to encourage them to do so and to seek information and guidance needed to support them to manage the very difficult circumstances many find themselves in. Whilst numerically smaller, it is clear that Carers have increasingly complex needs and have been at the forefront of those affected by rising costs and inadequate financial resources. Problems with the NHS and social care directly impact on unpaid Carers who are increasingly expected to bear the responsibility alone.

A major event last year was the decision by Carole Cumino, CEO, to move on and she left WAC at the end of March after almost 12 years in the role. During her tenure Carole worked tirelessly to promote the organisation and, more particularly, the needs of Carers, for which we thank her. Her successor, Karen Edwards, has taken up the reins and the Board looks forward to working with her.

None of the achievements outlined in the Annual Report would have been possible without the dedication and commitment of staff and volunteers, for which we are very grateful. I would also like to pay tribute to the Trustees who give of their time freely to support WAC.

Strong partnerships with others have continued which enhance WAC's positive profile. The shop traded strongly during the year and provides an opportunity to publicise WAC's purpose and the needs of carers. We remain very grateful to our shop volunteers and to all our supporters for their contributions during the year.

2022/23 was again a challenging year, particularly around the contract, but it ended on a positive note, and I look forward to continuing to report on a thriving and effective organisation next year.



Diana Fulbrook OBE

Chair of the Worcestershire Association of Carers Board of Trustees

Date: 13 July 2023

WORCESTERSHIRE ASSOCIATION OF CARERS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their Annual Report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Vision

'Every unpaid carer to be valued and empowered and to have access to personalised and high-quality support, living in carer friendly communities'

Mission Statement

To enable Carers to make informed choices through giving expert advice, information and support and to promote recognition of Carers by service providers and communities.

Strategic Aims:

Four strategic priorities were agreed to deliver WAC's Charitable Objectives for the 2022-23 financial year:

- **Meeting the needs of Carers** - to provide creative and responsive support and services as appropriate, direct or indirect, to carers
- **Performance and Quality** - to ensure:
 - effective quality assurance, improvement and performance management processes are in place which improve service delivery and demonstrate compliance
 - that feedback from Carers (and patients) is embedded into quality processes with carers involved in service design
- **Secure a sustainable future** - to increase the long-term sustainability of effective services to Carers by the Worcestershire Association of Carers
- **Effective strategic leadership and governance** - to provide effective leadership and governance to facilitate the well-being of a fit for purpose, well trained, valued and committed workforce

Public benefit

'For the public benefit, to relieve stresses experienced by Carers and people with physical, mental or sensory impairment within the family or home in Worcestershire, through the provision of information and support services and promotion of the needs of Carers' (from the Memorandum of Association of Worcestershire Association of Carers)

These objects are monitored on a regular basis by the Officers of the Association and our Board of Trustees.

Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Association should undertake and consider that Worcestershire Association of Carers provides a public benefit by actively identifying, supporting and empowering Carers.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance

How we meet our charitable objectives

We meet our charitable objectives by providing information, advice and support to Carers, as set out in the rest of this report.

Performance against our priorities

Priority 1 - Meeting the needs of Carers

During the year we:

- Received multiple referrals from Carers
- Provided the Carers Hub helpline which received and made thousands of calls and made proactive calls to Carers who were at greatest risk of social isolation and a lack of support
- Issued Carers Emergency Cards which means that if anything happens to the Carer, someone will make sure the person they care for is safe and looked after
- Carried out 'Conversation 1s' (Carer wellbeing assessments), and completed all the Carer Reviews due in the year to ensure Carers received appropriate support to meet their needs
- Supported our trained telephone befriending volunteers to deliver over telephone support during conversations with Carers
- Facilitated online peer support sessions and events focused on wellbeing
- Supported Carers to get online, helping them to use Zoom and Teams to join in with meetings and activities
- Signposted or referred Carers to a wide range of other organisations or services
- Provided placements for social work students who were either unable to find placements elsewhere or their original placements had been cancelled because of the pandemic; this provided them with a sound knowledge of the issues facing Carers in preparation for their role as a social worker, and also provided extra capacity for us to support Carers.

WAC also **promotes the needs of Carers**, and works with Carers to make sure that they are involved in decisions that affect them, including:

- Working with Worcestershire County Council (WCC) Commissioners and the Public Health team to inform the delivery of the County's Carers strategy
- Facilitating the carer-led Carers Partnership which continued its work overseeing the Worcestershire Carers Strategy and ensuring Carers have a voice in decisions affecting them.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

- Supporting Carers to have their say on a range of strategic and other forums, for example:
 - Carers Partnership
 - All Age Carers Strategy Action Planning Group
 - Learning Disabilities Partnership Board & Sub-Groups
 - LeDeR Priority Action Group
 - All Age Disability Strategy
 - Autism Partnership Board
 - Dementia Strategy Group
 - Worcestershire Safeguarding Adults Board
 - Herefordshire & Worcestershire Integrated Care System Carer Reference Group
- **Carers of people with learning disabilities** are recognised as having particular challenges, they are not only Carers, but act as advocates for the people for whom they care. Carer representatives are members of the Learning Disability Partnership Board and its subgroups. Worcestershire Association of Carers facilitates the 'Right Support for Carers' group to ensure the voice of these Carers continues to be heard. These meetings were run as video meetings during the year and were held more frequently to enable Carers to raise concerns as they arose
- **Social Media** is increasingly being used to enable more Carers to have a voice and Carers were supported to use Zoom and then used this to pose questions to people working in health and social care
- We work closely with partner organisations, within the voluntary and community, private and public sector to **raise awareness of the needs of Carers** to help us reach more Carers and improve carer access to our services
- WAC continues to take a leading role in the **Carers Action Worcestershire** consortium which aims to bring together independent organisations in Worcestershire with an interest in Carers. The consortium met four times during the year, with discussions between officers in between
- Worcestershire Association of Carers has continued to work with the **Herefordshire Carers Project** for the benefit of Carers using both legacy funding from Herefordshire Carers Support and additional funding.
- Our '**Working for Carers**' project aims to support Carers in the workplace by working with employers to raise awareness of the issues faced by Carers. It was reviewed during the year and relaunched in October as the '**Carer Friendly Employer Network**'. By the end of March 2023, 204 employers had signed up to the scheme, including the Worcestershire County Council, Herefordshire & Worcestershire Chamber of Commerce, University of Worcester, Herefordshire & Worcestershire Health and Care NHS Trust, Worcestershire Acute Hospitals NHS Trust, Southco, Worcester Bosch – the total number of employees working for these organisations is in excess of 10,000.
- The **Carers Unlimited** project provides activities for Carers to give them a break from their caring role. This is funded through donations (both actual and in kind) and fundraising activities.

WAC has also successfully applied for funding on behalf of Carers to help them meet the outcomes they want. The amount of external funding brought in for individual **grants for Carer wellbeing** was £500.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

Priority 2 – Performance and quality

- **Carers Trust Excellence Framework** – work on this started during the year and this was completed in May 2022. Extract from Assessor's report:
WAC demonstrates a commitment and passion to their mission to identify and support Adult Carers at all levels, from the CEO, Senior Team and Board through to frontline support workers.

- **We were also reaccredited with the Cyber Essentials Standard during the year.**

- We already hold the following quality standards:

- Trusted Charity
- Worcestershire Works Well Level 2 (staff wellbeing)
- Disability Confident employer

- We conduct a 'Proud Audit' of the statutory work we undertake on behalf of Worcestershire County Council and this feeds into their quality and performance reporting.

- During the year we also carried out an equality and diversity self-assessment. As a result, our Equality and Diversity policy was updated, and an action plan produced and implemented.

Priority 3 - Secure a sustainable future

As always work to keep the charity running is essential. **Diversification and generating non-restricted funding** is vital to WAC's future. We have continued to look for support for both our charitable activities, and for development funding to enhance our activities and work to a position where we are less reliant on public sector contracts.

- Our primary funding source for the year was Worcestershire County Council, from whom £658,416 was received to deliver the Worcestershire Carers Hub and Carer Reviews.
- We successfully retendered for the Worcestershire Carers Hub in September 2022 and started the new service in December 2022 – this contract runs for 4 years (with the possibility of extension for a further 2 years) with annual funding of £655,543.
- We continue to deliver Social Prescribing and Lifestyle Advice services in Redditch Nightingales and Kingfisher Primary Care Networks, with the Social Prescribing service seeing an increase in investment due to increased demand for the service.
- As part of the Herefordshire and Worcestershire Community Mental Health Transformation programme, we extended our specialist support to Carers caring for a loved one experiencing mental ill health to the whole County.
- Our retail shop, located in Droitwich town centre, bounced back from COVID restrictions with a record year, exceeding all targets on the way to making a steady contribution to our unrestricted funds.
- Community fundraising activities were run on a small scale during the year. We continued to take part in the Worcester City Lottery (managed by Worcester City Council) and had a small amount of income from online shopping donation schemes. We were very grateful for a number of unsolicited donations which enabled us to run additional activities for Carers.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

- We continued to apply for grants for both unrestricted and project funding and were successful with funding to support carers to cope with the cost of living and energy crisis. Funders included:

- Worcestershire Community Foundation
- National Grid
- VCSE Mental Health Integration Funding
- Carers Trust
- Sanctuary Group
- Tesco
- Worcester City Parish Relief
- The Rotary Club of Worcester
- Councillors from Divisional funds (Cllr Denham, Cllr Geraghty, Cllr Jenkins, Cllr Mackay, Cllr Wells)

Grateful thanks go to all the organisations, firms and individuals who have given grants, gifts or donations to WAC during the year.

The impact of COVID-19 and the cost of living on raising unrestricted income is an area of concern, and one on which both Trustees and the Executive will be focusing on over the coming year. During 2023-24 we will be reviewing our income generation and fundraising strategy in the light of these challenges.

A Fundraising Policy is in place to protect from unreasonable intrusion on a person's privacy, unreasonable persistent approaches and placing undue pressure on a person to give money. The policy will be reviewed in 2023-24. The Association aims to adhere to the Fundraising Standards Board 'Code of Fundraising Practice'. No professional fund-raiser or commercial participators have been used in the last year, and there are currently no plans to use them in the current year. No complaints were received about fundraising during the year.

Priority 4 – Effective Governance and Leadership

During the year, the Trustee Board has:

- Reviewed and updated the organisation strategic plan and priorities
- Recruited new Trustees to fill identified skills gaps
- Carried out Trustee appraisals which were collated and fed into a Governance action plan
- Reviewed the Governance self-assessment action plan
- Identified training needs and set up a Trustee training programme

The General Purposes Sub Committee and Finance Sub Committee met regularly throughout the year, with the Remuneration Committee meeting as required. There were also working groups with Trustees on Digital Transformation and Income Generation and Fundraising.

WAC staff also provided leadership on a range of health and care initiatives during the year, for example:

- WAC's CEO was selected as the VCS representative on the Integrated Care Partnership Assembly, and there was also a place for a Carer representative. The **Integrated Care System (ICS) Carers Reference Group** continued to meet during the year, and presented key themes affecting Carers to the ICS Partnership Board, and as a result, the Board restated its support of 'Commitment to Carers' principles
- WAC's CEO acted as the **Voluntary and Community Sector (VCS) Executive Lead** on ICS work and also chairs Worcestershire County Council's **Integrated Wellbeing Offer Steering Group** (now renamed as the Being Well Delivery Group).

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

Our Volunteers

In normal times, the Association would rely heavily on its volunteers. Without them, like most non-profit and charitable organisations, Worcestershire Association of Carers would not be able to provide the current level of service and support for the Carers of Worcestershire. Our volunteers are important to increase our capacity to help Carers. Volunteering with the Association is hopefully also of benefit to the volunteers. The Association is enriched by the diversity that volunteers bring. They are able to add their qualities and skills to those of the staff. Volunteers may learn new skills and feel more involved with their community.

We have been able to adapt our activities to bring volunteers back safely, and in March 2023 had 27 active volunteers in a range of roles including Trustees, shop volunteers, making regular 'keep in touch' calls to Carers, and facilitating carer groups around the County. A new Volunteer and Placement Coordinator was recruited in February 2023, and she will focus on recruiting volunteers to work alongside paid staff in the new Carers Hub.

Within the Association all volunteers are treated with respect and valued by the staff.

Plans for the future

Worcestershire Association of Carers agreed a five-year Strategic Plan in 2019 which is reviewed annually by Trustees and the Senior Management Team. In 2023 our new CEO and Trustees have decided to undertake a full strategic review and will be focussing on the milestones to be achieved in 2023/4 which will support this aim, resting on three strategic pillars:

Wellbeing To improve, support and maintain the well-being of Carers and their communities in our area of benefit.

Voice To help Carers and our communities to successfully influence decision makers and shape the policies and services that impact their lives

Sustainable and Future Fit To create the conditions for organisational development and respond to new demand and opportunities.

Progress against priorities is monitored by the Board and sub-committees and will be reported on in the next Trustee Annual Report.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

Financial review

Financial Position

During the year the organisation had net expenses for the year of £77,214 (2022 – Income of £52,207). Reserves of £365,853 (2022 – £443,067) were made up of £155,977 (2022 – £286,826) restricted funds and £209,876 (2022 – £156,241) unrestricted funds.

Reserves Policy

During the last year WAC has continued to review the constituent elements of its Reserves policy and made amendments to ensure that the level of reserves contain sufficient funds to ensure that all contingent liabilities are covered. The reserves policy takes into account both the financial commitments to existing projects and notice periods from our funders, which at the present time equates to three months. The broad headings for the items covered in the calculation are: -

- Potential costs of winding down operations
- Potential costs for exiting Retail operations
- Business as usual costs to cover a minimum of three months operating costs
- Contingency costs for Capital expenditure

As at 31 March 2023, as a result of the detailed calculation, the required level of reserves stood at £88,421 against the actual level of £209,876 free reserves, so there is currently no shortfall in the organisation's reserves.

This calculation is reviewed regularly and discussed at both Financial Services Committee and Board meetings. In the event of any significant shortfall detailed plans will be put in place to ensure the reserves are replenished. The aim of the reserves policy is to maximise progress towards meeting our objectives whilst balancing the need for continuity and consistency of the work undertaken by WAC.

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006

Governance

The Board of Directors and Trustees has overall responsibility for directing the work of the Association. The Chief Executive reports to the Board.

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

Mrs Diana Fulbrook

Mr David Mann

Mr Jeffrey Ball

Mr Colin Archer

Mr Jamie Bridge

(Resigned 1 December 2022)

Mrs Sarah Clee

(Resigned 13 June 2023)

Mrs Mary Horner

Mr David Sullivan

Mrs Miranda Peel

(Appointed 1 April 2022)

Ms Clare Taylor

Miss Berenice Brown

(Appointed 28 February 2023)

Miss Kate O'Driscoll (Co-opted)

(Appointed 13 June 2023)

Selection of Directors and Trustees

Appointments are made by election at the Annual General Meeting following requests for nominations from members up to a maximum of twelve. The Board can co-opt up to a further two members during the year.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

Qualifying third party indemnity provisions

The Articles of Association of the charity include a provision that (subject to the exemptions required by the Companies Act) no Trustees or other officers of the company shall be liable for any losses of the charity, except in instances of fraud or wilful wrong doing.

Responsibilities of Trustees

Role descriptions have been produced for all Trustee roles based on Charity Commission Guidance and these were last reviewed in 2020. Performance against responsibilities is monitored by the Chair through annual appraisal meetings with Trustees.

The Association also has a Trustee Link scheme in place. The central purpose of a Trustee Link is to provide Trustees with the opportunity to gain a greater insight into specific WAC activities. This will help to inform Trustees when contributing to strategic decisions.

More specifically, WAC recognises that the benefits to linking Trustees with areas of WAC activities include:

- Extending Trustees' knowledge of staff and the breadth of WAC activity
- Familiarising Trustees with the Association's physical environment
- Providing an opportunity for staff and volunteers to meet informally with Trustees
- Helping Trustees to develop in-depth knowledge of areas of WAC activities (including quality issues and targets)
- Allowing Trustees to use their skills and experience to benefit the Association directly in specific areas

In addition, the Association has named Trustees responsible for Whistleblowing and Complaints.

Policy for training Trustees

On appointment, Trustees go through a documented induction programme covering all areas of responsibility. Trustees are appraised annually by the Chair and development needs are identified as part of that process. Board and individual development needs are summarised in a report to the Board and the CEO and Chair produce a training and development plan. Trustee meetings which take place between Board meetings are also used as an opportunity to develop Trustees. The Board also carries out an annual self-assessment of governance against Charity Commission standards, and any training and development needs identified are included in the governance action plan.

Management

The Trustees delegate the day-to-day management, the development of strategy and overall leadership of the charity to the Chief Executive. The remuneration of key management personnel is set by the Board of Trustees.

Senior managers of the Association:

- | | |
|------------------------------|------------------------------------|
| • Chief Executive Officer | Carole Cumino (to 19 March 2023) |
| • Chief Executive Officer | Karen Edwards (from 20 March 2023) |
| • Service Manager/Deputy CEO | Mel Smith |
| • Finance Manager | Natasha Davies |

Members - 1st April 2022 to 31st March 2023 - At the end of March 2023 membership stood at 1,796 members.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

FOR THE YEAR ENDED 31 MARCH 2023

Risk Management

The Trustee Board regularly monitor and review the operational and financial risks to which the Charity might be exposed, through the corporate Risk Register. The register identifies the main areas of risk, their likelihood and impact on the Charity.

The main risks to WAC, as identified by the Trustees are:

- Carer numbers – Carers needs not being met by not using WAC services, due to lack of awareness or our coverage across the county.
- Quality Service Provision – Insufficient staff or volunteer levels could mean we are not able to deliver high quality services.
- Policy influence – having a lack of influence over policies affecting carers and planning of services could lead to a poor level of service.
- Resources – losing major contracts and having insufficient resources could mean we fail to deliver services to Carers.
- Sustainable Future – WAC needs to ensure its future through income generation.
- Governance – the organisation needs to ensure it has strong governance and effective leadership and succession planning.

Trustees are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Statement of Trustees' responsibilities

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

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

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

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

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

Auditor

In accordance with the company's articles, a resolution proposing that Ormerod Rutter Limited be reappointed as auditor of the company will be put at a General Meeting.

WORCESTERSHIRE ASSOCIATION OF CARERS

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

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



Mrs Diana Fulbrook
Trustee

13 July 2023

WORCESTERSHIRE ASSOCIATION OF CARERS

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF WORCESTERSHIRE ASSOCIATION OF CARERS

Opinion

We have audited the financial statements of Worcestershire Association of Carers (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

WORCESTERSHIRE ASSOCIATION OF CARERS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF WORCESTERSHIRE ASSOCIATION OF CARERS

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the charitable company, we identified the principal risks of non-compliance with laws and regulations including those that have a direct impact on the preparation of the financial statements and the extent to which non-compliance might have a material effect on the financial statements. Audit procedures performed included discussions with management, review of board meeting minutes, testing of journals, designing and performing audit procedures and challenging assumptions and judgements made by management in relation to accounting estimates.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

WORCESTERSHIRE ASSOCIATION OF CARERS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF WORCESTERSHIRE ASSOCIATION OF CARERS

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Joanne Baldwin ACA FCCA (Senior Statutory Auditor)
for and on behalf of Ormerod Rutter Limited

31/7/2023

Chartered Accountants
Statutory Auditor

The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

WORCESTERSHIRE ASSOCIATION OF CARERS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	7,290	-	7,290	8,518	-	8,518
Charitable activities	4	8,013	1,200,371	1,208,384	4,138	1,075,114	1,079,252
Other trading activities	5	82,117	-	82,117	72,208	225	72,433
Investments	6	2,023	-	2,023	8	-	8
Total income		99,443	1,200,371	1,299,814	84,872	1,075,339	1,160,211
Expenditure on:							
Raising funds	7	64,287	1,687	65,974	67,835	-	67,835
Charitable activities	8	(15,113)	1,326,167	1,311,054	(34,440)	1,074,609	1,040,169
Total expenditure		49,174	1,327,854	1,377,028	33,395	1,074,609	1,108,004
Net incoming/(outgoing) resources before transfers		50,269	(127,483)	(77,214)	51,477	730	52,207
Gross transfers between funds		3,366	(3,366)	-	-	-	-
Net income/(expenditure) for the year/ Net movement in funds		53,635	(130,849)	(77,214)	51,477	730	52,207
Fund balances at 1 April 2022		156,241	286,826	443,067	104,764	286,096	390,860
Fund balances at 31 March 2023		209,876	155,977	365,853	156,241	286,826	443,067

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

All income and expenditure derive from continuing activities.

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

WORCESTERSHIRE ASSOCIATION OF CARERS

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	13		30,956		22,345
Current assets					
Debtors	14	154,493		159,941	
Cash at bank and in hand		240,814		315,059	
		<u>395,307</u>		<u>475,000</u>	
Creditors: amounts falling due within one year	15	(58,110)		(54,278)	
Net current assets			<u>337,197</u>		<u>420,722</u>
Total assets less current liabilities			<u>368,153</u>		<u>443,067</u>
Creditors: amounts falling due after more than one year	16		(2,300)		-
Net assets			<u><u>365,853</u></u>		<u><u>443,067</u></u>
Income funds					
Restricted funds	18		155,977		286,826
<u>Unrestricted funds</u>					
Designated funds	19	20,000		-	
General unrestricted funds		<u>189,876</u>		<u>156,241</u>	
			<u>209,876</u>		<u>156,241</u>
			<u><u>365,853</u></u>		<u><u>443,067</u></u>

WORCESTERSHIRE ASSOCIATION OF CARERS

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

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

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

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

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

The financial statements were approved by the Trustees on 13 July 2023



Mrs Diana Fulbrook
Trustee

Company registration number 03485330

WORCESTERSHIRE ASSOCIATION OF CARERS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	23		(53,139)		65,983
Investing activities					
Purchase of tangible fixed assets		(23,129)		(19,351)	
Investment income received		2,023		8	
Net cash used in investing activities			(21,106)		(19,343)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(74,245)		46,640
Cash and cash equivalents at beginning of year			315,059		268,419
Cash and cash equivalents at end of year			240,814		315,059

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Worcestershire Association of Carers is a private company limited by guarantee incorporated in England and Wales. The registered office is Gf Suite 2 Polysec House, Blackpole Trading Estate West, Hindlip Lane, Worcester, Worcestershire, WR3 8TJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

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

Stocks of undistributed donated goods are not valued for balance sheet purposes.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income from shop sales represents the sale of donated goods recognised at the point of sale.

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

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

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

1.6 Tangible fixed assets

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost or valuation, net of depreciation and any impairment losses.

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

Fixtures and fittings

Straight line over 5 years and 3 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

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

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

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

Basic financial assets

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

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

1.12 Leases

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

2 Critical accounting estimates and judgements

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

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

Critical areas of judgement

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity.

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and gifts	7,290	5,667
Grants	-	2,851
	<u>7,290</u>	<u>8,518</u>
Grants receivable for core activities		
Wychavon District Council - COVID-19	-	2,667
HMRS - Coronavirus Job Retention Scheme	-	184
	<u>-</u>	<u>2,851</u>

4 Charitable activities

	2023	2022
	£	£
Sector consultancy work	8,013	5,138
Social work placements	2,980	18,931
Performance related grants	1,197,391	1,055,183
	<u>1,208,384</u>	<u>1,079,252</u>
Analysis by fund		
Unrestricted funds	8,013	4,138
Restricted funds	1,200,371	1,075,114
	<u>1,208,384</u>	<u>1,079,252</u>
Performance related grants		
Worcestershire County Council	656,509	702,295
NHS Herefordshire and Worcestershire Clinical Commissioning Group	70,785	75,228
St Stephens Surgery	283,914	155,791
Winyates Health Centre	127,387	92,922
Redditch Borough Council	40,000	-
Department for Education	-	17,375
Other	18,796	11,572
	<u>1,197,391</u>	<u>1,055,183</u>

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Other trading activities

	Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £
Fundraising events	-	-	-	63	63
Shop income	82,117	-	82,117	-	72,145
Training	-	-	-	225	225
Other trading activities	82,117	-	82,117	225	72,433

6 Investments

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Bank interest receivable	2,023	8

7 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2023 £	2023 £	2023 £	2022 £
Other trading activities				
Telephone, IT and website costs	941	1,687	2,628	1,723
Rent	17,000	-	17,000	17,000
Premises expenses	3,172	-	3,172	3,167
Events and marketing	312	-	312	20
Staff costs	33,562	-	33,562	41,006
Depreciation and impairment	(333)	-	(333)	311
Light and heat	4,585	-	4,585	1,689
Insurance	2,927	-	2,927	1,182
Sundry expenses	2,121	-	2,121	1,737
	64,287	1,687	65,974	67,835

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Charitable activities

	2023 £	2022 £
Staff costs	1,008,922	790,617
Depreciation and impairment	14,851	18,292
Rent	18,875	17,150
Insurance	3,116	1,345
Utilities	15,890	16,184
Postage, stationery and office expenses	10,934	12,068
Premises and IT costs	68,371	50,749
Training	22,403	20,541
Facilitator costs	14,301	33,774
Professional and consultancy fees	44,179	18,943
Subscriptions	1,824	4,317
Travel costs	11,780	4,702
Carers costs	6,109	727
Carers news	9,111	14,599
Room hire	11,897	2,704
Staff recruitment	17,271	3,456
Sundries	25,987	23,481
	<u>1,305,821</u>	<u>1,033,649</u>
Share of governance costs (see note 9)	5,233	6,520
	<u>1,311,054</u>	<u>1,040,169</u>
Analysis by fund		
Unrestricted funds	(15,113)	(34,440)
Restricted funds	1,326,167	1,074,609
	<u>1,311,054</u>	<u>1,040,169</u>

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

9 Support costs

	Support costs £	Governance costs £	2023 £	2022 £
Audit fees	-	5,233	5,233	6,520
	-	5,233	5,233	6,520
Analysed between Charitable activities	-	5,233	5,233	6,520

Governance costs includes fees payable to the auditors of £5,220 (2022- £6,520) and £13 Companies House filing fee.

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration for their services during the year, but two were reimbursed £567 for facilitator training and recruitment expenses (2022- one was reimbursed £405).

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	53	46
Employment costs	2023 £	2022 £
Wages and salaries	951,184	761,027
Social security costs	63,020	49,457
Other pension costs	28,280	21,139
	1,042,484	831,623

During the year, the charity made redundancy and termination payments amounting to £35,703 (2022: £nil) with respect to 6 (2022: nil) individual cases.

Key management personnel

The key management personnel are represented by 4 employees. The total employee benefits of the key management personnel (inclusive of employers national insurance) were £112,787 (2022: £99,398).

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

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

12 Taxation

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

13 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2022	132,221
Additions	23,129
Disposals	(33,579)
	<hr/>
At 31 March 2023	121,771
	<hr/>
Depreciation and impairment	
At 1 April 2022	109,876
Depreciation charged in the year	14,518
Eliminated in respect of disposals	(33,579)
	<hr/>
At 31 March 2023	90,815
	<hr/>
Carrying amount	
At 31 March 2023	30,956
	<hr/>
At 31 March 2022	22,345
	<hr/>

14 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	98,042	56,267
Other debtors	10,500	3,000
Prepayments and accrued income	45,951	100,674
	<hr/>	<hr/>
	154,493	159,941
	<hr/>	<hr/>

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	7,902	18,567
Trade creditors	20,758	10,818
Other creditors	1,571	1,349
Accruals and deferred income	27,879	23,544
	<hr/>	<hr/>
	58,110	54,278
	<hr/>	<hr/>

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

16 Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Accruals and deferred income	2,300	-
	<u> </u>	<u> </u>

17 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £28,280 (2022 - £21,139).

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Restricted funds

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

	Movement in funds			Movement in funds			Transfers	Balance at 31 March 2023
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended		
	£	£	£	£	£	£	£	£
Integrated Carers Hub (inc. Carer Reviews)	49,646	650,750	(615,704)	84,692	658,760	(726,659)	(31)	16,762
Social Prescribing	6,113	153,678	(139,290)	20,501	239,957	(239,708)	(1)	20,749
Families in Partnership	14,098	17,375	(17,361)	14,112	38,987	(22,757)	1	30,343
Sanctuary Housing	5,532	-	(5,532)	-	-	-	-	-
Transforming Care Regional Forum	1,383	-	(1,383)	-	-	-	-	-
Herefordshire Carers	45,951	1,225	(27,203)	19,973	1,000	(19,856)	(195)	922
Lifestyle Advisors	12,330	87,603	(74,363)	25,570	87,543	(94,575)	2	18,540
Saintbury	2,863	-	-	2,863	-	-	(2,863)	-
Community Mental Health Team	30,975	45,728	(70,283)	6,420	80,880	(72,476)	-	14,824
Health Equalities Partnership	62,641	-	(35,662)	26,979	-	(16,969)	-	10,010
Masons Long COVID Support	17,440	-	(11,829)	5,611	-	(5,611)	-	-
Community First Recovery College	3,902	-	(3,902)	-	-	-	-	-

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Restricted funds

(Continued)

	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£	£
Social Work Placements	7,318	18,931	(17,925)	8,324	2,980	(11,304)	-	-
Sustaining Carers	5,236	-	(5,236)	-	-	-	-	-
Tackling Inequalities	1,330	-	(1,330)	-	-	-	-	-
Herefordshire Masons	19,338	-	(12,481)	6,857	-	(6,857)	-	-
Carer Connectors	-	49,545	(26,651)	22,894	-	(22,894)	-	-
HCS Rejuvenate	-	1,572	(151)	1,421	-	(1,421)	-	-
Herefordshire County Council	-	10,000	(788)	9,212	-	(9,212)	-	-
Impact Focus Group	-	2,000	(2,000)	-	-	-	-	-
Reasonable Adjustment Pilot	-	2,500	(2,500)	-	-	-	-	-
Redditch District Collaborative	-	7,432	(3,035)	4,397	55,000	(23,296)	-	36,101
Transforming Care Admissions	-	2,000	-	2,000	-	-	-	2,000
VCS	-	25,000	-	25,000	5,711	(30,711)	-	-
VCS Mental Health Intergration Funding	-	-	-	-	2,834	(1,615)	-	1,219
Empowering Carers at Discharge	-	-	-	-	4,300	(4,300)	-	-

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Restricted funds

(Continued)

	Movement in funds			Movement in funds			Transfers	Balance at 31 March 2023
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended		
	£	£	£	£	£	£	£	£
Sanctuary Housing	-	-	-	-	4,000	(2,508)	-	1,492
Time for ME!	-	-	-	-	8,500	(5,485)	-	3,015
Winter Warmth	-	-	-	-	9,919	(9,919)	-	-
Miscellaneous	-	-	-	-	-	279	(279)	-
	<u>286,096</u>	<u>1,075,339</u>	<u>(1,074,609)</u>	<u>286,826</u>	<u>1,200,371</u>	<u>(1,327,854)</u>	<u>(3,366)</u>	<u>155,977</u>

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Restricted funds

(Continued)

The Integrated Carers Hub comprises of grants received for the purpose of supporting unpaid adult carers across the County.

The Social Prescribing funds comprises of grants received for the purpose of Social Prescriber wages and expenses.

The Families in Partnership fund comprises of a grant received for the purpose of funding a local Parent Carer Forum which is a group of parents and carers of disabled children, to make sure the services they receive meets the needs of the disabled children and families.

The Sanctuary Housing fund comprises of a grant received for the purpose of providing health and wellbeing events for carers.

The Transforming Care Regional Forum comprises of a grant received for the purpose of supporting carers to have a say in services developed for people with learning disabilities.

The Herefordshire Carers fund comprises a legacy grant received to support carers within Herefordshire.

The Lifestyle Advisors fund comprises grants received to provide a lifestyle coaching / advice service to improve patient wellbeing within the Redditch area.

The Saintbury fund comprises a grant received to support carers with future financial planning sessions.

Community Mental Health Team relates to funding received to provide information advice and support to carers of people with mental ill health.

Health Equalities Partnership relates to funding received to reduce inequalities by identifying and supporting carers working in the NHS and building local partnerships to tackle health inequalities.

Masons Long COVID Support relates to funding received to support carers of people with Long COVID syndrome.

Community First Recovery College relates to providing training for carers through the Herefordshire and Worcestershire Recovery College.

Social Work Placements relates to funding received to provide placements for student social workers to gain experience of supporting carers.

Sustaining Carers relates to funding received to support carer wellbeing through the COVID-19 pandemic.

Tackling Inequalities relates to funding received to provide exercise classes for Carers.

The Masons Herefordshire fund comprises of a grant received to provide events and activities for carers within Herefordshire.

Carer Connectors relates to COVID-19 recovery funding to reconnect isolated carers.

Carer Reviews relates to carrying out statutory carer reviews under delegated authority from Worcestershire County Council.

HCS Rejuvenate is to provide Craft activities for Herefordshire Carers.

Herefordshire County Council relates to providing counselling service for Herefordshire Carers.

Impact Focus Group relates to funding for engagement with carers on impact of COVID-19.

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Restricted funds

(Continued)

Reasonable Adjustment Pilot relates to working with the CCG to improve the accessibility of communications with people with Learning Disabilities.

Redditch District Collaborative relates to supporting the development of a health and care collaborative in Redditch.

Transforming Care Admissions is to Support Carer Voice/contribution towards NHS aim to reduce hospital admissions for patients with Learning Disabilities or Autism.

VCS relates to supporting the Worcestershire Voluntary and Community Sector to work with the health and care sector.

Carers Choir – Worcester County Councillor Divisional Fund grants towards running costs of the WAC Carers Choir

Empowering Carers on discharge - A project to seek and report on Carers experience of hospital discharge process for the cared for and produce a report for the Integrated Care Board.

Time for Me – Grant funding to provide wellbeing activities for Carers

VCSE MHIGs (Voluntary, Community and Social Enterprises Mental Health Intelligence Gathering) - NHS Funding via the VCSE alliance to utilise Community Mental Health Link Worker skills to map VCSE Mental Health services.

Winter Warmth. Grant funding to provide Carers with information, advice and support to help them face the challenges of fuel poverty.

19 Designated funds

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

	Movement in funds			
	Incoming resources £	Balance at 1 April 2022 £	Transfers £	Balance at 31 March 2023 £
Polysec House moving costs	-	-	20,000	20,000
	-	-	20,000	20,000

Polysec House moving costs - One of the beneficial effects of the pandemic has been the expansion of the ability for WAC staff to work remotely and not necessarily require a permanent base. To that end, a cash reserve of £20k has been designated by the Trustees in order to cover any potential move from Polysec House into smaller premises.

WORCESTERSHIRE ASSOCIATION OF CARERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	30,956	-	30,956	22,345	22,345
Current assets/(liabilities)	181,220	155,977	337,197	133,896	420,722
Long term liabilities	(2,300)	-	(2,300)	-	-
	<u>209,876</u>	<u>155,977</u>	<u>365,853</u>	<u>156,241</u>	<u>443,067</u>

21 Operating lease commitments

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

	2023 £	2022 £
Within one year	21,933	21,933
Between two and five years	26,952	2,707
	<u>48,885</u>	<u>24,640</u>

22 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

23 Cash generated from operations

	2023 £	2022 £
(Deficit)/surplus for the year	(77,214)	52,207
Adjustments for:		
Investment income recognised in statement of financial activities	(2,023)	(8)
Depreciation and impairment of tangible fixed assets	14,518	18,603
Movements in working capital:		
Decrease in debtors	5,448	7,512
Increase/(decrease) in creditors	6,132	(12,331)
Cash (absorbed by)/generated from operations	<u>(53,139)</u>	<u>65,983</u>

24 Analysis of changes in net funds

The charity had no debt during the year.