

CARE FOR THE CARERS

England & Wales · Charity number 1074906

Details

Other names	CARE FOR THE CARERS LIMITED
Status	Registered
Legal form	Charitable company
Company number	03677361
Registered	1999-03-29
Register	View on the Charity Commission register

Contact

Address	Care for the Carers Faraday House 1 Faraday Close Eastbourne BN22 9BH
Phone	01323738390
Email	info@cftc.org.uk
Website	www.cftc.org.uk

Activities

Objects: THE CHARITIES OBJECTS ("THE OBJECT") ARE TO RELIEVE , IN EAST SUSSEX AND IN BRIGHTON AND HOVE THE CONDITIONS OF PERSONS WHO ARE ELDERLY, SICK OR DISABLED BY PROVIDING SUPPORT, ADVICE AND INFORMATION TO THEIR CARERS.

Activities: To improve the quality of carers' lives by helping the local community recognise and value the role of carers, and by enabling carers to access the services and support they require.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** EAST SUSSEX AND IN BRIGHTON AND HOVE
- East Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,743,099	£2,138,579	£1,946,263	44
2024-03-31	£1,821,044	£1,873,544	£2,352,135	43
2023-03-31	£1,451,261	£1,368,622	£2,404,635	37
2022-03-31	£1,146,189	£949,224	£2,359,273	32
2021-03-31	£957,163	£826,167	£2,092,222	28

Trustees

Name	Role	Appointed
Dr Neil Gareth Churchill OBE	Chair	2020-12-28
Ahmed Mohamed Nabil M S Elbarkouki		2025-09-25
Gemma Anne Nesbit		2025-09-25
Geoffrey Richard Munn		2022-05-13
Jessica Wendy Alice Kaye		2025-09-25
Natasha Anne-Marie Burrows		2023-11-22
RICHARD PEARSON		2021-12-09
Stephen Andrew Toomey		2024-11-26
Susan Clare Massey		2025-07-12

Accounts

Registered number: 03677361
Charity number: 1074906

Care for the Carers
(A company limited by guarantee)

Trustees' report and financial statements
for the year ended 31 March 2025

Care for the Carers
(A company limited by guarantee)

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Care for the Carers
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**Reference and administrative details of the Company, its Trustees and advisers
for the year ended 31 March 2025**

Trustees	Neil Churchill OBE, Chair Richard Pearson Graham Turner Geoffrey Munn Natasha Burrows
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Company registered number	03677361
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Charity registered number	1074906
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Registered office	Faraday House 1 Faraday Close Eastbourne England BN22 9BH
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Company secretary	Jennifer Twist
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Chief executive officer	Jennifer Twist
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Independent auditor	Kreston Reeves LLP Chartered Accountants Nile House Nile Street Brighton East Sussex BN1 1HW
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Solicitors	Keeleys LLP 28 Dam Street Lichfield Staffordshire ES13 6AA
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Care for the Carers
(A company limited by guarantee)

Trustees' report
for the year ended 31 March 2025

The Trustees present their annual report together with the audited financial statements of the charity for the year ended 31 March 2025. The Trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provision of the Statement of Recommended Practice (SORP), applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The objects of the charity are to provide support, advice and information to any carer, of any age, living in East Sussex, Brighton and Hove or who is caring for someone living in East Sussex, Brighton and Hove. A carer is a relative, partner or friend, of any age, who within the past three years has provided essential care or support to someone who is disabled whether through mental or physical ill health, learning disability or frailty. This includes a parent or sibling caring for a disabled child and a child caring for an adult.

There are many reasons why caring for someone else leaves the carer needing support:

- Caring reduces the physical and mental health and wellbeing of many carers.
- Caring can lead to poverty, with many carers needing to give up work to care, managing on benefits or finding themselves covering additional expenditure to support the person they care for.
- Caring often impacts on carers' ability to sustain employment, friendships and hobbies.
- Many carers face isolation and loneliness.

Care for the Carers addresses these issues by providing direct support and information to carers, by raising awareness of the issues they face and influencing local and national policy affecting carers.

"I have lost my job, given up my career, have my own mental health concerns as a result of all of this, nearly broke my marriage apart because our family life has been so strained."

b. Vision and mission

Our vision: we will work with carers until all East Sussex carers have recognition, choices, influence and access to quality support and services that they need and want.

Our mission: we represent East Sussex carers, enable their voices to be heard and provide services in response to what they need and want.

"You have made me feel a lot less burdened and I feel so much better"

"It meant a lot to have someone like you caring for me as a carer"

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2025

Objectives and activities (continued)

c. Main activities undertaken to further the Company's purposes for the public benefit

All activities are delivered in line with our Strategic Plan, which was coproduced with carers and is refreshed annually, guided by carers' feedback on the support they require and the issues impacting them. Our Business Plan sets out how the charity will deliver the strategy, to guide the work of the management team and Board. We are working to:

1. Maintain & grow our commissioned services
2. Grow our discretionary services
3. Reach more carers – in particular carers most needing our support
4. Build our capacity to support more carers – sustainably

Achievements and performance

a. Main achievements of the Company

Support, Advice and Guidance

During the year we supported 11,786 (2024: 10,860) carers across East Sussex. Of these:

- 3,134 (2024: 3,489) were newly identified carers
- 449 (2024: 381) were young carers aged 5-17 years
- 4,856 (2024: 4,991) carers accessed Carers Hub, our single access point for information, advice and support
- 884 (2024: 695) carers accessed one to one Coaching or Directions sessions with specialist Carer Support Workers
- 991 (2024: 241) carers accessed our Time to Talk counselling service.

Particular highlights this year:

- **Mental Health Carers Project** provided support to 308 (2024: 337) carers alongside specialist carers group meetings, activities and mental health and awareness activity. The project links closely with specialist mental health providers, running groups and clinics in their services to ensure that carers' needs are met. Group members value the peer and social support offered by this project whilst also sharing their skills, knowledge and experiences to improve the wider outcomes for mental health carers. Examples of this include a group of our carers recently starting an independent piece of qualitative research which we will support to be circulated to specialist NHS mental health providers on completion.
- **Carers Assessment Reviews** are undertaken on behalf of East Sussex County Council, providing carers with a space to explore their caring role and often leading to additional support from either Care for the Carers or external agencies. In 2024-25 we completed 496 (2024: 367) Carer Reviews, with 299 (2024: 245) carers going on to receive further support from Care for the Carers, 138 (2024: 157) carers referred to partner organisations and 94 (2024: 91) receiving additional support from Adult Social Care.
- **Carers Health Programme** has evolved to include 3 NHS funded projects in 2024-25 supporting 689 (2024: 689) carers in total.
- **Hastings and Havens Primary Care Projects** supported 734 carers with more complex needs predominantly via casework. We also completed Carer Awareness and Quality Marker training with GP surgeries in those areas. We deliver the Hospital Discharge Project as part of the Sussex Carers Partnership which comprises Care for the Carers, Carers Support West Sussex and the Carers Centre for Brighton and Hove. 297 newly identified carers were supported over the year via casework with issues related to hospital discharge.

Care for the Carers

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Trustees' report (continued) for the year ended 31 March 2025

Achievements and performance (continued)

- **Young Carers Project** supports local young carers to access respite clubs and activities. 449 young carers are registered to receive information. Of those, 98 have attended one of the three monthly young carers clubs and a range of holiday activities including outings and whole family activities. Highlights this year include a 3-day residential course for 12 young carers which was facilitated at a local YHA where young carers enjoyed a range of outdoor activities and a break from their caring roles.
- **Carers Money Matters Project**, started in January 2025 and supported 218 carers, including 45 through in-depth casework. We estimate the overall financial benefit to East Sussex carers in just 3 months has been £76,432.18, an average of £350.60 per carer. The project with VCS partners to establish a dedicated stream of funding for carers within the local Household Support Fund Round 6. In less than 4 weeks we supported 95 carers experiencing financial hardship to access £17,890 of new grants.
- **Carers in Touch** is now a much-valued project. In 2024-25, the project provided invaluable support to carers via regular social phone calls providing a listening ear, alleviating loneliness and helping carers feel valued in their caring role. 120 (2024: 110) carers were supported by a dedicated team of 8 volunteers.

Groups and Activities

249 carers (2024: 248) attended one of our 17 (2024: 19) carers groups in 2024-25. Groups are a highly valued opportunity for carers to meet with one another and take some time out from caring. Alternatively, some groups are used to share expertise, access information from specialist Carer Support Workers and guest speakers on topics selected by the group or engage in wellbeing activities in a friendly environment.

Highlights included:

- Provision of **social and wellbeing activities** is now embedded into our mix of services. These are funded through the kind support of the local community via donations and grants and enable carers to take a hugely valued short break from their caring role. 285 (2024: 252) carers benefited from taking a break and attending one of 61 (2024: 39) wellbeing or social activities. Our programme for carers included Spa breaks, hand massage, mindfulness sessions, creative courses, art sessions, days out, Christmas activities, meals and theatre and cinema visits.
- Our two local centres became established in the communities of Uckfield and Hastings serving growing number of local carers. In a 12-month period 200 carers accessed support, activities and a break via the centres.

"I love our meetings and informal chats with other carers. I've found the information helpful and made friends who understand which has helped."

Tools and Resources

The East Sussex Carers Card is available to all carers including young carers and parent carers of children. It helps to identify carers in an emergency and entitles them to discounts from a range of businesses. Adult carers of another adult can also link their Carers Card to a backup emergency care plan through East Sussex County Council's Carers Respite Emergency Support Scheme. 2,254 (2024: 2,674) carers signing up during the year.

Other highlights in tools and resources include:

- Administering the Healthcare Appointments Respite Grant (HARG) on behalf of East Sussex County Council (ESCC). These grants enabled 16 carers (2024: 10) to attend much needed healthcare appointments, training courses or engagement opportunities, by funding replacement care for the person they support.
- Administering the 'Small Grants for Carers Groups' fund on behalf of ESCC, helping to seed fund community peer support groups for carers.
- Being commissioned by ESCC and NHS Sussex to act as their Strategic Partner, which includes commissioning a range of carer wellbeing and respite services from the local voluntary sector.

"Taking a break is a necessity not a luxury. I can't imagine not being able to take a break, I would be in a terrible state without, carers fatigue they call it. It can catch up with you, even if you are getting other help."

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2025

Achievements and performance (continued)

Awareness, Information and Communications

Raising awareness of carers' needs helps identify carers early, supporting them to access support ahead of their needs escalating. We achieve this through our communications and media work, Carer Friendly Community programme, recruitment of volunteers and Carers Card businesses, and provision of "Think Carer" training to employers and health, social care and community service providers. Highlights this year:

- Carer Friendly Scheme was awarded to East Sussex MSK Community Partnership (ESMSK) with 5 patient and staff sites across East Sussex. A new partnership secured at the end of 2024 between Horder Healthcare and East Sussex Healthcare NHS Trust means that further sites are now delivering their service with 'thinking carer' firmly at the forefront of their delivery. Patients with MSK account for around 30% of GP consultations and with ESMSK receiving over 150,000 referrals a year, this partnership can reach many carers.
- Further two Carer Friendly Scheme were awarded to Sussex Support Service (Uckfield) and Friends of Bishopstone (FOBs) – a local community organisation run by and for residents of Bishopstone in the Havens area.
- Our Carers Week & Carers Rights Day campaigns grew in their reach, with a 60% increase in our social media reach during Carers Week.
- Think Carer training was delivered to 270 (2024: 393) health, social care and voluntary sector professionals.
- We developed bespoke workplace training for staff in line management roles, to raise awareness and understanding of how to identify and effectively support carers in the workplace. Three online sessions were delivered to 15 managers at East Sussex County Council, which resulted in Think Carer sessions being organised for large teams by the managers trained.

"I feel everything was covered and the awareness of carers was at the front of the training. It was clear the trainer was passionate about carers and the service delivered."

- We actively celebrated and marked Carers Week & Carers Rights Day campaigns offering carers a break, events, and launching social media campaign with increased reach and new podcasts.
- We worked with 344 volunteers (2024: 363), in a range of voluntary roles supporting isolated carers, Young Carers, providing counselling, as well as in micro volunteering Carers Champions roles, and written and published Volunteering Strategy.
- CareLine Magazine went out to 3,300 recipients by post, mainly carers and 7,000 people receive it electronically, while our monthly e-Newsletter reaches on average 7,300 carers and professionals.
- Our website received 40,000 unique visitors, and we can report very successful engagement through our social media, with content reach and reactions up by 94% to 225% depending on platform, as well as growth in followers.

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Trustees' report (continued)
for the year ended 31 March 2025

Achievements and performance (continued)

Engagement and Representation

Carers who are part of the Carers Voices Network contribute to consultations, focus groups and campaigns. We aim to make this as accessible as possible, and keep the Network informed via a monthly strategic e-Newsletter and targeted communications. This helps the charity to keep Carers Voices at the heart of everything we do, and to speak with local carers and advocate for them within health, social care and voluntary sector strategic planning.

Our partnerships are a powerful asset in this - Care for the Carers is a Network Partner of Carers Trust, where our CEO is a Trustee, and we are a member of Carers UK. This requires adherence to shared operational standards and values, enables us to help local carers' voices shape national policy, brings eligibility for a range of grants for carers, good practice learning and support, and partnership opportunities. Locally we develop a range of partnerships, specifically focusing on reaching out to hidden carers and those unrepresented among our clients.

We have been present in areas of financial disadvantage in Newhaven, and in the rural village of Isfield, where following funding received from the local community group, we have started a regular lunchtime meet-up for carers in Isfield and neighbouring villages. We had a strong presence at Eastbourne Pride, giving talks to LGBTQ+ groups and are members of Sussex-wide LGBTQ+ Community Research group. We offer carers information through 'Unity in the Community' cafe in Hastings, taking part in Diwali and the Chinese New Year celebrations, the Sanctuary Festival in Alexandra Park with partners Arts on Prescription and the Refugee Buddy Project and working with Hastings and St Leonards Men's Health and Well Being project 'Mr Hastings and St Leonards'.

Strategically, our membership of the East Sussex VCSE Alliance, which our CEO chairs, and Sussex Carers Partnership are key alliances enabling us to influence local policy and planning, and to partner to develop new service responses.

Highlights included:

- We held Annual Carers Voices Conference (June 2024), attended by 136 carers and professionals making it the biggest carers event in the county bringing together carers with decision makers shaping local services. Carers Week Wellbeing and Celebration event at the local carers centre in Uckfield attended by 50 people, including 30 carers. Insight shared by carers contributed to the East Sussex Carers Partnership developments in carers support at the hospitals as well as working with MPs during and after the general election. We also incorporated insights from 164 local carers who took part in our Annual Carers Survey.
- 278 carers (2024: 270) were members of the Carers Voices Network this year.
- Carers Voices report

"A huge thank you for giving me the platform to speak up and share my experience – it has brought so many positives; you have no idea."

- We continued growing community outreach, attending 80 networking events (reaching approximately 1,086 professionals and members of the community) (2024: 107 networking events (2,943 people reached)) and 82 public events (attended by approx. 49,152 people) (2024: 56 public events (attended by c.7,838 people)), speaking directly to 268 carers (2024: 402 carers) new to our services, generating 148 new referrals.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2025

Achievements and performance (continued)

Fundraising

All the money raised goes to ensuring that no one is left to care alone.

Donations directly fund some of our essential services for carers. Our Young Carers service and Adult Carers activities programme are solely funded by donations and non-statutory grants. They provide a break to carers, helping them connect with others in a similar role, develop peer support, take care of their wellbeing or physical health, recharge to be able to keep on caring. This support for carers would not be possible without the donations and grants.

Independent fundraising also enables us to enhance and grow other services such as our local carers' centres, community engagement work, and volunteering programme including the volunteer-led Carers in Touch project which supports the most isolated carers. By diversifying our funding streams, we can respond more swiftly and flexibly to what carers are telling us they need, and what is not available elsewhere.

We have received wonderful support from the local community over the past year, this included being nominated as one of the three charities at Eastbourne Airbourne, as well as benefiting from Isfield Fete and Eastbourne Carnival.

We would like to thank all our individual and regular givers, challenge event participants, and raffle supporters. Thanks also to Tesco in Crowborough, Bexhill, Eastbourne and Uckfield, Tanya at Waitrose Lewes, Sainsburys in The Beacon, Crane Garden Buildings, Haulaway Ltd, Eastbourne and Eastbourne Sovereign Rotary Clubs, Newhaven, Peacehaven and Seaford Lions Club, Hastings Winkle Club, NHS Retirement Fellowship (Eastbourne and District Branch), Beavers 1st Seaside, YHA, Lewes Football Club, East Sussex Partners in Care, Uckfield, Seaford and Hailsham Town Councils and the students and staff at East Sussex College.

Thanks to the following Trusts and Foundations for their support over the year; The Foreshore Trust, Ian Askew Charitable Trust, Mrs A Lacy Tate Trust, Alchmey Foundation, Roy Hudson Trust, Anthony Mayew Charitable Trust, Ranmore Charitable Trust, Edna Johnson Will Trust, Sussex Community Foundation, Deerfold Trust, The Francis and Eric Ford Charitable Trust, Douglas Arter Foundation and Dorothy Wharton Trust.

Finally, we would like to thank the National Lottery Community Fund for their ongoing support of our local carer centres in Uckfield and Hastings.

Every penny raised and donated makes a real difference to the lives of local carers.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2025

Financial review

a. Going concern

Having reviewed the latest financial position as well as forecasts and projections through to August 2026, and made appropriate enquiries, the Trustees consider that the charity is in a stable, healthy financial position and remains a going concern; the accounts have been prepared on this basis.

b. Overall financial review

The charity was in a good financial position at the year end, with cash balances of £1,031,196 (2024: £796,183) and reserves totalling £1,946,263 (2024: £2,352,135).

The charity generated an accounting deficit of £405,872 for the financial year ended 31 March 2025 (2024: deficit of £52,500). The deficit was planned to enable to Charity to fund much needed support to Carers by drawing on Designated Reserves of £299,937 during the year.

The principal funding sources of income to the charity were from grants and contract related income of £1,656,561 (2024: £1,695,063). A second major source was funding drawn down from the Designated Reserves of £299,937. Donations received amounted to £34,761 (2024: £19,598). A further funding source to the charity; Other Income which includes interest received and this decreased to £17,673 (2024: £19,414).

The contract to deliver the East Sussex Carers Centre, jointly funded by ESCC and NHS Sussex, remains secure, and has now been extended until 2027. The contract's annual value is £650,066. This is the charity's largest contract, and – as a result of our fundraising strategy aiming to diversify our income streams – is now complemented by several additional multi-year contracts.

During the year, the charity generated additional income through dividend payments from the shareholding investment generously gifted by Catharine House Trust in 2019-20. The shareholding investment is held as designated funds, with the generated additional income held as unrestricted funds and used to increase activity that supports carers. During the year, the charity engaged an Independent Financial Advisor to review the shareholding and make any alternative recommendations.

The reserves of the charity comprise restricted, designated and unrestricted funds:

- Restricted funds are those which may only be spent on the purpose specified by the donor. This year, the charity had restricted funds of £66,517 (2024: £140,084).
- Designated funds are those set aside by the Trustees to finance particular projects which cannot be met from future income alone. The charity had designated funds of £1,610,670 (2024: £1,944,711). These designated funds include the shareholding investment.
- Unrestricted funds are those which are available for use to further the charity's purposes. The charity had unrestricted funds of £269,076 (2024: £267,340).

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2025

c. Reserve policy

The Trustees have reviewed and adjusted the reserves policy considering the following factors:

- an increasingly uncertain financial landscape, and stretched health and social care system,
- the increasing number of carers in East Sussex,
- our experience that more carers in the county are managing more complex caring roles,
- learning that carers with the most complex caring roles are more likely to be from diverse and less heard groups, have their own health inequalities and / or live in more deprived areas of the county,
- ensuring that reserve funds are set at an appropriate amount to meet any unforeseen emergency,
- and to support salary increases reflecting cost of living increases and the strategic developments set out in our Strategic Plan and Business Plan, to enable us to best support the needs of local carers.

New Services for Carers Reserve

Trustees have allocated £270,770 (2024: £111,087) to fund new services to support carers to meet local need.

Current areas of focus are:

- developing our programme of wellbeing, activities and voices work for Young Carers,
- developing our volunteering programme, including our volunteer led Carers in Touch project,
- seed funding a series of specialist and community services, in particular for diverse and less heard carers, including investing in partner organisations to develop and grow their services for Carers.

Staffing Reserve

£127,140 (2024: £166,486) has been allocated to enable Care for the Carers to meet the cost of expected increases to salaries, and to support staff development and training. The Trustees value highly our dedicated staff team, the backbone of the charity, and recognise the impact on staff of financially uncertain times. The Board has therefore prioritised ensuring employees receive fair remuneration, maintaining the charity's alignment to the National Joint Council (NJC) pay scales which includes an annual cost of living increase. We also reward excellent performance by providing a route for staff to access an annual salary increase within their salary band.

Digital Carer Support Reserve

This fund has a balance of £172,797 (2024: £190,563), which has been set aside to develop digital support for carers, including information and support, education and online resources.

Key aims include:

- reaching more carers from diverse and less heard groups by partnering with carers and professionals in touch with those communities and resourcing them with information and advice,
- providing an additional route of support for carers who prefer to self-serve, complementing our current in person and telephone offers and catering better to young adult carers and working carers.

Capital Reserve

This fund has a balance of £1,039,963 (2024: £1,476,575), this includes a loss on investment of £10,392 (2024: gain on investment of £35,967), held within a shareholding investment with Transact. This reserve has been created to enable the charity to acquire a property to serve as a central Carers Centre, enabling us to further grow face to face carers' services carers and provide a central location for carers to come together and access support.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2025

General Reserve

This reserve comprises of unrestricted general funds, has been set at £269,076 which equates to our current 'wind up' costs as well as approximately 2½ months unrestricted expenditure. This has been set aside to:

- Aid cash-flow, as expenditure can sometimes precede receipt of the corresponding income and to mitigate against delays in funding;
- Cover unforeseen expenditure and operational costs that may accumulate throughout the year;
- Provide transitional funding for core programmes which suffer a short-term shortfall in funds.

d. Asset cover for funds

Note 18 sets out an analysis of the assets attributable to the various types of funds and a description of the funds is included in note 17. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was incorporated on 2nd December 1998. It is registered as a charity with the Charity Commission. Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers.

The Trustees, who are the directors for the purpose of company law, and who served during the year were:

Dr Neil Churchill OBE	(Chair from 28th May 2021)
Mr Richard Pearson	
Mr Geoffrey Munn	
Mr Graham Turner	
Ms Natasha Burrows	
Mr Stephen Toomey	(Appointed 26th November 2024)
Ms Polly Evans	(Resigned 27th January 2025)
Cllr Mrs Mary Barnes	(Resigned 26th November 2024)
Ms Jane Lawrence	(Resigned 26 November 2024)
Mr Alan Botterill	(Resigned 26th November 2024)

b. Methods of appointment or election of Trustees

The Board of Trustees are all volunteers, and the majority bring lived experience of caring. The Board may co-opt Trustees either to fill a vacancy or as an additional Trustee, who may serve until the next annual general meeting when Trustees recommend new co-opted Trustees to the Membership for appointment. Following the ending of several Trustees' terms, the Charity is currently actively recruiting to strengthen the skill and diversity of the Board.

c. Policies adopted for the induction and training of Trustees

The Trustees receive an induction to brief them on their legal obligations under charity and company law, the committee and decision making processes, carers' needs and experiences, the Strategic Plan and the financial performance of the charity. Periodic training is provided, informed by an annual skills audit, and opportunities to meet the senior management team, and shadow the delivery of services are offered.

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Trustees' report (continued)
for the year ended 31 March 2025

Structure, governance and management (continued)

d. Pay policy

The remuneration of staff and key management personnel is guided by the National Joint Council (NJC) pay scales. The charity aims keep the salaries of staff and key management personnel aligned to these scales, which include annual cost of living increases and the opportunity of incremental salary increases in recognition of excellent performance.

e. Organisational structure and decision making

The Board of Trustees administer the charity with the appointment of a Chief Executive, who has delegated authority to manage the day to day operations of the charity. The charity's senior management team is comprised of the Chief Executive, Head of Services, Head of Communities and Head of Resources.

f. Risk management

The Trustees assess on a regular basis, throughout the year, the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to these risks.

Plans for future periods

With the public purse increasingly stretched, we continue to see local carers being called on to undertake more complex caring roles, and the number of carers continue rising. Where possible utilising our Designated Reserves to fund investments together with seeking external funding, over the next 12 months we aim to:

1. Maintain & grow our commissioned services
 - Identify and support more carers, including more carers from diverse and less heard groups
 - Build the range of specialist services available to carers, by delivering support or in partnership
 - Support and prevent carers experiencing financial hardship and ill health as a result of caring
 - Leverage our role as ESCC and NHS Sussex' Strategic Partner to advocate for local carers and achieve strategic change
 - Grow the offer to carers through economies of scale
 - Maximise the insights gained through our commissioned services to amplify carers' voices and inform service development and fundraising
2. **Grow our discretionary services**
 - Support more carers to take a break from their caring role by continuing to offer a rich and varied range of social and wellbeing opportunities
 - Maintain our independent voice by delivering projects supported by a diverse range of funders
 - Speaking up with and for carers to improve services and shape policy and improve the lives of carers and the people they care for
 - Act as an independent voice supporting carers seeking to raise specific concerns
 - Build detailed and current insight into carers' needs and experiences

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Trustees' report (continued)
for the year ended 31 March 2025

Plans for future periods (continued)

3. Reach more carers – in particular carers most needing our support
 - Reach and support more carers earlier, in particular the most hidden carers
 - Maintain our local presence/delivery (local carers centres)
 - Grow specialist services and support tailored to the needs of specific communities
 - Increase digital engagement, and offer more to carers who are digital natives
 - Create a Carer Friendly East Sussex
 - Raise the profile of carers within communities – of geography, identity and experience as well as online networks and groups
 - Build our presence and the profile of carers within communities – of geography, identity and experience as well as online networks and groups
 - Use national campaigns to maximise the impact of our awareness raising, adding value by empowering carers and volunteers to add their voices and influence
4. Build our capacity to support more carers – sustainably
 - Continue to build and support our volunteer team
 - Use our reserves to develop new services close to carers' homes or accessed online anytime.
 - Explore purchasing a building to enable us to develop face to face support and co-site with other carers' services supporting the development of our local partnerships
 - Continue to strengthen the charity by fundraising and diversifying our income streams and offering more services to local carers
 - Evaluate, build and celebrate our impact

"You have been truly amazing in your support and the activities you have provided. A big thank you to all the team at Care for the Carers for helping me be a better carer and allowing me to meet some amazing people. Through your hard work you have achieved so much and have been such an important person to so many people."

Members' liability

There are currently 119 members (2024: 120), each of whom agrees to contribute £1 in the event of the Company winding up.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2025

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statement comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

The auditor, Kreston Reeves LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Neil Churchill OBE

Chair

Date: 25/9/25

Care for the Carers
(A company limited by guarantee)

Independent auditor's report to the Members of Care for the Carers

Opinion

We have audited the financial statements of Care for the Carers (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

Care for the Carers
(A company limited by guarantee)

Independent auditor's report to the Members of Care for the Carers (continued)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Care for the Carers
(A company limited by guarantee)

Independent auditor's report to the Members of Care for the Carers (continued)

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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase income or reduce expenditure. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

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.

Care for the Carers
(A company limited by guarantee)

Independent auditor's report to the Members of Care for the Carers (continued)

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in my Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of my Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company'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 charitable company'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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Statutory Auditor
Brighton

Date: 26 September 2025

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Care for the Carers
(A company limited by guarantee)

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

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	14,741	20,020	34,761	19,598
Charitable activities	5	381,708	1,274,853	1,656,561	1,695,063
Other income	6	-	51,777	51,777	70,416
Total income		396,449	1,346,650	1,743,099	1,785,077
Expenditure on:					
Raising funds	7	-	65,372	65,372	59,623
Charitable activities	8	532,759	1,540,448	2,073,207	1,813,921
Total expenditure		532,759	1,605,820	2,138,579	1,873,544
Net expenditure before net (losses)/gains on investments		(136,310)	(259,170)	(395,480)	(88,467)
Net (losses)/gains on investments		-	(10,392)	(10,392)	35,967
Net expenditure		(136,310)	(269,562)	(405,872)	(52,500)
Transfers between funds	17	62,743	(62,743)	-	-
Net movement in funds		(73,567)	(332,305)	(405,872)	(52,500)
Reconciliation of funds:					
Total funds brought forward		140,084	2,212,051	2,352,135	2,404,635
Net movement in funds		(73,567)	(332,305)	(405,872)	(52,500)
Total funds carried forward		66,517	1,879,746	1,946,263	2,352,135

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

The notes on pages 22 to 44 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)
Registered number: 03677361

Balance sheet
as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	16,634	23,456
Investments	14	1,310,917	1,476,575
		1,327,551	1,500,031
Current assets			
Debtors	15	1,211,526	149,275
Cash at bank on notice	20	341,059	372,561
Cash at bank and in hand	20	690,137	423,622
		2,242,722	945,458
Creditors: amounts falling due within one year	16	(1,624,010)	(93,354)
Net current assets		618,712	852,104
Total net assets		1,946,263	2,352,135
Charity funds			
Restricted funds	17	66,517	140,084
Unrestricted funds			
Designated funds	17	1,610,670	1,944,711
General funds	17	269,076	267,340
Total unrestricted funds	17	1,879,746	2,212,051
Total funds		1,946,263	2,352,135

Care for the Carers
(A company limited by guarantee)

Balance sheet (continued)
as at 31 March 2025

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Neil Churchill OBE

Chair

Date:

25/9/25

The notes on pages 22 to 44 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	(25,522)	(139,016)
Cash flows from investing activities		
Dividends and interest received	51,777	70,417
Purchase of tangible assets	(4,367)	(20,556)
Proceeds from sale of investments	1,691,575	-
Purchase of investments	(1,478,449)	-
Net cash provided by investing activities	260,536	49,861
Change in cash and cash equivalents in the year	235,014	(89,155)
Cash and cash equivalents at the beginning of the year	796,182	885,337
Cash and cash equivalents at the end of the year	1,031,196	796,182

The notes on pages 22 to 44 form part of these financial statements

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The registered office and principal place of business of the charity is:

Faraday House
1 Faraday Close
Eastbourne
England
BN22 9BH

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Care for the Carers 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 policy.

2.2 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.

Whilst the impact of the current general economy has been assessed by the Trustees, so far as is reasonably possible, due to its unprecedented impact on the worldwide economy it is difficult to evaluate with any certainty the potential outcomes on the Charity's future activities. However, taking into consideration the Charity's level of reserves, the Trustees believe that the Charity will be able to continue in operational existence for the foreseeable future.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grant income is recognised over the period for which it is granted.

Donations and gifts are recognised when receivable.

Investment income is recognised when receivable.

Notes to the financial statements
for the year ended 31 March 2025

2. Accounting policies (continued)

2.4 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.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

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

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Short-term leasehold property	- Over the period of the lease
Fixtures and fittings	- 25% straight line
Computer equipment	- 25% straight line

Notes to the financial statements
for the year ended 31 March 2025

2. Accounting policies (continued)

2.7 Investments

Fixed asset investments which consist of listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

Investments held as fixed assets are shown at cost less provision for impairment.

2.8 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

2.9 Cash at bank and in hand

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

Cash at bank on notice includes cash which is held with a notice period in excess of 60 days.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 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.

2.13 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

2. Accounting policies (continued)

2.14 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Allocation of wages to the correct fund.

The Charity makes estimates and assumptions in relation the allocation of wages to funds. Allocation is based on staff members estimated time split between each of the charity's activities. These estimates and assumptions are completed by informed members of management and management accounts are reviewed by the Board monthly.

4. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations	14,741	20,020	34,761

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

4. Income from donations and legacies (continued)

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Donations	9,361	10,237	19,598

5. Income from charitable activities

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Support, advice and information to Carers	381,708	1,274,853	1,656,561

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Support, advice and information to Carers	429,518	1,265,545	1,695,063

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Interest received	17,673	17,673
Investment income	34,104	34,104
	51,777	51,777

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

6. Investment income (continued)

	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Interest received	19,414	19,414
Investment income	51,002	51,002
	<u>70,416</u>	<u>70,416</u>

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £
Other fundraising costs	22,074	22,074
Fundraising staff costs	38,812	38,812
Costs of raising voluntary income - NI	3,507	3,507
Costs of raising voluntary income - pension costs	979	979
	<u>65,372</u>	<u>65,372</u>

	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Other fundraising costs	13,808	13,808
Fundraising staff costs	40,965	40,965
Costs of raising voluntary income - NI	3,855	3,855
Costs of raising voluntary income - pension costs	995	995
	<u>59,623</u>	<u>59,623</u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Support, advice and information to Carers	532,759	1,540,448	2,073,207
	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Support, advice and information to Carers	477,356	1,336,565	1,813,921

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Grant funding of activities 2025 £	Support costs 2025 £	Total funds 2025 £
Support, advice and information to Carers	1,506,861	267,900	298,446	2,073,207
	<i>Activities undertaken directly 2024 £</i>	<i>Grant funding of activities 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total funds 2024 £</i>
Support, advice and information to Carers	1,277,799	274,072	262,050	1,813,921

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Support, advice and information to Carers 2025 £	Total funds 2025 £
Staff costs	1,029,318	1,029,318
Activities	65,358	65,358
Project costs	406,771	406,771
Healthcare Appointment Respite Grants	2,818	2,818
Carers card	2,596	2,596
	1,506,861	1,506,861

	<i>Support, advice and information to Carers 2024 £</i>	<i>Total funds 2024 £</i>
Staff costs	967,695	967,695
Activities	8,181	8,181
Project costs	295,745	295,745
Healthcare Appointment Respite Grants	2,315	2,315
Carers card	3,863	3,863
	1,277,799	1,277,799

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Support, advice and information to Carers 2025 £	Total funds 2025 £
Staff costs	117,296	117,296
Depreciation	11,189	11,189
Premises costs	55,585	55,585
Postage, stationary and telephone	25,878	25,878
IT, technical and website	20,641	20,641
Other staff costs	27,090	27,090
Other costs	13,197	13,197
Governance costs	27,570	27,570
	298,446	298,446
	<i>Support, advice and information to Carers 2024 £</i>	<i>Total funds 2024 £</i>
Staff costs	110,615	110,615
Depreciation	14,766	14,766
Premises costs	44,088	44,088
Postage, stationary and telephone	23,668	23,668
IT, technical and website	21,216	21,216
Other staff costs	10,412	10,412
Other costs	10,403	10,403
Governance costs	26,882	26,882
	262,050	262,050

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

10. Analysis of grants

	Grants to Institutions 2025 £	Grants to Individuals 2025 £	Total funds 2025 £
Grants, Support, advice and information to Carers	265,400	2,500	267,900

	<i>Grants to Institutions 2024 £</i>	<i>Grants to Individuals 2024 £</i>	<i>Total funds 2024 £</i>
Grants, Support, advice and information to Carers	270,058	4,014	274,072

The Company has made the following material grants to institutions during the year:

	2025 £	2024 £
Name of institution		
Association of Carers	-	25,079
St Wilfrid's Hospice	30,000	30,000
Motor Neurone Disease Association	7,500	7,500
Dementia Information & Support Courses CIC	30,000	30,000
St Michael's Hospice	15,000	15,000
Sussex Support Service CIC	15,000	15,000
Phil Hicks	2,075	-
Culture Shift	29,980	29,980
Community Chef	15,000	15,000
Coastal Wellbeing	14,457	13,710
The Good Company People	10,000	9,745
Amaze	15,000	15,000
Diversity Resource International	30,000	30,000
St Peter & St James Hospice	10,000	10,000
Creative force	900	-
	224,912	246,014
Other grants to institutions	40,488	24,044
	265,400	270,058

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

11. Auditor's remuneration

	2025 £	2024 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	10,500	9,900
Fees payable to the Company's auditor in respect of: All non-audit services not included above	2,640	2,520

12. Staff costs

	2025 £	2024 £
Wages and salaries	1,084,768	1,029,906
Social security costs	82,823	73,813
Contribution to defined contribution pension schemes	22,321	20,406
	1,189,912	1,124,125

The average number of persons employed by the Company during the year was as follows:

	2025 No.	2024 No.
Staff	44	43

No employee received remuneration amounting to more than £60,000 in either year.

During the year, no Trustees received any remuneration (2024 - £NIL).

During the year, no Trustees received any benefits in kind (2024 - £NIL).

During the year, no Trustee received reimbursement of expenses (2024 - two Trustees received reimbursement of expenses totaling £111).

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2025

13. Tangible fixed assets

	Short-term leasehold property £	Office equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2024	14,007	9,864	119,373	143,244
Additions	1,521	1,379	1,467	4,367
At 31 March 2025	15,528	11,243	120,840	147,611
Depreciation				
At 1 April 2024	3,374	9,864	106,550	119,788
Charge for the year	4,986	115	6,088	11,189
At 31 March 2025	8,360	9,979	112,638	130,977
Net book value				
At 31 March 2025	7,168	1,264	8,202	16,634
At 31 March 2024	10,633	-	12,823	23,456

Care for the Carers
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2025**

14. Fixed asset investments

	Listed investments £	Cash for re- investment £	Total £
Cost or valuation			
At 1 April 2024	1,476,575	-	1,476,575
Additions	951,603	1,512,553	2,464,156
Disposals	(1,476,575)	(1,174,600)	(2,651,175)
Revaluations	21,361	-	21,361
At 31 March 2025	972,964	337,953	1,310,917
Net book value			
At 31 March 2025	972,964	337,953	1,310,917
At 31 March 2024	1,476,575	-	1,476,575

The historical cost of the listed securities is £951,603.

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	1,194,762	124,009
Prepayments and accrued income	16,764	25,266
	1,211,526	149,275

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

16. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	76,865	53,748
Other taxation and social security	19,266	20,452
Other creditors	5,499	5,813
Accruals and deferred income	1,522,380	13,341
	1,624,010	93,354
	2025	2024
	£	£
Deferred income at 1 April 2024	-	245,000
Resources deferred during the year	1,507,910	-
Amounts released from previous periods	-	(245,000)
Deferred income at 31 March 2025	1,507,910	-

Deferred income arises from grants received in the financial year that relate to services to be provided in subsequent financial years.

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
Staffing Reserve	166,486	-	-	(39,346)	-	127,140
New Services for Carers Reserve	111,087	-	(27,215)	186,898	-	270,770
Capital Reserve	1,476,575	-	-	(426,220)	(10,392)	1,039,963
Digital Carer Support Reserve	190,563	-	(17,766)	-	-	172,797
	<u>1,944,711</u>	<u>-</u>	<u>(44,981)</u>	<u>(278,668)</u>	<u>(10,392)</u>	<u>1,610,670</u>
General funds						
General Funds	<u>267,340</u>	<u>1,346,650</u>	<u>(1,560,839)</u>	<u>215,925</u>	<u>-</u>	<u>269,076</u>
Total Unrestricted funds	<u>2,212,051</u>	<u>1,346,650</u>	<u>(1,605,820)</u>	<u>(62,743)</u>	<u>(10,392)</u>	<u>1,879,746</u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

17. Statement of funds (continued)

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Restricted funds						
Making Carers Count	-	-	(1,322)	1,322	-	-
Young Adult Carers	341	2,240	(308)	-	-	2,273
Carers Card	362	1,809	(2,596)	-	-	(425)
Carers Grant	(1,823)	43,883	(40,489)	-	-	1,571
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	233	2,500	(2,500)	-	-	233
Health Appointment Respite Grants	27	4,000	(2,818)	-	-	1,209
Carer in Touch	-	-	(7,110)	3,410	-	(3,700)
Artist in residence	5,300	-	(5,257)	(43)	-	-
Social Opportunities for Older Carers	(4)	-	-	4	-	-
Access to work	(1,044)	7,155	(6,264)	-	-	(153)
Activities Project	3,834	19,680	(20,183)	(3,483)	-	(152)
Money Matters	-	50,000	(24,743)	(11,602)	-	13,655
ESCC Small grants	6,625	238,644	(224,911)	(5,967)	-	14,391
NHS Health Inequalities	606	444	(763)	(444)	-	(157)
Sussex digital hub	18,134	-	-	-	-	18,134
Young carers	17,521	26,094	(104,468)	79,613	-	18,760
Volunteering	67	-	-	(67)	-	-
Big Lottery	89,027	-	(89,027)	-	-	-
	140,084	396,449	(532,759)	62,743	-	66,517
Total of funds	2,352,135	1,743,099	(2,138,579)	-	(10,392)	1,946,263

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2025

17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds						
Designated funds						
Staffing Reserve	201,697	-	-	(35,211)	-	166,486
New Services for Carers Reserve	210,612	-	(9,000)	(90,525)	-	111,087
Capital Reserve	1,440,608	-	-	-	35,967	1,476,575
Digital Carer Support Reserve	200,000	-	(9,437)	-	-	190,563
	<u>2,052,917</u>	<u>-</u>	<u>(18,437)</u>	<u>(125,736)</u>	<u>35,967</u>	<u>1,944,711</u>
General funds						
General Funds	<u>261,685</u>	<u>1,346,198</u>	<u>(1,377,751)</u>	<u>37,208</u>	<u>-</u>	<u>267,340</u>
Total Unrestricted funds	<u>2,314,602</u>	<u>1,346,198</u>	<u>(1,396,188)</u>	<u>(88,528)</u>	<u>35,967</u>	<u>2,212,051</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2025

17. Statement of funds (continued)

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Restricted funds						
Young Adult Carers	590	323	(140)	(432)	-	341
Carers Card	517	3,708	(3,863)	-	-	362
Carers Grant	354	21,867	(24,044)	-	-	(1,823)
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	233	1,000	(1,000)	-	-	233
Health Appointment Respite Grants	27	2,315	(2,315)	-	-	27
Artist in residence	-	5,300	-	-	-	5,300
Social Opportunities for Older Carers	-	-	(4)	-	-	(4)
Access to work	-	-	(1,044)	-	-	(1,044)
Activities Project	10,886	10,878	(18,362)	432	-	3,834
ESCC Small grants	-	255,653	(249,028)	-	-	6,625
NHS Health Inequalities	-	4,120	(3,514)	-	-	606
Sussex digital hub	18,134	-	-	-	-	18,134
Young carers	25,123	35,307	(96,226)	53,317	-	17,521
Volunteering	67	-	-	-	-	67
Big Lottery	33,224	81,464	(60,872)	35,211	-	89,027
Making Carers Count	-	16,944	(16,944)	-	-	-
	<u>90,033</u>	<u>438,879</u>	<u>(477,356)</u>	<u>88,528</u>	<u>-</u>	<u>140,084</u>
Total of funds	<u>2,404,635</u>	<u>1,785,077</u>	<u>(1,873,544)</u>	<u>-</u>	<u>35,967</u>	<u>2,352,135</u>

Notes to the financial statements
for the year ended 31 March 2025

17. Statement of funds (continued)

Designated Funds

Staffing Reserve - Funds which have been set aside to support the expected increase to salaries, and to support staff development and training.

New Services for Carers Reserve (previously called Sustainable Development of Non-Statutory Services Reserve) – Funds which have been set aside to enable development of new services to support carers, in line with carers' feedback and responding to identified gaps locally.

Capital Reserve (previously called Capital Fund Reserve) – Funds initially received from Catharine House Trust, which has been set aside to enable the charity to explore purchasing a property to serve as a central Carers Centre, enabling us to further grow face to face carers' services and provide a central location for carers to come together and for partner organisations to co-site with us.

Digital Carer Support Reserve (previously called Sustainable Development of Digital Reserves) – Funds to support developing new ways of supporting and identifying carers through digital technologies and to development the charity's systems and processes to enable us to support more carers and to enhance the quality of our services.

Restricted Funds

Young Adult Carers - Donations from various donors to enable Young Adult Carers to get together and engage in a range of activities.

Carers Card - A grant from the local authority to finance the production and distribution of the Care for the Carers 'Carers Card'. A negative balance has arisen here due to expenditure being incurred prior to income received, income is expected to be received in 25/26.

Carers Grants - on receipt of an awarding notice from the funding body, Care for the Carers releases the grant to the Carer to avoid any additional delay for the Carer in receiving their grant. Care for the Carers receives the actual grant monies approximately 10 days later and this process can lead to a negative balance showing on the fund however, by the end of month 1 in the following financial year the negative balance would have cleared.

Rother Dementia Lunch Club - Donations from various donors towards a lunch club held for carers and those they care for with dementia, and administered by Care for the Carers.

Small Grants for Carers - A grant from the local authority which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Activities Project - Grants and donations from various funders and donors to enable an Activities Facilitator to organise activities for carers all over East Sussex. The transfer out of this fund represents the overhead wages incurred on this project. A negative balance has arisen here due to expenditure being incurred prior to income received, income is expected to be received in 25/26.

Social Opportunities for Older Carers - Funding from the Ex Pat Foundation to provide social activities for older carers.

Health Appointment Respite Grants - A Grant from the local authority which allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Artist in Residence - Additional funding from various funders to enable carers to reflect on their caring role and share their experiences of caring and tap into their creativity through photography workshops and exhibitions of their work.

Access to Work - Care for the Carers purchases the recommended equipment to support staff and then

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2025

17. Statement of funds (continued)

reclaims the amount from the DWP. A negative balance has arisen as we are awaiting confirmation of reimbursement following a purchase of equipment. The reimbursement was actually received in full in the first quarter of 2024/25.

Volunteering - Funding to enable development of our volunteering programme and embed volunteering across the whole organisation.

Big Lottery (Local Carers Centres) - Grant from Big Lottery to enable two additional local carers centres to be opened in Hastings and Uckfield areas. These centres will enable us to reach and support more unpaid carers and also build and strengthen local partnerships so we can work in a more community focused, localised way.

Making Carers Count - This project is led by our partners, Carers Support West Sussex and funded by Carers Trust. The project is delivered by the existing Sussex Carers Partnership which includes Carers Support West Sussex, The Carer Centre Brighton and Hove and Care for the Carers. The aim of this project is to focus on deprived areas, with a higher concentration of diverse ethnic groups, to enhance the current engagement offer and support partnering organisations to create a consistent approach to working with ethnic minority communities across Sussex.

ESCC Small Grants – A local authority grant to enable funding to partner organisations to support delivery of their Carer focused services. The transfer out of this fund represents the overhead wages incurred on this project.

NHS Health Inequalities – Funding received to develop or expand sustainable mechanisms for reaching and hearing from most marginalised groups and communities, giving insight into how to reduce health inequalities between the most and least deprived communities. A negative balance has arisen here due to expenditure being incurred prior to income received, income is expected to be received in 25/26.

Sussex Digital Hub – Grant received to scope, explore and plan support services for Carers and their local system with a digital emphasis.

Young Carers – Donations and Grants from various funders and donors to support our Young Carers Service to provide monthly clubs and holiday activities for Young Carers.

Money Matters – This project is funded by Carers Trusts. We work in partnership with local voluntary and statutory sector partners to seek ways to support carers to be informed about how they can maximise their income and build financial resilience. The transfer out of this fund represents the overhead wages incurred on this project.

Carer in Touch – Through this project, carers receive a regular phone call with a trained volunteer, to have a friendly chat, make sure they are coping and that they don't require any further support. The service aim is to reduce carer's isolation and gives them a chance to have a break from their caring role and consider their own needs. The regular check in call, often helps prevent carers getting into crisis and is an opportunity for us to ensure carers are receiving the support they need, with the ability to refer to other services if needed. A negative balance has arisen here due to expenditure being incurred prior to income received, income is expected to be received in 25/26.

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2025

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	16,634	16,634
Fixed asset investments	-	1,310,917	1,310,917
Current assets	66,517	2,176,205	2,242,722
Creditors due within one year	-	(1,624,010)	(1,624,010)
Total	66,517	1,879,746	1,946,263

Analysis of net assets between funds - prior year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	-	23,456	23,456
Fixed asset investments	-	1,476,575	1,476,575
Current assets	140,084	805,374	945,458
Creditors due within one year	-	(93,354)	(93,354)
Total	140,084	2,212,051	2,352,135

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net expenditure for the year (as per Statement of Financial Activities)	(405,872)	(52,500)
Adjustments for:		
Depreciation charges	11,189	14,766
Loss/(Gain) on investments	(47,467)	(35,967)
Dividends, interests and rents from investments	(51,777)	(70,417)
(Increase)/Decrease in debtors	(1,062,251)	233,667
(Decrease)/Increase in creditors	1,530,656	(228,564)
Net cash used in operating activities	(25,522)	(139,015)

Care for the Carers
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2025**

20. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	690,137	423,621
Cash on notice	341,059	372,561
Total cash and cash equivalents	1,031,196	796,182

21. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	423,622	266,515	690,137
Liquid investments	372,561	(31,502)	341,059
	796,183	235,013	1,031,196

22. Pension commitments

The charity operates one defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The charity contributes a specified percentage of payroll costs to the retirement benefit scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of the defined contribution scheme was £21,342 (2024: £20,405). At the 31 March 2025 the amount outstanding in relation to pension contributions was £5,032 (2024: £5,260).

23. Operating lease commitments

At 31 March 2025 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	31,859	34,680
Later than 1 year and not later than 5 years	15,126	46,985
	46,985	81,665

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Notes to the financial statements
for the year ended 31 March 2025

24. Related party transactions

There were no disclosable related party transactions during the year (2024: none).

For both financial years the key management personnel comprises of the Chief Executive Officer, the Head of Services, the Head of Communities and the Head of Resources. The remuneration of key management personnel is as follows:

Aggregate compensation £204,429 (2024: £195,229)

Accounts

Registered number: 03677361
Charity number: 1074906

Care for the Carers
(A company limited by guarantee)

Trustees' report and financial statements
for the year ended 31 March 2024

Care for the Carers
(A company limited by guarantee)

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Care for the Carers
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**Reference and administrative details of the Company, its Trustees and advisers
for the year ended 31 March 2024**

Trustees	Alan Botterill Polly Evans Neil Churchill OBE, Chair Mary Barnes Jane Lawrence Richard Pearson Graham Turner Geoffrey Munn Natasha Burrows
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Company registered number	03677361
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Charity registered number	1074906
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Registered office	Highlight House 8 St Leonards Road Eastbourne East Sussex BN21 3UH
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Company secretary	Jennifer Downs
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Chief executive officer	Jennifer Downs
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Independent auditor	Kreston Reeves LLP Chartered Accountants Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
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Solicitors	Keeleys LLP 28 Dam Street Lichfield Staffordshire ES13 6AA
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Care for the Carers
(A company limited by guarantee)

Trustees' report
for the year ended 31 March 2024

The Trustees present their annual report together with the audited financial statements of the charity for the year ended 31 March 2024. The Trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provision of the Statement of Recommended Practice (SORP), applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The objects of the charity are to provide support, advice and information to any carer, of any age, living in East Sussex, Brighton and Hove or who is caring for someone living in East Sussex, Brighton and Hove. A carer is a relative, partner or friend, of any age, who within the past three years has provided essential care or support to someone who is disabled whether through mental or physical ill health, learning disability or frailty. This includes a parent or sibling caring for a disabled child and a child caring for an adult.

There are many reasons why caring for someone else leaves the carer needing support:

- Caring reduces the physical and mental health and wellbeing of many carers.
- Caring can lead to poverty, with many carers needing to give up work to care, managing on benefits or finding themselves covering additional expenditure to support the person they care for.
- Caring often impacts on carers' ability to sustain employment, friendships and hobbies.
- Many carers face isolation and loneliness.

Care for the Carers addresses these issues by providing direct support and information to carers, by raising awareness of the issues they face and influencing local and national policy affecting carers.

"It is exhausting: you've got the emotional side, the physical side (medication and administration)... and the mental side and the further emotional side to see someone who is a bit more in decline, having that sympathy for them. Overall it is exhausting."

b. Vision and mission

Our vision: we will work with carers until all East Sussex carers have recognition, choices, influence and access to quality support and services that they need and want.

Our mission: we represent East Sussex carers, enable their voices to be heard and provide services in response to what they need and want.

"I need someone to re organise me and get my home back to being a home. I'm out of energy and nothing seems to matter."

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2024

Objectives and activities (continued)

c. Main activities undertaken to further the Company's purposes for the public benefit

All activities are delivered in line with our Strategic Plan for 2020-25, "Caring Together". The strategic direction set out in the plan was coproduced with carers and the staff team and is refreshed annually, guided by carers' feedback on the support they require and the issues impacting them. In "Caring Together" we identified four priority areas for our work in this period:

1. **Supporting carers** - Being there for local carers, providing support through a range of services tailored to their needs.
2. **Think Carer** - Influencing services, decision makers, partners and the wider community to be better for carers.
3. **Carers Voices** - Placing carers' voices at the heart of our work, guiding our plans, influencing and strategic direction.
4. **Impact and innovation** - Being a forward facing and well-run organisation which understands its impact, is a great employer and achieves great value and impact with funding entrusted to us for local carers.

These priorities are delivered through the following workstreams:

- Support, Advice and Guidance
- Groups and Activities
- Tools and Resources
- Engagement and Representation
- Governance and Management

Our Business Plan sets out how the charity would deliver the overarching strategic priorities, to guide the work of the management team and Board. The plan identifies four major ambitions for Care for the Carers' development:

1. Maintain & grow our commissioned services
2. Grow our discretionary services
3. Reach more carers – in particular carers most needing our support
4. Build our capacity to support more carers – sustainably

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance

a. Main achievements of the Company

Support, Advice and Guidance

During the year we supported 10,860 (2023: 10,134) carers across East Sussex. Of these:

- 3,489 (2023: 2,448) were newly identified carers
- 381 were young carers aged 5-17 years
- 4,991 (2023: 4,354) carers accessed Carers Hub, our single access point for information, advice and support
- 695 (2023: 612) carers accessed one to one Coaching or Directions sessions with specialist Carer Support Workers
- 264 (2023: 241) carers accessed our Time to Talk counselling service.

Particular highlights this year:

- Our commissioned services have now grown to include several specialist projects which complement the core Carers Centre offer:
 - The **Mental Health Carers Project** provided support to 337 carers alongside specialist carers group meetings, activities and mental health and awareness activity. Group members value the peer and social support offered by this project whilst also sharing their skills, knowledge and experiences to improve the wider outcomes for mental health carers. Examples of this include five carers signing up as Triangle of Care Experts by Experience, supporting research for two universities and becoming volunteers on other Care for the Carers projects.
 - **Carers Assessment Reviews** are undertaken on behalf of East Sussex County Council, providing carers with a route to additional support. In 2023-24 we completed 367 Carer Reviews, with 245 carers going on to receive further support from Care for the Carers, 157 carers referred to partner organisations and 91 receiving additional occupational therapy and social care assessments.
 - Our **Carers Health Programme has evolved to include** 3 NHS funded projects in 2023 -24 supporting 689 carers in total.
 - The Hastings and Havens Primary Care Projects supported 566 carers with more complex needs via a mix of casework, wellbeing and group support. We worked alongside 12 GP surgeries across the two areas to identify carers whilst also supporting them to complete their NHS England Carers Quality Markers for Primary Care. Carers reported building their practical knowledge and individual resilience as a result of a variety of wellbeing activities and courses and forged strong peer support within tailored support groups.
 - We deliver the Hospital Discharge Project as part of the Sussex Carers Partnership which comprises Care for the Carers, Carers Support West Sussex and the Carers Centre for Brighton and Hove. We supported 123 carers experiencing issues related to hospital discharge with information, advice and support, and activities, and provided Think Carer training to hospital staff.
 - **Carers in Touch** is now a much-valued project. In 2023-24, the project provided invaluable support to carers via regular social phone calls providing a listening ear, alleviating loneliness and helping carers feel valued in their caring role. 110 carers were supported by a dedicated team of volunteers.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

Groups and Activities

248 carers (2023: 215) attended our regular carers' groups in 2023-24. Groups are a highly valued opportunity for carers to meet with one another and take some time out from caring. Alternatively, some groups are used to share expertise, access information from specialist Carer Support Workers and guest speakers on topics selected by the group or engage in wellbeing activities in a friendly environment. This year we increased the number of groups to 19 (17 in 2023) in line with our aims to grow this offer, and we are also seeing a larger number of carers accessing group support.

Highlights included:

- Our **Young Carers** project became more established and supported 381 young carers aged 5-17. Young carers accessed respite and support via 22 regular clubs held across the county and 20 outings in the school holidays. To have greater reach, we began working with schools in Seaford, providing some teacher and support staff training and starting a young carers lunch club. We successfully raised awareness of the needs of young carers locally at our Young Carers Action Day event in Eastbourne at which we screened our new film 'Young Carers - What We Need'.
- Provision of **social and wellbeing activities** is now embedded into our mix of services. These are principally funded through the kind support of the local community via donations and grants, and enable carers to take a hugely valued short break from their caring role. 39 activities (2023: 26) were delivered during the year, with 252 carers benefiting (2023: 355).

Tools and Resources

The East Sussex Carers Card is available to all carers including young carers and parent carers of children. It helps to identify carers in an emergency and entitles them to discounts from a range of businesses. Adult carers of another adult can also link their Carers Card to a backup emergency care plan through East Sussex County Council's Carers Respite Emergency Support Scheme. The number of carers taking up the card continues to rise, with 2,674 signing up in the year (2023: 2,555).

Other highlights in tools and resources include:

- Administering the Healthcare Appointments Respite Grant (HARG) on behalf of East Sussex County Council (ESCC). These grants enabled 10 carers (2023: 6) to attend much needed healthcare appointments, training courses or engagement opportunities, by funding replacement care for the person they support.
- Administering the 'Small Grants for Carers Groups' fund on behalf of ESCC, helping to seed fund community peer support groups for carers.
- Being commissioned by ESCC and NHS Sussex to act as their Strategic Partner, which includes commissioning a range of carer wellbeing and respite services from the local voluntary sector.

"Respite made me feel human! I was trying to feel like my life was happening a little bit rather than completely stopped and indefinitely on pause. I wanted to feel like a person again, and to live not just survive."

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

Awareness, Information and Communications

Raising awareness of carers' needs is vital to ensure carers are identified early and can access support. We achieve this through our communications and media work, Carer Friendly Community programme, recruitment of volunteers and Carers Card businesses, and provision of "Think Carer" training to employers and health, social care and community service providers. Highlights this year included:

- We refreshed our Carer Friendly brand, and were delighted to support Hastings Voluntary Action and the Isabel Blackman Centre in Hastings to achieve the Award. The achievements helped us engage the local Mayor and MP, leading to national publicity during PMQs in Parliament, when the Prime Minister congratulated the two organisations and recognised Carers Week.
- Think Carer training was delivered to 393 health, social care and voluntary sector professionals.

'I enjoyed the training and found the delivery to be excellent, really engaging and food for thought.'

- Our Carers Week & Carers Rights Day campaigns grew in their reach, with a 60% increase in our social media reach during Carers Week.
- We worked with 363 volunteers (2023: 348), in a range of voluntary roles, and began to develop our volunteering strategy
- CareLine Magazine and our monthly e-Newsletter reached a total of 16,398 carers, professionals and members of the public (2023: 12,322).

Engagement and Representation

Carers who are part of the Carers Voices Network contribute to consultations, focus groups and campaigns. We aim to make this as accessible as possible, and keep the Network informed via a monthly strategic e-Newsletter and targeted communications. This helps the charity to keep Carers Voices at the heart of everything we do, and to speak with and for local carers and advocate for them within health, social care and voluntary sector strategic planning.

Our partnerships are a powerful asset in this - Care for the Carers is a Network Partner of Carers Trust, where our CEO is a Trustee, and we are a member of Carers UK. This requires adherence to shared operational standards and values, enables us to help local carers' voices shape national policy, brings eligibility for a range of grants for carers, good practice learning and support, and partnership opportunities. Locally our partnerships with Hastings and Rother Rainbow Alliance, Diversity Resource International, the Dementia Alliances across all five districts, the Links project, Refugee Buddies, Women's Interfaith Network and Eastbourne Mosque all help us to reach underrepresented carers. Strategically, our membership of the East Sussex VCSE Alliance, which our CEO chairs, and Sussex Carers Partnership are key alliances enabling us to influence local policy and planning, and to partner to develop new service responses.

Highlights included:

- We held a Carers Voices Workshop (March, on-line), Annual Carers Voices Conference (June, face to face) - focusing on health (particularly hospital care), social care and technology, and Seven focus groups (face to face and on-line) through which carers contributed to the new Plan for Adult Social Care, new carer support at Conquest Hospital, respite campaign and developments for carers supporting people with psychosis, along with our Annual Carers Survey in May-June.
- 270 carers (2023: 259) were members of the Carers Voices Network this year.
- Carers Voices report

"Thank you for this opportunity. It's been very helpful and encouraging, it's nice to know you are not alone. We need to learn to shout louder."

- We increased community outreach, attending 107 networking events (2,943 people reached), and 56 public events (attended by c.7,838 people), and directly speaking with 402 new carers.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

Fundraising

All the money raised goes to ensuring that no one is left to care alone.

Donations directly fund some of our essential services for carers. Our Young Carers service and adult carers activities programme are solely funded by donations and non-statutory grants. They provide a break to carers, helping them connect with others in a similar role, develop peer support, take care of their wellbeing or physical health, recharge to be able to keep on caring. This support for carers would not be possible without the donations and grants.

Independent fundraising also enables us to enhance and grow other services such as our local carers centres, community engagement work, and volunteering programme including the volunteer-led Carers in Touch which supports the most isolated carers. By diversifying our funding streams we are able to respond more swiftly and flexibly to what carers are telling us they need, and what is not available elsewhere.

We are incredibly grateful to everyone who has supported us over the last year including individuals, local businesses, community groups, local statutory funders and local and national Trusts and Foundations. We have received wonderful support from the local community, this included benefiting from a gaming fundraiser held by students of East Sussex College, and as one of Uckfield Bonfire and Carnival Society's nominated charities.

We would like to thank the following for their support over the past year: all our individual and regular givers, challenge event participants, 29th May 1961 Charitable Trust, 7 Stars Foundation, Ardwick Charitable Trust, Bedes School, Crane Garden Buildings, Dorothy Wharton (MEH) Trust, Esports students at East Sussex College, Hailsham Lions Club, Hastings senior Men's Forum, Hastings Winkle Club, Hazel Curtis, Hendy Foundation, Heringtons Solicitors, The Homity Trust, NHS Health Inequalities programme, Rotary Clubs of Newhaven, Sovereign Light, Eastbourne and Rye, Seaford Town Council, South East Water, Tesco in Bexhill and Hailsham, The Chalk Cliff Trust, The Charlotte Marshall Charitable Trust, The Francis and Eric Ford Charitable Trust, The Hailsham Pavilion, The John Jackson Charitable Trust, The Parish Of Our Lady Of Ransom, The Ranmore Charitable Trust, Uckfield Bonfire and Carnival Society and Waitrose in Lewes.

Finally, we would like to thank the National Lottery Community Fund for their ongoing support of our local carers centres in Uckfield and Hastings.

Every penny raised and donated makes a real difference to the lives of local carers.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2024

Financial review

a. Going concern

Having reviewed the latest financial position as well as forecasts and projections through to March 2026, and made appropriate enquiries, the Trustees consider that the charity is in a stable, healthy financial position and remains a going concern; the accounts have been prepared on this basis.

b. Overall financial review

The charity was in a good financial position at the year end, with cash balances of £796,183 (2023: £885,337) and reserves totalling £2,352,135 (2022: £2,404,635).

The charity generated a deficit of £52,500 for the financial year ended 31 March 2024 (2023: surplus of £45,362). The reserves are allocated to specific activities as detailed below.

The principal funding sources of income to the charity were from grants and contract related income of £1,695,063 (2023: £1,365,547). Donations received amounted to £19,598 (2023: £29,260). A further funding source to the charity, Other Income, includes interest received which has increased to £19,414 (2023: £6,737) and income generated from our investment holding of £51,002 (2023: £49,717).

The contract to deliver the East Sussex Carers Centre, jointly funded by ESCC and NHS Sussex, remains secure, and has now been extended until 2027. The contract's annual value is £628,082. This is the charity's largest contract, and – as a result of our fundraising strategy aiming to diversify our income streams – is now complemented by several additional multi-year contracts.

During the year, the charity generated additional income through dividend payments from the shareholding investment generously gifted by Catharine House Trust in 2019-20. The shareholding investment is held as designated funds, with the generated additional income held as unrestricted funds and used to increase activity that supports carers. During the year, the charity engaged an Independent Financial Advisor to review the shareholding and make any alternative recommendations.

The reserves of the charity comprise restricted, designated and unrestricted funds:

- Restricted funds are those which may only be spent on the purpose specified by the donor. This year, the charity had restricted funds of £140,084 (2023: £90,033).
- Designated funds are those set aside by the Trustees to finance particular projects which cannot be met from future income alone. The charity had designated funds of £1,944,711 (2023: £2,052,917). These designated funds include the shareholding investment.
- Unrestricted funds are those which are available for use to further the charity's purposes. The charity had unrestricted funds of £267,340 (2023: £261,685).

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2024

c. Reserve policy

The Trustees have reviewed and adjusted the reserves policy considering the following factors:

- an increasingly uncertain financial landscape, and stretched health and social care system,
- the increasing number of carers in East Sussex,
- our experience that more carers in the county are managing more complex caring roles,
- learning that carers with the most complex caring roles are more likely to be from diverse and less heard groups, have their own health inequalities and / or live in more deprived areas of the county,
- ensuring that reserve funds are set at an appropriate amount to meet any unforeseen emergency,
- and to support salary increases reflecting cost of living increases and the strategic developments set out in our Strategic Plan and Business Plan, to enable us to best support the needs of local carers.

New Services for Carers Reserve

Trustees have set aside £111,087 (2023: £210,612) to enable the development of new services to support carers, in line with carers' feedback and responding to identified gaps locally. The funds are only to be used for work that would not be funded through statutory funding routes, and investment will be made sustainably, for example by piloting projects to gain the evidence of impact enabling us to gain future grant funding. Current areas of focus are:

- developing our programme of wellbeing, activities and voices work for Young Carers,
- developing our volunteering programme, including our volunteer led Carers in Touch project,
- seed funding a series of specialist and community services, in particular for diverse and less heard carers, including investing in partner organisations to develop and grow their services for Carers.

Staffing Reserve

£166,486 (2023: £201,697) has been allocated to enable Care for the Carers to meet the cost of expected increases to salaries, and to support staff development and training. The Trustees value highly our dedicated staff team, the backbone of the charity, and recognise the pressures and concerns felt by staff in this time of financial uncertainty. The Board has therefore prioritised ensuring our employees receive fair remuneration, by maintaining the charity's alignment to the National Joint Council (NJC) pay scales which include an annual cost of living increase set in consultation with the unions. We also reward excellent performance by providing a route for staff to access incremental salary increases within their salary band on an annual basis.

Digital Carer Support Reserve

This fund has a balance of £190,563 (2023: £200,000), which has been set aside for:

- a) developing new ways of supporting and identifying carers through digital technologies, such as support, education and resources provided on-line, and
- b) developments to Care for the Carers' systems and processes that enable us to support more carers, and/or enhance the quality of our services.

Key aims include:

- reaching more carers from diverse and less heard groups by partnering with carers and professionals in touch with those communities and resourcing them with information and advice,
- providing an additional route of support for carers who prefer to self-serve, complementing our current in person and telephone offers and catering better to young adult carers and working carers.

Capital Reserve

This fund has a balance of £1,476,575, following a gain on investment of £35,967, held within a shareholding investment with BlackRock (2023: £1,440,608). This reserve has been created to enable the charity to explore purchasing a property to serve as a central Carers Centre, enabling us to further grow face to face carers' services and provide a central location for carers to come together and for partner organisations to co-site with us, as set out in our business plan and premises strategy.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2024

General Reserve

This reserve comprises of unrestricted general funds, at the end of the financial year the general reserve balance is £267,340 (2023: £261,685).

The Trustees would like to maintain a general reserve which equates to approximately 2½ months unrestricted expenditure and is set aside to:

- Aid cash-flow, as expenditure can sometimes precede receipt of the corresponding income and to mitigate against delays in funding;
- Cover unforeseen expenditure and operational costs that may accumulate throughout the year;
- Provide transitional funding for core programmes which suffer a short-term shortfall in funds.

Using the 2024 unrestricted expenditure excluding the designated expenditure, the aim would be to maintain this reserve at around £287,031. The Trustees acknowledge that the level of unrestricted reserves is slightly under the target level, but are satisfied that the charity will be able to meet the target in future years.

The free reserves held by the charity are £243,884 (2023: £244,020).

d. Asset cover for funds

Note 17 sets out an analysis of the assets attributable to the various types of funds and a description of the funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was incorporated on 2nd December 1998. It is registered as a charity with the Charity Commission. Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers.

The Trustees, who are the directors for the purpose of company law, and who served during the year were:

Dr Neil Churchill OBE (Chair from 28th May 2021)
Mr Jake Jay (Vice-Chair from 28th May 2021) Resigned 22 November 2023
Mr Alan Botterill
Ms Polly Evans
Cllr Mrs Mary Barnes
Ms Jane Lawrence
Mr Richard Pearson
Mr Geoffrey Munn
Mr Graham Turner
Ms Natasha Burrows

b. Methods of appointment or election of Trustees

The Board of Trustees are all volunteers, and the majority bring lived experience of caring. The Board may co-opt Trustees either to fill a vacancy or as an additional Trustee, who may serve until the next annual general meeting when Trustees recommend new co-opted Trustees to the Membership for appointment.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2024

Structure, governance and management (continued)

c. Policies adopted for the induction and training of Trustees

The Trustees receive an induction to brief them on their legal obligations under charity and company law, the committee and decision making processes, carers' needs and experiences, the Strategic Plan and the financial performance of the charity. Periodic training is provided, informed by an annual skills audit, and opportunities to meet the senior management team, and shadow the delivery of services are offered.

d. Pay policy

The remuneration of staff and key management personnel is guided by the National Joint Council (NJC) pay scales. The charity aims keep the salaries of staff and key management personnel aligned to these scales, which include annual cost of living increases and the opportunity of incremental salary increases in recognition of excellent performance.

e. Organisational structure and decision making

The Board of Trustees administer the charity with the appointment of a Chief Executive, who has delegated authority to manage the day to day operations of the charity. The charity's senior management team is comprised of the Chief Executive, Head of Services, Head of Communities and Head of Resources.

f. Risk management

The Trustees assess on a regular basis, throughout the year, the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to these risks.

Plans for future periods

With stretched public services, an increasing number of carers undertaking complex caring roles locally, and a potential new political landscape, Care for the Carers will be working hard to continue to deliver our strategy, and support and advocate for unpaid carers across 2024-25. We will also be engaging with carers to set our strategic direction from 2025-30. Below are some of our key objectives over the next 12 months:

1. Maintain & grow our commissioned services
 - Identify and support more carers, including more carers from diverse and less heard groups
 - Build the range of specialist services available to carers, by delivering support or in partnership
 - Support and prevent carers experiencing financial hardship and ill health as a result of caring
 - Leverage our role as ESCC and NHS Sussex' Strategic Partner to advocate for local carers and achieve strategic change
 - Grow the offer to carers through economies of scale
 - Maximise the insights gained through our commissioned services to amplify carers' voices and inform service development and fundraising

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2024

Plans for future periods (continued)

2. Grow our discretionary services
 - Support more carers to take a break from their caring role by continuing to offer a rich and varied range of social and wellbeing opportunities
 - Maintain our independent voice by delivering projects supported by a diverse range of funders
 - Speaking up with and for carers to improve services and shape policy
 - Act as an independent voice supporting carers seeking to raise specific concerns
 - Build detailed and current insight into carers' needs and experiences
 - Amplify carers' voices to decision makers and lobby for strategic change to improve the lives of carers and the people they care for
3. Reach more carers – in particular carers most needing our support
 - Develop our promotions, communications and community development to reach more carers earlier, and identify more hidden carers
 - Build more local presence/delivery (local carers centres)
 - Grow specialist services and support tailored to the needs of specific communities
 - Increase digital engagement, and offer more to carers who are digital natives
 - Create a Carer Friendly East Sussex – keeping carers' issues on the agenda, empowering our partners to support carers, and raising public awareness of caring
 - Grow and nurture our network of Carer Ambassadors: carers, community members and professionals working with us to build a carer-friendly East Sussex
 - Build our presence and the profile of carers within communities – of geography, identity and experience as well as online networks and groups
 - Use national campaigns to maximise the impact of our awareness raising, adding value by empowering carers and volunteers to add their voices and influence
4. Build our capacity to support more carers – sustainably
 - Continue to build and support our volunteer team
 - Use our reserves to invest in developing new services
 - Explore purchasing a building to enable us to develop face to face support and co-site with other carers' services supporting the development of our local partnerships
 - Continue to strengthen the charity by fundraising and diversifying our income streams
 - Strengthen and streamline Care for the Carers' internal processes, systems and culture to secure our future as a strong, independent and resilient charity
 - Evaluate, use, celebrate impact

“Thank you for all your amazing work. You make a huge difference to people like me.”

Members' liability

There are currently 120 members (2023: 123), each of whom agrees to contribute £1 in the event of the Company winding up.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2024

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statement comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

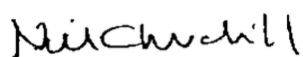
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

The auditor, Kreston Reeves LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Neil Churchill OBE

Chair

Date: 26th September 2024

Care for the Carers
(A company limited by guarantee)

Independent auditor's report to the Members of Care for the Carers

Opinion

We have audited the financial statements of Care for the Carers (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

Care for the Carers
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Independent auditor's report to the Members of Care for the Carers (continued)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Care for the Carers
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Independent auditor's report to the Members of Care for the Carers (continued)

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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

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.

Care for the Carers
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Independent auditor's report to the Members of Care for the Carers (continued)

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in my Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of my Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company'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 charitable company'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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Statutory Auditor
Brighton

Date: 1 October 2024

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Care for the Carers
(A company limited by guarantee)

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

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	9,361	10,237	19,598	29,260
Charitable activities	5	429,518	1,265,545	1,695,063	1,365,547
Other income	6	-	70,416	70,416	56,454
Total income		438,879	1,346,198	1,785,077	1,451,261
Expenditure on:					
Raising funds	7	-	59,623	59,623	39,236
Charitable activities	8	477,356	1,336,565	1,813,921	1,329,386
Total expenditure		477,356	1,396,188	1,873,544	1,368,622
Net (expenditure)/income before net gains/(losses) on investments		(38,477)	(49,990)	(88,467)	82,639
Net gains/(losses) on investments		-	35,967	35,967	(37,277)
Net (expenditure)/income		(38,477)	(14,023)	(52,500)	45,362
Transfers between funds	17	88,528	(88,528)	-	-
Net movement in funds		50,051	(102,551)	(52,500)	45,362
Reconciliation of funds:					
Total funds brought forward		90,033	2,314,602	2,404,635	2,359,273
Net movement in funds		50,051	(102,551)	(52,500)	45,362
Total funds carried forward		140,084	2,212,051	2,352,135	2,404,635

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

The notes on pages 22 to 43 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)
Registered number: 03677361

Balance sheet
as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	23,456	17,665
Investments	14	1,476,575	1,440,608
		1,500,031	1,458,273
Current assets			
Debtors	15	149,275	382,943
Cash at bank on notice	21	372,561	174,961
Cash at bank and in hand	21	423,622	710,376
		945,458	1,268,280
Creditors: amounts falling due within one year	16	(93,354)	(321,918)
Net current assets		852,104	946,362
Total net assets		2,352,135	2,404,635
Charity funds			
Restricted funds	17	140,084	90,033
Unrestricted funds			
Designated funds	17	1,944,711	2,052,917
General funds	17	267,340	261,685
Total unrestricted funds	17	2,212,051	2,314,602
Total funds		2,352,135	2,404,635

Care for the Carers
(A company limited by guarantee)

Balance sheet (continued)
as at 31 March 2024

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

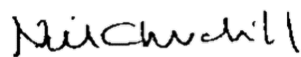
The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Neil Churchill OBE

Chair

Date: 26th September 2024

The notes on pages 22 to 43 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(139,016)	1,304
Cash flows from investing activities		
Dividends and interest received	70,417	56,454
Purchase of tangible assets	(20,556)	(6,426)
Net cash provided by investing activities	49,861	50,028
Change in cash and cash equivalents in the year	(89,155)	51,332
Cash and cash equivalents at the beginning of the year	885,337	834,005
Cash and cash equivalents at the end of the year	796,182	885,337

The notes on pages 22 to 43 form part of these financial statements

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The registered office and principal place of business of the charity is:

Highlight House
8 St Leonards Road
Eastbourne
East Sussex
BN21 3UH

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Care for the Carers 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 policy.

2.2 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.

Whilst the impact of the current general economy has been assessed by the Trustees, so far as is reasonably possible, due to its unprecedented impact on the worldwide economy it is difficult to evaluate with any certainty the potential outcomes on the Charity's future activities. However, taking into consideration the Charity's level of reserves, the Trustees believe that the Charity will be able to continue in operational existence for the foreseeable future.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grant income is recognised over the period for which it is granted.

Donations and gifts are recognised when receivable.

Investment income is recognised when receivable.

Notes to the financial statements
for the year ended 31 March 2024

2. Accounting policies (continued)

2.4 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.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

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

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Short-term leasehold property	- Over the period of the lease
Fixtures and fittings	- 25% straight line
Computer equipment	- 25% straight line

2.7 Investments

Fixed asset investments which consist of listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

Notes to the financial statements
for the year ended 31 March 2024

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

2.9 Cash at bank and in hand

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

Cash at bank on notice includes cash which is held with a notice period in excess of 60 days.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 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.

2.13 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.14 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Notes to the financial statements
for the year ended 31 March 2024

2. Accounting policies (continued)

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Allocation of wages to the correct fund.

The Charity makes estimates and assumptions in relation the allocation of wages to funds. Allocation is based on staff members estimated time split between each of the charity's activities. These estimates and assumptions are completed by informed members of management and management accounts are reviewed by the Board monthly.

4. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	9,361	10,237	19,598

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

4. Income from donations and legacies (continued)

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	16,968	12,292	29,260

5. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Income from charitable activities - Support, advice and information to Carers	429,518	1,265,545	1,695,063

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Income from charitable activities - Support, advice and information to Carers	378,797	986,750	1,365,547

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Interest received	19,414	19,414
Investment income	51,002	51,002
	70,416	70,416

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

6. Investment income (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Interest received	6,737	6,737
Investment income	49,717	49,717
	56,454	56,454

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £	Total funds 2024 £
Other fundraising costs	13,808	13,808
Fundraising staff costs	45,815	45,815
	59,623	59,623

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Other fundraising costs	1,228	1,228
Fundraising staff costs	38,008	38,008
	39,236	39,236

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Support, advice and information to Carers	477,356	1,336,565	1,813,921
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Support, advice and information to Carers	469,655	859,731	1,329,386

9. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £
Support, advice and information to Carers	1,277,799	274,072	262,050	1,813,921
	<i>Activities undertaken directly 2023 £</i>	<i>Grant funding of activities 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Support, advice and information to Carers	868,966	264,605	195,815	1,329,386

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Support, advice and information to Carers 2024 £	Total funds 2024 £
Staff costs	967,695	967,695
Activities	8,181	8,181
Project costs	295,745	295,745
Healthcare Appointment Respite Grants	2,315	2,315
Carers card	3,863	3,863
	1,277,799	1,277,799

	<i>Support, advice and information to Carers 2023 £</i>	<i>Total funds 2023 £</i>
Staff costs	724,273	724,273
Activities	4,638	4,638
Project costs	136,496	136,496
Healthcare Appointment Respite Grants	1,301	1,301
Carers card	2,258	2,258
	868,966	868,966

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Support, advice and information to Carers 2024 £	Total funds 2024 £
Staff costs	110,615	110,615
Depreciation	14,766	14,766
Premises costs	44,088	44,088
Postage, stationary and telephone	23,668	23,668
IT, technical and website	21,216	21,216
Other staff costs	10,412	10,412
Other costs	10,403	10,403
Governance costs	26,882	26,882
	262,050	262,050
	<i>Support, advice and information to Carers 2023 £</i>	<i>Total funds 2023 £</i>
Staff costs	84,793	84,793
Depreciation	9,035	9,035
Premises costs	28,860	28,860
Postage, stationary and telephone	15,973	15,973
IT, technical and website	21,522	21,522
Other staff costs	6,960	6,960
Other costs	8,536	8,536
Governance costs	20,136	20,136
	195,815	195,815

Care for the Carers
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

10. Analysis of grants

	Grants to Institutions 2024 £	Grants to Individuals 2024 £	Total funds 2024 £
Grants, Support, advice and information to Carers	270,058	4,014	274,072

	<i>Grants to Institutions 2023 £</i>	<i>Grants to Individuals 2023 £</i>	<i>Total funds 2023 £</i>
Grants, Support, advice and information to Carers	260,621	3,984	264,605

The Company has made the following material grants to institutions during the year:

Name of institution	2024 £	2023 £
Association of Carers	25,079	17,145
St Wilfrid's Hospice	30,000	29,950
Motor Neurone Disease Association	7,500	5,000
Dementia Information & Support Courses CIC	30,000	15,000
St Michael's Hospice	15,000	15,000
Sussex Support Service CIC	15,000	15,000
Culture Shift	29,980	24,044
Community Chef	15,000	14,875
Coastal Wellbeing	13,710	13,309
The Good Company People	9,745	15,000
Amaze	15,000	16,127
Diversity Resource International	30,000	30,000
St Peter & St James Hospice	10,000	15,000
Alzheimer's Society	-	12,971
	246,014	238,421
Other grants to institutions	24,044	22,200
	270,058	260,621

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

11. Auditor's remuneration

	2024 £	2023 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	9,900	8,100
Fees payable to the Company's auditor in respect of: All non-audit services not included above	2,520	1,980

12. Staff costs

	2024 £	2023 £
Wages and salaries	1,034,756	778,360
Social security costs	69,958	53,869
Contribution to defined contribution pension schemes	19,411	14,845
	1,124,125	847,074

The average number of persons employed by the Company during the year was as follows:

	2024 No.	2023 No.
Staff	43	37

No employee received remuneration amounting to more than £60,000 in either year.

During the year, no Trustees received any remuneration (2023 - £NIL).

During the year, no Trustees received any benefits in kind (2023 - £NIL).

During the year, two Trustee received reimbursement of expenses totalling £111 (2023 - £41).

Care for the Carers
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

13. Tangible fixed assets

	Short-term leasehold property £	Office equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2023	-	9,864	112,823	122,687
Additions	14,007	-	6,550	20,557
At 31 March 2024	14,007	9,864	119,373	143,244
Depreciation				
At 1 April 2023	-	9,864	95,158	105,022
Charge for the year	3,374	-	11,392	14,766
At 31 March 2024	3,374	9,864	106,550	119,788
Net book value				
At 31 March 2024	10,633	-	12,823	23,456
At 31 March 2023	-	-	17,665	17,665

14. Fixed asset investments

	Listed securities £
Cost or valuation	
At 1 April 2023	1,440,608
Revaluations	35,967
At 31 March 2024	1,476,575
Net book value	
At 31 March 2024	1,476,575
At 31 March 2023	1,440,608

The historical cost of the listed securities is £1,392,221.

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

15. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	124,009	285,999
Prepayments and accrued income	25,266	96,944
	149,275	382,943

16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	53,748	34,243
Other taxation and social security	20,452	15,439
Other creditors	5,813	4,700
Accruals and deferred income	13,341	267,536
	93,354	321,918

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
Staffing Reserve	201,697	-	-	(35,211)	-	166,486
New Services for Carers Reserve	210,612	-	(9,000)	(90,525)	-	111,087
Capital Reserve	1,440,608	-	-	-	35,967	1,476,575
Digital Carer Support Reserve	200,000	-	(9,437)	-	-	190,563
	<u>2,052,917</u>	<u>-</u>	<u>(18,437)</u>	<u>(125,736)</u>	<u>35,967</u>	<u>1,944,711</u>
General funds						
General Funds	<u>261,685</u>	<u>1,346,198</u>	<u>(1,377,751)</u>	<u>37,208</u>	<u>-</u>	<u>267,340</u>
Total Unrestricted funds	<u>2,314,602</u>	<u>1,346,198</u>	<u>(1,396,188)</u>	<u>(88,528)</u>	<u>35,967</u>	<u>2,212,051</u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

17. Statement of funds (continued)

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Restricted funds						
Young Adult Carers	590	323	(140)	(432)	-	341
Carers Card	517	3,708	(3,863)	-	-	362
Carers Grant	354	21,867	(24,044)	-	-	(1,823)
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	233	1,000	(1,000)	-	-	233
Health Appointment Respite Grants	27	2,315	(2,315)	-	-	27
Artist in residence	-	5,300	-	-	-	5,300
Social Opportunities for Older Carers	-	-	(4)	-	-	(4)
Access to work	-	-	(1,044)	-	-	(1,044)
Activities Project	10,886	10,878	(18,362)	432	-	3,834
ESCC Small grants	-	255,653	(249,028)	-	-	6,625
NHS Health Inequalities	-	4,120	(3,514)	-	-	606
Sussex digital hub	18,134	-	-	-	-	18,134
Young carers	25,123	35,307	(96,226)	53,317	-	17,521
Volunteering	67	-	-	-	-	67
Big Lottery	33,224	81,464	(60,872)	35,211	-	89,027
Making Carers Count	-	16,944	(16,944)	-	-	-
	<u>90,033</u>	<u>438,879</u>	<u>(477,356)</u>	<u>88,528</u>	<u>-</u>	<u>140,084</u>
Total of funds	<u><u>2,404,635</u></u>	<u><u>1,785,077</u></u>	<u><u>(1,873,544)</u></u>	<u><u>-</u></u>	<u><u>35,967</u></u>	<u><u>2,352,135</u></u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2023 £</i>
Unrestricted funds						
Designated funds						
Staffing Reserve	69,500	-	-	132,197	-	201,697
New Services for Carers Reserve	210,612	-	-	-	-	210,612
Capital Reserve	1,477,885	-	-	-	(37,277)	1,440,608
Digital Carer Support Reserve	100,000	-	-	100,000	-	200,000
	<u>1,857,997</u>	<u>-</u>	<u>-</u>	<u>232,197</u>	<u>(37,277)</u>	<u>2,052,917</u>
General funds						
General Funds	<u>356,492</u>	<u>1,055,496</u>	<u>(898,967)</u>	<u>(251,336)</u>	<u>-</u>	<u>261,685</u>
Total Unrestricted funds	<u>2,214,489</u>	<u>-</u>	<u>(898,967)</u>	<u>(19,139)</u>	<u>(37,277)</u>	<u>2,314,602</u>

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Notes to the financial statements
for the year ended 31 March 2024

17. Statement of funds (continued)

	<i>Balance at 1 April 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2023 £</i>
Restricted funds						
Making Carers Count	3,479	14,970	(9,655)	(8,794)	-	-
Young Adult Carers	4,708	-	(4,118)	-	-	590
Carers Card	396	2,379	(2,258)	-	-	517
Carers Grant	600	21,954	(22,200)	-	-	354
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	233	1,000	(1,000)	-	-	233
Health Appointment Respite Grants	(10)	1,338	(1,301)	-	-	27
Parent Carers	1,635	-	(1,635)	-	-	-
Artist in residence	-	-	(1,462)	1,462	-	-
Access to work	-	2,996	(2,996)	-	-	-
Activities Project	3,521	17,768	(10,403)	-	-	10,886
Dementia Group	3,227	-	(3,227)	-	-	-
ESCC Small grants	-	241,406	(241,406)	-	-	-
Sussex digital hub	18,134	-	-	-	-	18,134
Young carers	28,440	32,088	(61,876)	26,471	-	25,123
Volunteering	67	-	-	-	-	67
Big Lottery	79,476	59,866	(106,118)	-	-	33,224
	<u>144,784</u>	<u>395,765</u>	<u>(469,655)</u>	<u>19,139</u>	<u>-</u>	<u>90,033</u>
Total of funds	<u>2,359,273</u>	<u>395,765</u>	<u>(1,368,622)</u>	<u>-</u>	<u>(37,277)</u>	<u>2,404,635</u>

Notes to the financial statements
for the year ended 31 March 2024

17. Statement of funds (continued)

Designated Funds

Staffing Reserve - Funds which have been set aside to support the expected increase to salaries, and to support staff development and training.

New Services for Carers Reserve (previously called Sustainable Development of Non-Statutory Services Reserve) – Funds which have been set aside to enable development of new services to support carers, in line with carers' feedback and responding to identified gaps locally.

Capital Reserve (previously called Capital Fund Reserve) – Funds initially received from Catharine House Trust, which has been set aside to enable the charity to explore purchasing a property to serve as a central Carers Centre, enabling us to further grow face to face carers' services and provide a central location for carers to come together and for partner organisations to co-site with us.

Digital Carer Support Reserve (previously called Sustainable Development of Digital Reserves) – Funds to support developing new ways of supporting and identifying carers through digital technologies and to development the charity's systems and processes to enable us to support more carers and to enhance the quality of our services.

Restricted Funds

Young Adult Carers - Donations from various donors to enable Young Adult Carers to get together and engage in a range of activities.

Carers Card - A grant from the local authority to finance the production and distribution of the Care for the Carers 'Carers Card'.

Carers Grants - on receipt of an awarding notice from the funding body, Care for the Carers releases the grant to the Carer to avoid any additional delay for the Carer in receiving their grant. Care for the Carers receives the actual grant monies approximately 10 days later and this process can lead to a negative balance showing on the fund however, by the end of month 1 in the following financial year the negative balance would have cleared.

Rother Dementia Lunch Club - Donations from various donors towards a lunch club held for carers and those they care for with dementia, and administered by Care for the Carers.

Small Grants for Carers - A grant from the local authority which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Activities Project - Grants and donations from various funders and donors to enable an Activities Facilitator to organise activities for carers all over East Sussex.

Social Opportunities for Older Carers - Funding from the Ex Pat Foundation to provide social activities for older carers.

Health Appointment Respite Grants - A Grant from the local authority which allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Dementia Groups - Grant from Ernest Kleinwort Charitable Trust and supplemented with Tesco Bags of Help grants to enable carer groups and activities supporting carers of people with dementia.

Parent Carers - Funding from East Sussex County Council to deliver four 6-week wellbeing courses to promote carer wellbeing and resilience.

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Notes to the financial statements
for the year ended 31 March 2024

17. Statement of funds (continued)

Artist in Residence - Additional funding from various funders to enable carers to reflect on their caring role and share their experiences of caring and tap into their creativity through photography workshops and exhibitions of their work.

Access to Work - Care for the Carers purchases the recommended equipment to support staff and then reclaims the amount from the DWP. A negative balance has arisen as we are awaiting confirmation of reimbursement following a purchase of equipment. The reimbursement was actually received in full in the first quarter of 2024/25.

Volunteering - Funding to enable development of our volunteering programme and embed volunteering across the whole organisation.

Big Lottery (Local Carers Centres) - Grant from Big Lottery to enable two additional local carers centres to be opened in Hastings and Uckfield areas. These centres will enable us to reach and support more unpaid carers and also build and strengthen local partnerships so we can work in a more community focused, localised way.

Making Carers Count - This project is led by our partners, Carers Support West Sussex and funded by Carers Trust. The project is delivered by the existing Sussex Carers Partnership which includes Carers Support West Sussex, The Carer Centre Brighton and Hove and Care for the Carers. The aim of this project is to focus on deprived areas, with a higher concentration of diverse ethnic groups, to enhance the current engagement offer and support partnering organisations to create a consistent approach to working with ethnic minority communities across Sussex.

ESCC Small Grants – A local authority grant to enable funding to partner organisations to support delivery of their Carer focused services

NHS Health Inequalities – Funding received to develop or expand sustainable mechanisms for reaching and hearing from most marginalised groups and communities, giving insight into how to reduce health inequalities between the most and least deprived communities.

Sussex Digital Hub – Grant received to scope, explore and plan support services for Carers and their local system with a digital emphasis.

Young Carers – Donations and Grants from various funders and donors to support our Young Carers Service to provide monthly clubs and holiday activities for Young Carers.

18. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Designated funds	2,052,917	-	(18,437)	(125,736)	35,967	1,944,711
General funds	261,685	1,346,198	(1,377,751)	37,208	-	267,340
Restricted funds	90,033	438,879	(477,356)	88,528	-	140,084
	<u>2,404,635</u>	<u>1,785,077</u>	<u>(1,873,544)</u>	<u>-</u>	<u>35,967</u>	<u>2,352,135</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2024

18. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 April 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 March 2023</i>
	£	£	£	£	£	£
Designated funds	1,857,997	-	-	232,197	(37,277)	2,052,917
General funds	356,492	1,055,496	(898,967)	(251,336)	-	261,685
Restricted funds	144,784	395,765	(469,655)	19,139	-	90,033
	<u>2,359,273</u>	<u>1,451,261</u>	<u>(1,368,622)</u>	<u>-</u>	<u>(37,277)</u>	<u>2,404,635</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024	Unrestricted funds 2024	Total funds 2024
	£	£	£
Tangible fixed assets	-	23,456	23,456
Fixed asset investments	-	1,476,575	1,476,575
Current assets	140,084	805,374	945,458
Creditors due within one year	-	(93,354)	(93,354)
Total	<u>140,084</u>	<u>2,212,051</u>	<u>2,352,135</u>

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023</i>	<i>Unrestricted funds 2023</i>	<i>Total funds 2023</i>
	£	£	£
Tangible fixed assets	-	17,665	17,665
Fixed asset investments	-	1,440,608	1,440,608
Current assets	90,033	1,178,247	1,268,280
Creditors due within one year	-	(321,918)	(321,918)
Total	<u>90,033</u>	<u>2,314,602</u>	<u>2,404,635</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2024

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(52,500)	45,362
Adjustments for:		
Depreciation charges	14,766	9,035
Loss/(Gain) on investments	(35,967)	37,277
Dividends, interests and rents from investments	(70,417)	(56,454)
Decrease/(increase) in debtors	233,667	(146,191)
Increase in creditors	(228,564)	112,275
Net cash provided by/(used in) operating activities	(139,015)	1,304

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	423,621	627,530
Cash on notice	372,561	257,807
Total cash and cash equivalents	796,182	885,337

22. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	710,376	(286,754)	423,622
Liquid investments	174,961	197,600	372,561
	885,337	(89,154)	796,183

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2024

23. Pension commitments

The charity operates one defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The charity contributes a specified percentage of payroll costs to the retirement benefit scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of the defined contribution scheme was £20,405 (2023: £15,686). At the 31 March 2024 the amount outstanding in relation to pension contributions was £5,260 (2023: £4,110).

24. Operating lease commitments

At 31 March 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	34,680	4,428
Later than 1 year and not later than 5 years	46,985	6,035
	81,665	10,463

25. Related party transactions

There were no disclosable related party transactions during the year (2023: none).

Key management personnel comprises of the Chief Executive Officer, the Head of Services, the Head of Communities and the Head of Resources in the financial year ended 31 March 2024. In the prior year key management personnel comprised of the Chief Executive Officer, the Head of Services and the Head of Resources. The remuneration of key management personnel is as follows:

Aggregate compensation £195,229 (2023: £153,924)

Accounts

Registered number: 03677361
Charity number: 1074906

Care for the Carers
(A company limited by guarantee)

Trustees' report and financial statements
for the year ended 31 March 2023

Care for the Carers
(A company limited by guarantee)

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Care for the Carers
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**Reference and administrative details of the Company, its Trustees and advisers
for the year ended 31 March 2023**

Trustees	Susan Lilja, Treasurer (resigned 27 September 2022) Alan Botterill Polly Evans Neil Churchill OBE, Chair Jake Jay, Vice Chair Mary Barnes Jane Lawrence Richard Pearson Vikki Carruth (resigned 16 November 2022) Graham Turner (co-opted 17 May 2022) Geoffrey Munn (co-opted 13 May 2022) Natasha Burrows (appointed 16 November 2022)
Company registered number	03677361
Charity registered number	1074906
Registered office	Highlight House 8 St Leonards Road Eastbourne East Sussex BN21 3UH
Company secretary	Jennifer Downs
Chief executive officer	Jennifer Downs
Independent auditors	Kreston Reeves LLP Chartered Accountants Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
Solicitors	Keeleys LLP 28 Dam Street Lichfield Staffordshire ES13 6AA

Care for the Carers
(A company limited by guarantee)

Trustees' report
for the year ended 31 March 2023

The Trustees present their annual report together with the audited financial statements of the charity for the year ended 31 March 2023. The Trustees confirm that the Annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provision of the Statement of Recommended Practice (SORP), applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The objects of the charity are to provide support, advice and information to any carer, of any age, living in East Sussex, Brighton and Hove or who is caring for someone living in East Sussex, Brighton and Hove. A carer is a relative, partner or friend, of any age, who within the past three years has provided essential care or support to someone who is disabled whether through mental or physical ill health, learning disability or frailty. This includes a parent or sibling caring for a disabled child.

There are many reasons why caring for someone else leaves the carer needing support:

- Caring reduces the physical and mental health and wellbeing of many carers.
- Caring may lead to poverty, with many carers needing to give up work in order to care, or to manage on benefits.
- Caring often impact on carers' ability to sustain employment, friendships and hobbies.
- Many carers face isolation and loneliness.

Care for the Carers seeks to address these issues through directly supporting carers, raising awareness of the issues faced by carers and influencing local and national policy affecting carers.

b. Vision and mission

Our vision: we will work with carers until all East Sussex carers have recognition, choices, influence and access to quality support and services that they need and want.

Our mission: we represent East Sussex carers, enable their voices to be heard and provide services in response to what they need and want.

c. Main activities undertaken to further the Company's purposes for the public benefit

Support, Advice and Guidance

Carers are offered a single point of contact – Carers Hub – accessible by phone, email, via the website or by dropping in to the Carers' Centre. Specialist staff provide swift support to carers, including onward signposting to the range of services available across the county, and access to coaching support.

Regular Coaching and Directions sessions enable support workers to provide one to one support, advice and guidance to carers, by telephone, online, in person near to their home, or within a carer's home when necessary.

Our counselling service Time to Talk provides emotional support to carers, reducing feelings of social isolation and improving carers' health and wellbeing.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2023

Objectives and activities (continued)

Our volunteer led Carers in Touch listening service provides regular wellbeing telephone calls to carers who are at risk of social isolation.

Groups and Activities

Carers' Information and Advice groups offer people new to the caring role an opportunity to meet one another and access information, advice and support. Groups are facilitated by support workers, and guests are invited from relevant services to share useful information. These groups support those new to caring for up to twelve months to build their confidence, resilience and resources. There is also a monthly evening group to enable working carers easier access to information, advice and support at a time convenient to them.

Carers' Wellbeing groups are the 'next step' after a carer has attended a Carers' Information and Advice group for twelve months. They are aimed at carers who have been caring for a while and are already connected with services. Carers' Wellbeing groups are led by carers for carers, with volunteer hosts being supported by a named Carer Support Worker. Carers' Wellbeing groups focus on anything that the group feels would improve their wellbeing, so could be based around activities such as walking, arts and crafts or meeting for a coffee and chat.

Care for the Carers also runs groups for carers with specific needs or interests. The focus of these groups is led by feedback from carers on shared areas of interest or identity. We run monthly Mental Health carers' groups for carers of people with mental health issues, monthly Making Memories groups for carers and the people they care for living with dementia and monthly Young Adult Carer groups for carers aged 17-25 years. These groups are run in a similar format to the Carers' Information and Advice groups, but participation in these groups is not time-limited.

In addition to the monthly groups, Care for the Carers has made use of specific funding from generous donors to undertake additional work with Young Adult Carers. This has included providing vocational support, involving the Young Adult Carers in influencing how services are run and offering social activities which their caring role prevents them from accessing.

Our Young Carers project has continued to grow since its launch in February 2021, providing a comprehensive range of groups and activities. The project is designed to give young carers space for time away from their caring role, peer support, as well as opportunities to speak up on the issues affecting young carers. We have delivered a series of activities, support and outings for Young Carers over the year.

Our popular Carers' Activities Programme is funded by donations from mainly local trusts. Offering activities and events which give carers a break, engage with something fun and/or enable them to socialise with other carers, the project is a highly sought after support. Activities have included Spa Days, cinema and theatre trips, days out including Bluebell Walk and heritage sites, afternoon teas, day at the International Tennis, mindfulness sessions, meal vouchers, walks and Christmas lunches for all our carers groups. We prioritise attendance for carers who have not had an opportunity to access activities in the last 12 months and were pleased to also welcome 20 carers from ethnically diverse backgrounds, as we are actively seeking to reach more carers from communities who have been less well represented among our service users.

Care for the Carers Photographer in Residence project culminated with the 'Seeing Carers' exhibition at the Conquest Hospital gallery, opened by the local MP and Mayor during Carers Week 2022. We also published a photography album, and a legacy book which was shared with participants, dignitaries and funders. The book is a positive tool to engage further to raise awareness about caring and carers.

Tools and Resources

The East Sussex Carers Card has a number of functions. It helps to identify carers, offers discounts from a wide range of businesses in East Sussex, and alerts the emergency services that cardholders are carers. The card is available to all carers including young carers and parent carers of children. Adult carers of another adult can also link their Carers Card to a backup emergency care plan through East Sussex County Council's Carers Respite Emergency Support Scheme (CRESS).

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2023

Objectives and activities (continued)

The Healthcare Appointments Respite Grant, administered on behalf of East Sussex County Council (ESCC), allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Care for the Carers also administers the 'Small Grants for Carers Groups' fund on behalf of ESCC, which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Since October 2019, Care for the Carers has been commissioned by ESCC and NHS East Sussex Clinical Commissioning Group (CCG) to act as their Strategic Partner. Part of this role includes supporting other service providers commissioned to deliver carer services to work together to provide dynamic, responsive and cohesive local offer for carers. This collaborative approach also supports carers to be identified at the earliest opportunity.

Awareness, Information and Communications

Care for the Carers' 'Building a Carer Friendly Community' programme raises awareness of the valuable role carers play, their needs, experiences and the challenges they face. We work with local businesses and organisations, supporting them to become more carer-aware, taking into account both carers who access their services, and their own employees who are also carers. Organisations are supported to address obstacles that carers face in the workplace and do 'small things that can make a big difference' to carers' lives. We also actively reach out to local businesses asking them to sign up to the East Sussex Carers Card and offer discounts to carers.

Our 'Think Carer' Training is now available through monthly open sessions programme, with face to face and on-line offer, as well as in-house, bespoke and bite size sessions. The demand for the sessions has continued to grow exceeding last year.

Care for the Carers leads on the local coordination of national campaigns such as Carers Rights Day and Carers Week. This involves promoting events, sharing resources, evaluating the campaigns, building on partnership working and sharing learning with our partners. The Carer Awareness remit is cross cutting and embedded in all of our roles.

Care for the Carers produces the quarterly CareLine magazine which is distributed to around 8,000 carers by email, online and by post. Our monthly e-Newsletter, sent to over 4,000 recipients, focuses on carer engagement, providing policy updates, event invitations and more. In addition to the monthly eNewsletter, Care for the Carers is also very active on social media platforms, such as Facebook, Twitter, Instagram and YouTube, sharing information and reaching out to as many carers as possible from diverse groups.

Our website acts as first port of call for carers and professionals who wish to know more about local services for carers and support. It also acts as an awareness raising and fundraising platform reaching out to a wide group of stakeholders. During the year, we have grown the number of articles on the website, updated the Events calendar making information about our activities and group more accessible and developed new Cost of Living support fact sheet.

Engagement and Representation

Our commitment to the meaningful involvement of unpaid carers in local health, social care and voluntary sector strategic planning is achieved through the Carers Voices Network. This enables carers to share their views, experiences and needs and to influence decision making on the issues that impact their lives. The Network encourages a wide group of carers to participate in consultations, focus groups and campaigns initiated by Care for the Carers or by our partners and uses a range of methods to ensure these opportunities are made as accessible as possible.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2023

Objectives and activities (continued)

We support carers to join Carers Voices Network, and enable them easy access to consultations and focus groups so they can share their experiences of caring and shape services provided to carers, service users and patients. This year we hosted face to face and on-line focus groups on the new Adult Social care long term Plan and Cost of Living crises.

Our monthly engagement e-Newsletter keeps carers, volunteers and professionals up to date with local and national policy, highlights opportunities to influence decision making and raises awareness of issues of importance to carers. This year we have introduced an annual East Sussex Carers Voices Report which comprehensively brings together carers feedback and views shared throughout the year with us and our partner organisations, presenting a consistent picture of what is important to carers.

The report includes findings from our annual Carers Voices event to which all local carers are invited. This year we decided to move this important and popular event to Carers Week, resulting with the in-person event being in June 2023. In March 2023, we ran an online Carers Voices Workshop with 16 attendees discussing progress made since the 2022 conference and challenges in NHS and social care continuing to affect carers.

Fundraising

Working to build the support of the charity's work has become a core part of our strategy, as we continue to diversify our income streams. Funds generated enable the charity to respond to carers' needs by providing specific projects such as our Young Carers Service, Activities and Events - complementing the mix of existing services available locally.

Achievements and performance

a. Main achievements of the Company

Support, Advice and Guidance

During the year the charity supported 10,134 (2022: 9,265) carers across East Sussex, exceeding our target of 8,269. Of these, 2,448 (2022: 2,717) were newly identified carers. 4,354 (2022: 4,399) carers accessed Carers Hub, our single access point for information, advice and support, through 19,713 (2022: 19,494) contacts. Carers accessed one-to-one specialist support, advice and guidance through 1,041 (2022: 1,318) Carer Coaching and Directions sessions. 95% (2022: 96%) of referrals received a response within 5 working days.

241 (2022: 211) carers accessed our Time to Talk counselling service regarding the challenges of their caring role, significantly exceeding our internal target of 100 carers supported by the counselling service during the year.

Carers regularly tell us about the impact that Care for the Carers has made on their lives:

"Just having someone to talk with about what was a very traumatic event was very helpful. It would have been more beneficial closer to the event but opened much discussion to help me be more resilient generally. Thank you. Being phone call was in an odd way much easier. It helped to speak more freely, not come to sessions already set with what would follow. My counsellor sounded so nice and without seeing her I had no need to use visual judgments or thoughts, and her me."

"Thank you so much. I can now make arrangements to have someone be with my daughter while I am away. I will book the hotel and train and keep the receipts. This means a lot to me. Many thanks and take care"

"It's been good to talk to you, it's helped me to know in future if anything goes wrong I've got help and it helped to get some things off my chest and that someone else knows how you feel."

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Achievements and performance (continued)

Groups and Activities

215 carers attended our regular Carers' Groups in the year 2022-23. These groups were a combination of Carers' Information and Advice groups, Carers' Wellbeing groups, a Mental Health carers' group, an Evening Carers Group and a group for Young Adult Carers.

Our Young Adult Carers group meets monthly and has a regular membership of 9 (2022: 17), carers from across the county aged from 16 to 25. The pandemic years negatively impacted on group numbers as Young Adult Carers moved away from online groups which in turn impacted recruitment of new members. We are currently reshaping how we support groups in order to reach and appeal to a wider cohort of young adult carers via offering different activities as a focus to bring people together. Groups are led by its members and include workshops on their chosen themes of caring, employment, education and health and wellbeing themes. These are coupled with opportunities to relax, socialise with their peers and access information and advice from experienced staff. The groups are supported by a private Facebook group, providing support, professional information and advice, and connecting young adult carers with their peers between groups.

Our other carers groups have also been complemented by social activities for carers. 26 activities were delivered during the year, with 355 carers benefiting. Supporting increased number of ethnically diverse carers has been a real success this year. Our activities included days out, on-line physical and wellbeing sessions, spa days, meals and walks, gym passes and cinema and theatre trips.

Tools and Resources

The Carers Card offers discounts from a wide range of businesses in East Sussex, as well as identifying carers and including the option to link to an emergency plan. We have seen a significant rise in number of the carers signed up to Carers Card during the year, with a total of 2,555 (2022: 1,963) with 162 (2022: 162) businesses providing discounts and offers to card holders. We are delighted that so many carers have access to discounts from diverse businesses, ranging from food and drink, health, fitness and wellbeing, legal and financial, and retail, and that despite the challenges businesses have faced during the current cost of living crisis, they continue to support the scheme. We are also proud to support so many local partners to publicly pledge their recognition of carers.

6 (2022: 9) carers have accessed respite through the Healthcare Appointments Respite Grant, which has enabled them to attend healthcare appointments, training courses or engagement opportunities.

Awareness, Information and Communications

Care for the Carers' work is supported by 348 (2022: 355) volunteers, in a range of voluntary roles, with 298 acting as **Carer Ambassadors**, and working with us to build a carer-friendly East Sussex.

Our **Carer Awareness training** this year included 9 (2022: 12) open 'Think Carer' training sessions to 57 (2022: 115) volunteers and professionals and 37 (2022: 46) bespoke and bite size sessions providing training to further 365 attended (2022: 425). Their consistently positive feedback included:

"The training was really insightful and gave some excellent perspective on how, as emergency responders we can support not only our patients but their carers and family. This will help us to empower everyone to ensure families receive support and care. I would recommend anyone considering the training to absolutely take the time to do it!"

We undertook several awareness raising **campaigns** during the year, public health vaccination and Winter Pressures Campaign, in partnership with Carers Centres in West Sussex and Brighton & Hove and national Carers Week in June 2022, promoting a range of activities including the launch of our new Uckfield local Carers Centre, alongside a successful social media campaign which tripled our engagement in comparison to last year. We achieved excellent press coverage, securing feature articles across the Sussex World newspapers, as well as local on-line magazine and radios.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Achievements and performance (continued)

For **Carers Rights Day** we ran a successful social media information campaign-doubling our reach and engagement from last year.

CareLine, the quarterly magazine produced by Care for the Carers, had an average print run this year of 4,000 copies each quarter, with additional 500 copies distributed in GP surgeries and community pharmacies during Carers Week. The CareLine postal mailing list is just under 2,000 (2022: 3,850) and the email distribution list is 6,222. (2022: 4,024).

Our monthly **e-Newsletter** reaches over 4,100 (2022: 3,800) carers and professionals, focusing on local and national Carers Voices opportunities, campaigns, policy updates and activities.

Our social media activity is increasing and reaching out to a more diverse range of carers.

Care for the Carers' website offers a range of useful information for carers, professionals and supporters. During the coming year, we plan to build on the current site to increase the information it offers to carers and build in more interactive features and simplify access to services and information. We regularly update news stories to ensure the site is engaging and an up to date resource.

Engagement and Representation

Care for the Carers facilitates the **Carers Voices Network** which offers opportunities for carers from across the county to share their views, experiences and needs, and to influence decision making around issues that impact on their lives. There are currently 259 (2022: 234) carers signed up to the Carers Voices Network. During the year its members participated in a range of engagement opportunities, including face to face and online focus groups discussing impact of the cost of living crisis on carers, which contributed to local and national findings and raised awareness about carers in South East media coverage; as well as discussion groups shaping vision for carers services in the next Adult Social Care Plan.

In addition, Carer Engagement is threaded through all that we do, with live issues being experienced by carers being understood through our one to one support work. This enables us to identify themes and ensure carers' voices influence our own service delivery and are represented in our contributions to strategic debate with and for carers. This year we have introduced an annual East Sussex Carers Voices Report which comprehensively brings together carers feedback and views shared throughout the year with us and our partner organisations, presenting a consistent picture of what is important to carers.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Achievements and performance (continued)

The report includes findings from our annual Carers Voices event, to which all local carers are invited to. This year we decided to move this important and popular event to Carers Week, resulting with the in-person event being in June 2023. In March 2023, we run on-line Carers Voices Workshop with 16 attendees discussing progress made since 2022 conference and challenges in NHS and social care continuing to affect carers.

Our Carers Voices events are valued opportunities for carers to explore and share issues important to them, to contribute to shaping services and local strategy and to build their networks. The events also raise the profile of Care for the Carers' work and build strong partnerships with colleagues across health, social care and the voluntary sector. In addition to the events, our Annual Carers Survey captures carers' experiences and impact of their caring role on their life.

We also supported carers to take part in a range of statutory and voluntary sector consultations via the Carers Voices Network.

Carers Voices research reports are available at: www.cftc.org.uk/about-care-for-the-carers/reports-and-annual-reviews/ and are circulated widely to influence decision making and service development.

Fundraising

We continue to build great relationships with local and national funders and grow the range of support.

We have had another great year of fundraising, with wonderful support from the local community, individuals and Trusts and Foundations.

We took part in a successful Bluebell Walk, raising over £1,200 for carers. We are also extremely grateful to community groups who organised their own fundraisers for us, including Ninfield Flower group, Wellshurst Golf Club, Uckfield HM70 Committee, Uckfield College, Eastbourne quizzers, and the Rotary Club of Sovereign Harbour.

A number of community groups donated to our activities programme, including Hailsham Lions, Hastings Rotary club, Eastbourne Rotary Club, Rotary club of Senlac, and Bexhill Lions. We also want to thank the following funders for their support of the programme: Pavers Foundation, Lewes Town Council, Duke of Devonshire's Charitable Trust, The D'Oyly Carte Charitable Trust, and Waitrose in Eastbourne and Lewes.

We continue to receive fantastic support for our Young Carers service, and want to thank the following funders this year: Sussex Community Foundation, Seaford Youth Forum, Masonic Charitable Foundation, Hedley Foundation, Green Hall Foundation, Childwick Charitable Trust, 29th May Charitable Trust, Asda Eastbourne, Tesco in Seaford, Bexhill and Hastings, and Waitrose in Lewes and Hailsham.

Finally we would like to thank the National Lottery Community Fund for their ongoing support of our new local carers centres in Uckfield and Hastings.

We would also like to thank our many individual donors.

Every penny raised and donated makes a real difference to the lives of local carers.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Overall financial review

The charity was in a good financial position at the year end, with cash balances of £885,337 (2022: £834,005) and reserves totalling £2,404,635 (2022: £2,359,273).

The charity generated a surplus of £45,362 for the financial year ended 31 March 2023 (2022: £267,051). The reserves are allocated to specific activities as detailed below.

The principal funding sources of income to the charity were grant income of £1,264,873 (2022: £986,391) and donations of £29,260 (2022: £53,263).

Our fundraising strategy is achieving a growth in funding streams, enabling the charity to introduce new sources of income and move away from reliance on one main funding stream. The contract to deliver the East Sussex Carers Centre, jointly funded by ESCC and NHS East Sussex CCG, remains secure and the charity's largest contract, however this is now complemented by several additional multi-year contracts, as a result of Trustees recognising the inherent risk in working with one main income stream, and continuing to lead a strategy to diversify our funding and reduce reliance on statutory funds.

Following a successful tendering process, the Carers Centre contract will continue until 2025 with the possibility of an extension for two further years; the contract's annual value is £574,000. However, as the contract progresses, the percentage of guaranteed income reduces and the percentage of income based on achieving Key Performance Indicators increases. It is acknowledged that this poses an increased financial risk to the charity, however the risk is rated as low and the charity continues to perform well against Key Performance Indicators.

During the year, Care for the Carers continued to generate additional income through dividend payments from the shareholding investment generously gifted by Catharine House Trust in 2019-20. The shareholding investment, a holding in units managed for Charities by BlackRock, is held as designated funds, and generates additional income through dividend payments. This income is held as unrestricted funds, and will be designated to increase activity that supports carers.

The reserves of the charity comprise restricted, designated and unrestricted funds.

Restricted funds are those which may only be spent on the purpose specified by the donor. The charity had restricted funds of £90,033 (2022: £144,784).

Designated funds are those set aside by the Trustees to finance particular projects which cannot be met from future income alone. The charity had designated funds of £2,052,917 (2022: £1,857,997). These designated funds include the shareholding investment.

Unrestricted funds are those which are available for use to further the charity's purposes. The charity had unrestricted funds of £261,685 (2022: £356,492).

Trustees' report (continued)
for the year ended 31 March 2023

c. Reserve policy

The Trustees have reviewed the reserves policy and made amendments to ensure reserves continue to be set at an appropriate amount. This review takes into account the ever-changing, uncertain external financial landscape, and also responds to a larger than usual level of reserves that built up over the pandemic period due to being unable to deliver planned face to face activities. The policy also sets out our plans for utilising reserve funds to enable the introduction of further support opportunities for Carers, linking to our 4-year business plan objectives.

The **Sustainable Development of Non-Statutory Services Reserve** comprises funds which have been set aside to support the development of non-statutory services for carers in line with our 4-year business plan objectives. Within the 4-year business plan, this fund will enable us to underwrite our commitment of delivering a non-statutory Young Carers service and our volunteering programme as well as giving the opportunity to seed-fund and grow Specialist and Community Services. The fund will also be used to build our partnership strategy which supports partner organisations to develop and grow their services for Carers. By the end of 2023/24 our 4-year business plan shows this fund will have reduced significantly and almost be exhausted, therefore, as well as attempting to secure additional restricted external funding for these purposes, this fund will also be maintained by utilising the shareholding held within our Capital Fund. This fund currently has a balance of £210,612.

The **Staffing Reserve** comprises funds which have been set aside to support staff development and maintain staff salaries to a competitive level, in recognition of increased cost of living. Previously, the Trustees have only been able to award the NJC cost of living pay rise element to staff salaries and incremental salary progression had been paused. From April 2023, salary scale increments will be reintroduced in line with the NJC pay scale together with applying the annual cost of living increase. Whilst we are in discussion with funders about the potential of salary increases, the Trustees have agreed the use of this reserve for this purpose to enable Care for the Carers to proactively respond at pace to the pressures that a rapidly increasing cost of living is placing on our staff team. The Trustees value highly our staff team, the backbone of the charity, and recognises the pressures and concerns felt by staff in this time of financial uncertainty and have prioritised ensuring that employees receive fair remuneration.

Once reintroduced, the increased salary costs will be included into future project planning and subsequent budgets to reduce the reliance on this fund. By the end of 2023/24 the fund will have reduced significantly, as the increment payments will have been made. From 2024/25, the fund will be maintained at a lower amount for the purpose of support staff development. From this point, any higher than expected cost of living pay rises will be met by utilising the income generated from the shareholding held within our Capital Fund. The Staffing Reserve fund currently has a balance of £201,697.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

The **Sustainable Development of Digital Resources** sets aside funds to support the development of our digital offer to Carers, and introduction of digital solutions that build our efficiency. The aim of this development is to increase our reach to less represented groups of carers by delivering sustainable provision of information, advice and learning to carers and professionals via an additional route of support for those whose preference is to self-serve. This is planned to include development of self-help resources online, digitalising of our Carers Card offer, support our Awareness work stream and include Think Carer training for professionals, enhancing our promotional materials including QR codes and connecting these with information online, increasing electronic displays for use in NHS and community settings. To enable us to achieve these developments we are expecting to outsource specialist elements to external providers. From 2023/24, we will be attempting to secure additional restricted external funding as well as maintaining this fund by utilising the shareholding held within our Capital Fund. This fund currently has a balance of £200,000.

The **Capital Fund Reserve** comprises of funds held within the shareholding investment, currently with BlackRock. This fund will capture any loss or gain on investment and will be used, and drawn down in future years, to support funding requirements as explained above. This reserve is also available to fund a future property purchase. This fund currently has a balance of £1,440,608.

The Board currently aims to hold 3 months of unrestricted expenditure within General Funds, which would equate to £261,685 for the following reasons;

- Aid cash-flow as expenditure can sometimes precede receipt of the corresponding income and mitigate against delays in funding
- Cover unforeseen expenditure, unforeseen operational costs that may accumulate throughout the year
- Provide transitional funding for core programmes which suffer a short-term shortfall in funds

d. Asset cover for funds

Note 17 sets out an analysis of the assets attributable to the various types of funds and a description of the funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 25 January 2010.

It is registered as a charity with the Charity Commission. Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Structure, governance and management (continued)

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Dr Neil Churchill OBE	(Chair from 28 May 2021)
Mr Jake Jay	(Vice-Chair from 28 May 2021)
Mr Alan Botterill	
Ms Polly Evans	
Cllr Mrs Mary Barnes	
Ms Jane Lawrence	
Mr Richard Pearson	
Mr Geoffrey Munn	
Mr Graham Turner	
Ms Natasha Burrows	

b. Methods of appointment or election of Trustees

The number of Trustees shall not be less than three. The Trustees may appoint a person who is willing to act as a Trustee either to fill a vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next following annual general meeting and shall not be taken into account in determining the Trustees who are to retire by rotation at the meeting. If not reappointed at such annual general meeting, he/she shall vacate office at the conclusion thereof. At every annual general meeting one third of the Trustees shall retire from office and may be reappointed at the meeting.

c. Policies adopted for the induction and training of Trustees

The Trustees participate in an induction process to brief them on their legal obligations under charity and company law, the committee and decision making processes, the Strategic Plan and the recent financial performance of the charity.

Trustees are encouraged to attend appropriate external training events and to meet the senior management team, to be given an overview of the charity's work. An opportunity is provided to shadow the Carer Support Workers to observe the work involved.

d. Pay policy

The remuneration of all staff is guided by the National Joint Council ("NJC") pay scales. The charity aims to keep staff salaries in line with those set by the NJC, although this is not always possible. All staff complete an annual Performance Review.

e. Organisational structure and decision making

The board of Trustees administer the charity with the appointment of a Chief Executive, who has delegated authority to manage the day to day operations of the charity. The charity's senior management team is comprised of the Chief Executive, Head of Resources, Head of Communities and Head of Services.

Care for the Carers is a Network Partner of Carers Trust and a member of Carers UK. This requires adherence to shared operational standards and values, and enables the organisation to ensure local carers' voices are represented to national decision-makers. In addition, membership brings access to a number of grants for carers, good practice learning and support, and partnership opportunities.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Structure, governance and management (continued)

f. Risk management

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to these risks.

The Board recognised in 2017 that the principal risk to the organisation was its reliance on one major source of income. To mitigate this risk, a Fundraising Manager was appointed to generate new income streams, a strategy which is now enabling the organisation to secure increasingly diverse funding.

Plans for future periods

Future Developments

Care for the Carers' current Strategic Plan concentrates on the following four priority areas:

i. Supporting carers

Objective:

- Identify and support more carers including more carers from less heard groups
- Build the range of specialist services available to carers
- Support more carers to take a break from their caring role
- Support - and help prevent – carers experiencing financial hardship and/or ill health as a result of caring

ii. Think Carer

Objectives:

- Create a Carer Friendly East Sussex by keeping carers' issues on the agenda, empowering our partners to support carers, and raising public awareness of caring
- Deliver carer awareness training to partners, organisations and businesses
- Be an active partner and empower others to identify and support the carers in their organisations, networks and communities, and know how and when to access specialist support
- Grow and nurture our network of Carer Ambassadors: carers, community members and professionals working with Care for the Carers to build a carer-friendly East Sussex and who are connected to our information and support
- Build our presence and the profile of carers within communities – of geography, identity and experience as well as online networks and groups
- Use national campaigns to maximise the impact of our awareness raising, adding value by empowering carers and volunteers to add their voices and influence

iii. Carers Voices

Objective:

- Speaking up with and for carers to improve services and shape policy
- Act as an independent voice supporting carers seeking to raise specific concerns
- Build detailed current insight into carers' needs and experiences through engagement and consultation
- Amplify carers' voices to decision makers and lobby for strategic change to improve the lives of carers and the people they care for

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Plans for future periods (continued)

iv. Impact and Innovation

Objectives:

- Continue to strengthen the charity, and secure our future by diversifying our income streams
- Develop Care for the Carers to secure our future as a strong, independent and resilient charity
- Evaluate, use, celebrate impact

The planned activities for achieving these aims are set out in our Strategic Plan 2020-2025, a copy of which is available on request from info@cftc.org.uk

Members' liability

There are currently 123 members (2022: 128), each of whom agrees to contribute £1 in the event of the Company winding up.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2023

Statement of Trustees' responsibilities (continued)

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Neil Churchill OBE

Chair

Date: 12/10/23

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the Members of Care for the Carers

Opinion

We have audited the financial statements of Care for the Carers (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

Care for the Carers
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Independent auditors' report to the Members of Care for the Carers (continued)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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 where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report to the Members of Care for the Carers (continued)

Auditors' 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 Auditors' 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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Care for the Carers
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Independent auditors' report to the Members of Care for the Carers (continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Registered Auditors
Plus X Innovation Hub
Lewes Road
Brighton
East Sussex
BN2 4GL

13 October 2023

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

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

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies:	4				
Donations and legacies		16,968	12,292	29,260	53,263
Charitable activities		378,797	986,750	1,365,547	1,047,075
Other income	5	-	56,454	56,454	45,851
Total income		395,765	1,055,496	1,451,261	1,146,189
Expenditure on:					
Raising funds	6	-	39,236	39,236	33,853
Charitable activities		469,655	859,731	1,329,386	915,371
Total expenditure		469,655	898,967	1,368,622	949,224
Net (expenditure)/income before net (losses)/gains on investments		(73,890)	156,529	82,639	196,965
Net (losses)/gains on investments		-	(37,277)	(37,277)	80,287
Net (expenditure)/income		(73,890)	119,252	45,362	277,252
Transfers between funds	15	19,139	(19,139)	-	(10,201)
Net movement in funds		(54,751)	100,113	45,362	267,051
Reconciliation of funds:					
Total funds brought forward		144,784	2,214,489	2,359,273	2,092,222
Net movement in funds		(54,751)	100,113	45,362	267,051
Total funds carried forward		90,033	2,314,602	2,404,635	2,359,273

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

The notes on pages 25 to 45 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)
Registered number: 03677361

Balance sheet
as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	17,665	20,275
Investments	12	1,440,608	1,477,885
		1,458,273	1,498,160
Current assets			
Debtors	13	382,943	236,161
Cash at bank on notice		174,961	173,871
Cash at bank and in hand		710,376	660,134
		1,268,280	1,070,166
Creditors: amounts falling due within one year	14	(321,918)	(209,053)
Net current assets		946,362	861,113
Total net assets		2,404,635	2,359,273
Charity funds			
Restricted funds	15	90,033	144,784
Unrestricted funds			
Designated funds	15	2,052,917	1,857,997
General funds	15	261,685	356,492
Total unrestricted funds	15	2,314,602	2,214,489
Total funds		2,404,635	2,359,273

Care for the Carers
(A company limited by guarantee)

Balance sheet (continued)
as at 31 March 2023

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Neil Churchill OBE

Chair

Date: **12/10/23**

The notes on pages 25 to 45 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	1,304	177,431
Cash flows from investing activities		
Dividends and interest received	56,454	45,851
Purchase of tangible assets	(6,426)	(11,094)
Net cash provided by investing activities	50,028	34,757
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	51,332	212,188
Cash and cash equivalents at the beginning of the year	844,207	632,019
Cash and cash equivalents at the end of the year	895,539	844,207

The notes on pages 25 to 45 form part of these financial statements

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The registered office and principal place of business of the charity is:

Highlight House
8 St Leonards Road
Eastbourne
East Sussex
BN21 3UH

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Care for the Carers 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 policy.

2.2 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.

Whilst the impact of the current general economy has been assessed by the Trustees, so far as is reasonably possible, due to its unprecedented impact on the worldwide economy it is difficult to evaluate with any certainty the potential outcomes on the Charity's future activities. However, taking into consideration the Charity's level of reserves, the Trustees believe that the Charity will be able to continue in operational existence for the foreseeable future.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grant income is recognised over the period for which it is granted.

Donations and gifts are recognised when receivable.

Investment income is recognised when receivable.

Notes to the financial statements
for the year ended 31 March 2023

2. Accounting policies (continued)

2.4 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.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

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

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Computer equipment	- 25% straight line

2.7 Investments

Fixed asset investments which consist of listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

Notes to the financial statements
for the year ended 31 March 2023

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

2.9 Cash at bank and in hand

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

Cash at bank on notice includes cash which is held with a notice period in excess of 60 days.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 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.

2.13 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.14 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Notes to the financial statements
for the year ended 31 March 2023

2. Accounting policies (continued)

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Allocation of wages to the correct fund.

The Charity makes estimates and assumptions in relation the allocation of wages to funds. Allocation is based on staff members estimated time split between each of the charity's activities. These estimates and assumptions are completed by informed members of management and management accounts are reviewed by the Board monthly.

4. Income from donations and legacies

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations	16,968	12,292	29,260
Grants	378,797	986,750	1,365,547
	<u>395,765</u>	<u>999,042</u>	<u>1,394,807</u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

4. Income from donations and legacies (continued)

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations	2,550	50,713	53,263
Grants	166,025	881,050	1,047,075
<i>Total 2022</i>	<u>168,575</u>	<u>931,763</u>	<u>1,100,338</u>

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Interest received	6,737	6,737
Investment income	49,717	49,717
	<u>56,454</u>	<u>56,454</u>

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Interest received	1,535	1,535
Investment income	44,316	44,316
	<u>45,851</u>	<u>45,851</u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

6. Expenditure on raising funds

Costs of fundraising

	Unrestricted funds 2023 £	Total funds 2023 £
Other fundraising costs	1,228	1,228
Fundraising staff costs	38,008	38,008
	39,236	39,236
	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Other fundraising costs	878	878
Fundraising staff costs	32,975	32,975
	33,853	33,853

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

7. Analysis of expenditure on charitable activities

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Support & Advice	2,996	418,740	421,736
Groups	-	15,548	15,548
Tools & Resources	26,758	9,581	36,339
Information & Communication	-	54,273	54,273
Carer Awareness	-	77,971	77,971
Involvement	-	28,111	28,111
Development	-	41,276	41,276
ESCC Hastings PC Project	-	76,921	76,921
ESCC Mental Health	-	74,351	74,351
Carers Review Project	-	40,890	40,890
Activities Project	14,523	9,460	23,983
Children in Need	-	-	-
Dementia Group	3,227	-	3,227
Photography	1,462	-	1,462
Parent Carers	1,635	-	1,635
Young Carers	61,876	-	61,876
Volunteering	-	12,394	12,394
Making Carers Count	9,654	-	9,654
Big Lottery	106,119	-	106,119
Small Grants to Partners	241,405	-	241,405
	469,655	859,516	1,329,171

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

7. Analysis of expenditure on charitable activities (continued)

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Support & Advice	-	397,875	397,875
Groups	-	13,857	13,857
Tools & Resources	28,093	9,753	37,846
Information & Communication	-	44,268	44,268
Carer Awareness	-	73,192	73,192
Involvement	-	46,817	46,817
Development	-	42,802	42,802
ESCC Hasting PC project	-	67,347	67,347
Activities Project	-	43,696	43,696
Children in Need	-	21,529	21,529
Dementia Group	13,561	7,907	21,468
Photography	12,948	-	12,948
Parent Carers	5,748	-	5,748
Young Carers	9,663	-	9,663
Volunteering	8,637	-	8,637
	<u>78,650</u>	<u>769,043</u>	<u>847,693</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2023

8. Analysis of expenditure on support costs

	Activities undertaken directly 2023 £	Restricted funds 2023 £	Support costs 2023 £	Total funds 2023 £
Support & Advice	328,716	-	93,020	421,736
Groups	13,164	-	2,384	15,548
Tools & Resources	34,082	162	2,095	36,339
Information & Communication	34,673	-	19,600	54,273
Carer Awareness	60,479	-	17,492	77,971
Involvement	21,440	-	6,671	28,111
Development	31,304	-	9,972	41,276
ESCC Hastings PC Project	76,921	-	-	76,921
ESCC Mental Health	74,351	-	-	74,351
Carers Review Project	40,890	-	-	40,890
Activities Project	18,618	-	5,364	23,982
Children in Need	-	-	-	-
Dementia Group	3,227	-	-	3,227
Photography	1,462	-	-	1,462
Parent Carers	1,635	-	-	1,635
Young Carers	61,876	-	-	61,876
Volunteering	12,394	-	-	12,394
Making Carers Count	9,320	335	-	9,655
Big Lottery	56,261	10,637	39,221	106,119
Small Grants to Partners	-	241,405	-	241,405
	880,813	252,539	195,819	1,329,171

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

Analysis of expenditure on support costs (continued)

	<i>Activities undertaken directly 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total funds 2022 £</i>
Support and Advice	314,787	83,088	397,875
Groups	11,590	2,267	13,857
Tools & Resources	35,678	2,034	37,712
Information & Communication	26,977	17,291	44,268
Carer Awareness	57,369	15,823	73,192
Involvement	37,506	9,311	46,817
Development	32,826	9,976	42,802
ESCC Hasting PC Project	67,347	-	67,347
Activities Project	43,696	-	43,696
Children in Need	21,529	-	21,529
Dementia Group	17,145	4,323	21,468
Photography	12,947	-	12,947
Parent Carers	5,748	-	5,748
Young Carers	9,663	-	9,663
Volunteering	8,637	-	8,637
	<u>703,445</u>	<u>144,113</u>	<u>847,558</u>

9. Auditors' remuneration

	2023 £	2022 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	6,750	5,350
Fees payable to the Company's auditor in respect of: All non-audit services not included above	1,650	2,696

Care for the Carers
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**Notes to the financial statements
for the year ended 31 March 2023**

10. Staff costs

	2023 £	2022 £
Wages and salaries	778,360	661,104
Social security costs	53,869	41,301
Contribution to defined contribution pension schemes	14,845	11,611
	<u>847,074</u>	<u>714,016</u>

The average number of persons employed by the Company during the year was as follows:

	2023 No.	2022 No.
Staff	<u>37</u>	<u>32</u>

No employee received remuneration amounting to more than £60,000 in either year.

During the year, no Trustees received any remuneration (2022 - £NIL).

During the year, no Trustees received any benefits in kind (2022 - £NIL).

During the year, one Trustee received reimbursement of expenses totalling £41 (2022 - £NIL).

11. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2022	9,864	106,397	116,261
Additions	-	6,426	6,426
At 31 March 2023	<u>9,864</u>	<u>112,823</u>	<u>122,687</u>
Depreciation			
At 1 April 2022	9,864	86,122	95,986
Charge for the year	-	9,036	9,036
At 31 March 2023	<u>9,864</u>	<u>95,158</u>	<u>105,022</u>
Net book value			
At 31 March 2023	<u>-</u>	<u>17,665</u>	<u>17,665</u>
At 31 March 2022	<u>-</u>	<u>20,275</u>	<u>20,275</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2023

12. Fixed asset investments

	Listed securities £
Cost or valuation	
At 1 April 2022	1,477,885
Revaluations	(37,277)
At 31 March 2023	1,440,608
Net book value	
At 31 March 2023	1,440,608
At 31 March 2022	1,477,885

13. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	285,999	630
Other debtors	-	277
Prepayments and accrued income	96,944	235,254
	382,943	236,161

14. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	34,243	17,141
Other taxation and social security	15,439	12,026
Other creditors	4,700	159,674
Accruals and deferred income	267,536	20,212
	321,918	209,053
		2022 £

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2023 £
Unrestricted funds						
Designated funds						
Staffing Reserve	69,500	-	-	132,197	-	201,697
Sustainable Development of Non-Statutory Services Reserve	210,612	-	-	-	-	210,612
Capital Fund Reserve	1,477,885	-	-	-	(37,277)	1,440,608
Sustainable Development of Digital Resources	100,000	-	-	100,000	-	200,000
	<u>1,857,997</u>	<u>-</u>	<u>-</u>	<u>232,197</u>	<u>(37,277)</u>	<u>2,052,917</u>
General funds						
General Funds - all funds	<u>356,492</u>	<u>1,055,496</u>	<u>(898,967)</u>	<u>(251,336)</u>	<u>-</u>	<u>261,685</u>
Total Unrestricted funds	<u>2,214,489</u>	<u>1,055,496</u>	<u>(898,967)</u>	<u>(19,139)</u>	<u>(37,277)</u>	<u>2,314,602</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2023

15. Statement of funds (continued)

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2023 £
Restricted funds						
Making Careers Count	3,479	14,970	(9,655)	(8,794)	-	-
Young Adult Carers	4,708	-	(4,118)	-	-	590
Carers Card	396	2,379	(2,258)	-	-	517
Carers Grant	600	21,954	(22,200)	-	-	354
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	233	1,000	(1,000)	-	-	233
Health Appointment Respite Grants	(10)	1,338	(1,301)	-	-	27
Parent Carers	1,635	-	(1,635)	-	-	-
Photographer in residence	-	-	(1,462)	1,462	-	-
Access to work	-	2,996	(2,996)	-	-	-
Activities Project	3,521	17,768	(10,403)	-	-	10,886
Dementia Group	3,227	-	(3,227)	-	-	-
ESCC Small grants	-	241,406	(241,406)	-	-	-
Sussex digital hub	18,134	-	-	-	-	18,134
Young carers	28,440	32,088	(61,876)	26,471	-	25,123
Volunteering	67	-	-	-	-	67
Big Lottery	79,476	59,866	(106,118)	-	-	33,224
	<u>144,784</u>	<u>395,765</u>	<u>(469,655)</u>	<u>19,139</u>	<u>-</u>	<u>90,033</u>
Total of funds	<u><u>2,359,273</u></u>	<u><u>1,451,261</u></u>	<u><u>(1,368,622)</u></u>	<u><u>-</u></u>	<u><u>(37,277)</u></u>	<u><u>2,404,635</u></u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2023

15. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2022 £</i>
Unrestricted funds						
Designated funds						
Trustee Contingency Reserve	125,000	-	-	(125,000)	-	-
Staffing Reserve	2,253	-	-	67,247	-	69,500
Sustainable Development of Non-Statutory Services Reserve	100,000	-	-	110,612	-	210,612
Capital Fund Reserve	1,561,704	-	-	(164,106)	80,287	1,477,885
Sustainable Development of Digital Resources	-	-	-	100,000	-	100,000
	<u>1,788,957</u>	<u>-</u>	<u>-</u>	<u>(11,247)</u>	<u>80,287</u>	<u>1,857,997</u>
General funds						
General Funds - all funds	<u>236,310</u>	<u>977,614</u>	<u>(802,918)</u>	<u>(54,514)</u>	<u>-</u>	<u>356,492</u>
Total Unrestricted funds	<u>2,025,267</u>	<u>-</u>	<u>(802,918)</u>	<u>(65,761)</u>	<u>80,287</u>	<u>2,214,489</u>
	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2022 £</i>
Restricted funds						
Making Careers Count	15,973	8,612	(14,385)	(10,200)	-	-

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2023

15. Statement of funds (continued)

Statement of funds - prior year (continued)

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2022 £</i>
Young Adult Carers	6,040	350	(1,682)	-	-	4,708
Carers Card	(448)	2,750	(1,906)	-	-	396
Carers Grant	554	23,876	(23,830)	-	-	600
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	1,233	-	(1,000)	-	-	233
Health Appointment Respite Grants	2,900	-	(9,663)	6,763	-	-
Health Appointment Respite Grants	(8)	1,354	(1,357)	-	-	(11)
Parent Carers	-	10,272	(8,637)	-	-	1,635
Photographer in residence	18,134	-	-	-	-	18,134
Social Opportunities for Older Carers	4	-	(3)	-	-	1
Access to work	3,200	22,372	(40,691)	43,559	-	28,440
Activities Project	9,453	5,944	(11,876)	-	-	3,521
Dementia Group	8,975	-	(5,748)	-	-	3,227
ESCC Small grants	67	-	(15,438)	15,438	-	67
Big Lottery (Hubs/Satelite)	-	85,872	(6,396)	-	-	79,476
Sussex digital hub	-	7,173	(3,694)	-	-	3,479
	<u>66,955</u>	<u>168,575</u>	<u>(146,306)</u>	<u>55,560</u>	<u>-</u>	<u>144,784</u>
Total of funds	<u>2,092,222</u>	<u>168,575</u>	<u>(949,224)</u>	<u>(10,201)</u>	<u>80,287</u>	<u>2,359,273</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2023

15. Statement of funds (continued)

Designated Funds

Trustee Contingency Reserve - Funds which have been set aside to enable the charity to adapt to a future decrease in funding. This fund has been undesignated in 2022 as the Trustees consider the unrestricted general fund holding sufficient.

Staffing Reserve - Funds which have been set aside to support an increase to staff salaries, in recognition of the cost of living crisis, as well as to support staff development.

Sustainable Development of Non-Statutory Services Reserve - Funds which have been set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future.

Capital Fund Reserve - Funds initially received from Catharine House Trust, which have been set aside for specific additional projects to improve carer services and experience.

Sustainable Development of Digital Resources - Funds to support the development and introduction of the Charity's digital offer to Carers and professionals

Restricted Funds

Young Adult Carers - Donations from various donors to enable Young Adult Carers to get together and engage in a range of activities.

Carers Card - A grant from the local authority to finance the production and distribution of the Care for the Carers 'Carers Card'.

Carers Grants - Small grants from various funders made to individual carers in need, and administered by CftC.

Rother Dementia Lunch Club - Donations from various donors towards a lunch club held for carers and those they care for with dementia, and administered by Care for the Carers.

Small Grants for Carers - A grant from the local authority which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Activities Project - Grants and donations from various funders and donors to enable an Activities Facilitator to organise activities for carers all over East Sussex.

Writer in Residence - Additional funding received from Heritage Lottery Fund to enable carers to reflect on their experiences and tap into their creativity through workshops and one to one sessions.

Social Opportunities for Older Carers - Funding from the Ex Pat Foundation to provide social activities for older carers.

Health Appointment Respite Grants - A Grant from the local authority which allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities. The fund has a negative balance of £11 at the year end however future income and activity is expected.

Dementia Groups - Grant from Ernest Kleinwort Charitable Trust and supplemented with Tesco Bags of Help grants to enable carer groups and activities supporting carers of people with dementia.

Evening Groups - Grant from Henry Smith Charity to enable carer groups to run in the evening so working carers can access information, advice and support at a time convenient to them.

Parent Carers - Funding from East Sussex County Council to deliver four 6-week wellbeing courses to promote carer wellbeing and resilience.

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2023

15. Statement of funds (continued)

Children in Need - Grant from Children in Need to provide emotional support to Young Carers through counselling. The Teen Talk service reduces feelings of social isolation and improves the health and wellbeing of young carers.

Photographer in Residence - Additional funding from various funders to enable carers to reflect on their caring role and share their experiences of caring and tap into their creativity through photography workshops and exhibitions of their work.

Access to Work - Funding to cover the necessary adaptations for staff workplaces to be accessed independently.

Volunteering - Grant from Ernest Kleinwort Charitable Trust to enable development of our volunteering programme and embed volunteering across the whole organisation. The fund has a carried forward negative balance of £15,371 at the year end however future income and activity is expected.

Big Lottery (Hubs/Satellite) - Grant from Big Lottery to enable two additional satellite carers centre to be opened in Hastings and Uckfield areas. These centres will enable us to reach and support more unpaid carers and also build and strengthen local partnerships so we can work in a more community focused, localised way.

Making Carers Count - This project is led by our partners, Carers Support West Sussex and funded by Carers Trust. The project is delivered by the existing Sussex Carers Partnership which includes Carers Support West Sussex, The Carer Centre Brighton and Hove and Care for the Carers. The aim of this project is to focus on deprived areas, with a higher concentration of diverse ethnic groups, to enhance the current engagement offer and support partnering organisations to create a consistent approach to working with ethnic minority communities across Sussex.

16. Summary of funds

Summary of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2023 £
Designated funds	1,857,997	-	-	232,197	(37,277)	2,052,917
General funds	356,492	1,055,496	(898,967)	(251,336)	-	261,685
Restricted funds	144,784	395,765	(469,655)	19,139	-	90,033
	<u>2,359,273</u>	<u>1,451,261</u>	<u>(1,368,622)</u>	<u>-</u>	<u>(37,277)</u>	<u>2,404,635</u>

Care for the Carers
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**Notes to the financial statements
for the year ended 31 March 2023**

16. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2022 £</i>
Designated funds	1,788,957	-	-	(11,247)	80,287	1,857,997
General funds	236,310	977,614	(802,918)	(54,514)	-	356,492
Restricted funds	66,955	168,575	(146,306)	55,560	-	144,784
	<u>2,092,222</u>	<u>1,146,189</u>	<u>(949,224)</u>	<u>(10,201)</u>	<u>80,287</u>	<u>2,359,273</u>

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	17,665	17,665
Fixed asset investments	-	1,440,608	1,440,608
Current assets	90,033	1,178,247	1,268,280
Creditors due within one year	-	(321,918)	(321,918)
Total	<u>90,033</u>	<u>2,314,602</u>	<u>2,404,635</u>

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	20,275	20,275
Fixed asset investments	-	1,477,885	1,477,885
Current assets	144,784	925,382	1,070,166
Creditors due within one year	-	(209,053)	(209,053)
Total	<u>144,784</u>	<u>2,214,489</u>	<u>2,359,273</u>

Notes to the financial statements
for the year ended 31 March 2023

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income for the year (as per Statement of Financial Activities)	45,362	277,252
Adjustments for:		
Depreciation charges	9,035	7,078
Loss/(Gain) on investments	37,277	(80,287)
Dividends, interests and rents from investments	(56,454)	(45,851)
Increase in debtors	(146,191)	(154,225)
Increase in creditors	112,275	173,464
Net cash provided by operating activities	1,304	177,431

19. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	627,530	578,215
Cash on notice	257,807	255,789
Total cash and cash equivalents	885,337	834,004

20. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	660,134	50,242	710,376
Liquid investments	173,871	1,090	174,961

21. Pension commitments

The charity operates one defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The charity contributes a specified percentage of payroll costs to the retirement benefit scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of the defined contribution scheme was £15,686 (2022: £11,611). At the 31 March 2023 the amount outstanding in relation to pension contributions was £4,110 (2022: £3,553).

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Notes to the financial statements
for the year ended 31 March 2023

22. Operating lease commitments

At 31 March 2023 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	4,428	-
Later than 1 year and not later than 5 years	6,035	-
	10,463	-

23. Related party transactions

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

Key management personnel comprise of the Chief Executive Officer, the Director of Services and the Finance and Office Manager. The remuneration of key management personnel is as follows:

Aggregate compensation £153,924 (2022: £110,705)

Accounts

Registered number: 03677361
Charity number: 1074906

Care for the Carers
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Trustees' report and financial statements
for the year ended 31 March 2022

Care for the Carers
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Care for the Carers
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**Reference and administrative details of the Company, its Trustees and advisers
for the year ended 31 March 2022**

Trustees	Susan Lilja, Treasurer (resigned 27 September 2022) Alan Botterill Chris Raper (resigned 25 March 2022) Polly Evans Neil Churchill OBE, Chair Jake Jay, Vice Chair Mary Barnes (appointed 9 December 2021) Jane Lawrence (appointed 9 December 2021) Richard Pearson (appointed 9 December 2021) Vikki Carruth (appointed 9 December 2021) Graham Turner (co-opted 17 May 2022) Geoffrey Munn (co-opted 13 May 2022)
Company registered number	03677361
Charity registered number	1074906
Registered office	Highlight House 8 St Leonards Road Eastbourne East Sussex BN21 3UH
Company secretary	Jennifer Downs
Chief executive officer	Jennifer Downs
Independent auditors	Kreston Reeves LLP Chartered Accountants Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
Solicitors	Keeleys LLP 28 Dam Street Lichfield Staffordshire ES13 6AA

Care for the Carers
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Trustees' report
for the year ended 31 March 2022

The Trustees present their annual report together with the audited financial statements of the charity for the year ended 31 March 2022. The Trustees confirm that the Annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provision of the Statement of Recommended Practice (SORP), applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The objects of the charity are to provide support, advice and information to any carer, of any age, living in East Sussex, Brighton and Hove or who is caring for someone living in East Sussex, Brighton and Hove. A carer is a relative, partner or friend, of any age, who within the past three years has provided essential care or support to someone who is disabled whether through mental or physical ill health, learning disability or frailty. This includes a parent or sibling caring for a disabled child.

There are many reasons why caring for someone else leaves the carer needing support:

- Caring reduces the physical and mental health and wellbeing of many carers.
- Caring may lead to poverty, with many carers needing to give up work in order to care, or to manage on benefits.
- Caring often impact on carers' ability to sustain employment, friendships and hobbies.
- Many carers face isolation and loneliness.

Care for the Carers seeks to address these issues through directly supporting carers, raising awareness of the issues faced by carers and influencing local and national policy affecting carers.

b. Vision and mission

Our vision: we will work with carers until all East Sussex carers have recognition, choices, influence and access to quality support and services that they need and want.

Our mission: we represent East Sussex carers, enable their voices to be heard and provide services in response to what they need and want.

c. Main activities undertaken to further the Company's purposes for the public benefit

Support, Advice and Guidance

Carers are offered a single point of contact – Carers Hub – accessible by phone, email, via the website or by dropping in to the Carers' Centre. Specialist staff provide swift support to carers, including onward signposting to the range of services available across the county, and access to coaching support.

Regular Coaching and Directions sessions enable support workers to provide one to one support, advice and guidance to carers, by telephone, online, in person near to their home, or within a carer's home when necessary.

Our counselling service Time to Talk provides emotional support to carers, reducing feelings of social isolation and improving carers' health and wellbeing.

Care for the Carers

(A company limited by guarantee)

Trustees' report (continued)

for the year ended 31 March 2022

Objectives and activities (continued)

Our volunteer led Carers in Touch listening service provides regular wellbeing telephone calls to carers who are at risk of social isolation.

Groups and Activities

Carers' Information and Advice groups offer people new to the caring role an opportunity to meet one another and access information, advice and support. Groups are facilitated by support workers, and guests are invited from relevant services to share useful information. These groups support those new to caring for up to twelve months to build their confidence, resilience and resources. There is also a monthly evening group to enable working carers easier access to information, advice and support at a time convenient to them.

Carers' Wellbeing groups are the 'next step' after a carer has attended a Carers' Information and Advice group for twelve months. They are aimed at carers who have been caring for a while and are already connected with services. Carers' Wellbeing groups are led by carers for carers, with volunteer hosts being supported by a named Carer Support Worker. Carers' Wellbeing groups focus on anything that the group feels would improve their wellbeing, so could be based around activities such as walking, arts and crafts or meeting for a coffee and chat.

Care for the Carers also runs groups for carers with specific needs or interests. The focus of these groups is led by feedback from carers on shared areas of interest or identity. We run monthly Mental Health carers' groups for carers of people with mental health issues, monthly Making Memories groups for carers and the people they care for living with dementia and monthly Young Adult Carer groups for carers aged 17-25 years. These groups are run in a similar format to the Carers' Information and Advice groups, but participation in these groups is not time-limited.

In addition to the monthly groups, Care for the Carers has made use of specific funding from generous donors to undertake additional work with Young Adult Carers. This has included providing vocational support, involving the Young Adult Carers in influencing how services are run and offering social activities which their caring role prevents them from accessing.

Our Young Carers project has grown since its launch in February 2021, and provides a range of groups and activities. The project is designed to give young carers space for time away from their caring role, peer support, as well as opportunities to speak up on the issues affecting young carers. We have delivered a range of activities, support and outings for Young Carers over the year. During the Covid restrictions we delivered an online package of support including mindfulness sessions, drama and photography workshops, and virtual youth clubs. Our face to face activities included establishing a monthly youth club, offering outings such as paddle boarding, Drusilla's trip and paintballing as well as drama and art workshops. We also supported with Young Carers to make a film explaining what it was like as a Young Carer over the pandemic.

Our popular Carers' Activities Programme is funded by donations from mainly local trusts. Offering activities and events which give carers a break, engage with something fun and/or enable them to socialise with other carers, the project continues to be popular. Activities have included online Bingo, online quizzes, letterbox 'wellbeing' gifts, wellbeing and pamper days and Christmas lunches for all our carers groups.

Care for the Carers' innovative Photographer in Residence programme continued during the year, funded through donations. Through the project, carers have the space to reflect on their caring role and share their experiences of caring through a camera lens. In total 15 workshops were held in locations across East Sussex, with 84 carer attendances. Carers learnt about photography and built their photography skills including editing, composition, lighting and other technical aspects. The project was drawing to a close at the end of 2021-22, with an exhibition of the work due to launch in Carers Week, in June 2022.

Tools and Resources

Our East Sussex Carers Card has a number of functions. It identifies carers, offers discounts to carers from a wide range of businesses in East Sussex, and alerts the emergency services that cardholders are carers. The card is available to all carers including young carers and parent carers of children. Adult carers of another adult can also link their Carers Card to a backup emergency care plan through East Sussex County Council's Carers

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Objectives and activities (continued)

Respite Emergency Support Scheme (CRESS).

The Healthcare Appointments Respite Grant, administered on behalf of East Sussex County Council (ESCC), allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Care for the Carers also administers the 'Small Grants for Carers Groups' fund on behalf of ESCC, which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Since October 2019, Care for the Carers has been commissioned by ESCC and NHS East Sussex Clinical Commissioning Group (CCG) to act as their Strategic Partner. Part of this role includes supporting other service providers commissioned to deliver carer services to work together to provide dynamic, responsive and cohesive local offer for carers. This collaborative approach also supports carers to be identified at the earliest opportunity.

Awareness, Information and Communications

Care for the Carers' 'Building a Carer Friendly Community' programme raises awareness of the valuable role carers play, their needs, experiences and the challenges they face. We work with local businesses and organisations, supporting them to become more carer-aware, taking into account both carers who access their services, and their own employees who are also carers. Organisations are supported to address obstacles that carers face in the workplace and do 'small things that can make a big difference' to carers' lives. We also actively reach out to local businesses asking them to sign up to the East Sussex Carers Card and offer discounts to carers.

Our 'Think Carer' Training has been successfully delivered on-line since the pandemic, with the content adapting very well to this new format. As result, the demand for the sessions has continued to grow and we have nearly doubled the number of participants this year. We support attendees from health, social care, businesses and the community & voluntary sector, with regular open sessions anyone can attend and bespoke training which is delivered directly to specific teams and agencies.

Care for the Carers leads on the local coordination of national campaigns such as Carers Rights Day and Carers Week. This involves promoting events, sharing resources, evaluating the campaigns, building on partnership working and sharing learning with our partners. The Carer Awareness remit is cross cutting and embedded in all of our roles.

Care for the Carers produces the quarterly CareLine magazine which is distributed to around 9,000 carers by email, online and by post. Our monthly e-Newsletter, sent to over 3,800 recipients, focuses on carer engagement, providing policy updates, event invitations and more. In addition to the monthly eNewsletter, Care for the Carers is also very active on social media platforms, such as Facebook, Twitter, Instagram and YouTube, sharing information and reaching out to as many carers as possible from diverse groups.

Our website acts as first port of call for carers and professionals who wish to know more about local services for carers and support. It also acts as an awareness raising and fundraising platform reaching out to a wide group of stakeholders. During the year, we re-designed our website to improve accessibility and navigation, making the user journey more carer-centric and adding translation features and more 'out of hours' help and advice for carers.

Engagement and Representation

Our commitment to the meaningful involvement of unpaid carers in local health, social care and voluntary sector strategic planning is achieved through the Carers Voices Network. This enables carers to share their views, experiences and needs and to influence decision making on the issues that impact their lives. The Network encourages a wide group of carers to participate in consultations, focus groups and campaigns initiated by Care for the Carers or by our partners and uses a range of methods to ensure these opportunities are made as accessible as possible.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2022

Objectives and activities (continued)

Alongside supporting carers who wish to be Carers Voices representatives to attend formal meetings and contribute to consultations, carers' views are also gathered more informally through feedback from carers' groups and focus groups.

Our monthly engagement eNewsletter keeps carers, volunteers and professionals up to date with local and national policy, highlights opportunities to influence decision making and raises awareness of issues of importance to carers. In March 2022, we held our Carers Voices Conference, "For Caring Out Loud!". Building on the learning from our online engagement work during the pandemic, we ran a hybrid conference spanning a week. The conference began with an in person event in Uckfield which was followed by a mix of in person and online events and workshops. The conference included information-sharing workshops to gather carers' views, an online marketplace of local providers and opportunities for carers to socialise and build their networks. The conference findings were shared with key decision-makers and have shaped Care for the Carers' strategic development.

Fundraising

Working to build the support of the charity's work has become a core part of our strategy, as we continue to diversify our income streams. Funds generated enable the charity to respond to carers' needs by providing specific projects, or one off wellbeing events, which complement the existing services available locally.

Achievements and performance

a. Main achievements of the Company

Support, Advice and Guidance

During the year the charity supported 9,265 (2021: 9,047) carers across East Sussex, exceeding our target of 7,875. Of these, 2,717 (2021: 2,421) were newly identified carers. 4,399 (2021: 3,271) carers accessed Carers Hub, our single access point for information, advice and support, through 19,494 (2021: 14,069) contacts. Carers accessed one-to-one specialist support, advice and guidance through 1,318 (2021: 894) Carer Coaching and Directions sessions. 96% (2021: 98%) of referrals received a response within 5 working days.

211 (2021: 170) carers accessed our Time to Talk counselling service regarding the challenges of their caring role, significantly exceeding our internal target of 100 carers supported by the counselling service during the year.

Carers regularly tell us about the impact that Care for the Carers has made on their lives:

"Thanks very much for all your help, it's been brilliant . Things are really looking up and your help has really improved things."

"Care for the Carers has been such a great organisation and so supportive. The groups were a real help before lockdown, and throughout it, the counselling and Carers in Touch calls from yourself – I'm just so grateful and I can't speak of it all highly enough."

"I've have been beyond impressed with the knowledge, empathy, signposting and support I've received in such a very short space of time. You're all brilliant and such a valuable resource."

"Counselling has helped me keep my sanity under very trying and difficult circumstances. The counsellor has been absolutely amazing"

"I was feeling very isolated and vulnerable. It is such a relief to me that someone else knows about the situation. I really appreciate it."

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Achievements and performance (continued)

"There's loads of stuff you've sent us which is great, there's so many options...Thanks very much for all your help, it's been brilliant. Things are really looking up and your help has really improved things."

Groups and Activities

222 carers attended our regular Carers' Groups in the year. These groups were a combination of Carers' Information and Advice groups, Carers' Wellbeing groups, a Mental Health carers' group, Making Memories Dementia groups, an Evening Carers Group and a group for Young Adult Carers.

Care for the Carers' work with Young Adult Carers continues to thrive. Our Young Adult Carers group meets monthly and has a regular membership of 17 (2021: 24), carers from across the county aged from 16 to 25. This year we have trialled adding an Eastbourne venue to our established Hastings group. During 2021, we quickly transitioned our groups to face to face activities, which was imperative to combat the social isolation members felt following COVID-19 restrictions. The group activities are led by its members and include workshops on their chosen themes of caring, employment, education and health and wellbeing themes. These are coupled with opportunities to relax, socialise with their peers and access information and advice from experienced staff. The groups are supported by a private Facebook group, providing support, professional information and advice, and connecting young adult carers with their peers between groups.

Our other carers groups have also been complemented by social activities for carers. 32 activities were delivered during the year, with 310 carers benefiting. Reaching increased number of carers in Hastings has been a real success this year. We kept the activities programme flexible and have been able to respond to carers needs, often at quite short notice due to the changing situation with Covid 19. We continued to offer activities online, socially distanced with increased outdoor provision as well as activity gift boxes and gift vouchers for carers to use with a friend/relative. Our activities included days out, on-line physical and wellbeing sessions, spa days, meals and walks, gym passes and gift boxes.

Tools and Resources

The Carers Card offers discounts from a wide range of businesses in East Sussex, as well as identifying carers and including the option to link to an emergency plan. 1,963 (2021: 1,438) carers signed up for the Carers Card during the year, with 162 (2021: 169) businesses providing discounts and offers to card holders. We are delighted that so many carers have access to discounts from diverse businesses, ranging from food and drink, health, fitness and wellbeing, legal and financial, and retail, and that despite the challenges businesses have faced during the pandemic, they continue to support the scheme. We are also proud to support so many local partners to publicly pledge their recognition of carers.

9 (2021: 11) carers have accessed respite through the Healthcare Appointments Respite Grant, which has enabled them to attend healthcare appointments, training courses or engagement opportunities.

COVID-19 Response to Future Service Delivery

Care for the Carers acted swiftly in response to measures taken by the Government at the outset of the Coronavirus pandemic. Our priority was to ensure Carers continued to receive high quality support and advice as well as protecting carers and staff from the virus and supporting their wellbeing. The office closed to the public but our telephone lines remained active as staff transitioned to working from home. All face-to-face contact ceased and new service delivery models were quickly developed for Counselling, Groups, Activities, and Training to continue by telephone or by using virtual video platforms. We also introduced a new Carers in Touch service, which continues to respond to carers needs, and reduces carers at risk of social isolation. We adapted our planning for the Annual Carers Conference offering an in-person event with limited numbers and high level of Covid safety measures alongside seven on-line workshops and debates. The 'For Caring Out Loud!' conference and workshops captured the breadth of carers' experiences as we came out of the pandemic and helped us identified the key needs going forward.

During this continued period of uncertainty, we increased our engagement and collaboration with partner organisations, and have maintained an increased use of technology ensuring carers are not left to care alone. A

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Achievements and performance (continued)

number of new service delivery models required increased investment and we were fortunate to secure additional funding from external funders. Over the course of the year, we delivered a mixed model of telephone, online, and face-to-face support, adapting to meet carers' changing needs and working within the changing government restrictions as the year progressed. Looking forward, we intend to continue to provide a blended model of face to face and online delivery for our services, ensuring we build on the learning from supporting carers during the pandemic.

Awareness, Information and Communications

Care for the Carers' work is supported by 355 (2021: 324) volunteers, in a range of voluntary roles, with 286 (2021: 274) acting as Carer Ambassadors, and working with us to build a carer-friendly East Sussex.

Our Carer Awareness training this year included 12 (2021: 8) open 'Think Carer' training sessions to 115 (2021: 61) volunteers and professionals. Their consistently positive feedback included:

"I really enjoyed the session as it helped me understand so much more about your organisation but also the wide-ranging issues carers can face"

We also delivered 46 (2021: 31) bespoke 'Think Carer' Carer Awareness training sessions for a range of local health and social care services in the statutory and voluntary sectors, with 425 (2021: 274) people attending.

We undertook several awareness raising campaigns during the year, most notably COVID-19 vaccination and Winter Pressures Campaign, in partnership with Carers Centres in West Sussex and Brighton & Hove and national Carers Week in June 2021. During Carers Rights Day in November 2021 we offered an online 'Caring for your future workshop' with partners at Taylor Rose MW, supporting carers with information on how to safely prepare for their future, as well as the futures of those they care for.

CareLine, the quarterly magazine produced by Care for the Carers, had an average print run this year of 4,500 copies. The CareLine postal mailing list is 3,850 and the email distribution list 4,024.

Our monthly eNewsletter reaches over 3,800 carers and professionals, focusing on local and national Carers Voices opportunities, campaigns, policy updates and activities.

Our social media activity is increasing and reaching out to a more diverse range of carers.

Care for the Carers' website offers a range of useful information for carers, professionals and supporters. During the coming year, we plan to build on the current site to increase the information it offers to carers and build in more interactive features and simplify access to services and information. We regularly update news stories to ensure the site is engaging and an up to date resource.

Engagement and Representation

Care for the Carers facilitates the Carers Voices Network which offers opportunities for carers from across the county to share their views, experiences and needs, and to influence decision making around issues that impact on their lives. There are currently 234 (2021: 235) carers signed up to the Carers Voices Network. During the year its members participated in a range of engagement opportunities, including a research project exploring carers' experiences of healthcare during the pandemic, co-delivered with the Carers Centre for Brighton & Hove and Carers Support West Sussex.

In addition, Carer Engagement is threaded through all that we do, with live issues being experienced by carers being understood through our one to one support work. This enables us to identify themes and ensure carers' voices influence our own service delivery and are represented in our contributions to strategic debate with and for carers. Key engagement debates are shared with all carers' Wellbeing groups, ensuring they are informed of topical issues and empowering carers to have their say.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2022

Achievements and performance (continued)

In March 2021 Care for the Carers held a week long countywide Annual Carers Voices Conference, 'For Caring Out Loud!' which comprised of an in-person conference event and seven on-line workshops and debates.

The conference events are free to attend for unpaid carers and aim to:

- keep carers informed and share information
- bring carers together
- listen to and amplify carers voices

This year we took what felt like a bold decision, to host an in-person event in Uckfield, being one of the first charities to do so in East Sussex since the pandemic. We received very positive feedback, with a number of carers sharing how much it meant to them to be able to meet face to face with other carers and professionals, to discuss issues that matter to them.

Total attendance across all the events saw 51 carers, 13 voluntary and community sector professionals and 13 public sector practitioners. Four new carers joined the Carers Voices network as a result of attending the conference week.

The conference week allowed us to capture a breadth of views on carers' experiences coming out of the pandemic. We also received further feedback from several carers groups, young carers and parent carers.

Our Carers Voices events are valued opportunities for carers to explore and share issues important to them, to contribute to shaping services and local strategy and to build their networks. The events also raise the profile of Care for the Carers' work and build strong partnerships with colleagues across health, social care and the voluntary sector. In addition to the Annual Carers Voices Conference, our Annual Carers Survey captures carers' experiences and impact of their carrying role on their life.

We also supported carers to take part in a range of statutory and voluntary sector consultations via the Carers Voices Network.

Carers Voices research reports are available at: www.cftc.org.uk/about-care-for-the-carers/reports-and-annual-reviews/ and are circulated widely to influence decision making and service development.

Fundraising

We continue to build great relationships with local and national funders and grow the range of support delivered through voluntary funding.

After a successful response to our emergency COVID 19 appeal last year, we have built on relationships with partners such as The National Lottery Community Fund, securing a multi-year grant to establish new satellite carers centres in Uckfield and Hastings.

We are grateful to the following funders for their continued commitment to our Young Carers Service; the Masonic Charitable Foundation, 29th May 1961 Charitable Trust, Arnold Clark Community Fund, the Homity Trust, Tesco Bags of Help in Uckfield, Crowborough and Hastings and Waitrose Community Matters in Hailsham. We have also benefited from the support of Sainsburys, The Beacon, ASDA in Eastbourne and Waitrose in Uckfield.

We also thank the following community groups for their support over the last year; Seaford Youth Forum, Rotary Club of Senlac, Royal Eastbourne Golf Club, Firlie and Beddingham Women's Institute, Hastings Winkle Club, Eastbourne Quizzers, and in particular Nick Law and everyone at Eastbourne Sovereign Rotary Club, for selecting us as their Charity of the Year.

We are also hugely grateful to our fabulous individual fundraisers and donors, including Barbara and Hazel, Michelle, Sheelagh, Robert, Sarah, Rosemary, Pauline, Carolyn, Lynda and Susan.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2022

Achievements and performance (continued)

Every penny raised and donated makes a real difference to the lives of local carers.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Overall financial review

The charity was in a good financial position at the year end, with cash balances of £834,005 (2021: £632,019) and reserves totalling £2,359,273 (2021: £2,092,222).

The charity generated a surplus of £267,051 for the financial year ended 31 March 2022 (2021: £367,490). The reserves are allocated to specific activities as detailed below.

The principal funding sources of income to the charity were grant income of £986,391 (2021: £753,351) and donations of £53,263 (2021: £124,415).

Our fundraising strategy is achieving a growth in funding streams, enabling the charity to introduce new sources of income and move away from reliance on one main funding stream. The contract to deliver the East Sussex Carers Centre, jointly funded by ESCC and NHS East Sussex CCG, remains secure and the charity's largest contract, however this is now complemented by several additional multi-year contracts, as a result of Trustees recognising the inherent risk in working with one main income stream, and continuing to lead a strategy to diversify our funding and reduce reliance on statutory funds.

Following a successful tendering process, the Carers Centre contract will continue until 2025 with the possibility of an extension for two further years; the contract's annual value is £574,000. However, as the contract progresses, the percentage of guaranteed income reduces and the percentage of income based on achieving Key Performance Indicators increases. It is acknowledged that this poses an increased financial risk to the charity, however the risk is rated as low and the charity continues to perform well against Key Performance Indicators.

During the year, Care for the Carers continued to generate additional income through dividend payments from the shareholding investment generously gifted by Catharine House Trust in 2019-20. The shareholding investment, a holding in units managed for Charities by BlackRock, is held as designated funds, and generates additional income through dividend payments. This income is held as unrestricted funds, and will be designated to increase activity that supports carers.

The reserves of the charity comprise restricted, designated and unrestricted funds.

Restricted funds are those which may only be spent on the purpose specified by the donor. The charity had restricted funds of £144,784 (2021: £66,955).

Designated funds are those set aside by the Trustees to finance particular projects which cannot be met from future income alone. The charity had designated funds of £1,857,997 (2021: £1,788,957). These designated funds include the shareholding investment.

Unrestricted funds are those which are available for use to further the charity's purposes. The charity had unrestricted funds of £356,492 (2021: £236,310).

Trustees' report (continued)
for the year ended 31 March 2022

c. Reserve policy

This year, the Trustees have extensively reviewed the reserves policy and made significant amendments. This takes into account the ever-changing, uncertain external financial landscape, and also responds to a larger than usual level of reserves that built up over the pandemic period due to being unable to deliver planned face to face activities. The review ensures reserve funds are set at an appropriate amount to meet any unforeseen emergency, to support salary increases reflecting increases in the cost of living, and to support digital development. The policy also sets out our plans for utilising reserve funds to enable the introduction of further support opportunities for Carers, linking to our 4-year business plan objectives.

Previously, the **Trustee Contingency Reserve** comprised of funds set aside to enable the charity to adapt to a future decrease in funding. It was the policy of the charity that this reserve should be maintained at a level which is adequate to meet the costs of restructure and continue to further the objects of the charity, while new sources of funding are sought. The Board had set this level at £125,000. This fund has now been removed, as the Trustees consider the unrestricted expenditure holding within General Funds to be sufficient to enable the charity to adapt to any decrease in funding. The current risk of a decrease in funding from our main source of income (East Sussex Carers Centre contract) is categorised as low, as the value of the contract is set until 2025.

Previously, the **Sustainable Development Reserve** comprised of funds set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future. The Trustees continued to be prudent in setting aside funds to absorb any future unrestricted deficits while at the same time putting strategies in place to ensure that the charity was able to return an appropriate unrestricted surplus. The Sustainable Development Reserve had a balance of £100,000.

This fund has been replaced with the **Sustainable Development of Non-Statutory Services Reserve** and comprises funds which have been set aside to support the development of non-statutory, unfunded, services for carers in line with our 4-year business plan objectives. Within the 4 year business plan, this fund will enable us to underwrite our commitment of delivering a non-statutory, unfunded Young Carers service and our volunteering programme as well as giving the opportunity to seed-fund and grow Specialist and Community Services. The fund will also be used to build our partnership strategy which supports partner organisations to develop and grow their services for Carers. By the end of 2023/24 our 4-year business plan shows this fund will have reduced significantly and almost be exhausted, therefore, as well as attempting to secure additional restricted external funding for these purposes, this fund will also be maintained by utilising the shareholding held within our Capital Fund. This fund currently has a balance of £210,612.

Previously, the **Staff Development Reserve** has been set aside to further the development of our team. The Staff Development Reserve had a balance of £2,253.

This reserve has been replaced with a **Staffing Reserve** which comprises funds which have been set aside to support an increase to staff salaries, in recognition of the cost of living crisis, as well as to support staff development. Previously, the Trustees have only been able to award the NJC cost of living pay rise element to staff salaries and incremental salary progression was paused in 2017. From April 2023 it is expected salary scale increments will be reintroduced in line with the NJC pay scale together with applying the annual cost of living increase. Whilst we are in discussion with funders about the potential of salary increases, the Trustees have agreed the use of this reserve for this purpose to enable Care for the Carers to proactively respond at pace to the pressures that a rapidly increasing cost of living is placing on our staff team. The Trustees value highly our staff team, the backbone of the charity, and recognises the pressures and concerns felt by staff in this time of financial uncertainty and have prioritised ensuring that employees receive fair remuneration.

Once reintroduced, the increased salary costs will be included into future project planning and subsequent budgets to reduce the reliance on this fund. By the end of 2023/24 the fund will have reduced significantly, as the increment payments will have been made. From 2024/25, the fund will be maintained at a lower amount for the purpose of support staff development. From this point, any higher than expected cost of living pay rises will be met by utilising the shareholding held within our Capital Fund. The Staffing Reserve fund currently has a balance of £69,500

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

The trustees have agreed to introduce a new reserve, **Sustainable Development of Digital Resources**, to set aside funds to support the development and introduction of our digital offer to Carers and professionals. The aim of this development is to increase our reach to less represented groups of carers by delivering sustainable provision of information, advice and learning to carers and professionals via an additional route of support for those whose preference is to self-serve. This is planned to include development of self-help resources online, digitalising of our Carers Card offer, support our Awareness workstream and include Think Carer training for professionals, enhancing our promotional materials including QR codes and connecting these with information online, increasing electronic displays for use in NHS and community settings. To enable us to achieve these developments we are expecting to outsource specialist elements to external providers. From 2023/24, we will be attempting to secure additional restricted external funding as well as maintaining this fund by utilising the shareholding held within our Capital Fund. This fund currently has a balance of £100,000.

Previously, the **CHT Carers Fund** comprised of the shareholding investment and cash funds received from Catharine House Trust together with the dividend income generated by the shareholding. The Fund had a balance of £1,561,704 following a revaluation of the investment holding on 31st March 2021. It was the policy of the charity that this reserve and the income generated from this shareholding is used to enable increased support to carers.

This fund has been replaced with a **Capital Fund Reserve** and comprises of funds held within the shareholding investment, currently with BlackRock. This fund will capture any loss or gain on investment and will be used, and drawn down in future years, to support funding requirements as explained above when additional external restricted funding has been unsuccessful. In accordance with the 4 year business plan and premises strategy, this fund is also proposed to be used to secure the purchase of a property for use as a main Carer Centre, therefore by 2025/26 the shareholding will have significantly reduced. This fund currently has a balance of £1,477,885.

In previous years, the Board aimed to hold 5 months of unrestricted expenditure within General Funds, which would equate to £334,548, for the following reasons;

- Aid cash-flow as expenditure can sometimes precede receipt of the corresponding income and mitigate against delays in funding
- Cover unforeseen expenditure, unforeseen operational costs that may accumulate throughout the year
- Provide transitional funding for core programmes which suffer a short-term shortfall in funds

The unrestricted general funds currently stand at £356,492 and, in the short term, the Board has focussed on maintaining the level at 3 months holding of unrestricted expenditure by the end of 2022/23, given planned investments and due to cost increases in response to inflation rises.

d. Asset cover for funds

Note 17 sets out an analysis of the assets attributable to the various types of funds and a description of the funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 25 January 2010.

It is registered as a charity with the Charity Commission. Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers. There are currently 128 members (2021: 125), each of whom agrees to contribute £1 in the event of the Company winding up.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Structure, governance and management (continued)

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Dr Neil Churchill OBE	(Chair from 28th May 2021)
Mr Jake Jay	(Vice-Chair from 28th May 2021)
Mr Chris Raper	(Chair to 21st May 2021; Resigned 25 March 2022)
Mrs Susan Lilja	(Treasurer from 28th May 2021)
Mr Alan Botterill	
Ms Polly Evans	
Cllr Mrs Mary Barnes	
Ms Jane Lawrence	
Mr Richard Pearson	
Ms Vikki Carruth	
Mr Geoffrey Munn	
Mr Graham Turner	

During this year the Trustees introduced a new role of Associate Trustee, and were pleased to appoint Natasha Burrows to the role in December 2021. Natasha is also Young Adult Carer, and an Ambassador for Care for the Carers.

b. Methods of appointment or election of Trustees

The number of Trustees shall not be less than three. The Trustees may appoint a person who is willing to act as a Trustee either to fill a vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next following annual general meeting and shall not be taken into account in determining the Trustees who are to retire by rotation at the meeting. If not reappointed at such annual general meeting, he/she shall vacate office at the conclusion thereof. At every annual general meeting one third of the Trustees shall retire from office and may be reappointed at the meeting.

c. Policies adopted for the induction and training of Trustees

The Trustees participate in an induction process to brief them on their legal obligations under charity and company law, the committee and decision making processes, the Strategic Plan and the recent financial performance of the charity.

Trustees are encouraged to attend appropriate external training events and to meet the senior management team, to be given an overview of the charity's work. An opportunity is provided to shadow the Carer Support Workers to observe the work involved.

d. Pay policy for key management personnel

The remuneration of all staff is guided by the National Joint Council ("NJC") pay scales. The charity aims to keep staff salaries in line with those set by the NJC, although this is not always possible. All staff complete an annual Performance Review.

e. Risk management

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to these risks.

The Board recognised in 2017 that the principal risk to the organisation was its reliance on one major source of income. To mitigate this risk, a Fundraising Manager was appointed to generate new income streams, a strategy which is now enabling the organisation to secure increasingly diverse funding.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Structure, governance and management (continued)

f. Organisational structure and decision making

The board of Trustees administer the charity with the appointment of a Chief Executive, who has delegated authority to manage the day to day operations of the charity. The charity's senior management team is comprised of the Chief Executive, Head of Resources, Head of Communities and Head of Services.

Care for the Carers is a Network Partner of Carers Trust and a member of Carers UK. This requires adherence to shared operational standards and values, and enables the organisation to ensure local carers' voices are represented to national decision-makers. In addition, membership brings access to a number of grants for carers, good practice learning and support, and partnership opportunities.

Plans for future periods

Future Developments

Care for the Carers' current Strategic Plan concentrates on the following four priority areas:

i. Supporting carers

Objective:

- Identify and support more carers including more carers from less heard groups
- Build the range of specialist services available to carers
- Support more carers to take a break from their caring role
- Support - and help prevent – carers experiencing financial hardship and/or ill health as a result of caring

ii. Think Carer

Objectives:

- Create a Carer Friendly East Sussex by keeping carers' issues on the agenda, empowering our partners to support carers, and raising public awareness of caring
- Deliver carer awareness training to partners, organisations and businesses
- Be an active partner and empower others to identify and support the carers in their organisations, networks and communities, and know how and when to access specialist support
- Grow and nurture our network of Carer Ambassadors: carers, community members and professionals working with Care for the Carers to build a carer-friendly East Sussex and who are connected to our information and support
- Build our presence and the profile of carers within communities – of geography, identity and experience as well as online networks and groups
- Use national campaigns to maximise the impact of our awareness raising, adding value by empowering carers and volunteers to add their voices and influence

iii. Carers Voices

Objective:

- Speaking up with and for carers to improve services and shape policy
- Act as an independent voice supporting carers seeking to raise specific concerns
- Build detailed current insight into carers' needs and experiences through engagement and consultation
- Amplify carers' voices to decision makers and lobby for strategic change to improve the lives of carers and the people they care for

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Plans for future periods (continued)

iv. Impact and Innovation

Objectives:

- Continue to strengthen the charity, and secure our future by diversifying our income streams
- Develop Care for the Carers to secure our future as a strong, independent and resilient charity
- Evaluate, use, celebrate impact

The planned activities for achieving these aims are set out in our Strategic Plan 2020-2025, a copy of which is available on request from info@cftc.org.uk

Members' liability

Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers. There are currently 128 members (2021: 125), each of whom agrees to contribute £1 in the event of the Company winding up.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2022

Auditors

The auditors, Kreston Reeves LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Neil Churchill OBE
Chair

Date: 25/10/22

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the Members of Care for the Carers

Opinion

We have audited the financial statements of Care for the Carers (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

Care for the Carers
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Independent auditors' report to the Members of Care for the Carers (continued)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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 where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report to the Members of Care for the Carers (continued)

Auditors' 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 Auditors' 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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Care for the Carers
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Independent auditors' report to the Members of Care for the Carers (continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Registered Auditors
Plus X Innovation Hub
Lewes Road
Brighton
East Sussex
BN2 4GL

Date: 25 October 2022

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Care for the Carers
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Statement of financial activities (incorporating income and expenditure account)
for the year ended 31 March 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies:	4				
Donations and legacies		2,550	50,713	53,263	124,415
Charitable activities		166,025	881,050	1,047,075	786,608
Other income	5	-	45,851	45,851	46,140
Total income		168,575	977,614	1,146,189	957,163
Expenditure on:					
Raising funds	6	-	33,874	33,874	36,357
Charitable activities		146,306	769,044	915,350	789,810
Total expenditure		146,306	802,918	949,224	826,167
Net income before net gains on investments		22,269	174,696	196,965	130,996
Net gains on investments		-	80,287	80,287	236,494
Net income		22,269	254,983	277,252	367,490
Transfers between funds	15	55,560	(65,761)	(10,201)	-
Net movement in funds		77,829	189,222	267,051	367,490
Reconciliation of funds:					
Total funds brought forward		66,955	2,025,267	2,092,222	1,724,732
Net movement in funds		77,829	189,222	267,051	367,490
Total funds carried forward		144,784	2,214,489	2,359,273	2,092,222

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

The notes on pages 24 to 44 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)
Registered number: 03677361

Balance sheet
as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	20,275	16,258
Investments	12	1,477,885	1,397,598
		1,498,160	1,413,856
Current assets			
Debtors	13	236,161	81,936
Cash at bank on notice		173,871	173,088
Cash at bank and in hand		660,134	458,931
		1,070,166	713,955
Creditors: amounts falling due within one year	14	(209,053)	(35,589)
Net current assets		861,113	678,366
Total net assets		2,359,273	2,092,222
Charity funds			
Restricted funds	15	144,784	66,955
Unrestricted funds			
Designated funds	15	1,857,997	1,788,957
General funds	15	356,492	236,310
Total unrestricted funds	15	2,214,489	2,025,267
Total funds		2,359,273	2,092,222

Care for the Carers
(A company limited by guarantee)
Registered number: 03677361

Balance sheet (continued)
as at 31 March 2022

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Neil Churchill OBE
Chair
Date: 25/10/22

The notes on pages 24 to 44 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	167,229	47,544
Cash flows from investing activities		
Dividends and interest received	45,851	46,140
Purchase of tangible fixed assets	(11,094)	(13,631)
Net cash provided by investing activities	34,757	32,509
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	201,986	80,053
Cash and cash equivalents at the beginning of the year	632,019	551,966
Cash and cash equivalents at the end of the year	834,005	632,019

The notes on pages 24 to 44 form part of these financial statements

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2022

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The registered office and principal place of business of the charity is:

Highlight House
8 St Leonards Road
Eastbourne
East Sussex
BN21 3UH

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Care for the Carers 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 policy.

2.2 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.

Whilst the impact of the current general economy has been assessed by the Trustees, so far as is reasonably possible, due to its unprecedented impact on the worldwide economy it is difficult to evaluate with any certainty the potential outcomes on the Charity's future activities. However, taking into consideration the Charity's level of reserves, the Trustees believe that the Charity will be able to continue in operational existence for the foreseeable future.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grant income is recognised over the period for which it is granted.

Donations and gifts are recognised when receivable.

Investment income is recognised when receivable.

Notes to the financial statements
for the year ended 31 March 2022

2. Accounting policies (continued)

2.4 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.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

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

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Computer equipment	- 25% straight line

2.7 Investments

Fixed asset investments which consist of listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

Notes to the financial statements
for the year ended 31 March 2022

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

2.9 Cash at bank and in hand

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

Cash at bank on notice includes cash which is held with a notice period in excess of 60 days.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 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.

2.13 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Notes to the financial statements
for the year ended 31 March 2022

2. Accounting policies (continued)

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Allocation of wages to the correct fund.

The Charity makes estimates and assumptions in relation the allocation of wages to funds. Allocation is based on staff members estimated time split between each of the charity's activities. These estimates and assumptions are completed by informed members of management and management accounts are reviewed by the Board monthly.

4. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	2,550	50,713	53,263
Grants	166,025	881,050	1,047,075
	168,575	931,763	1,100,338

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2022

4. Income from donations and legacies (continued)

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Donations	4,542	119,873	124,415
Grants	118,675	667,933	786,608
<i>Total 2021</i>	<u>123,217</u>	<u>787,806</u>	<u>911,023</u>

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Interest received	1,535	1,535
Investment income	44,316	44,316
	<u>45,851</u>	<u>45,851</u>

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Interest received	2,538	2,538
Investment income	43,602	43,602
	<u>46,140</u>	<u>46,140</u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2022

6. Expenditure on raising funds

Costs of fundraising

	Unrestricted funds 2022 £	Total funds 2022 £
Other fundraising costs	899	899
Fundraising staff costs	32,975	32,975
	33,874	33,874
	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Other fundraising costs	787	787
Fundraising staff costs	35,570	35,570
	36,357	36,357

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2022

7. Analysis of expenditure on charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Support & Advice	-	397,875	397,875
Groups	-	13,857	13,857
Tools & Resources	28,093	9,753	37,846
Information & Communication	-	44,268	44,268
Carer Awareness	-	73,192	73,192
Involvement	-	46,817	46,817
Development	-	42,802	42,802
ESCC Hastings PC project	-	67,347	67,347
ESCC Mental Health	-	43,696	43,696
Carers Review Project	-	21,529	21,529
Activities Project	13,561	7,907	21,468
Children in Need	12,948	-	12,948
Dementia Group	5,748	-	5,748
Photography	9,663	-	9,663
Parent Carers	8,637	-	8,637
Young Carers	40,691	-	40,691
Volunteering	-	15,438	15,438
Making Carers Count	3,694	-	3,694
Big Lottery	6,396	-	6,396
	129,431	784,481	913,912

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

Analysis of expenditure on charitable activities (continued)

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Support & Advice	-	420,592	420,592
Groups	-	12,785	12,785
Tools & Resources	19,710	10,520	30,230
Information & Communication	-	45,438	45,438
Carer Awareness	-	77,673	77,673
Involvement	-	43,483	43,483
Development	-	44,282	44,282
ESCC Hasting PC project	-	26,309	26,309
Activities Project	4,355	8,190	12,545
Children in Need	23,512	-	23,512
Dementia Group	5,239	-	5,239
Photography	3,200	-	3,200
Parent Carers	8,291	-	8,291
Young Carers	29,299	-	29,299
Volunteering	6,932	-	6,932
	<u>100,538</u>	<u>689,272</u>	<u>789,810</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

8. Analysis of expenditure on support costs

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Support & Advice	314,787	83,088	397,875
Groups	11,590	2,267	13,857
Tools & Resources	35,678	2,034	37,712
Information & Communication	26,977	17,291	44,268
Carer Awareness	57,369	15,823	73,192
Involvement	37,506	9,311	46,817
Development	32,826	9,976	42,802
ESCC Hastings PC Project	67,347	-	67,347
ESCC Mental Health	43,696	-	43,696
Carers Review Project	21,529	-	21,529
Activities Project	17,145	4,323	21,468
Children in Need	12,947	-	12,947
Dementia Group	5,748	-	5,748
Photography	9,663	-	9,663
Parent Carers	8,637	-	8,637
Young Carers	40,691	-	40,691
Volunteering	15,438	-	15,438
Making Carers Count	3,694	-	3,694
Big Lottery	6,265	-	6,265
	769,533	144,113	913,646

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

Analysis of expenditure on support costs (continued)

	<i>Activities undertaken directly 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Support and Advice	354,516	66,076	420,592
Groups	10,888	1,897	12,785
Tools & Resources	28,522	1,708	30,230
Information & Communication	31,421	14,017	45,438
Carer Awareness	64,549	13,124	77,673
Involvement	35,935	7,548	43,483
Development	36,195	8,087	44,282
ESCC Hasting PC Project	26,309	-	26,309
Activities Project	9,040	3,504	12,544
Children in Need	23,512	-	23,512
Dementia Group	5,239	-	5,239
Photography	3,200	-	3,200
Parent Carers	8,291	-	8,291
Young Carers	29,299	-	29,299
Volunteering	6,933	-	6,933
	<u>673,849</u>	<u>115,961</u>	<u>789,810</u>

9. Auditors' remuneration

	2022 £	2021 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	5,350	5,200
Fees payable to the Company's auditor in respect of: All non-audit services not included above	2,696	1,800

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

10. Staff costs

	2022 £	2021 £
Wages and salaries	663,947	552,025
Social security costs	38,458	33,819
Contribution to defined contribution pension schemes	11,611	9,748
	<u>714,016</u>	<u>595,592</u>

The average number of persons employed by the Company during the year was as follows:

	2022 No.	2021 No.
Staff	<u>32</u>	<u>28</u>

No employee received remuneration amounting to more than £60,000 in either year.

During the year, no Trustees received any remuneration (2021 - £NIL).

During the year, no Trustees received any benefits in kind (2021 - £NIL).

During the year, no Trustees received reimbursement of expenses (2021: One Trustee totalling £90).

11. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2021	9,864	95,303	105,167
Additions	-	11,094	11,094
At 31 March 2022	<u>9,864</u>	<u>106,397</u>	<u>116,261</u>
Depreciation			
At 1 April 2021	9,864	79,045	88,909
Charge for the year	-	7,077	7,077
At 31 March 2022	<u>9,864</u>	<u>86,122</u>	<u>95,986</u>
Net book value			
At 31 March 2022	<u>-</u>	<u>20,275</u>	<u>20,275</u>
At 31 March 2021	<u>-</u>	<u>16,258</u>	<u>16,258</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

12. Fixed asset investments

	Listed securities £
Cost or valuation	
At 1 April 2021	1,397,598
Revaluations	80,287
At 31 March 2022	1,477,885
Net book value	
At 31 March 2022	1,477,885
At 31 March 2021	1,397,598

13. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	630	9,997
Other debtors	277	-
Prepayments and accrued income	235,254	71,939
	236,161	81,936

14. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	17,141	5,178
Other taxation and social security	12,026	11,994
Other creditors	159,674	8,815
Accruals and deferred income	20,212	9,602
	209,053	35,589

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2022 £
Unrestricted funds						
Designated funds						
Trustee Contingency Reserve	125,000	-	-	(125,000)	-	-
Staffing Reserve, previously known as Staff Development Reserve	2,253	-	-	67,247	-	69,500
Sustainable Development of Non-Statutory Services Reserve, previously known as Sustainable Development Reserve	100,000	-	-	110,612	-	210,612
Capital Fund Reserve, previously known as CHT Carer Trust	1,561,704	-	-	(164,106)	80,287	1,477,885
Sustainable Development of Digital Resources	-	-	-	100,000	-	100,000
	<u>1,788,957</u>	<u>-</u>	<u>-</u>	<u>(11,247)</u>	<u>80,287</u>	<u>1,857,997</u>
General funds						
General Funds - all funds	<u>236,310</u>	<u>977,614</u>	<u>(802,918)</u>	<u>(54,514)</u>	<u>-</u>	<u>356,492</u>
Total Unrestricted funds	<u>2,025,267</u>	<u>977,614</u>	<u>(802,918)</u>	<u>(65,761)</u>	<u>80,287</u>	<u>2,214,489</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

15. Statement of funds (continued)

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2022 £
Restricted funds						
Children in Need	15,973	8,612	(14,385)	(10,200)	-	-
Young Adult Carers	6,040	350	(1,682)	-	-	4,708
Carers Card	(448)	2,750	(1,906)	-	-	396
Carers Grant	554	23,876	(23,830)	-	-	600
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	1,233	-	(1,000)	-	-	233
Photographer in Residence	2,900	-	(9,663)	6,763	-	-
Health Appointment Respite Grants	(8)	1,354	(1,357)	-	-	(11)
Parent Carers	-	10,272	(8,637)	-	-	1,635
Sussex Digital Hub	18,134	-	-	-	-	18,134
Social Opportunities for Older Carers	4	-	(3)	-	-	1
Young Carers	3,200	22,372	(40,691)	43,559	-	28,440
Activities Project	9,453	5,944	(11,876)	-	-	3,521
Dementia Group	8,975	-	(5,748)	-	-	3,227
Volunteering	67	-	(15,438)	15,438	-	67
Big Lottery (Hubs/Satellite)	-	85,872	(6,396)	-	-	79,476
Making Carers Count	-	7,173	(3,694)	-	-	3,479
	66,955	168,575	(146,306)	55,560	-	144,784
Total of funds	2,092,222	1,146,189	(949,224)	(10,201)	80,287	2,359,273

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2022

15. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2021 £</i>
Unrestricted funds						
Designated funds						
Trustee Contingency Reserve	125,000	-	-	-	-	125,000
Staffing Reserve, previously known as Staff Development Reserve	2,253	-	-	-	-	2,253
Sustainable Development of Non-Statutory Services Reserve, previously known as Sustainable Development Reserve	100,000	-	-	-	-	100,000
Capital Fund Reserve, previously known as CHT Carer Trust	1,281,608	-	-	43,602	236,494	1,561,704
	<u>1,508,861</u>	<u>-</u>	<u>-</u>	<u>43,602</u>	<u>236,494</u>	<u>1,788,957</u>
General funds						
General Funds	171,595	833,946	(725,629)	(43,602)	-	236,310
Total Unrestricted funds	<u>1,680,456</u>	<u>-</u>	<u>(725,629)</u>	<u>-</u>	<u>236,494</u>	<u>2,025,267</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

15. Statement of funds (continued)

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2021 £</i>
Restricted funds						
Children in Need	11,958	27,527	(23,512)	-	-	15,973
Young Adult Carers	4,517	2,740	(1,217)	-	-	6,040
Carers Card	1,400	-	(1,848)	-	-	(448)
Carers Grant	(78)	16,582	(15,950)	-	-	554
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	2,228	-	(995)	-	-	1,233
Photographer in Residence	2,500	3,600	(3,200)	-	-	2,900
Health Appointment Respite Grants	-	909	(917)	-	-	(8)
Parent Carers	-	8,291	(8,291)	-	-	-
Sussex Digital Hub	-	18,134	-	-	-	18,134
Social Opportunities for Older Carers	10	-	(6)	-	-	4
Young Carers	-	32,499	(29,299)	-	-	3,200
Activities Project	7,582	5,002	(3,131)	-	-	9,453
Dementia Group	13,281	933	(5,239)	-	-	8,975
Volunteering	-	7,000	(6,933)	-	-	67
	<u>44,276</u>	<u>123,217</u>	<u>(100,538)</u>	<u>-</u>	<u>-</u>	<u>66,955</u>
Total of funds	<u><u>1,724,732</u></u>	<u><u>123,217</u></u>	<u><u>(826,167)</u></u>	<u><u>-</u></u>	<u><u>236,494</u></u>	<u><u>2,092,222</u></u>

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2022

15. Statement of funds (continued)

Designated Funds

Trustee Contingency Reserve - Funds which have been set aside to enable the charity to adapt to a future decrease in funding. This fund has been undesignated in 2022 as the Trustees consider the unrestricted general fund holding sufficient.

Staffing Reserve, previously known as the Staff Development Reserve - Funds which have been set aside to support an increase to staff salaries, in recognition of the cost of living crisis, as well as to support staff development.

Sustainable Development of Non-Statutory Services Reserve, previously known as the Sustainable Development Reserve - Funds which have been set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future.

Capital Fund Reserve, previously known as the CHT Carer Fund - Funds initially received from Catharine House Trust, which have been set aside for specific additional projects to improve carer services and experience.

Sustainable Development of Digital Resources - Funds to support the development and introduction of the Charity's digital offer to Carers and professionals

Restricted Funds

Young Adult Carers - Donations from various donors to enable Young Adult Carers to get together and engage in a range of activities.

Carers Card - A grant from the local authority to finance the production and distribution of the Care for the Carers 'Carers Card'.

Carers Grants - Small grants from various funders made to individual carers in need, and administered by CftC.

Rother Dementia Lunch Club - Donations from various donors towards a lunch club held for carers and those they care for with dementia, and administered by Care for the Carers.

Small Grants for Carers - A grant from the local authority which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Activities Project - Grants and donations from various funders and donors to enable an Activities Facilitator to organise activities for carers all over East Sussex.

Writer in Residence - Additional funding received from Heritage Lottery Fund to enable carers to reflect on their experiences and tap into their creativity through workshops and one to one sessions.

Social Opportunities for Older Carers - Funding from the Ex Pat Foundation to provide social activities for older carers.

Health Appointment Respite Grants - A Grant from the local authority which allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities. The fund has a negative balance of £11 at the year end however future income and activity is expected.

Dementia Groups - Grant from Ernest Kleinwort Charitable Trust and supplemented with Tesco Bags of Help grants to enable carer groups and activities supporting carers of people with dementia.

Evening Groups - Grant from Henry Smith Charity to enable carer groups to run in the evening so working carers can access information, advice and support at a time convenient to them.

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

15. Statement of funds (continued)

Parent Carers - Funding from East Sussex County Council to deliver four 6-week wellbeing courses to promote carer wellbeing and resilience.

Children in Need - Grant from Children in Need to provide emotional support to Young Carers through counselling. The Teen Talk service reduces feelings of social isolation and improves the health and wellbeing of young carers.

Photographer in Residence - Additional funding from various funders to enable carers to reflect on their caring role and share their experiences of caring and tap into their creativity through photography workshops and exhibitions of their work.

Access to Work - Funding to cover the necessary adaptations for staff workplaces to be accessed independently.

Volunteering - Grant from Ernest Kleinwort Charitable Trust to enable development of our volunteering programme and embed volunteering across the whole organisation. The fund has a carried forward negative balance of £15,371 at the year end however future income and activity is expected.

Big Lottery (Hubs/Satellite) - Grant from Big Lottery to enable two additional satellite carers centre to be opened in Hastings and Uckfield areas. These centres will enable us to reach and support more unpaid carers and also build and strengthen local partnerships so we can work in a more community focused, localised way.

Making Carers Count - This project is led by our partners, Carers Support West Sussex and funded by Carers Trust. The project is delivered by the existing Sussex Carers Partnership which includes Carers Support West Sussex, The Carer Centre Brighton and Hove and Care for the Carers. The aim of this project is to focus on deprived areas, with a higher concentration of diverse ethnic groups, to enhance the current engagement offer and support partnering organisations to create a consistent approach to working with ethnic minority communities across Sussex.

16. Summary of funds

Summary of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2022 £
Designated funds	1,788,957	-	-	(11,247)	80,287	1,857,997
General funds	236,310	977,614	(802,918)	(54,514)	-	356,492
Restricted funds	66,955	168,575	(146,306)	55,560	-	144,784
	<u>2,092,222</u>	<u>1,146,189</u>	<u>(949,224)</u>	<u>(10,201)</u>	<u>80,287</u>	<u>2,359,273</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2022

16. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2021 £</i>
Designated funds	1,508,861	-	-	43,602	236,494	1,788,957
General funds	171,595	833,946	(725,629)	(43,602)	-	236,310
Restricted funds	44,276	123,217	(100,538)	-	-	66,955
	<u>1,724,732</u>	<u>957,163</u>	<u>(826,167)</u>	<u>-</u>	<u>236,494</u>	<u>2,092,222</u>

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	20,275	20,275
Fixed asset investments	-	1,477,885	1,477,885
Current assets	144,784	925,382	1,070,166
Creditors due within one year	-	(209,053)	(209,053)
Total	<u>144,784</u>	<u>2,214,489</u>	<u>2,359,273</u>

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	16,258	16,258
Fixed asset investments	-	1,397,598	1,397,598
Current assets	66,955	647,000	713,955
Creditors due within one year	-	(35,589)	(35,589)
Total	<u>66,955</u>	<u>2,025,267</u>	<u>2,092,222</u>

Notes to the financial statements
for the year ended 31 March 2022

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income for the year (as per Statement of Financial Activities)	277,252	367,490
Adjustments for:		
Depreciation charges	7,077	3,898
(Gain) on investments	(80,287)	(236,494)
Dividends, interests and rents from investments	(45,851)	(46,140)
Decrease/(increase) in debtors	(154,225)	8,868
Increase/(decrease) in creditors	173,464	(50,078)
Net cash provided by operating activities	177,430	47,544

19. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	660,134	458,931
Cash on notice	173,871	173,088
Total cash and cash equivalents	834,005	632,019

20. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	458,931	201,203	660,134
Liquid investments	173,088	783	173,871

21. Pension commitments

The charity operates one defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The charity contributes a specified percentage of payroll costs to the retirement benefit scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of the defined contribution scheme was £11,611 (2021: £9,748). At the 31 March 2022 the amount outstanding in relation to pension contributions was £3,553 (2021: £5,459).

Notes to the financial statements
for the year ended 31 March 2022

22. Related party transactions

There were no disclosable related party transactions during the year (2021: none).

Key management personnel comprise of the Chief Executive Officer, the Director of Services and the Finance and Office Manager. The remuneration of key management personnel is as follows:

Aggregate compensation £110,705 (2021: £135,438)

Accounts

Registered number: 03677361
Charity number: 1074906

Care for the Carers
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Trustees' report and financial statements
for the year ended 31 March 2021

Care for the Carers
(A company limited by guarantee)

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Care for the Carers
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**Reference and administrative details of the Company, its Trustees and advisers
for the year ended 31 March 2021**

Trustees	Jenny Ballard (resigned 17 December 2020) Susan Lilja, Treasurer Alan Botterill Chris Raper Sara Batista (resigned 17 December 2020) Mandy Curtis (resigned 17 December 2020) Polly Evans Neil Churchill OBE, Chair (appointed 28 December 2020) Jake Jay, Vice Chair (appointed 4 February 2020)
Company registered number	03677361
Charity registered number	1074906
Registered office	Highlight House 8 St Leonards Road Eastbourne East Sussex BN21 3UH
Company secretary	Jennifer Downs
Chief executive officer	Jennifer Downs
Independent auditors	Kreston Reeves LLP Chartered Accountants Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
Solicitors	Keeleys LLP 28 Dam Street Lichfield Staffordshire ES13 6AA

Care for the Carers
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Trustees' report
for the year ended 31 March 2021

The Trustees present their annual report together with the audited financial statements of the Company for the year 1 April 2020 to 31 March 2021. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The objects of the charity are to provide support, advice and information to any carer, of any age, living in East Sussex, Brighton and Hove or who is caring for someone living in East Sussex, Brighton and Hove. A carer is a relative, partner or friend, of any age, who within the past three years has provided essential care or support to someone who is disabled whether through mental or physical ill health, learning disability or frailty. This includes a parent or sibling caring for a disabled child.

There are many reasons why caring for someone else leaves the carer needing support:

- Caring reduces the physical and mental health and wellbeing of many carers.
- Caring may lead to poverty, with many carers needing to give up work in order to care, or to manage on benefits.
- Caring often impact on carers' ability to sustain employment, friendships and hobbies.
- Many carers face isolation and loneliness.

Care for the Carers seeks to address these issues through directly supporting carers, raising awareness of the issues faced by carers and influencing local and national policy affecting carers.

b. Vision and mission

Our vision: we will work with carers until all East Sussex carers have recognition, choices, influence and access to quality support and services that they need and want.

Our mission: we represent East Sussex carers, enable their voices to be heard and provide services in response to what they need and want.

c. Main activities undertaken to further the Company's purposes for the public benefit

Support, Advice and Guidance

Carers are offered a single point of contact – Carers Hub – accessible by phone, email, via the website or by dropping into the Carers' Centre. Specialist staff provide swift support to carers, including onward signposting to the range of services available across the county, and access to coaching support.

Regular Coaching and Directions sessions enable support workers to provide one to one support, advice and guidance to carers, by telephone, online, in person near to their home, or within a carer's home when necessary.

Care for the Carers

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Trustees' report (continued)

for the year ended 31 March 2021

Objectives and activities (continued)

Our counselling services Time to Talk and, launched in September 2019, Teen Talk, provide emotional support to carers and young carers. These services reduce feelings of social isolation and improve the health and wellbeing of carers.

Our Carers in Touch listening service launched in April 2020, facilitating regular wellbeing calls to carers who are at risk of social isolation.

Groups and Activities

Carers' Information and Advice groups offer carers new to the caring role an opportunity to meet one another and access information, advice and support. Groups are facilitated by support workers and guests are invited from relevant services to inform carers about what is available to them. These groups support those new to caring for up to twelve months to build their confidence, resilience and resources. There is also a monthly evening group to enable working carers easier access to information, advice and support at a time convenient to them.

Carers' Wellbeing groups are the 'next step' after a carer has attended a Carers' Information and Advice group for twelve months. They are aimed at carers who have been caring for a while and are connected with services. Carers' Wellbeing groups are led by carers for carers, with some agreed support from a named Carer Support Worker. Carers' Wellbeing groups focus on anything that the group feels would improve their wellbeing, so could be based around activities such as walking, arts and crafts or meeting for a coffee and chat.

Care for the Carers also runs groups for carers with specific needs or interests. The focus of these groups is led by feedback from carers and analysis of hidden carers. We run monthly Mental Health carers' groups for carers of people with mental health issues, monthly Making Memories groups for carers and the people they care for living with dementia and monthly Young Adult Carer groups for carers aged 17-25 years. These groups are run in a similar format to the Carers' Information and Advice groups, but carers' participation in these groups is not time-limited.

In addition to the monthly groups, Care for the Carers has made use of specific funding from generous donors to undertake additional work with Young Adult Carers. This has included providing vocational support, involving the Young Adult Carers in influencing how services are run and offering social activities which their caring role prevents them from accessing.

Our Young Carers project launched this year, with a range of groups and activities designed to give young carers space for respite and peer support, as well as engaging with them to better represent and amplify their voices. The project kicked off in February 2021, with activities including photography courses, theatre workshops, child-friendly mindfulness sessions, an online disco, fun and games sessions, and online and face-to-face social groups.

Our popular Carers' Activities Programme is funded by donations from mainly local trusts. The activities and events for carers, which aim to give carers a break, some fun and/or an opportunity to socialise with other carers, continue to be well-received. Activities have included online Bingo, online quizzes, letterbox 'wellbeing' gifts, wellbeing and pamper days and Christmas lunches for all our carers groups.

Care for the Carers' engaging innovative Photographer in Residence programme continued during the year, funded through donations. Through the project, carers have the space to reflect on their caring role and share their experiences of caring through a camera lens. To date, three workshops have taken place where carers can learn about photography and build their photography skills including editing, composition, lighting and other technical aspects to photography. The project continues into next year, cumulating in a re-scheduled exhibit of their work at the two largest hospitals in East Sussex.

Tools and Resources

Our East Sussex Carers Card has a number of functions. It identifies carers, offers discounts to carers from a wide range of businesses in East Sussex, and alerts the emergency services that cardholders are carers. The

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2021

Objectives and activities (continued)

card is available to all carers including young carers and parent carers of children. Adult carers of another adult can also link their Carers Card to a backup emergency care plan through East Sussex County Council's Carers Respite Emergency Support Scheme (CRESS).

The Healthcare Appointments Respite Grant, administered on behalf of East Sussex County Council (ESCC), allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Care for the Carers also administers the 'Small Grants for Carers Groups' fund on behalf of ESCC, which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Since October 2019, Care for the Carers has been commissioned by ESCC and NHS East Sussex Clinical Commissioning Group (CCG) to act as their Strategic Partner. Part of this role includes supporting other service providers commissioned to deliver carer services to work together to provide dynamic, responsive and cohesive local offer for carers. This collaborative approach also supports carers to be identified at the earliest opportunity.

Awareness, Information and Communications

Care for the Carers' 'Building a Carer Friendly Community' programme raises awareness of the valuable role carers play, their needs, experiences and the challenges they face. We work with local businesses and organisations, supporting them to become more carer-aware, taking into account both carers who access their services, and their own employees who are also carers. Organisations are supported to address obstacles that carers face in the workplace and do 'small things that can make a big difference' to carers' lives. We also actively reach out to local businesses asking them to sign up to the East Sussex Carers Card and offer discounts to carers.

Our 'Think Carer' Training has evolved into a bespoke programme which is in high demand in health, social care, commercial and the voluntary sectors across the county. Through this training we identify Carer Ambassadors, who may be paid workers or volunteers. These Ambassadors sign up to support the development of a more carer friendly East Sussex and to be a 'go to person' around carers' issues in their organisation or community.

Care for the Carers leads on the local coordination of national campaigns such as Carers Rights Day and Carers Week. This involves promoting events, sharing resources, evaluating the campaigns, building on partnership working and sharing learning with our partners. The Carer Awareness remit is cross cutting and embedded in all of our roles.

Care for the Carers produces the quarterly CareLine magazine which is distributed to around 9,000 carers by email, online and by post. Our monthly e-Newsletter, sent to over 3,000 recipients, focuses on carer engagement, providing policy updates, event invitations and more. In addition to the monthly eNewsletter, Care for the Carers is also very active on social media platforms, such as Facebook, Twitter, Instagram and YouTube, sharing information and reaching out to as many carers as possible from diverse groups.

Our website acts as first port of call for carers and professionals who wish to know more about local services for carers and support. It also acts as an awareness raising and fundraising platform reaching out to a wide group of stakeholders. During the year, we re-designed our website to improve accessibility and navigation, making the user journey more carer-centric and adding translation features and more 'out of hours' help and advice for carers.

Engagement and Representation

Our commitment to the meaningful involvement of unpaid carers in local health, social care and voluntary sector strategic planning is achieved through the Carers Voices Network. This enables carers to share their views, experiences and needs and to influence decision making on the issues that impact their lives. The Network

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2021

Objectives and activities (continued)

encourages a wide group of carers to participate in consultations, focus groups and campaigns initiated by Care for the Carers or by our partners and uses a range of methods to ensure these opportunities are made as accessible as possible.

Alongside supporting carers who wish to be Carers Voices representatives to attend formal meetings and contribute to consultations, carers' views are also gathered more informally through feedback from carers' groups and focus groups.

Our monthly engagement eNewsletter keeps carers, volunteers and professionals up to date with local and national policy, highlights opportunities to influence decision making and raises awareness of issues of importance to carers. In July 2020 we held an online Carers' Voices Conference – our conferences are usually large scale face-to-face events centred on carers' voices, and we successfully adapted to online delivery, due to the COVID-19 pandemic, without losing strong carer engagement with our month-long programme. The conference included information-sharing workshops to gather carers' views, an online marketplace of local providers and opportunities for carers to socialise and build their networks. The conference findings were shared with key decision-makers and have shaped Care for the Carers' strategic development.

Fundraising

Working to increase the support of the charity's work has become a core part of our strategy, as we work towards diversifying income streams. Funds generated enable the charity to respond to carers' needs by providing specific projects, or one off wellbeing events.

Achievements and performance

a. Main achievements of the Company

Support, Advice and Guidance

During the year the charity supported 9,047 (2020: 7,732) carers across East Sussex, exceeding our target of 7,500. Of these, 2,421 (2020: 1,486) were newly identified carers. 3,271 (2020: 3,376) carers accessed Carers Hub, our single access point for information, advice and support, through 14,069 (2020: 12,088) contacts. 457 (2020: 464) carers accessed one-to-one specialist support, advice and guidance through 894 (2020: 562) Carer Coaching or Directions sessions. 98% (2020: 99%) of referrals received a response within 5 working days.

170 (2020: 159) carers accessed our Time to Talk counselling service regarding the challenges of their caring role, significantly exceeding our internal target of 100 carers supported by the counselling service during the year.

Carers regularly tell us about the impact that Care for the Carers has made on their lives:

"Nice that can have someone ask me what I need rather than having to ask for help which makes a difference when feeling overwhelmed"

"It was really good to chat yesterday and thank you so much for all your help and advice."

"blown away by how well the CFTC website is put together and run - informative, well presented and easy to use."

"I was practically in tears when I phoned this number today after a morning of frustration and multiple phone calls. Spoke to a lovely guy called [Team Leader] who couldn't have been more helpful. I have been trying for weeks to sort out housing for my Dad who now needs more support and was getting nowhere. [Team Leader] put me onto STEPS who were equally amazing and helpful and have now done a referral for an assessment for my Dad, to try and work out his care needs. [Team Leader] also looked up other phone numbers for me and was my Hero for the day. So a huge THANK YOU"

Care for the Carers (A company limited by guarantee)

Trustees' report (continued) for the year ended 31 March 2021

Achievements and performance (continued)

"Being able to share my worries with someone really helped me. Thank you for the service it was very helpful to me" (counselling service)

"It's good to unload all the negative feelings I have about being a carer. I'm not allowed to open up to anybody else in my role as a carer. Friends and relatives don't want to hear that I'm unhappy and I don't want to scare them away. It's good to talk to someone about how I really feel." (counselling service)

"Please pass on my thanks to the people from CFTC. I really have benefitted from the calls." (Carers In Touch service)

Groups and Activities

Care for the Carers delivered 131 (2020: 201) carers' groups in total, at which there were 513 (2020: 1,728) carer attendances. These groups were a combination of Carers' Information and Advice groups, Carers' Wellbeing groups, a Mental Health carers' group, Making Memories Dementia groups, an Evening Carers Group and a group for Young Adult Carers. We also undertook a significant number of individual wellbeing calls to carers who were unable to participate in the online carers groups taking place during the pandemic.

Care for the Carers' work with Young Adult Carers continues to thrive. Our Young Adult Carers group meets monthly and has a regular membership of 24 (2020: 17), carers from across the county aged from 16 to 25. The group activities are led by its members and include workshops on caring, employment, education and health and wellbeing themes, coupled with opportunities for relaxation, socialising and information and advice from experienced staff. It is supported by a private Facebook group, providing support and advice, and connecting young adult carers with their peers, and wellbeing interventions which were of particular importance during the COVID-19 pandemic. A range of online activities took place during the year, such as quizzes, themed discussions, and creative sessions, and during the summer, two outdoor rounders activities took place.

Our other carers groups have also been complemented by social activities for carers, predominantly taking place online due to COVID-19 restrictions, including wellbeing and letterbox pamper gifts, online quizzes and Christmas treat deliveries to all the members of our carers' groups.

Tools and Resources

The Carers Card offers discounts from a wide range of businesses in East Sussex, as well as identifying carers and including the option to link to an emergency plan. 1,438 (2020: 1,234) carers signed up for the Carers Card during the year, with 169 (2020: 182) businesses providing discounts and offers to card holders. We are delighted that so many carers have access to discounts from diverse businesses, ranging from food and drink, health, fitness and wellbeing, legal and financial, and retail, and that despite the challenges businesses have faced during the pandemic, they continue to support the scheme. We are also proud to support so many local partners to publicly pledge their recognition of carers.

11 (2020: 31) carers have accessed respite through the Healthcare Appointments Respite Grant, which has enabled them to attend healthcare appointments, training courses or engagement opportunities.

COVID-19 Response to Future Service Delivery

Care for the Carers was able to act swiftly in response to measures taken by the Government at the outset of the Coronavirus pandemic. Our priority was to ensure Carers continued to receive high quality support and advice as well as protecting carers and staff from the virus and supporting their wellbeing. The office closed to the public but our telephone lines remained active as staff transitioned to working from home. All face-to-face contact ceased and new service delivery models were quickly developed for Counselling, Groups, Activities, and Training to continue by telephone or by using virtual video platforms. We also introduced a new Carers in Touch service to respond to carers needs during the pandemic, making keeping in touch calls to carers at risk of social isolation. We adapted our planning for our new Annual Carers Conference scheduled for July 2020, and arranged for the conference to be delivered online, to ensure that we still captured and amplified carers voices during this unprecedented time. The online conference had the theme, 'Healthy Caring, Healthy You', and

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Trustees' report (continued)
for the year ended 31 March 2021

Achievements and performance (continued)

enabled carers to join workshops and engage with keynote speakers. During this period of uncertainty, we increased our engagement and collaboration with partner organisations, and increased our use of technology ensuring carers are not left to care alone. A number of new service delivery models have required increased investment and we have been fortunate to secure additional funding from external funders. Over the course of the year, we delivered a mixed model of telephone, online, and face-to-face support, adapting to meet carers' changing needs and working within the changing government restrictions as the year progressed. Looking forward, we intend to provide a blended model of delivery for our services, ensuring we build on the learning from supporting carers during the pandemic. We plan to retain some online service delivery, which has made our services more accessible for working carers, alongside face to face options to continue to make our services as accessible as possible.

Awareness, Information and Communications

Care for the Carers' work is supported by 324 (2020: 294) volunteers, in a range of voluntary roles, with 274 (2020: 256) of them acting as Carer Ambassadors, and working with us to build a carer-friendly East Sussex.

Our Carer Awareness training this year included 8 (2020: 7) open 'Think Carer' training sessions to 61 (2020: 86) volunteers and professionals. Their consistently positive feedback included:

"The training was very informative, and gave a good insight into who carers are, how they feel and what support is available to them."

We also delivered 31 (2020: 26) bespoke 'Think Carer' Carer Awareness training sessions for a range of local health and social care services in the statutory and voluntary sectors, with 274 (2020: 330) people attending.

We undertook several awareness raising campaigns during the year, most notably leading Carers Week locally in June 2020. A range of events took place across the county building on learning from previous campaigns and increasing partnership working. Social media continued to play a big part in increasing our reach which we built on for Carers Rights Day in November 2020.

CareLine, the quarterly magazine produced by Care for the Carers, had an average print run this year of 4,500 copies. The CareLine postal mailing list is 4,205 and the email distribution list 4,453.

Our monthly eNewsletter reaches over 3,000 carers and professionals, focusing on local and national Carers Voices opportunities, campaigns, policy updates and activities.

Our social media activity is increasing and reaching out to a more diverse range of carers.

Care for the Carers' website offers a range of useful information for carers, professionals and supporters. During the coming year, further improvements will be made to the website to increase interactive features, offer enhanced digital tools and training and simplify access to services and information. We regularly update news stories to ensure the site is engaging and an up to date resource.

Engagement and Representation

Care for the Carers facilitates the **Carers Voices Network** which offers opportunities for carers from across the county to share their views, experiences and needs, and to influence decision making around issues that impact on their lives. There are currently 235 (2020: 234) carers signed up to the Carers Voices Network. During the year its members participated in a range of engagement opportunities, including a research project exploring carers' experiences of healthcare during the pandemic, co-delivered with the Carers Centre for Brighton & Hove and Carers Support West Sussex.

In addition, Carer Engagement is threaded through all that we do, with live issues being experienced by carers being understood through our one to one support work. This enables us to identify themes and ensure carers' voices influence our own service delivery and are represented in our contributions to strategic debate with and for carers. Key engagement debates are shared with all carers' Wellbeing groups, ensuring they are informed of

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2021

Achievements and performance (continued)

topical issues and empowering carers to have their say.

In 2020 Care for the Carers held its countywide **Annual Carers Voices Conference**, throughout the month of July. It focused on the theme, **Healthy Caring, Healthy You**, comprised of a series of virtual engagement events and offline engagement.

The aims of the month-long conference were to:

- Keep carers informed and share information
- Bring carers together
- Listen to and amplify carers voices

Building on the success of our previous Carers Voices events, we sought to incorporate the popular elements of keynote speeches, a live Q&A session with carer organisations, opportunities for carers to 'visit' a virtual marketplace, and consultation workshops on the hot topics for carers – albeit delivered online, and through telephone discussions, as a result of the COVID-19 pandemic restrictions.

The majority of the live events were well attended, with 50 attendances across 6 live virtual events, by 27 carers and 9 professionals. The conference webpage achieved 523 unique page views, and the 23 Facebook posts about the conference had a reach of 7951 and 386 engagements. With the conference taking place online, some carers took part who would not normally attend our face-to-face Carers Voices events. However as expected, it did result in some carers not participating. In an attempt to overcome these digital and time barriers, a further 61 carers were supported to contribute to the conference feedback through one-to-one and group discussion outside of the online conference events, meaning that the conference findings reflected the views of 88 carers and 9 professionals. 95% of carers completing event evaluations reported that they enjoyed taking part in the live sessions, and that they felt listened to and able to share their experiences, with the remaining 5% having encountered technical barriers to accessing the sessions. Narrative evaluation feedback about the live events was overwhelmingly positive, with many who participated commenting on the inclusive nature of the sessions.

"I have joined in most of the sessions you have facilitated and have been very pleasantly surprised by getting the feeling of being listened to and sharing experiences - you don't feel so alone. Very good sessions. Well done to all."

"There was so much respect in the 'room', I found it very emotional both telling our own story and hearing other people's, as we had so much in common."

Our Carers Voices events are valued opportunities for carers to explore and share issues important to them, to contribute to shaping services and local strategy and to build their networks. The events also raise the profile of Care for the Carers' work and build strong partnerships with colleagues across health, social care and the voluntary sector. In addition to the Annual Carers Voices Conference, Carers Voices Focus Groups were held during the year regarding carers' experiences of healthcare, continence issues, and care homes, and all these were delivered in partnership with other local organisations. We also supported carers to take part in a range of statutory and voluntary sector consultations via the Carers Voices Network.

Carers Voices research reports are available at: www.cftc.org.uk/about-care-for-the-carers/reports-and-annual-reviews/ and are circulated widely to influence decision making and service development.

Fundraising

We had a successful fundraising year, despite a difficult environment with all of our planned fundraising activities having to be put on hold.

We secured a fantastic £103,916 in funding for our COVID 19 response work and we want to extend huge thanks to those who contributed, including The National Lottery Community Fund, Sussex Crisis Fund, BBC Children in Need, Ernest Kleinwort Charitable Trust, Duke of Devonshire Charitable Trust and Tesco Bags of

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2021

Achievements and performance (continued)

Help.

Thank you to the Masonic Charitable Foundation, BBC Children in Need, Chalk Cliff Trust and Woodroffe Benton Foundation for supporting the development of our work with young carers. Thanks to Wealden District Council, Carers Trust, St James Place Foundation and other funders who continue to support our activities programme.

And finally a big thank you to local community groups and individuals, who have continued to raise essential funds during this turbulent year, including the Rotary club of Heathfield and Waldron, East Dean and Friston Town Council, Rye Rotary club, Hastings Winkle Club, Waitrose Hailsham and Crowborough, and 'project kindness' with Lynne and Bodhi.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Overall financial review

The charity was in a good financial position at the year end, with cash balances of £632,019 (2020: £551,966) and reserves totalling £2,092,221 (2020: £1,724,732).

The principal funding sources of income to the charity were grant income of £753,351 (2020: £673,216) and donations of £124,415 (2020: £139,191).

Whilst our fundraising strategy is achieving a growth in funding streams, the charity remains principally reliant on one secure funding stream for the majority of its income: the contract to deliver the East Sussex Carers Centre, jointly funded by ESCC and NHS East Sussex CCG. The Trustees acknowledge the inherent risk in working with one main income stream and continue to lead a strategy to diversify our funding and reducing reliance on statutory funds.

Following a successful tendering process, the Carers Centre contract will continue until 2025 with the possibility of an extension for two further years; the contract's annual value is £574,000. However, as the contract progresses, the percentage of guaranteed income reduces and the percentage of income based on achieving Key Performance Indicators increases. It is acknowledged that this poses an increased financial risk to the charity, however the risk is rated as low.

During the year, Care for the Carers continued to generate additional income through dividend payments from the shareholding investment generously gifted by Catharine House Trust in 2019-20. The shareholding investment, a holding in units managed by BlackRock, is held as designated funds, and generates additional income through dividend payments. This income is held as unrestricted funds, and will be designated to increase activity that supports carers. For the next three years, this funding has been ring-fenced to support and develop our Young Carers and Volunteering programmes.

The reserves of the charity comprise restricted, designated and unrestricted funds.

Restricted funds are those which may only be spent on the purpose specified by the donor. The charity had restricted funds of £66,953 (2020: £44,276).

Designated funds are those set aside by the Trustees to finance particular projects which cannot be met from future income alone. The charity had designated funds of £1,788,957 (2020: £1,508,861). These designated funds include the shareholding investment, further details below under CHT Carers Fund.

Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2021

Unrestricted funds are those which are available for use to further the charity's purposes. The charity had unrestricted funds of £236,311 (2020: £171,595).

c. Reserve policy

The **Trustee Contingency Reserve** comprises funds which have been set aside to enable the charity to adapt to a future decrease in funding. It is the policy of the charity that this reserve should be maintained at a level which is adequate to meet the costs of restructure and continue to further the objects of the charity, while new sources of funding are sought. The Board set this level at £125,000 (2020: £125,000).

The **Sustainable Development Reserve** comprises funds which have been set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future. The Trustees continue to be prudent in setting aside funds to absorb any future unrestricted deficits while at the same time putting strategies in place to ensure that the charity is able to return an appropriate unrestricted surplus. The Sustainable Development Reserve had a balance of £100,000 (2020: £100,000).

The **Staff Development Reserve** has been set aside to further the development of the staff. The Staff Development Reserve had a balance of £2,253 (2020: £2,253).

The **CHT Carers Fund** comprises of the shareholding investment and cash funds received from Catharine House Trust together with the dividend income generated by the shareholding. The Fund has a balance of £1,561,704 following a revaluation of the investment holding on 31st March 2021. It is the policy of the charity that this reserve and the income generated from this shareholding is used to enable increased support to carers.

Additionally, the Board aims to hold 4 months of unrestricted expenditure within General Funds, which would equate to £241,876, for the following reasons;

- Aid cash-flow as expenditure can sometimes precede receipt of the corresponding income and mitigate against delays in funding
- Cover unforeseen expenditure, unforeseen operational costs that may accumulate throughout the year
- Provide transitional funding for core programmes which suffer a short-term shortfall in funds

The unrestricted general funds currently stand at £236,311 and the Board is satisfied that adequate resources are in place.

d. Asset cover for funds

Note 17 sets out an analysis of the assets attributable to the various types of funds and a description of the funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 25 January 2010.

It is registered as a charity with the Charity Commission. Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers. There are currently 125 members (2020: 120), each of whom agrees to contribute £1 in the event of the Company winding up.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2021

Structure, governance and management (continued)

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Mr Chris Raper	(Chair to 21st May 2021)
Dr Neil Churchill OBE	(Appointed 28th December 2020; Chair from 28th May 2021)
Mr Jake Jay	(Vice-Chair from 28th May 2021)
Mrs Susan Lilja	(Treasurer from 28th May 2021)
Mr Alan Botterill	
Ms Polly Evans	
Mrs Jenny Ballard	(Resigned 17th December 2020)
Ms Mandy Curtis	(Vice-Chair; Resigned 17th December 2020)
Ms Sara Batista	(Resigned 17th December 2020)

b. Methods of appointment or election of Trustees

The number of Trustees shall not be less than three. The Trustees may appoint a person who is willing to act as a Trustee either to fill a vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next following annual general meeting and shall not be taken into account in determining the Trustees who are to retire by rotation at the meeting. If not reappointed at such annual general meeting, he/she shall vacate office at the conclusion thereof. At every annual general meeting one third of the Trustees shall retire from office and may be reappointed at the meeting.

c. Policies adopted for the induction and training of Trustees

The Trustees participate in an induction process to brief them on their legal obligations under charity and company law, the committee and decision making processes, the Strategic Plan and the recent financial performance of the charity.

Trustees are encouraged to attend appropriate external training events and to meet the senior management team, to be given an overview of the charity's work. An opportunity is provided to shadow the Carers Support Workers to observe the work involved.

d. Pay policy for key management personnel

The remuneration of all staff is guided by the National Joint Council ("NJC") pay scales. The charity aims to keep staff salaries in line with those set by the NJC, although this is not always possible. All staff complete an annual Performance Review, after which the staff member's manager may make a recommendation to increase the employee's Spinal Column Point.

e. Risk management

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to these risks. Additional assessment has taken place in relation to an increased risk associated with the impact of COVID-19 and reasonable adjustments have taken place to mitigate exposure to these risks.

The Board recognises that the principal risk of the organisation is the reliance on one major source of income. To mitigate this risk, a Fundraising Manager was appointed in 2017 to generate new income streams. It is recognised that the challenge to generate adequate new income streams has increased due to COVID-19. To mitigate this increased risk, the Fundraising Manager has sourced and secured alternative funding available to support charities during the pandemic.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2021

Structure, governance and management (continued)

f. Organisational structure and decision making

The board of Trustees administer the charity with the appointment of a Chief Executive, who has delegated authority to manage the day to day operations of the charity. The charity's senior management team is comprised of the Chief Executive, a Director of Services and a Finance and Office Manager.

Care for the Carers is a Network Partner of Carers Trust and a member of Carers UK. This requires adherence to shared operational standards and values, and enables the organisation to ensure local carers' voices are represented to national decision-makers. In addition, membership brings access to a number of grants for carers, good practice learning and support, and partnership opportunities

Plans for future periods

Future Developments

Care for the Carers' current Strategic Plan concentrates on the following four priority areas:

i. Supporting carers

Objectives:

- Identify and support more carers including more carers from less heard groups
- Build the range of specialist services available to carers
- Support more carers to take a break from their caring role
- Support - and help prevent – carers experiencing financial hardship and/or ill health as a result of caring

ii. Think Carer

Objectives:

- Create a Carer Friendly East Sussex by keeping carers' issues on the agenda, empowering our partners to support carers, and raising public awareness of caring
- Deliver carer awareness training to partners, organisations and businesses
- Be an active partner and empower others to identify and support the carers in their organisations, networks and communities, and know how and when to access specialist support
- Grow and nurture our network of Carer Ambassadors: carers, community members and professionals working with Care for the Carers to build a carer-friendly East Sussex and who are connected to our information and support
- Build our presence and the profile of carers within communities – of geography, identity and experience as well as online networks and groups
- Use national campaigns to maximise the impact of our awareness raising, adding value by empowering carers and volunteers to add their voices and influence

iii. Carers Voices

Objectives:

- Speaking up with and for carers to improve services and shape policy
- Act as an independent voice supporting carers seeking to raise specific concerns
- Build detailed current insight into carers' needs and experiences through engagement and consultation
- Amplify carers' voices to decision makers and lobby for strategic change to improve the lives of carers and the people they care for

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 March 2021

Plans for future periods (continued)

iv. Impact and Innovation

Objectives:

- Continue to strengthen the charity, and secure our future by diversifying our income streams
- Develop Care for the Carers to secure our future as a strong, independent and resilient charity
- Evaluate, use, celebrate impact

The planned activities for achieving these aims are set out in our Strategic Plan 2020-2025, a copy of which is available on request from info@cftc.org.uk

Members' liability

Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers. There are currently 125 members (2020: 120), each of whom agrees to contribute £1 in the event of the Company winding up.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

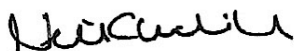
Care for the Carers
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Trustees' report (continued)
for the year ended 31 March 2021

Auditors

The auditors, Kreston Reeves LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Neil Churchill OBE
Chair

Date: 9/9/21

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the Members of Care for the Carers

Opinion

We have audited the financial statements of Care for the Carers (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

Care for the Carers
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Independent auditors' report to the Members of Care for the Carers (continued)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report to the Members of Care for the Carers (continued)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and sector, and through discussion with the directors, Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Statement of Recommended Practice and taxation legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve

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Independent auditors' report to the Members of Care for the Carers (continued)

- collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Alison Jones (Senior statutory auditor)

for and on behalf of
Kreston Reeves LLP
Chartered Accountants
Registered Auditors
Plus X Innovation Hub
Lewes Road
Brighton
East Sussex
BN2 4GL

Date: 20 September 2021

Care for the Carers
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
for the year ended 31 March 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies:	4				
Donations and legacies		4,542	119,873	124,415	41,725
Charitable activities		118,675	667,933	786,608	671,293
Other donations and legacies		-	-	-	1,923
Other income	5	-	46,140	46,140	1,516,013
		123,217	833,946	957,163	2,230,954
Total income					
Expenditure on:					
Raising funds	6	-	36,357	36,357	38,426
Charitable activities		100,538	689,272	789,810	672,275
		100,538	725,629	826,167	710,701
Total expenditure					
Net income before net gains/(losses) on investments		22,679	108,317	130,996	1,520,253
Net gains/(losses) on investments		-	236,494	236,494	(231,118)
		22,679	344,811	367,490	1,289,135
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward		44,276	1,680,456	1,724,732	435,597
Net movement in funds		22,679	344,811	367,490	1,289,135
		66,955	2,025,267	2,092,222	1,724,732
Total funds carried forward					

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

The notes on pages 23 to 41 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)
Registered number: 03677361

Balance sheet
as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	16,258	6,525
Investments	12	1,397,598	1,161,103
		1,413,856	1,167,628
Current assets			
Debtors	13	81,936	90,804
Cash at bank on notice		173,088	171,857
Cash at bank and in hand		458,931	380,109
		713,955	642,770
Creditors: amounts falling due within one year	14	(35,589)	(85,666)
Net current assets		678,366	557,104
Total net assets		2,092,222	1,724,732
Charity funds			
Restricted funds	15	66,955	44,276
Unrestricted funds			
Designated funds	15	1,788,957	1,508,861
General funds	15	236,310	171,595
Total unrestricted funds	15	2,025,267	1,680,456
Total funds		2,092,222	1,724,732

Care for the Carers
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Registered number: 03677361

Balance sheet (continued)
as at 31 March 2021

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

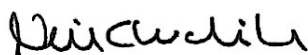
The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Neil Churchill OBE
Chair

Date: 9/9/21

The notes on pages 23 to 41 form part of these financial statements.

Care for the Carers
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Statement of cash flows
for the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	47,544	1,486,246
Cash flows from investing activities		
Dividends and interest recieved	46,140	26,326
Purchase of tangible fixed assets	(13,631)	(8,279)
Purchase of investments	-	(1,392,221)
Net cash provided by/(used in) investing activities	32,509	(1,374,174)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	80,053	112,072
Cash and cash equivalents at the beginning of the year	551,966	439,894
Cash and cash equivalents at the end of the year	632,019	551,966

The notes on pages 23 to 41 form part of these financial statements

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2021

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The registered office and principal place of business of the charity is:

Highlight House
8 St Leonards Road
Eastbourne
East Sussex
BN21 3UH

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Care for the Carers 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 policy.

2.2 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.

Whilst the impact of the COVID-19 pandemic has been assessed by the Trustees, so far as is reasonably possible, due to its unprecedented impact on the worldwide economy it is difficult to evaluate with any certainty the potential outcomes on the Charity's future activities. However, taking into consideration the Charity's level of reserves, the Trustees believe that the Charity will be able to continue in operational existence for the foreseeable future.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

2.4 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.

Notes to the financial statements
for the year ended 31 March 2021

2. Accounting policies (continued)

2.4 Expenditure (continued)

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

2.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	- 25% straight line
Computer equipment	- 25% straight line

2.7 Investments

Fixed asset investments which consist of listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

2.8 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

2.9 Cash at bank and in hand

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

Cash at bank on notice includes cash which is held with a notice period in excess of 60 days.

Notes to the financial statements
for the year ended 31 March 2021

2. Accounting policies (continued)

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 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.

2.13 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2021

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Allocation of wages to the correct fund.

The Charity makes estimates and assumptions in relation the allocation of wages to funds. Allocation is based on staff members estimated time split between each of the charity's activities. These estimates and assumptions are completed by informed members of management and management accounts are reviewed by the Board monthly.

4. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Donations	4,542	119,873	124,415
Grants	118,675	667,933	786,608
	<u>123,217</u>	<u>787,806</u>	<u>911,023</u>
	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Donations	13,687	28,038	41,725
Grants	56,345	616,871	673,216
	<u>70,032</u>	<u>644,909</u>	<u>714,941</u>

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Interest recieved	2,538	2,538
Investment income	43,602	43,602
	<u>46,140</u>	<u>46,140</u>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2021

5. Investment income (continued)

	Unrestricted funds 2020 £	Total funds 2020 £
Interest recieved	26,326	26,326
Investment income	1,489,687	1,489,687
	<u>1,516,013</u>	<u>1,516,013</u>

6. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2021 £	Total funds 2021 £
Other fundraising costs	787	787
Voluntary income staff costs	35,570	35,570
	<u>36,357</u>	<u>36,357</u>

	Unrestricted funds 2020 £	Total funds 2020 £
Other fundraising costs	3,690	3,690
Voluntary income staff costs	34,736	34,736
	<u>38,426</u>	<u>38,426</u>

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Notes to the financial statements
for the year ended 31 March 2021

7. Analysis of expenditure on charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Support & Advice	-	420,592	420,592
Groups	-	12,785	12,785
Tools & Resources	19,710	10,520	30,230
Information & Communication	-	45,438	45,438
Carer Awareness	-	77,673	77,673
Involvement	-	43,483	43,483
Development	-	44,282	44,282
ESCC Hastings PC project	-	26,309	26,309
Activities Project	4,355	8,190	12,545
Children in Need	23,512	-	23,512
Dementia Group	5,239	-	5,239
Photography	3,200	-	3,200
Parent Carers	8,291	-	8,291
Young Carers	29,299	-	29,299
Volunteering	6,932	-	6,932
	100,538	689,272	789,810

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Support & Advice	771	234,031	234,802
Groups	-	8,529	8,529
Tools & Resources	12,832	4,649	17,481
Information & Communication	-	286,021	286,021
Carer Awareness	-	30,660	30,660
Involvement	-	15,982	15,982
Development	-	14,787	14,787
Writer in Residence	195	-	195
Activities Project	22,214	8,589	30,803
Children in Need	10,911	-	10,911
Dementia Group	6,509	-	6,509
Evening Group	3,628	-	3,628
Photography	3,500	-	3,500
Parent Carers	8,467	-	8,467
	69,027	603,248	672,275

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Notes to the financial statements
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8. Analysis of expenditure on support costs

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Support & Advice	354,516	66,076	420,592
Groups	10,888	1,897	12,785
Tools & Resources	28,522	1,708	30,230
Information & Communication	31,421	14,017	45,438
Carer Awareness	64,549	13,124	77,673
Involvement	35,935	7,548	43,483
Development	36,195	8,087	44,282
ESCC Hastings PC Project	26,309	-	26,309
Activities Project	9,040	3,504	12,544
Children in Need	23,512	-	23,512
Dementia Group	5,239	-	5,239
Photography	3,200	-	3,200
Parent Carers	8,291	-	8,291
Young Carers	29,299	-	29,299
Volunteering	6,933	-	6,933
	673,849	115,961	789,810

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	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Support and Advice	156,868	77,934	234,802
Groups	6,052	2,476	8,528
Tools & Resources	15,230	2,251	17,481
Information & Communication	269,297	16,723	286,020
Carer Awareness	14,965	15,694	30,659
Involvement	6,977	9,005	15,982
Development	5,138	9,648	14,786
Writer in Residence	195	-	195
Activities Project	26,606	4,180	30,786
Children in Need	10,911	-	10,911
Dementia Group	6,509	-	6,509
Evening Group	3,628	-	3,628
Photography	3,500	-	3,500
Parent Carers	8,488	-	8,488
	534,364	137,911	672,275

9. Auditors' remuneration

	2021 £	2020 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	5,200	5,050
Fees payable to the Company's auditor in respect of: All non-audit services not included above	1,800	1,250

10. Staff costs

	2021 £	2020 £
Wages and salaries	552,025	485,419
Social security costs	33,819	29,299
Contribution to defined contribution pension schemes	9,748	8,360
	595,592	523,078

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Notes to the financial statements
for the year ended 31 March 2021

10. Staff costs (continued)

The average number of persons employed by the Company during the year was as follows:

	2021	2020
	No.	No.
Staff	28	25

No employee received remuneration amounting to more than £60,000 in either year.

During the year, no Trustees received any remuneration (2020 - £NIL).

During the year, no Trustees received any benefits in kind (2020 - £NIL).

During the year, one Trustees received reimbursement of expenses totalling £90 (2020: two Trustees totalling £302).

11. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2020	9,864	81,672	91,536
Additions	-	13,631	13,631
At 31 March 2021	9,864	95,303	105,167
Depreciation			
At 1 April 2020	9,816	75,195	85,011
Charge for the year	48	3,850	3,898
At 31 March 2021	9,864	79,045	88,909
Net book value			
At 31 March 2021	-	16,258	16,258
At 31 March 2020	48	6,477	6,525

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Notes to the financial statements
for the year ended 31 March 2021

12. Fixed asset investments

	Listed securities £
Cost or valuation	
At 1 April 2020	1,161,103
Revaluations	236,495
At 31 March 2021	1,397,598
Net book value	
At 31 March 2021	1,397,598
At 31 March 2020	1,161,103

13. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	9,997	27,595
Prepayments and accrued income	71,939	63,209
	81,936	90,804

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Notes to the financial statements
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14. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	5,178	2,615
Other taxation and social security	11,994	9,706
Other creditors	8,815	2,309
Accruals and deferred income	9,602	71,036
	35,589	85,666
	2021	2020
	£	£
Deferred income at 1 April 2020	60,649	51,250
Resources deferred during the year	-	60,649
Amounts released from previous periods	(60,649)	(51,250)
	-	60,649

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Notes to the financial statements
for the year ended 31 March 2021

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2021 £
Unrestricted funds						
Designated funds						
Trustee Contingency Reserve	125,000	-	-	-	-	125,000
Staff Development Reserve	2,253	-	-	-	-	2,253
Sustainable Development Reserve	100,000	-	-	-	-	100,000
CHT Carer Trust	1,281,608	-	-	43,602	236,494	1,561,704
	<u>1,508,861</u>	<u>-</u>	<u>-</u>	<u>43,602</u>	<u>236,494</u>	<u>1,788,957</u>
General funds						
General Funds	<u>171,595</u>	<u>833,946</u>	<u>(725,629)</u>	<u>(43,602)</u>	<u>-</u>	<u>236,310</u>
Total Unrestricted funds	<u>1,680,456</u>	<u>833,946</u>	<u>(725,629)</u>	<u>-</u>	<u>236,494</u>	<u>2,025,267</u>
Restricted funds						
Children in Need	11,958	27,527	(23,512)	-	-	15,973
Young Adult Carers	4,517	2,740	(1,217)	-	-	6,040
Carers Card	1,400	-	(1,848)	-	-	(448)
Carers Grant	(78)	16,582	(15,950)	-	-	554
Rother Dementia Lunch Club	878	-	-	-	-	878
Small Grant for Carers	2,228	-	(995)	-	-	1,233
Photographer in Residence	2,500	3,600	(3,200)	-	-	2,900
Health Appointment Respite Grants	-	909	(917)	-	-	(8)

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Notes to the financial statements
for the year ended 31 March 2021

15. Statement of funds (continued)

Statement of funds - current year (continued)

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2021 £
Parent Carers	-	8,291	(8,291)	-	-	-
Sussex Digital Hub	-	18,134	-	-	-	18,134
Social Opportunities for Older Carers	10	-	(6)	-	-	4
Young Carers	-	32,499	(29,299)	-	-	3,200
Activities Project	7,582	5,002	(3,131)	-	-	9,453
Dementia Group	13,281	933	(5,239)	-	-	8,975
Volunteering	-	7,000	(6,933)	-	-	67
	44,276	123,217	(100,538)	-	-	66,955
Total of funds	1,724,732	957,163	(826,167)	-	236,494	2,092,222

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Notes to the financial statements
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15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2020 £
Unrestricted funds						
Designated funds						
Trustee Contingency Reserve	125,000	-	-	-	-	125,000
Staff Development Reserve	2,253	-	-	-	-	2,253
Sustainable Development Reserve	100,000	-	-	-	-	100,000
CHT Carer Trust	-	-	-	1,512,726	(231,118)	1,281,608
	<u>227,253</u>	<u>-</u>	<u>-</u>	<u>1,512,726</u>	<u>(231,118)</u>	<u>1,508,861</u>
General funds						
General Funds	<u>165,073</u>	<u>2,160,922</u>	<u>(641,674)</u>	<u>(1,512,726)</u>	<u>-</u>	<u>171,595</u>
Total Unrestricted funds	<u>392,326</u>	<u>-</u>	<u>(641,674)</u>	<u>-</u>	<u>(231,118)</u>	<u>1,680,456</u>
Restricted funds						
Children in Need	-	22,869	(10,911)	-	-	11,958
Young Adult Carers	6,578	2,780	(4,841)	-	-	4,517
Carers Card	431	2,000	(1,031)	-	-	1,400
Carers Grant	53	6,787	(6,918)	-	-	(78)
Rother Dementia Lunch Club	811	104	(37)	-	-	878
Small Grant for Carers	1,228	2,000	(1,000)	-	-	2,228
Photographer in Residence	-	6,000	(3,500)	-	-	2,500

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Notes to the financial statements
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15. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2020 £
Health						
Appointment Respite Grants	-	3,863	(3,863)	-	-	-
Parent Carers	11,845	(3,357)	(8,488)	-	-	-
Social						
Opportunities for Older Carers	691	-	(681)	-	-	10
Activities Project	8,949	15,287	(16,654)	-	-	7,582
Dementia Group	8,862	10,928	(6,509)	-	-	13,281
Writer in residence	195	-	(195)	-	-	-
Evening Groups	3,628	-	(3,628)	-	-	-
Access to Work	-	771	(771)	-	-	-
	<u>43,271</u>	<u>70,032</u>	<u>(69,027)</u>	<u>-</u>	<u>-</u>	<u>44,276</u>
Total of funds	<u><u>435,597</u></u>	<u><u>70,032</u></u>	<u><u>(710,701)</u></u>	<u><u>-</u></u>	<u><u>(231,118)</u></u>	<u><u>1,724,732</u></u>

Care for the Carers
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Notes to the financial statements
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15. Statement of funds (continued)

Designated Funds

Trustee Contingency Reserve - Funds which have been set aside to enable the charity to adapt to a future decrease in funding.

Staff Development Reserve - Funds set aside to further the development of staff.

Sustainable Development Reserve - Funds which have been set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future.

CHT Carer Fund - Funds initially received from Catharine House Trust, which have been set aside for specific additional projects to improve carer services and experience.

Restricted Funds

Young Adult Carers - Donations from various donors to enable Young Adult Carers to get together and engage in a range of activities.

Carers Card - A grant from the local authority to finance the production and distribution of the Care for the Carers 'Carers Card'.

Carers Grants - Small grants from various funders made to individual carers in need, and administered by CftC.

Rother Dementia Lunch Club - Donations from various donors towards a lunch club held for carers and those they care for with dementia, and administered by Care for the Carers.

Small Grants for Carers - A grant from the local authority which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Activities Project - Grants and donations from various funders and donors to enable an Activities Facilitator to organise activities for carers all over East Sussex.

Writer in Residence - Additional funding received from Heritage Lottery Fund to enable carers to reflect on their experiences and tap into their creativity through workshops and one to one sessions.

Social Opportunities for Older Carers - Funding from the Ex Pat Foundation to provide social activities for older carers.

Health Appointment Respite Grants - A Grant from the local authority which allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Dementia Groups - Grant from Ernest Kleinwort Charitable Trust and supplemented with Tesco Bags of Help grants to enable carer groups and activities supporting carers of people with dementia.

Evening Groups - Grant from Henry Smith Charity to enable carer groups to run in the evening so working carers can access information, advice and support at a time convenient to them.

Parent Carers - Funding from East Sussex County Council to deliver four 6-week wellbeing courses to promote carer wellbeing and resilience.

Children in Need - Grant from Children in Need to provide emotional support to Young Carers through counselling. The Teen Talk service reduces feelings of social isolation and improves the health and wellbeing of young carers.

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15. Statement of funds (continued)

Photographer in Residence - Additional funding from various funders to enable carers to reflect on their caring role and share their experiences of caring and tap into their creativity through photography workshops and exhibitions of their work.

Access to Work - Funding to cover the necessary adaptations for staff workplaces to be accessed independently.

16. Summary of funds

Summary of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2021 £
Designated funds	1,508,861	-	-	43,602	236,494	1,788,957
General funds	171,595	833,946	(725,629)	(43,602)	-	236,310
Restricted funds	44,276	123,217	(100,538)	-	-	66,955
	<u>1,724,732</u>	<u>957,163</u>	<u>(826,167)</u>	<u>-</u>	<u>236,494</u>	<u>2,092,222</u>

Summary of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2020 £
Designated funds	227,253	-	-	1,512,726	(231,118)	1,508,861
General funds	165,073	2,160,922	(641,674)	(1,512,726)	-	171,595
Restricted funds	43,271	70,032	(69,027)	-	-	44,276
	<u>435,597</u>	<u>2,230,954</u>	<u>(710,701)</u>	<u>-</u>	<u>(231,118)</u>	<u>1,724,732</u>

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Notes to the financial statements
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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	16,258	16,258
Fixed asset investments	-	1,397,598	1,397,598
Current assets	66,955	647,000	713,955
Creditors due within one year	-	(35,589)	(35,589)
Total	66,955	2,025,267	2,092,222

Analysis of net assets between funds - prior year

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	6,525	6,525
Fixed asset investments	-	1,161,103	1,161,103
Current assets	44,276	598,494	642,770
Creditors due within one year	-	(85,666)	(85,666)
Total	44,276	1,680,456	1,724,732

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	367,490	1,289,135
Adjustments for:		
Depreciation charges	3,898	3,382
(Gain)/loss on investments	(236,494)	231,118
Dividends, interests and rents from investments	(46,140)	(26,326)
Decrease/(increase) in debtors	8,868	(19,908)
(Decrease)/increase in creditors	(50,078)	8,845
Net cash provided by operating activities	47,544	1,486,246

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Notes to the financial statements
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19. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	458,931	380,109
Cash on notice	173,088	171,857
Total cash and cash equivalents	632,019	551,966

20. Analysis of changes in net debt

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	380,109	78,822	458,931
Liquid investments	171,857	1,231	173,088

21. Pension commitments

The charity operates one defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The charity contributes a specified percentage of payroll costs to the retirement benefit scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of the defined contribution scheme was £9,748 (2020: £9,108). At the 31 March 2021 the amount outstanding in relation to pension contributions was £5,459 (2020: £2,897).

22. Related party transactions

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

Key management personnel comprise of the Chief Executive Officer, the Director of Services and the Finance and Office Manager. The remuneration of key management personnel is as follows:

Aggregate compensation £135,438 (2020: £123,348)