

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 2021

Care for the Carers
(A company limited by guarantee)

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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.

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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

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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

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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"

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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)
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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

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Trustees' report (continued)
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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

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Trustees' report (continued)
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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.

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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.

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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.

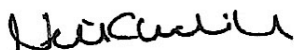
Care for the Carers
(A company limited by guarantee)

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
(A company limited by guarantee)

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

Care for the Carers
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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
(A company limited by guarantee)
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.

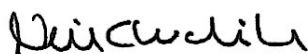
The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

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
(A company limited by guarantee)

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
(A company limited by guarantee)

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>
	<u><u>123,217</u></u>	<u><u>787,806</u></u>	<u><u>911,023</u></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>
	<u><u>70,032</u></u>	<u><u>644,909</u></u>	<u><u>714,941</u></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>
	<u><u>46,140</u></u>	<u><u>46,140</u></u>

Care for the Carers
(A company limited by guarantee)

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>

Care for the Carers
(A company limited by guarantee)

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

Care for the Carers
(A company limited by guarantee)

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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Notes to the financial statements
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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

Care for the Carers
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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

Care for the Carers
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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
	<hr/>
At 31 March 2021	1,397,598
	<hr/>
Net book value	
At 31 March 2021	1,397,598
	<hr/>
At 31 March 2020	1,161,103
	<hr/>

13. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	9,997	27,595
Prepayments and accrued income	71,939	63,209
	<hr/>	<hr/>
	81,936	90,804
	<hr/>	<hr/>

Care for the Carers
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Notes to the financial statements
for the year ended 31 March 2021

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)

Care for the Carers
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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

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2021

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

Care for the Carers
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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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Notes to the financial statements
for the year ended 31 March 2021

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
for the year ended 31 March 2021**

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)