

REGISTERED COMPANY NUMBER: 04178148 (England and Wales)
REGISTERED CHARITY NUMBER: 1086841

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**BK Plus Audit Limited (Statutory Auditor)
6 Manor Park Business Centre
Mackenzie Way
Cheltenham
Gloucestershire
GL51 9TX**

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

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FOR THE YEAR ENDED 31 MARCH 2024**

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**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2024**

TRUSTEES	J Huck (resigned 30.9.23) B Barwell (resigned 31.3.24) M Gallagher (resigned 31.12.23) J D Marriott H Brown (appointed 1.8.23) N M Evans (appointed 1.8.23) J L Goode (resigned 6.10.23) P De Carteret D J Vaughan (appointed 16.2.24) P A Williams S J Windle (resigned 31.3.24)
COMPANY SECRETARY	Mrs K Williams
REGISTERED OFFICE	St Annals House Belle Vue Road Cinderford Gloucestershire GL14 2AB
REGISTERED COMPANY NUMBER	04178148 (England and Wales)
REGISTERED CHARITY NUMBER	1086841
AUDITORS	BK Plus Audit Limited (Statutory Auditor) 6 Manor Park Business Centre Mackenzie Way Cheltenham Gloucestershire GL51 9TX
BANKERS	HSBC Bank Plc Harry Weston Road Binley Coventry CV3 2SH
CHIEF EXECUTIVE OFFICER	D J Vaughan

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our mission is to be the provider of choice for the provision of person-centred quality support services for the people of Gloucestershire. In particular, but not exclusively, we offer support to those who are in need by reason of frailty, lack of means, ill-health, or disability and also their carers to lead safer and supported lives.

Our vision is for a society that values equality, dignity, and inclusion. Providing support for people with disabilities and mental health conditions promotes equal opportunities, reduces stigma, and enhances their ability to live independently. This not only improves their quality of life but also benefits the community economically and socially. We seek to:

- Provide a full range of high quality, accessible, responsive services that meet the changing needs of Service Users and their families/representatives.
- Provide person-centred care, ensuring client needs are met and outcomes achieved.
- Provide quality information, guidance, practical and emotional support for vulnerable people in our community.
- Provide a quality care, ensuring all of those who use our service can remain in the community in their own home.
- Ensure our staff are trained and skilled to meet the needs of complex clients.

Core services include one to one care, supporting people so that they can remain living independently at home and in their community. This is through the provision of domiciliary care and respite breaks for unpaid carers.

Our charitable responsibilities include a range of Active Living Groups, which provide social support and stimulation to people living with disabilities or in social isolation. The Active Living Groups aim to increase the health, wellbeing, and quality of life for service users.

Public benefit

The services provided by Forest of Dean Crossroads - Caring for Carers are open to all Carers and those they care for throughout Gloucestershire and Herefordshire irrespective of an individual's race, religion, sexuality or financial status. We also recognise that we serve a rural area and seek to work with other organisations and individuals to help clients access our services from less accessible areas by providing subsidised transport arrangements where appropriate.

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

The year April 2023 to March 2024 has continued to present challenges for organisations operating in Health and Social Care. The sector continues to operate in the face of rising operational costs as well as staff shortages. This continues to affect Crossroads in the same manner and it has been a testing time for everyone associated with our organisation, our service users and their families, our staff and their families, our commissioners, and our suppliers. Trustees are immensely proud of the way that staff have risen to the challenges in how they care for service users and each other in very difficult times and for the support they have given to families.

We have strengthened our approach to partnership working. By building collaborative relationships with other social prescribers within our community we have all been better equipped to address complex challenges, enhance community well-being, and deliver more effective, efficient, and inclusive services. We are pleased to have continued working alongside and further relationships with partner organisations across Gloucestershire.

These include:

- Gloucestershire County Council
- Cinderford Town Council
- People Plus
- Forest of Dean Dementia Action Alliance
- Forest of Dean Health Forum
- Forest Sensory Service

Comparison of Achievements against Objectives

We have continued to successfully deliver care that is person-centred and focused on ensuring a positive experience for our clients and their families. We seek positive outcomes because of our support, rather than just executing tasks. We ensure that the wishes and needs of the people we support are met by use of inclusive policies, fostering a supportive culture and ensuring representation. At all times our plans ensure everyone can be integral to our decision-making processes, promoting a truly inclusive environment.

The excellent feedback received from our recent Annual Service User Survey has shown that despite the latest set of challenges, we have continued to deliver a quality service to our clients and their families. Although we are experienced in providing quantitative information as part of our CQC registration, we prefer to use qualitative measurements, such as personal testimonies from the cared for and/or their families to give a fuller picture as this is more genuinely responsive to our community's needs.

Our Active Living Groups have had profound impact on our local community. promoting physical health, social engagement, and mental well-being. By organizing regular activities, creating accessible opportunities and building support networks, these groups foster an inclusive environment that benefits individuals and the community as a whole. They also offer support during testing times as we can provide access to resources and information.

Most importantly, no-one is "left behind" as we provide transport via our own minibus. Everyone who wishes to have accessibility to our activities can do so, regardless of their needs.

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

The fundraising market is more competitive than ever and people with care needs and their carers do not attract the same level of support as other more self-explanatory causes. However, we constantly research available grants, and are fortunate that our Active Living Services fulfil a vital community need which may otherwise go unaddressed which helps with our success rate. Unfortunately, we were unsuccessful in obtaining any funding from the government's Levelling Up programme despite meeting the application criteria.

We seek to leverage community-based fundraising initiatives. The Forest of Dean community is well-known for its sense of solidarity. Local people feel a deep-rooted connection to their local area, which drives them to support causes that benefit their friends, neighbours, and families. We are fortunate that community-led events such as fairs, festivals, charity runs, and tombola's are a mainstay for raising funds. We are also lucky to have a dedicated team of staff who regularly give up their own time to help with fundraising via raffles, quizzes, bingo/race nights and cake sales.

Internal and external factors

The role that Crossroads plays in providing care and support to older and vulnerable people and their families across our communities has never been more important. Wider society is also starting to recognise the essential part that social care plays and that it needs investment and reform. Overall, the social care system has been placed under huge strain, and we are hoping that the government will announce long awaited reforms to support social care providers.

FINANCIAL REVIEW

Financial review

This financial year has continued to be a challenge as this sector continues to struggle to retain staff. The cost-of-living crisis has also impacted on costs this year with fuel and energy costs particularly increasing. These cost increases have impacted on our staff and clients.

This impact has meant that the financial position has worsened in year due to reflect a deficit position of £115,092 in the accounts up to 31 March 2024. The position up to 31 March 2023 (last financial year) was a deficit of £183,989.

Reserves policy

The trustees have in the year reviewed its reserves policy that allows it to maintain a surplus and to operate on a sustainable basis.

The objectives of the policy are such that they:

- Ensure we can meet our financial obligations should the charity be wound up
- Aid strategic planning
- Focus fundraising activities and identify our level of need for funds and what they are used for
- Provides for communication with external bodies and helps to demonstrate that the charity's money is being used to good effect.

The reserves target has been reviewed in year to ensure that the above objectives are met and to meet contractual commitments (e.g. redundancy payments) in the event that the Charity has insufficient funds to continue.

The actual reserves as of 31 March 2024 are £179,383, of which £178,853 are free reserves. Free reserves are defined as unrestricted funds. This equates a cover of 1.42 times coverage of liabilities of £126,297. This is above the deemed critical level of 1.20 coverage of liabilities.

**FOREST OF DEAN CROSSROADS-CARING FOR
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee, having no share capital. It is established under a Memorandum of Association, which sets out the objects and powers of the charitable company and is governed under its Articles of Association.

Trustee Board:

The organisation is governed by a Board of Trustees, which meets quarterly to oversee and guide the organisation's strategic direction and operational performance.

Following a robust selection process Pierre de Carteret was appointed as Chair of Trustees effective from 1/1/24.

The charity is governed by a Board of Trustees who are directors of the charitable company. When Trustee vacancies occur, the Board consider whether an automatic replacement Trustee is required against the optimum number of Trustees that will ensure the Board is effective. Additionally, a skill set review is undertaken to ascertain which skill set is currently required to enable the Board to be able to meet future challenges and our changing environment.

A more formal open trustee recruitment process is now in place and is supported by a full induction process.

Being a trustee is an important role and it is key that not only does the Board of Trustees consist of people with the correct skills, experience and values for the market we operate in but that they also receive relevant training and development as appropriate.

Trustees take part in person-to-person annual reviews and the board also reviews itself for effectiveness in relation to the business environment we operate in. This has been evidenced by the high standard of management information available, thereby providing the board with quality information allowing more informed decision making.

Trustees have continued to work closely with the Senior Management and staff colleagues. These are focused on Finance, HR and Remuneration, and Quality. Trustees work with the Senior Management each month to review each area and report directly to the Board to inform strategic development, operational performance monitoring and risk management. Robust scrutiny takes place at each Monthly Meeting and a report is sent out each month from each area to the Board. There are currently a minimum of four Board meetings per year.

We have continued our work to ensure that we meet the General Data Protection Requirements (GDPR) and that we are compliant. We have a GDPR Data Protection Officer to oversee and govern these processes. This includes reviewing all company policies to ensure compliance. During 2023-24 we continued to review and improve our systems and processes.

Management Team

The daily operations are managed by the CEO and her team.

**FOREST OF DEAN CROSSROADS-CARING FOR
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

The Board of Directors are the Charity's trustees. The senior management team comprise of the key management personnel of the charity who are in charge of directing, controlling, running and operating the Charity on a day-to-day basis. All Trustees give of their time freely unless in the capacity of providing professional services on a commercial basis. No Director received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in note 21 to the financial statements.

The pay of the senior management team is reviewed annually by the HR and Remuneration Committee, with any increases commensurate with performance of the organisation as a whole and is built into the annual budget with Board approval. Pay scales are benchmarked against comparable roles in the local market and voluntary sector.

Risk management

The Board recognises that risks exist in relation to sustainable delivery of its operational services and continues to review the capacity of its staffing structure and capability and to invest in recruitment and training and to utilise external expertise where required. It has also recognised that failures in service delivery to clients or in regulatory compliance are significant risks, which are mitigated by regular quality monitoring and appropriate actions to mitigate those risks. The strategic risks relating to significant income reductions through reductions in business, especially the potential loss of contracts from commissioners of services, are regularly reviewed and addressed by the development of new services and flexibility in the delivery of required services with appropriate contingencies identified. Overarching risks in relation to corporate governance, including the composition of the Board and the appropriateness of the rules under which it operates, are recognised and subject to ongoing review.

During 2023/24 we have maintained a comprehensive Risk Register and the Company Secretary supports the Board in a regular review of major risks and mitigation measures at every Board meeting. Each area of the organisation also reviews its section of the Risk Register and advises of any amendments prior to each Board Meeting. Any new services will be risk assessed to ensure that in providing such services we will not be compromising any existing areas of service delivery.

The Business Continuity Plan is subject to regular review.

Future Plans

We will continue to focus on providing high quality care whilst ensuring economic sustainability for our organisation, despite the difficult market conditions. This is a multifaceted goal that requires strategic planning, efficient operations, prudent financial management, and community engagement. The CEO has clear goals, which include optimising operations, growth of revenue streams, and continuously monitoring performance.

The Trustees would like to thank all staff, volunteers, donors, and partners for their continued support and dedication. We look forward to another year of progress.

The Charity has seen a significant improvement in its results in the first six months of 2024-25. This has been achieved through securing additional staff and income and additional grant income. The expectation is that it will continue to improve throughout the second half of 2024-25. The Charity has also seen a reduction in its long-term liabilities, which helps to secure the long term viability of the organisation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Forest Of Dean Crossroads-Caring For Carers for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

**FOREST OF DEAN CROSSROADS-CARING FOR
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and 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 business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, BK Plus Audit Limited (Statutory Auditor), (formerly Andorran Limited) will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 20/11/2024 and signed on its behalf by:


.....
P De Carteret - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF FOREST OF DEAN CROSSROADS-CARING FOR CARERS

Opinion

We have audited the financial statements of Forest Of Dean Crossroads-Caring For Carers (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 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 UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
FOREST OF DEAN CROSSROADS-CARING FOR
CARERS**

Matters on which we are required to report by exception

In the light of the 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 Report of the Trustees.

We have nothing to report in respect of the following matters where the 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF FOREST OF DEAN CROSSROADS-CARING FOR CARERS

Our 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 a Report of the Auditor that includes our opinion. Reasonable assurance is a high level of assurance, but it 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.

Owing to the inherent limitations of an audit, there is an unavoidable risk that, despite us planning and performing our audit in accordance with auditing standards, one or more material misstatements in the financial statements may have gone undetected by our audit. As with any audit, there is a risk that irregularities and fraud will go undetected where they involve matters such as misrepresentations from management, collusion, deliberate omissions and override of controls. It is not the role of the auditor to prevent non-compliance and we cannot be expected to detect every instance of non-compliance with all laws and regulations.

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

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

- enquiries of management including a pre audit meeting;
- obtaining and reviewing supporting documentation of policies concerning the laws and regulations applicable to the business;
- understanding how the charity complies with its regulatory framework by making enquiries of management;
- considering the culture inherent in the charity and whether this represents a culture of honesty and ethical behaviour with a strong emphasis of detection and prevention of fraud.

We assessed the susceptibility of the charity's financial statements to material misstatement and considered how fraud might occur. The audit procedures performed included, but were not limited to:

- challenging management assumptions and estimates;
- identifying and testing unusual journal entries;
- assessing how the relevant laws and regulations have been complied with and noting any instances of non compliance;
- reviewing the financial statements for compliance with relevant Accounting Standards and accounting legislation applicable to a charity;
- considering how those charged with governance have addressed the possibility of an override of essential controls or other influence over the financial reporting processes.

In addition, we also considered other non financial laws relevant to the charity. These do not necessarily have a direct influence on the financial statements but might affect the charity's ability to operate.

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
FOREST OF DEAN CROSSROADS-CARING FOR
CARERS**

Use of our report

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



Roger Downes FCA (Senior Statutory Auditor)
for and on behalf of BK Plus Audit Limited (Statutory Auditor)
6 Manor Park Business Centre
Mackenzie Way
Cheltenham
Gloucestershire
GL51 9TX

Date: 21 November 2024

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	31,467	-	31,467	64,457
Charitable activities	5				
Grants and other income for care work		1,516,112	169,990	1,686,102	1,778,127
Investment income	4	3,936	-	3,936	2,961
Other income		-	-	-	13,361
Total		<u>1,551,515</u>	<u>169,990</u>	<u>1,721,505</u>	<u>1,858,906</u>
EXPENDITURE ON					
Charitable activities	6				
Support for Carers and Cared for		<u>1,661,507</u>	<u>175,090</u>	<u>1,836,597</u>	<u>2,042,895</u>
NET INCOME/(EXPENDITURE)		(109,992)	(5,100)	(115,092)	(183,989)
RECONCILIATION OF FUNDS					
Total funds brought forward		288,845	5,630	294,475	478,464
TOTAL FUNDS CARRIED FORWARD		<u><u>178,853</u></u>	<u><u>530</u></u>	<u><u>179,383</u></u>	<u><u>294,475</u></u>

The notes form part of these financial statements

**FOREST OF DEAN CROSSROADS-CARING FOR
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**STATEMENT OF FINANCIAL POSITION
31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	14	5,615	-	5,615	11,022
CURRENT ASSETS					
Stocks	15	33,517	-	33,517	54,714
Debtors	16	210,868	-	210,868	186,213
Cash at bank and in hand	17	33,751	530	34,281	162,541
		<u>278,136</u>	<u>530</u>	<u>278,666</u>	<u>403,468</u>
CREDITORS					
Amounts falling due within one year	18	(104,898)	-	(104,898)	(120,015)
NET CURRENT ASSETS		<u>173,238</u>	<u>530</u>	<u>173,768</u>	<u>283,453</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>178,853</u>	<u>530</u>	<u>179,383</u>	<u>294,475</u>
NET ASSETS		<u>178,853</u>	<u>530</u>	<u>179,383</u>	<u>294,475</u>
FUNDS	19				
Unrestricted funds				178,853	288,845
Restricted funds				530	5,630
TOTAL FUNDS				<u>179,383</u>	<u>294,475</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on ~~28.11.2023~~ and were signed on its behalf by:


.....
P De Carteret - Trustee

The notes form part of these financial statements

**FOREST OF DEAN CROSSROADS-CARING FOR
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**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities			
Cash generated from operations	1	(132,196)	(174,636)
Net cash used in operating activities		(132,196)	(174,636)
Cash flows from investing activities			
Interest received		3,936	2,961
Net cash provided by investing activities		3,936	2,961
Change in cash and cash equivalents in the reporting period		(128,260)	(171,675)
Cash and cash equivalents at the beginning of the reporting period		162,541	334,216
Cash and cash equivalents at the end of the reporting period		34,281	162,541

The notes form part of these financial statements

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24 £	31.3.23 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(115,092)	(183,989)
Adjustments for:		
Depreciation charges	5,407	7,007
Interest received	(3,936)	(2,961)
Decrease/(increase) in stocks	21,197	(27,755)
(Increase)/decrease in debtors	(24,655)	67,424
Decrease in creditors	(15,117)	(34,362)
Net cash used in operations	<u>(132,196)</u>	<u>(174,636)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank and in hand	162,541	(128,260)	34,281
	<u>162,541</u>	<u>(128,260)</u>	<u>34,281</u>
Total	<u>162,541</u>	<u>(128,260)</u>	<u>34,281</u>

The notes form part of these financial statements

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

GOING CONCERN

We have assessed projected future income, expenditure and cashflows for the next 12 months based on conservative estimates and analysed the strength of the charity's reserves and cash against future results.

Based on our analysis, and the predictability over timing of regular cashflows, we have concluded that there is a reasonable expectation that the charity has adequate resources to continue their activities for the foreseeable future. Therefore, we have continued to adopt the going concern basis in preparing the financial statements.

Income

Grants receivable are included in full in the Statement of Financial Activities in the year in which the conditions for their receipt have been complied with, less any amounts of grants repayable to the grant-givers.

Grants restricted to future accounting periods are deferred and recognised in those future accounting periods. Grants are apportioned to accounting periods on a time apportionment basis.

Purchased care hours contracts are shown in the Statement of Financial Activities in the year to which they relate.

Voluntary income received by way of donations and membership subscriptions, and investment income, is included in full in the Statement of Financial Activities in the year in which it is receivable.

The value of services provided by volunteers is not included.

Expenditure

Expenditure is allocated to the particular activity where the cost relates to that activity. The support costs of overall direction and administration of each activity, comprising the salary and overhead costs of the central function are apportioned on an estimated basis, based on staff time costs, of the amount attributable to each activity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Motor vehicles	- 25% on cost
Computer equipment	- 25% on cost

The Board of Trustees have agreed a capitalisation policy whereby only items costing £1,000 are considered to be Tangible Fixed Assets, anything under this limit being deemed general operating expenditure and included within the Statement of Financial Activities.

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Stocks

Donated items of stock, that will be used by the charity in providing services, are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Cash at bank and in hand

Cash at bank and in hand includes cash and liquid investments.

Debtors

Trade and other debtors are recognised at the settlement amount due after any discount offered. Bad debts are provided at set rates depending on the age of the invoice. Prepayments are valued at the amount prepaid net of any discounts.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation, the stock valuation and the bad debt provision.

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

3. DONATIONS AND LEGACIES

	31.3.24	31.3.23
	£	£
Donations	31,467	64,457
	<u>31,467</u>	<u>64,457</u>

4. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	3,936	2,961
	<u>3,936</u>	<u>2,961</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	£	£
Grants	1,686,102	1,778,127
	<u>1,686,102</u>	<u>1,778,127</u>

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
Care delivered	1,516,112	1,596,715
PeoplePlus Group Limited	146,990	137,150
Forest of Dean District Council Offices	10,000	-
Gloucestershire County Council	7,500	-
Barnwood Trust	5,000	15,360
Cinderford Town Council	500	-
Other income or grants (grants less than £10,000 individually)	-	3,066
Befriending Group (FoD DC)	-	10,000
Thriving Communities - Know Your Patch	-	7,500
Big Lottery	-	8,336
	<u>1,686,102</u>	<u>1,778,127</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Support for Carers and Cared for	1,828,147	8,450	1,836,597
	<u>1,828,147</u>	<u>8,450</u>	<u>1,836,597</u>

**FOREST OF DEAN CROSSROADS-CARING FOR
CARERS
TRADING AS CROSSROADS GLOUCESTERSHIRE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	£	£
Staff costs	1,391,969	1,564,227
Insurance	19,197	12,318
Rent, service charges & rates	39,413	38,929
Telephone	44,391	39,232
Post, printing & stationery	10,010	11,697
Advertising	1,602	5,261
Sundries	204	448
Cinderford Day Centre expenses and repairs	17,061	12,944
Travelling expenses and accommodation	105,809	122,076
Training & Recruitment	6,285	11,148
Subscriptions & Memberships	10,666	14,358
Accountancy	54,736	56,027
Bad debt write-off	1,850	1,712
Refreshments	8,823	9,154
Staff Expenses	1,272	2,778
Bank and credit charges	6,106	6,443
Safety clothing (inc PPE re Covid-19)	21,525	19,020
Agency costs	3,555	27,710
Computer costs	78,266	69,560
Depreciation	5,407	7,007
	<u>1,828,147</u>	<u>2,032,049</u>

8. SUPPORT COSTS

	Governance costs £
Support for Carers and Cared for	<u>8,450</u>

Support costs, included in the above, are as follows:

	31.3.24	31.3.23
	Support for Carers and Cared for £	Total activities £
Auditors' remuneration	8,400	10,800
Trustee meeting expenses	50	46
	<u>8,450</u>	<u>10,846</u>

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.24	31.3.23
	£	£
Statutory audit	8,400	10,800
Depreciation - owned assets	5,407	7,007
	<u>13,807</u>	<u>17,807</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

The charity's Chief Executive Officer became a trustee on 16 February 2024. Her remuneration is included in the note of employee benefits of the key management personnel.

Trustees' expenses

During the year, one of the trustees was paid £624 for website services on an arms' length basis.

In the prior year, £7 was reimbursed to one trustee for small gifts purchased on behalf of the charity.

11. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	1,283,964	1,436,294
Social security costs	87,541	104,557
Other pension costs	20,464	23,376
	<u>1,391,969</u>	<u>1,564,227</u>

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Registered Manager, Director of Human Resources and the Company Secretary. The total employee benefits of the key management personnel of the charity were £164,406 (2023: £188,565).

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
	83	96
Average head count	<u>83</u>	<u>96</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.24	31.3.23
	1	1
£60,001 - £70,000	<u>1</u>	<u>1</u>

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	64,457	-	64,457
Charitable activities			
Grants and other income for care work	1,736,931	41,196	1,778,127
Investment income	2,961	-	2,961
Other income	13,361	-	13,361
Total	1,817,710	41,196	1,858,906
EXPENDITURE ON			
Charitable activities			
Support for Carers and Cared for	1,995,122	47,773	2,042,895
NET INCOME/(EXPENDITURE)	(177,412)	(6,577)	(183,989)
RECONCILIATION OF FUNDS			
Total funds brought forward	466,257	12,207	478,464
TOTAL FUNDS CARRIED FORWARD	288,845	5,630	294,475

13. TAXATION

The charitable company is exempt from Corporation Tax on income and gains falling within Corporation Tax Act 2010 and section 256 of the Taxation Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charitable company.

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2024**

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2023	1,000	17,500	42,831	61,331
Disposals	(1,000)	-	(22,929)	(23,929)
At 31 March 2024	-	17,500	19,902	37,402
DEPRECIATION				
At 1 April 2023	1,000	8,750	40,559	50,309
Charge for year	-	4,375	1,032	5,407
Eliminated on disposal	(1,000)	-	(22,929)	(23,929)
At 31 March 2024	-	13,125	18,662	31,787
NET BOOK VALUE				
At 31 March 2024	-	4,375	1,240	5,615
At 31 March 2023	-	8,750	2,272	11,022

15. STOCKS

	31.3.24	31.3.23
	£	£
Stocks of PPE	33,517	54,714

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	140,540	118,927
Other debtors	2,156	500
Prepayments	12,639	12,234
Accrued income	55,533	54,552
	210,868	186,213

Of the other debtors, £1,076 is due in more than one year.

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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

17. CASH AT BANK AND IN HAND

Cash at bank and in hand includes balances held on the COIF Charities Deposit Fund.

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Trade creditors	12,272	9,309
Social security and other taxes	15,539	17,630
Other creditors	8,465	504
Accrued expenses	68,622	92,572
	<u>104,898</u>	<u>120,015</u>

19. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	288,845	(109,992)	178,853
Restricted funds			
Thriving Communities - Dog Days	5,100	(5,100)	-
Summerfield Trust	530	-	530
	<u>5,630</u>	<u>(5,100)</u>	<u>530</u>
TOTAL FUNDS	<u>294,475</u>	<u>(115,092)</u>	<u>179,383</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,551,515	(1,661,507)	(109,992)
Restricted funds			
Thriving Communities - Dog Days	-	(5,100)	(5,100)
Carers Breaks / Emergency Services	146,990	(146,990)	-
Befriending Group (FoD DC)	10,000	(10,000)	-
Music Memory	500	(500)	-
Active Living	5,000	(5,000)	-
Thriving Communities - Social Engagement	7,500	(7,500)	-
	<u>169,990</u>	<u>(175,090)</u>	<u>(5,100)</u>
TOTAL FUNDS	<u>1,721,505</u>	<u>(1,836,597)</u>	<u>(115,092)</u>

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	466,257	(177,412)	288,845
Restricted funds			
Thriving Communities - Dog Days	5,100	-	5,100
Masonic Community Foundation	2,706	(2,706)	-
Summerfield Trust	530	-	530
NLCF - Gert Suit	3,871	(3,871)	-
	<u>12,207</u>	<u>(6,577)</u>	<u>5,630</u>
TOTAL FUNDS	<u>478,464</u>	<u>(183,989)</u>	<u>294,475</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,817,710	(1,995,122)	(177,412)
Restricted funds			
Masonic Community Foundation	-	(2,706)	(2,706)
Barnwood Trust	15,360	(15,360)	-
Befriending Group (FoD DC)	10,000	(10,000)	-
Thriving Communities - Know Your Patch	7,500	(7,500)	-
Big Lottery	8,336	(8,336)	-
NLCF - Gert Suit	-	(3,871)	(3,871)
	<u>41,196</u>	<u>(47,773)</u>	<u>(6,577)</u>
TOTAL FUNDS	<u>1,858,906</u>	<u>(2,042,895)</u>	<u>(183,989)</u>

Purposes of Restricted Funds

The balance held on restricted funds represent monies received in the year and held for ongoing work on specific projects at the year-end which is carried forward to support those projects in the coming year.

Thriving Communities awarded Crossroads Gloucestershire with a grant worth £5,100 to launch and deliver Dog Days Social Group in Gloucestershire for 12 months. The group provides social opportunities for unpaid carers and people who live with disabilities.

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Carers Breaks and Emergency Services was a successful contract won by People Plus Group Limited and the service was sub-contracted to Crossroads Gloucestershire to deliver the Care Service with an element of the service known as Carers Emergency Scheme.

A grant of £10,000 was awarded by the Forest of Dean District Council towards our Befriending Service. This allows us to provide services to the older and vulnerable residents of the Forest of Dean who are not able to access support in the community.

A grant of £500 was received from Cinderford Town Council towards the Music memory Club that Crossroads run.

A grant of £5,000 was awarded by the Gloucester Community Foundation to help towards the running of our Active living Services. This helps to support the Skittles clubs that are run on a weekly basis.

A grant of £7,500 was awarded by Gloucestershire County Council's Thriving Communities fund to help with social engagement, to build confidence and provide activities. We are able to facilitate this using the Skittles clubs that are run on a weekly basis for people who, due to ill health, isolation or age, are not able to get out as much as they would like.

Summerfield Trust awarded £530 to gather stories from clients to produce a book called "Voices from the Forest". This was unspent at the end of the financial year.

Transfers between funds

Transfers are made between restricted and unrestricted funds at the end of every accounting period in cases where:

- (i) The activity of the restricted fund has come to an end and there is an unspent balance that is not repayable to the funder (s), when the surplus is transferred to unrestricted funds;
- (ii) the restricted fund is in deficit and has either come to an end or there is no prospect of a surplus in a later period, which the deficit is eliminated by transfer from unrestricted funds: and
- (iii) to transfer the value of tangible fixed assets from restricted to unrestricted funds when the asset has been purchased from a restricted fund donation but is held for a general and not a restricted purpose.

**FOREST OF DEAN CROSSROADS-CARING FOR
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

20. CONTINGENT LIABILITIES

Various funders retain the right to claw back grants should the use of funds not be in accordance with the terms of the grant. In the opinion of the trustees no such liability exists at the year-end.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.