

# Fire Fighters Charity

## TRUSTEES' REPORT AND FINANCIAL STATEMENTS

31 March 2022

Company Registration Number: 4480058

Charity Registration Number: 1093387

Scottish Charity Registration Number: SC040096

# Fire Fighters Charity

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# Fire Fighters Charity

## LEGAL AND ADMINISTRATIVE INFORMATION

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### **PATRON**

Her Majesty the Queen

### **TRUSTEES:**

John Baines, Chair  
Peter Davies, Chair (to 17 November 2021)  
Paul Fuller, Chair (to 07 June 2021)  
Neil Gibbins, Deputy Chair  
Andrew Best (resigned 17 November 2022)  
Chris Bilby (appointed 17 November 2022)  
Graham Floyd  
Michael Graham (appointed 17 November 2022)  
Ross Haggart (appointed 17 November 2022)  
Robert Andrew Hickmott  
Christopher Hirst (appointed 28 June 2021)  
Simon Routh-Jones  
Steve Tolan  
George Wood

### **Fire Fighters Charity is a company limited by guarantee.**

Registered in England Number 4480058  
Charity Registration No 1093387  
Scottish Charity Registration No SC040096

### **STRATEGIC LEADERSHIP TEAM:**

#### **Chief Executive**

Jill Tolfrey

#### **Finance Director**

Martin Smith

#### **Director of Organisational Development & Corporate Governance**

Christine Goonan

#### **Director of Beneficiary Services**

Sharon Bailey

#### **Director of Engagement & Fundraising**

Ruth Powell

#### **Company Secretary**

Christine Goonan

### **HEADQUARTERS AND REGISTERED OFFICE:**

FIRE FIGHTERS CHARITY  
Belvedere, Basing View  
Basingstoke, Hampshire, RG21 4HG  
Tel: 01256 366566  
Fax: 01256 366599  
Web: [www.firefighterscharity.org.uk](http://www.firefighterscharity.org.uk)

### **RESIDENTIAL CENTRES:**

Ronnie Green Wing, Marine Court, Fitzalan Road,  
Littlehampton, West Sussex, BN17 5NF

Jubilee House, Eamont Park, Eamont Bridge,  
Penrith, Cumbria, CA10 2BN

Harcombe House, Chudleigh,  
Devon, TQ13 0DG

### **RETIREMENT HOMES:**

Marine Court Flats, Fitzalan Road,  
Littlehampton, West Sussex, BN17 5NF

Eamont Park Retirement Homes, Eamont Bridge,  
Penrith, Cumbria, CA10 2BN

### **AUDITOR:**

James Cowper Kreston, 2 Communications Road  
Greenham Business Park, Greenham,  
Newbury, RG19 6AB

### **INVESTMENT MANAGERS:**

Newton Investment Management Limited,  
160 Queen Victoria Street, London, EC4V 4LA

### **BANKERS:**

Barclays Bank PLC, 4<sup>th</sup> Floor, Apex Plaza,  
Forbury Road, Reading, RG1 1AX

### **CUSTODIANS:**

Bank of New York, 1 Canada Square, London,  
E14 5AL

# Fire Fighters Charity

## TRUSTEES' REPORT

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The Trustees are pleased to submit their Annual Report and audited financial statements for the year ended 31 March 2022.

Note: The Trustees are also the registered Directors of the charitable company.

## **Structure and Governance**

### **Legal and Administrative Information**

Legal and administrative contact information is given on page 2.

### **Legal Status**

Fire Fighters Charity (known as “the Fire Fighters Charity”) is a company limited by guarantee and a registered Charity, incorporated in England. The guarantee requires each member to contribute an amount not exceeding £1 in the event of the Charity being wound up. The Charity is governed by its Articles of Association dated 8 November 2018.

### **Charitable Aims, Public Benefit and Provision of Services**

The Trustees have carefully considered the Aims of the Charity and how it measures up to the Public Benefit test. The Charity provides a range of services to the Fire Services Community and the Trustees are satisfied that there are identifiable benefits that meet the Public Benefit Summary Guidance from the Charity Commission.

The Fire Fighters Charity is a national Charity providing assistance to serving and retired members of the fire and rescue service community, including eligible dependants. The Charity works to enhance quality of life and make a positive difference to the lives of beneficiaries.

The Charity supports its beneficiaries through digital, online, telephone, community based and residential services. Support is personalised to meet the beneficiary's unique mental health, physical health and social needs and is accessed through a confidential helpline on a self-referral basis. Once beneficiaries (or their advocates) have contacted the Charity, practitioners will take the time to understand their needs and explore with them what support and solutions may be appropriate to address their needs.

Trustee Board defined criteria are in place for all the Charity's beneficiary services to ensure there is equity in access to the provision of services and charitable funds are used where there is an identified need. The Charity's services are articulated in a Board approved service delivery document and all service delivery is underpinned by a Clinical and Social Care Governance framework ensuring continuous improvement and high standards of care are maintained. Systems and processes underpin the wider clinical and social care governance framework to ensure quality in service provision. All services, and research activity are organised around a single definition of quality: That the Charity provides:

- Support that is effective, is safe and gives as positive an experience as possible by being caring, responsive and personalised.
- Our services are well-led, sustainable, and equitable, and achieved through working together and in partnership with our beneficiaries.

The support provided to beneficiaries by the Charity is free of charge for identified need. This enables access to services for all beneficiaries, irrespective of financial circumstances. Financial support to access the mainland for residential services can be provided to beneficiaries who reside on the UK islands.



# Fire Fighters Charity

## TRUSTEES' REPORT

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Trustees receive data and research, against which the effectiveness of service provision can be measured (and to identify where future service development may be required).

### **Digital/Online/Telephone Support**

The Charity provides digital support using a variety of Apps and a secure remote consultation platform that allows confidential consultation and the provision of physiotherapy and exercise therapy in support of primarily physical problems. Alongside this the Charity provides direct online and telephone counselling for those beneficiaries needing mental health support as well as purchasing quality assured mental health support from external sources, providing easier access to support for beneficiaries in 'harder to reach' groups.

### **Residential Services**

The Charity has three residential centres which offer a range of activities and programmes of support led by a multi professional team which includes Chartered Physiotherapists, Exercise Therapists and Psychological Therapists. Residential support is available for beneficiaries following injury or illness, for those with poor mental health, and those who present with long term and degenerative conditions. It is also available for those who simply need the opportunity to take 'time out'. Facilities within each Centre include a gymnasium / fitness room, leisure pool and hydrotherapy pool. Residential stays are short term and on average beneficiaries spend 4-7 days at a Centre, however there is some flexibility in the length of a stay depending on individual need.

Residential support is underpinned by a philosophy of recovery and is tailored to meet the needs of the individual with the multi professional team working in partnership with beneficiaries to identify solutions to meet their mental health, physical health, and social wellbeing needs. Beneficiaries may engage in different levels of activity, ranging from a residential stay that focuses on rest and relaxation to participation in a programme of structured activity. Health and wellness coaching is embedded within the support provided at the Centres, providing beneficiaries with up-to-date, evidence based information to enable them to make informed choices around their wellbeing. Residential support may be 'front-ended' with digital support which may also be in place to support sustained change following a residential stay.

Admission criteria support decision making regarding access to the most appropriate support. All support provided by the multi professional team is evidence based and adheres to best practice.

Nursing services are available at Jubilee House for beneficiaries with more complex needs who may require nursing or personal care. The Charity's nursing services are regulated by the Care Quality Commission and delivered by a team of Registered Nurses and Clinical Assistants. A Nursing Services Lead (Registered Manager) oversees the delivery of this service.

The Charity also offers structured family support programmes at Harcombe House at specific times during the year (school holidays). These programmes support the family unit to manage challenges they are facing in life and provide families with the opportunity to relax, enjoy quality family time and meet other families who experience similar challenges. A range of appropriate activities is also available as part of these programmes, seeking to encourage greater social interaction, communication, increased confidence and improve wellbeing.

### **Community Based Support**

The Charity recognises that some beneficiaries may require support at home or when accessing services in their local communities. A small team of Welfare Caseworkers offer confidential, impartial advice and information on a wide range of issues that affect and impact upon everyday life. The team will carry out face to face and telephone assessments to identify solutions to meet individual need. Home visits are carried out where required by Welfare Caseworkers or approved volunteers.

# Fire Fighters Charity

## TRUSTEES' REPORT

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Needs are assessed within a structured framework and against financial criteria. Statutory entitlements are fully considered and match funding opportunities with other organisations explored. Solutions can include the provision of equipment, assistance with home adaptations, or financial solutions to relieve crisis such as food poverty. Solutions provided through the Welfare Service are largely short term; long term support is only provided in exceptional circumstances and is subject to annual review. Where appropriate, beneficiaries are signposted on to external organisations.

Where appropriate health and wellbeing support can be offered remotely. This support is personalised to meet an individual's need and may include telephone advice or consultation through video conferencing, signposting, or support to access local community groups or health / social care services. The Charity also runs 'Living Well Groups'. These volunteer delivered groups focus on providing a longer term and sustainable way of keeping in touch post retirement.

### **Support Provided Directly to Fire and Rescue Services**

Acknowledging the power of prevention and with the focus on improving the population health of our community, the Charity also provides wellness and behaviour change coaching direct to members of the UK Fire and Rescue Services (UKFRS), through both digital and face to face delivery, supporting members of the workforce to engage in healthy behaviours to support mental, physical, and social health and wellbeing.

### **Trustee Recruitment, Appointment and Training**

The Charity advertises the role of Trustee on a national basis with Trustees appointed in line with the Articles of Association, role description and person specification. There are Board approved procedures for the recruitment, selection and induction of Trustees. The process of appointment of a new Trustee includes reviewing our skills audit to determine skills gaps within the Board of Trustees which informs the skills to be recruited, advertising the vacancy, issuing information and application documents, ascertaining a shortlist of applicants by using criteria based on the role requirements and interview by a panel including either the Chair or the Deputy Chair of the Board of Trustees, one other Trustee and two Company Members. The recruitment and selection procedure are regularly reviewed to enhance transparency and consistency, to meet legal requirements, and to ensure effective assessment of the skills required. New Trustees are given an induction programme. Where a vacancy occurs outside of the annual recruitment process, Trustees may appoint to the vacancy until the next Annual General Meeting. Ongoing training of Trustees is determined by the Board and individual Trustee needs assessments.

All Trustees give their time voluntarily and receive no financial benefits from the Charity. Any expenses reclaimed are in line with Board approved policies and are set out in note 7 to the accounts.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also directors of the Fire Fighters Charity 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, which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group 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 in the Charities Statement of Recommended Practice (SORP)

- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Provision of Information to the Auditor**

The Trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditor is unaware. Each of the Trustees has confirmed that they have taken all the steps that they ought to have taken as a Trustee to make him or herself aware of any relevant audit information and to establish that it has been communicated to the auditor.

### **Charity and Organisational Structure**

It was with great sadness that we reported the death of Paul Fuller, Chair of The Trustee Board, on 7<sup>th</sup> June 2021. Following this the Board of Trustees appointed Peter Davies as Chair for the period up to and including the AGM on 18<sup>th</sup> November 2021, at which point John Baines was appointed.

Fire Fighters Charity is a company limited by guarantee and is a charity registered in England, Wales, and Scotland. We are governed by our Articles of Association which were last reviewed in 2018. The Articles permit up to 48 Company Members to be appointed from those who have a direct association with the fire services community. Trustees are also Company Members and are in addition to the 48 Company Members appointed from the fire services community. Our Company Members elect our Board of Trustees at our Annual General Meeting. Our Trustees are also the legal directors of the company.

Our Trustee Board consists of between 8 and 12 individuals, the majority of whom have a direct association with the fire services community. One quarter retire at each AGM and are eligible for re-election until they have served a maximum of 8 years, in all but exceptional cases.

The Board of Trustees met 4 times for scheduled meetings in 2021-22. In addition, to support effective governance and our work, 4 Board sub committees, with the remit of Beneficiary Services, Finance and Audit, Staff and Governance, and Engagement and Fundraising operated during the year within a documented framework which includes where a devolved decision can be made. A Company Member participated in all four of the Board sub committees.

The Board of Trustees has control over the Charity and its property and funds. It directs the Charity's operations and ensures compliance with our Articles of Association. Trustees agree and regularly review plans for achieving the Charity's aims and the finances needed to support them.

Trustees appoint a Chief Executive who has full authority for the implementation of approved strategic plans and the daily running of the Charity. The daily operations are run with four Directors, responsible for Finance, Engagement & Fundraising, Beneficiary Services and Organisational Development and Corporate Governance.

# Fire Fighters Charity

## TRUSTEES' REPORT

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The Charity wholly owns two subsidiary companies; Fire Fighters Trading Limited - which provides trading and commercial services - and FSNBF Limited, a dormant company. The accounts of Fire Fighters Trading Limited are consolidated with the Charity within the Group financial statements.

An annual pay review is conducted for all employees that considers inflation, external benchmarking data and affordability. The results of the review are considered by the Staff and Governance Committee and a recommendation made to the Board of Trustees.

The Chief Executive's salary is decided by the Trustee Board prior to a vacancy being advertised and thereafter awarded any increase given to all employees. In addition, the salary is reviewed annually by the Chair of the Trustee Board. A decision to increase the Chief Executive's salary, other than an increase awarded to all employees, must be recommended by the Chair and then approved by the Staff and Governance sub-committee, in order for the increase to be implemented. Any changes to the management structure at the level reporting directly to the Chief Executive requires the consideration and approval of the Staff and Governance sub-committee.

### **Charity Staff**

The Trustees place on record their grateful thanks to all the staff of the Charity. In particular, the Trustees wish to thank them for their devotion to their roles that ultimately exist to assist beneficiaries, and for their understanding as the Charity responded to the challenges of the Covid 19 pandemic.

### **Volunteers**

The Charity's activities are supported by a large number of willing and enthusiastic volunteers who do so much, often behind the scenes, to help the Charity and its beneficiaries. While there is no mechanism available to formally calculate the value of their contribution it is undoubtedly of great value to the Charity. The Charity's Trustees wish to record their gratitude and admiration for this effort, most especially their ongoing commitment and support during the Covid 19 pandemic.

## **Strategic Report**

### **Activities and Performance**

#### **Objectives**

The Charity's primary role continues to be support for those in need in the fire service community. This includes service personnel, former service personnel, works firefighters, former works firefighters, volunteers in a Fire and Rescue service, current and former Charity employees, personnel in Fire Services Youth Schemes and any dependant of any of these categories (with the exception of volunteers in a Fire and Rescue service).

Within the Articles of Association, the Trustees are given the powers to deposit or invest the monies of the Charity not immediately required for its operations, in any manner as may be thought fit. The Trustees may also delegate the management of investments to a financial expert.

At the Fire Fighters Charity, our vision is to be known as the UK fire service community's go to provider of mental, physical, and social health support. Recognised for our caring, professional, and proactive approaches, we will deliver proven interventions through innovative means. Blending face-to-face expertise with digital, community and workplace based services, we will help the entire fire service community to live more healthily and seek to deliver personalised support to thousands and reach every corner of the UK.

Our strategic plan for 2020-21 to 2024-25 includes four portfolios of work, each of which contain several projects that will shape and define the way we work and operate over the years to come. The objectives of these portfolios and projects are focused on these two core principles:

**To expand our reach:** We should be a charity for every member of the fire services community, regardless of where they live or the circumstances in which they find themselves. The support we offer should therefore be accessible to all, so this plan sets out how we will remove barriers and provide services that can include all members of our community.

**To deliver more health and wellbeing services to more people:** Before this plan, we supported around 5,000 people a year, but we want to reach many more. Through investment in innovative new digital technologies; the development of community-based initiatives; the dissemination of health and wellbeing content and resources; close partnership working with fire and rescue services and organisations which complement our work; and major campaigns to raise awareness of who we are, what we do and how we can help, we are confident that we can transform our Charity into the nationwide provider of health and wellbeing support to the fire services community. It is our aspiration that the Charity becomes an integral part of the lives of our beneficiaries – that third space – home – work – Charity. That through our work beneficiaries feel an emotional connection with the Charity and that we sustain a lifetime of connection and support with our beneficiaries.

### Inform and Prevent

Through the Inform and Prevent Portfolio and its associated projects we will inform our beneficiaries about health matters, equipping them with the skills, knowledge, and confidence to maintain and improve their mental, physical and social health and wellbeing. By providing timely, relevant information for our beneficiaries we will help prevent the impact of many common health risks and conditions.

By 2025 we will

- be measuring how beneficiaries have engaged with the information and resources we have provided and be able to evidence how this has empowered them to make positive changes in their health behaviours.
- see the fire and rescue services regularly using us as a provider to support and deliver positive health and wellbeing messages and activities to engaged personnel.
- be a research-led organisation with our service delivery influenced and evidenced by research findings.

### Respond and Recover

Through the Respond and Recover Portfolio and its associated projects we will utilise a blend of digital, community and residential services to more effectively respond to beneficiaries who reach out for support. Earlier and easier access to expert help will provide faster outcomes for beneficiaries to recover and continued support will encourage sustained health and wellbeing.

By 2025 we will

- be delivering high quality digital, community and residential services that are timely, responsive and tailored to meet beneficiary need.
- be able to evidence how our digital, community and residential services have improved recovery, enhanced lives and empowered beneficiaries to make positive changes in their health behaviours.

### Engage and Grow

Through the Engage and Grow Portfolio and its associated projects we will engage and build stronger bonds with a growing number of beneficiaries and supporters, increase awareness amongst the fire

# Fire Fighters Charity

## TRUSTEES' REPORT

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services community and invest in lifelong associations. We will diversify and grow our income to provide the additional funds necessary to achieve our plan.

By 2025 we will

- see increased service usage, directly attributable to higher levels of awareness and engagement with the workforce, with those who are retired and with families in our community.
- know that our supporters and beneficiaries have become more engaged year on year, through evidence including an annual Supporter Engagement Survey.
- have inspired funders with our new model of health and wellbeing provision resulting in increasing levels of income annually, from a significantly expanded supporter base, new activity and high value, multi-year partnerships.

### Enhance, Enable and Empower

Through the Enhance, Enable and Empower Portfolio and its associated projects we will develop our culture, enhance our processes, technology, and facilities, and further enable and empower our people to drive us forward.

By 2025 we will

- be an inclusive, connected and engaged organisation where positive values and behaviours are demonstrated.
- have the people, skills and processes to successfully deliver our strategy.
- have developed our facilities to support our strategic aspirations.
- have the systems and tools we need to enable collaboration, insight and data-driven decision making.

### Measuring Success

2021-22 was the second year of our five-year plan and followed what was a very challenging first year, a year seriously disrupted by the impact of the coronavirus global pandemic, which affected everybody, changing how people lived and worked. Covid 19 did provide further evidence of our need to adapt, validating the aims of the plan. The need to be able to reach more of our beneficiaries and in more ways had become critical and despite these challenges the Charity and its employees adapted incredibly well and achieved great success in supporting beneficiaries. Year two looked to build on this success, with further development of new ways of working, new service, the re-establishment of residential services and re-start of full fundraising activities which had been forced to stop during the pandemic. The outcomes achieved in 2021/22 are outlined below.

### 21/22 Priorities

Target Outcome	Actual Outcome
Provision of a broad range of dynamic health & wellbeing content and campaigns that are being engaged with by an increasing number of beneficiaries.	A wide range of quality assured content is available as narrative, video and webinar on the website, and social media channels.  MyFFC the Charity health and wellbeing portal is live with some 5000 people registered.  Two health awareness campaigns have been delivered.

Becoming more closely aligned with our Fire and Rescue Service partners to aid more proactive support at the earliest opportunity.	<p>We are engaged with approximately 30% of UKFRS in the development or delivery of health and wellbeing coaching direct to some 400 members of the workforce.</p> <p>Working closely with NFCC HWB Board to scope Covid impact on workforce and develop integrated rehabilitation provision</p> <p>There is an active engagement campaign to promote available services.</p>
Delivering improved outcomes and impact from starting to wrap digital interactions around our residential provision.	<p>Beneficiaries are receiving a blended approach appropriate to need this included digital support prior to/instead of/following residential support.</p> <p>Data collection underpinning reporting and insight with regard outcomes is</p>

## **Other Progress by Portfolio**

### **Inform and Prevent**

The essence of Inform and Prevent is the activation of our beneficiaries to engage with health and wellbeing knowledge and understanding for the prevention of poor health. With a focus on our different audiences, workforce, family and retired nuanced resources and services continue to be developed.

Work continues on the development and launch of a wellbeing platform within MyFFC that will deliver mental health online courses and other resources.

The introduction of externally provided mental health support programmes has enabled increased access for harder to reach groups. Work is also ongoing regarding engagement with all UKFRS in the provision of wellness coaching.

An e-learning module on the understanding research has been developed and been made available to employees and the research programme, underpinned by the agreed research strategy, continues to provide evidence upon which services are designed and delivered.

### **Respond and Recover**

Beneficiaries contacting the Charity for support now speak directly to an Assessment Practitioner who facilitates a conversation about need and works with the beneficiary to identify the most appropriate route for support.

Residential services have been successfully re-introduced to the Charity's portfolio of services and, where appropriate, integrated with digital support pathways to meet beneficiary need. Proactive wellbeing programmes have been developed and implemented.

In support of our beneficiaries the Covid Recovery Programme has been developed to support those affected by the long-term impact of Covid 19. The programme has been well received and positively evaluated.

Alongside this, opportunities have been provided for a 'post pandemic recuperative break' for beneficiaries in recognition of the impact of the pandemic on the FRS workforce.

To further increase access to support an out-patients physiotherapy service has been set up from our centres, providing support for those within easy travel distance.

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## TRUSTEES' REPORT

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In support of our family audience the Child and Family Programme has been reviewed and continues to offer a well-received and very positive experience for the whole family.

We continue to promote our Living Well Groups, encouraging our retired community to meet up and reduce the impact of social isolation. These have now returned to face-to-face meetings following lifting of Covid restrictions.

### **Engage and Grow**

We have further developed our online community functionality, and this is providing a more enhanced and personalised service support interface for beneficiaries and there is a gradual increase in the number of active community users.

We are increasingly able to derive insights on users' engagement with their health & wellbeing and this will help shape future provision.

There is increased engagement at a strategic level in the UKFRS alongside attendance at national events at which the Charity is the Charity of choice. There is progress with corporate engagement and support, resulting in income or pro bono support for further developments.

Opportunities for growing income are continually pursued with the development of a high net worth pipeline and legacy programme alongside this we continue to seek easier ways for donations to be gathered through contactless, QR codes and other forms of payment.

Our focus remains in the development of a lifetime association with the Charity across all aspects of supporter, donor, or service user, linking the workforce, family, and retired communities within this single space.

### **Enhance, Enable and Empower**

This portfolio focusses on the infrastructure required for the Charity to achieve its stated goals. The transition back to the workplace has been completed and our desired culture, values and associated behaviours have been determined and engagement measures demonstrate a positive improvement. Our vision for organisational inclusion has been developed, the required change identified, and inclusion activities are underway.

The development of our IT infrastructure is ongoing, we are embedding the new infrastructure, testing both resilience and flexibility.

Continuous improvement projects have been embedded and there is a review of user hardware needs, a developing upgrade plan which will also include enhancing our internet and Wi-Fi capability to match our changing business need. Alongside this there is a robust employee learning, skills development, and support programme.



## Financial Review

The consolidated accounts for the year are set out on pages 22 to 48 and should be read in conjunction with this section of the Trustees' report. A summary of the financial results and the work of the Charity are set out below.

The net movement in funds for the year amounted to £884,374. This is represented by: -

Incoming resources	£ 9,561,165
Resources expended	<u>£ (9,838,926)</u>
<b>Net outgoing resources</b>	<b>£ (277,761)</b>
Gain on investment assets	£ 1,119,135
Actuarial gain on defined benefit pension scheme	<u>£ 43,000</u>
	<b><u>£ 884,374</u></b>

## Capital Expenditure

The investment in capital expenditure during the year amounted to £121,365.

## Incoming Resources

Overall, 2021-22 was a positive year for income, with total incoming resources recovery well from the challenges faced in 2020/21. In total £9,561,165 of income was generated, an increase of £1,288,807 on the £8,272,358 raised in 2020-21.

The impact of Covid 19 was much less in 2021-22, and as a result the income generated activities which had been most affected by the Government restrictions, started to recover. For example, Corporate and other donations, which had fallen by £1.1m in 2020-21, increased by £0.7m this year to £2m. Legacy income, which was also down last year, increased by £0.6m, in some part due to delays in processing the estates of those who had died during the pandemic; with income of £1.2m being £0.4m greater than the amount achieved two years prior in 2019-20.

Committed giving continued to grow steadily, primarily through the recruitment of new lottery players. In total income from Regular Giving and Lottery increased to £4.1m, up from £4.0m in 2020-21.

The recovery of Corporate and other donations and Legacy income helped to off-set the reduction in funding this year from the Government Coronavirus Job Retention Scheme. With activities returning to normal only £67k of grants were claimed from this scheme in 2021-22, compared with £1.1m during 2020-21; this income is included within Grants.

Recycling income, which is included in Trading income, was also negatively impacted in 2020-21, with income falling by £0.2m, as was Centre generated income due to the centres being closed for most of the year. Both these activities recovered well during 2021-22 contributing to an increase in income of £0.9m and a total for the year of £1.5m

While the recovery of income in 2021-22 is very positive, the most significant impact of the pandemic over the first two years of the strategic plan is a delay in achieving the targeted growth in sustainable income. Plans for the remaining three years of the plan will need to be adjusted to help mitigate this.

## Resources Expended

Total expenditure for the year was £9,838,926 compared with £8,743,323 for the year before, a £1.1m or 12.5% increase, a result which is comparable to expenditure levels before Covid.

The re-opening of our centres contributed to most of this increase with increased costs associated with delivering services and generating trading income. The recovery of event fundraising and the

investment in signing up new Lottery players were also a factor.

There were also new funds spent on expanding our mental health support and furthering our strategic aspirations for beneficiary services. Looking forward, expenditure is set to grow significantly in this area in 2022-23 and beyond.

### Investments

The value of investments held at 31 March 2022 was £17,021,539. In addition, cash balances of £2,488,377 were held to support normal cash flow requirements and planned cash outflows.

Investments are made up of investment property and investment funds. The investment property relates to 10 flats contained within the Marine Court complex in Littlehampton, these were reclassified as investment property due to no longer being needed for charitable activities. These properties are commercially let outside of the Charity's beneficiary base. During the year to 31 March 2022 the properties were professionally valued at £210k each, an increase of £35k each since the previous formal valuation in 2018. The total value of investment property at 31 March 2022 has increased by £350k to £2,100,000.

Investment funds achieved unrealised gains of £1,119k during the year, resulting in the total value of investments funds as of 31 March being £17,022k. The total return of the investment fund for the year was 7.9% compared with a benchmark of 9.3%, taking into account the 20/21 results where returns were 32.3% versus a benchmark of 23.4%, the fund has performed well. The investment fund is focused on total return and growth. Income received from listed investments was £401k. The fund incurs a management charge of 0.65%, this equated to approximately £97k in 2021-22 (£86k 2020-21).

The investment policy communicated to our investment managers remained unchanged from the previous year and focused on providing revenue for current operations and enhancing capital growth and income over the longer term, thereby enabling the Charity to meet current and future objectives in accordance with the objects of the Charity. The funds are invested in a Socially Responsible Investment Fund managed by the Charity's investment managers in accordance with the Charity's ethical policy.

### Our Approach to Fundraising

The Fire Fighters Charity sets out to fundraise in an open, honest, and respectful manner. We use multiple channels to fundraise from various audiences. When developing our fundraising campaigns, we assess the impact our fundraising could have on an individual and take actions to mitigate any negative impact. When running fundraising campaigns, we welcome feedback and use this to help shape future fundraising campaigns. We always treat donor data responsibly and are compliant with all UK data protection laws. Our privacy policy is published on our website and gives details of the information we hold and how and why we process it.

We are registered with the Fundraising Regulator. When fundraising, the Charity adheres to the Code of Fundraising Practice as set by The Fundraising Regulator. For our lottery and raffles, we are also licensed by the Gambling Commission. We routinely monitor and review our fundraising activities to ensure that we comply with regulations. Our fundraising team managers regularly monitor and review performance by attending our fundraising events and talks, providing feedback to our fundraisers. For the 2021-22 business year, when conducting telephone fundraising the majority of calls were recorded and where they were, a sample of calls for each campaign were listened to. For our external face to face lottery agency, we make welcome calls to new supporters, have regular catch ups with team leaders and their managers, as well monitoring all feedback from donors about their experience. In respect of complying with the Code of Fundraising Practice, we have had no adjudications and have had no significant failures.

We record and investigate all fundraising complaints received and use this information to inform our fundraising strategy. For the financial year 21-22 we received 28 complaints related to our fundraising activity compared to 21 the previous year. It should be noted that although this is a rise on the previous

## Fire Fighters Charity

### TRUSTEES' REPORT

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year the number of fundraising activities and interactions was significantly higher in 2021-22 compared to the pandemic year 2020-21.

We ensure that our fundraisers follow the Fundraising Regulator's policy on vulnerable people. We listen to our donors and take on board their feedback and change our behaviour accordingly. For example, we do not use telephone fundraising after 8pm as our supporters told us that they did not want to be called after this time. We also work in line with the best practice guidance from Institute of Fundraising, documented in their Guide "Treating donors fairly - fundraising with people in vulnerable circumstances". When working with an external agency we ensure that they have a vulnerable person policy in place and do not work with agencies that do not have this. For our lottery and raffles, we also have a Social Responsibility Policy which is published on our website. All fundraisers (internal and external) have a training session to understand this policy before they promote our lottery, and they have regular refresher sessions.

Without the generous support of donors, the Charity could not provide the mental, physical, and social support to thousands of beneficiaries every year. We will therefore always set out to fundraise in an open, honest, and respectful manner.

### Fire Fighters Trading Limited

Following a difficult 2020/21, where the negative impact of the global coronavirus pandemic (Covid 19) had resulted in a 48% fall in profits, by contrast 2021/22, which had been targeted to still fall short of the £822k profit achieved in 2019/20, exceeded all expectations by breaking the £1m profit barrier, enabling a proposed donation to the Fire Fighters Charity of £1,029k.

Recycling activities began the year on a reduced price per tonne, reflecting the negative impact of Covid on the recycling industry. However, during the year the price was able to return to pre-covid levels. Despite achieving a lower average price per tonne across the year, the volume of recycling donations grew considerably and so despite not earning the full price for much of the year, total income was £799k. £155k higher than the pre-covid income achieved in 2019/20.

Unlike in 2020/21, changes to the Covid related Government restrictions and guidance allowed the centres to be open for much of the year. This increased the opportunity to generate income again from these resources. In total £501k of income was achieved, mostly from rental income. This amount of income was comparable to the levels achieved pre-Covid.

Merchandise activities were closed in the first quarter of 2020/21 but had been open as normal since then. Progress has been made this year to both increase sales and profitability. Income for the year increased to £206k from £138k, when adjusting for the number of months trading in each business year, this would equate to a 12% growth in income.

Achieving a profit of more than £1m is a very satisfying result, achieved from continued growth in recycling coupled with other income generating activities returning to pre-covid levels. Looking forward, all three of these activities have the potential to grow further and 22/23 is targeted with increasing profit by a further 14%.

### Reserves Policy

The reserves policy aims to ensure that where setbacks occur, the Charity holds sufficient reserves to ensure the continuity of services to beneficiaries. It also, where opportunities exist, allows the board to identify and allocate additional reserves to support its strategic direction. It does this in the following way:

The tangible fixed assets, which are used to achieve the goals of the charity, plus the investment properties that are held for income generation purposes, are designated to recognise that these funds are not freely or easily available for any other purpose.

## Fire Fighters Charity

### TRUSTEES' REPORT

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To enable the Charity to maintain services to beneficiaries the board have identified that an amount equivalent to between 9 and 12 months of normal operating expenditure will be held as free reserves to protect against any unforeseen loss of income or increase in costs, this reserves also ensure that Trustees can allocate additional appropriate funds when needed to support urgent beneficiary need.

Alongside this, the board will continually review the total amount of available reserves and wherever possible look to provide additional designated funds to further support the implementation of current and future strategic plans. When needed, it will also take appropriate and timely action to manage any risks associated with any shortfall in funds compared with the minimum targeted level of free reserves.

To support the ambitious aims of the strategic plan the board have designated £4.6m to the strategic fund, this allows the management team to confidently progress with plans to deliver the outcomes targeted over the next three years. With the scale of both the breadth of support provided and the number of beneficiaries supported increasing, annual expenditure is projected to increase too. At present the level of free reserves is equivalent to 12 months planned expenditure for 22/23, which is in line with the higher end of the free reserves target set by the policy. With annual expenditure targeted to rise in the coming years it is important that an amount equivalent to the higher level is held now, this enables expenditure levels to increase while remaining within the boundaries set by this policy. Projected income and expenditure for the final year of the current plan indicate that further strategic plan funds are likely to be needed beyond the time frame of this plan to support planned increased running costs, this is because it is expected that the required growth in sustainable annual income will take longer to achieve.

At 31 March 2022 the reserves totalled £34,697,301. This is represented by:

Restricted Funds	£ 236,517
Designated Funds	£ 20,540,754
General Funds	£ 13,920,031
	<u>£ 34,697,302</u>

As at 31 March 2022 the Charity has a defined benefit pension scheme surplus of £487,000. These funds are allocated to general funds.

## Risk Management

There is a Board approved Operating Procedure for Risk Management. Processes are in place to enable Trustees to examine major strategic and operational risks. Risk Management is part of the working lives of staff and volunteers and is an integral part of performance management. Risk assessment has been introduced as part of many policies and procedures. Strategic risk registers are reviewed by the Finance and Audit Committee at each meeting and the full board annually. The Trustees confirm that the major risks that they have identified to which the Charity is exposed have been reviewed, and systems and procedures have been established to manage those risks. The current strategic risks identified include the challenge to secure new funds from fire service, public and corporate donors to deliver our strategic plan, whether our engagement with our beneficiary population will be sufficient and/or effective enough, that we fail to provide easily accessible support for all our beneficiary population, that our centres do not fully utilise the resources provided and that we do not achieve sufficient credibility to be the lead provider of health and wellbeing support for our beneficiary population.

## Safeguarding

We will not tolerate the abuse of adults in any of its forms and we are committed to safeguarding adults with care and support needs and ensuring that all our services are delivered within a safe and effective framework.

# Fire Fighters Charity

## TRUSTEES' REPORT

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We respect the rights of all service users to live their chosen life with privacy, dignity, independence, choice and fulfilment. Responsibility for working preventatively, safeguarding and protecting service users' privacy, dignity and respect does not lie with one individual or group but with all our employees at every level. Safeguarding and respect are not additional elements of our service / care provision, but integral to the delivery of high-quality and safe and effective services.

We are committed to working collaboratively and in partnership with other agencies to ensure service users access their human right to live a life that is free from harm, neglect and exploitation.

### **Environmental Statement**

We take our impact on the environment seriously and along with some recent specific activities we have a number of solar panels in each of our three centres which have generated approximately 560,000 KWh since installation in November 2014.

We work closely with our suppliers in relation to their environmental impact on the production and transport of products. When considering new procurement, environmental status and accreditation are considered, for existing suppliers we work with them to help reduce carbon footprint costs associated with transportation through effective purchasing. We also work with our suppliers to identify potential changes in the products we purchase which will help to reduce chemicals that we use.

We have developed close links with the Environment Agency at both Harcombe House in Devon and Jubilee House in Cumbria. Both properties have either a river running through the land or bordering it. At Jubilee House our teams worked closely with the Environmental Agency following flooding in 2016. The property now has a high specification flood defence system and further work continues with the Environment Agency on their proposals for the weir on the River Eamont which borders our property. introduce more natural solutions.

Our 300-acre site at Harcombe House in Devon uses re-claimed rainwater for much of the maintenance required to keep the grounds in a well-kept state. In addition, petrol vehicles used around the grounds have been changed for electric powered buggies. The site also works closely with the RSPCA to monitor and care for the wildlife in the grounds, ensuring that they have suitable surroundings to thrive. We have also developed links with the Forestry Commission, whose land borders ours, to ensure the acres of woodland that covers both properties are well maintained and safe and promote the growth of wildflowers across both areas.

We offer our employees flexible working arrangements where possible, and meetings are held via video conferencing where appropriate; one benefit of both is the reduction of travel.

All our sites recycle, and we encourage our guests to consider recycling by providing collection facilities for different waste products. 82.2% of our waste generated at our centres last year was diverted from landfill and recycled.

The first stage of the Environmental Management System (EMS) has been implemented, measuring the impact the charity has on the environment through a critical impact register. During this year we were able to make a reduction in this impact score of 9.7%.

We have implemented a very successful clothing recycling scheme across the UK, helping to reduce the amount of material that goes to landfill while at the same time generating valuable income for the Charity. Since 2009 the campaign has recycled over 30,000 tonnes of clothing, generating over £5M of income for the Charity.

From October 2021, 100% of our electricity was provided from renewable sources through green energy purchasing. Our centres produce our own electricity via our solar panels which is utilised and also sold to the national grid.

Our natural gas used by the charity is now also carbon neutral as we continue to source this via a carbon offset supplier and accredited United Nations CERs (Carbon Emission Reductions) scheme

which aims to help reduce and prevent carbon dioxide emissions through projects in developing countries under its Clean Development Mechanism.

In the coming year we intend to expand the environmental impact register to measure our impact across the wider charity activities that take place outside of our properties. We also are investigating longer term Environmental impact opportunities such as centre based renewable energy options, alternative heat sources for properties and the installation electric vehicle charging points at our centres to enable both employees and beneficiaries have the option to reduce their individual impact on the Environment when travelling to and from our properties.

We are investing in Environmental training and during the next year members of our Estates and Facilities team will undertake the NEBOSH Environmental Management Certificate qualification. We will also be rolling out "Environmental Awareness" to the organisation

### Going Concern

Covid 19 resulted in the Charity's rehabilitation centres and head office being closed for most of the 2020/21. It also caused the cancellation of fundraising events and activities. 2021/22 was less affected with a gradual return towards pre-Covid levels of activity. While the pandemic impacted the Charity's ability to support beneficiaries, the financial impact on the two years was modest, this was due to a reduction in running costs and government support for wages through the job retention scheme. The Charity was able to make progress with implementing the new strategic plan, with the development of new digital solutions helping to mitigate some of the challenges of the pandemic. These planned strategic investments also contributed to the losses made in both years.

The Charity's ability to progress with the strategic aims during these challenging times was due to the strength of reserves held which enabled the Trustees to designate reserves to mitigate the impact of a reduction in income as well as reserves to support the objectives of the 5-year strategic plan. As at the 31 March 2022 less than £0.8m of reserves had been used to support losses during this period. This has allowed the board to allocate additional funds to support years 3 to 5 of the plan. In addition to these designated funds the reserves policy requirement to hold between nine and twelve months of expenditure has also been met. The ability to continue to fund strategic plans during a global crisis while operating within the framework of the reserves policy demonstrates the Charity's ability to continue as a going concern.

### Future Plans

2022-23 will be the third year of our ambitious 5-year Strategic Plan and despite the external challenges faced in the first two years, we look forward to building on our success in the year ahead holding to the vision that our beneficiaries will see us that 'third space' – be that virtual or physical – a place of community and connection that enables them to mobilize around their health and wellbeing.

In line with the plan, we will further enhance our support to the workforce, our families, and the retired community, increasing the number of individuals that we help to 8,000. We will do this through the implementation of several projects within each of the four portfolios outlined in this report, collectively enabling us work towards achieve our aims by 2025. With a drive for activation of people to engage with prevention, and a philosophy of recovery underpinning our critical response work our key outcomes for the next twelve months include:

- Driving forward our wellness coaching and learning opportunities
- Expanding our reach to more beneficiaries and making access to support easier
- Increasing our critical response provision, particularly in response to mental health
- Developing our volunteering opportunities

## Auditors

A resolution to reappoint James Cowper Kreston, Chartered Accountants as auditor will be put to the Members at the annual general meeting.

**On behalf of the Trustees**



**John Baines**  
**Chair of the Board**  
**27 July 2022**

Company Registration Number: 4480058

Charity Registration Number: 1093387

Scottish Charity Registration Number: SC040096

## Independent Auditor's Report to the Trustees and Members of Fire Fighters Charity

We have audited the financial statements of The Fire Fighters Charity (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 set out on pages 22 to 48. 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 group's and of the parent charitable company's affairs as at 31 March 2022 and of the group's and parent charitable company's 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's or the parent 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 Auditor's Report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If based on the work we have performed,



# Fire Fighters Charity

## INDEPENDENT AUDITOR'S REPORT

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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 including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have 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 group and parent 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 the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

### **Responsibilities of Trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees 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 group's and the parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

# Fire Fighters Charity

## INDEPENDENT AUDITOR'S REPORT

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- Enquiry of management, those charged with governance and the entity's solicitors (or inhouse legal team) around actual and potential litigation and claims;
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

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

### 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, and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Peal BSc (Hons) FCA DChA (Senior Statutory Auditor)  
for and on behalf of

**James Cowper Kreston**

Chartered Accountants and Statutory Auditor  
2 Communications Road  
Greenham Business Park  
Greenham  
Newbury  
Berkshire  
RG19 6AB

Date: 17 October 2022

# Fire Fighters Charity

## CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES, INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

Year ended 31 March 2022

Company Registration Number: 4480058

	Note	Unrestricted Funds	Restricted Funds	Total to 31 March 2022	Total to 31 March 2021
		£	£	£	£
<b>INCOME FROM:</b>					
Donations and legacies	1	5,585,310	234,246	5,819,556	5,571,525
Other trading activities	2	3,201,254	-	3,201,254	2,204,161
Investments	4	404,060	-	404,060	359,590
Charitable activities		130,854	-	130,854	137,082
Other income		5,441	-	5,441	-
<b>TOTAL INCOME</b>		<b>9,326,919</b>	<b>234,246</b>	<b>9,561,165</b>	<b>8,272,358</b>
<b>EXPENDITURE ON:</b>					
Raising funds	5	3,416,403	5,902	3,422,305	2,614,999
Charitable activities:					
Physical Health	5	3,520,862	91,348	3,612,210	3,444,632
Mental Health	5	2,118,407	51,244	2,169,651	1,852,056
Social Health and Wellbeing	5/6	604,760	30,000	634,760	702,450
Other expenditure		-	-	-	129,186
Total expenditure on charitable activities		6,244,029	172,592	6,416,621	6,128,234
<b>TOTAL EXPENDITURE</b>		<b>9,660,432</b>	<b>178,494</b>	<b>9,838,926</b>	<b>8,743,323</b>
Net (expenditure)/income before investment gains and losses		(333,513)	55,752	(277,761)	(470,965)
Net gains/(losses) on investments	11	1,119,135	-	1,119,135	3,253,502
<b>NET INCOME/(EXPENDITURE)</b>		<b>785,622</b>	<b>55,752</b>	<b>841,374</b>	<b>2,782,537</b>
Transfers between funds		-	-	-	-
<b>OTHER RECOGNISED GAINS &amp; LOSSES:</b>					
Actuarial gains/(losses) on defined benefit pension scheme	8	43,000	-	43,000	110,000
<b>NET MOVEMENT IN FUNDS</b>		<b>828,622</b>	<b>55,752</b>	<b>884,374</b>	<b>2,892,537</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		33,632,163	180,765	33,812,928	30,920,391
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>34,460,785</b>	<b>236,517</b>	<b>34,697,302</b>	<b>33,812,928</b>

All activities are continuing.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The comparative figures for restricted funds are shown in the notes to the accounts.

# Fire Fighters Charity

## CHARITY STATEMENT OF FINANCIAL ACTIVITIES, INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

Year ended 31 March 2022

Company Registration Number: 4480058

	Note	Unrestricted Funds	Restricted Funds	Total to 31 March 2022	Total to 31 March 2021
		£	£	£	£
<b>INCOME FROM:</b>					
Donations and legacies	1	5,585,310	234,246	5,819,556	5,571,525
Other trading activities	2	1,703,987	-	1,703,987	1,557,283
Investments	4	1,120,485	-	1,120,485	684,013
Charitable activities		130,855	-	130,855	137,082
Other income		5,441	-	5,441	-
<b>TOTAL INCOME</b>		<b>8,546,078</b>	<b>234,246</b>	<b>8,780,324</b>	<b>7,949,903</b>
<b>EXPENDITURE ON:</b>					
Raising funds	5	2,947,245	5,902	2,953,147	2,393,541
Charitable activities:					
Physical Health	5	3,520,862	91,348	3,612,210	3,444,632
Mental Health	5	2,118,407	51,244	2,169,651	1,852,056
Social Health and Wellbeing	5/6	604,760	30,000	634,760	702,450
Other expenditure		-	-	-	129,186
Total expenditure on charitable activities		6,244,029	172,592	6,416,621	6,128,324
<b>TOTAL EXPENDITURE</b>		<b>9,191,274</b>	<b>178,494</b>	<b>9,369,768</b>	<b>8,521,865</b>
Net (expenditure)/income before investment gains and losses		(645,196)	55,752	(589,444)	(571,962)
Net gains/(losses) on investments	11	1,119,135	-	1,119,135	3,253,502
<b>NET (EXPENDITURE)/INCOME</b>		<b>473,939</b>	<b>55,752</b>	<b>529,691</b>	<b>2,681,540</b>
Transfers between funds		-	-	-	-
<b>OTHER RECOGNISED GAINS &amp; LOSSES:</b>					
Actuarial gains/(losses) on defined benefit pension scheme	8	43,000	-	43,000	110,000
<b>NET MOVEMENT IN FUNDS</b>		<b>516,939</b>	<b>55,752</b>	<b>572,691</b>	<b>2,791,540</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		33,402,954	180,765	33,583,719	30,792,179
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>33,919,893</b>	<b>236,517</b>	<b>34,156,410</b>	<b>33,583,719</b>

All activities are continuing.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The comparative figures for restricted funds are shown in the notes to the accounts.

**Fire Fighters Charity**  
BALANCE SHEETS  
As at 31 March 2022

Company Registration Number: 4480058

	Note	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
<b>FIXED ASSETS</b>					
Tangible assets	10	13,840,754	13,840,754	14,288,108	14,288,108
Investments	11	17,021,539	17,021,539	15,902,404	15,902,404
Investments in group companies	12	-	4	-	4
		<u>30,862,293</u>	<u>30,862,297</u>	<u>30,190,512</u>	<u>30,190,516</u>
<b>CURRENT ASSETS</b>					
Stocks	13	54,172	7,070	64,603	4,766
Debtors	14	1,529,942	1,373,732	1,211,282	1,098,222
Cash at bank and in hand	21	2,488,377	2,037,495	2,348,074	2,241,114
		<u>4,072,491</u>	<u>3,418,297</u>	<u>3,623,959</u>	<u>3,344,102</u>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>					
	15	(724,482)	(611,184)	(444,543)	(393,899)
<b>NET CURRENT ASSETS</b>		<u>3,348,009</u>	<u>2,807,113</u>	<u>3,179,416</u>	<u>2,950,203</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>34,210,302</u>	<u>33,669,410</u>	<u>33,369,928</u>	<u>33,140,719</u>
Defined Benefit Pension scheme	8	487,000	487,000	443,000	443,000
<b>NET ASSETS</b>		<u>34,697,302</u>	<u>34,156,410</u>	<u>33,812,928</u>	<u>33,583,719</u>
<b>FINANCED BY:</b>					
Restricted funds	16	236,517	236,517	180,765	180,765
Designated funds	16	20,540,754	20,540,754	32,352,125	32,160,097
General funds	16	13,920,031	13,379,139	1,280,038	1,242,857
		<u>34,697,302</u>	<u>34,156,410</u>	<u>33,812,928</u>	<u>33,583,719</u>

Approved and authorised for issue by the Charity Trustees on 27 July 2022 and signed on their behalf by:-



John Baines – Chair

Fire Fighters Charity  
CONSOLIDATED CASH FLOW STATEMENT  
Year ended 31 March 2022

	Note	£	2022 £	£	2021 £
<b>NET CASH INFLOW PROVIDED BY OPERATING ACTIVITIES</b>	20		(147,833)		41,703
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>					
Dividends, interest, and rents from investments	4	404,060		359,590	
Purchase of property, plant and equipment	10	(121,365)		(193,562)	
Proceeds from sale of equipment		5,441		2,850	
Disposal of property, plant, vehicles and equipment		-			
Proceeds from sale of investments	11	-		-	
<b>NET CASH GENERATED BY / (USED BY) INVESTING ACTIVITIES</b>			288,136		168,878
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD</b>			140,303		210,581
Cash equivalents at the beginning of the reporting period			2,348,074		2,137,493
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>	21		2,488,377		2,348,074

**Fire Fighters Charity**  
**CHARITY CASH FLOW STATEMENT**  
Year ended 31 March 2022

	Note	£	2022 £	£	2021 £
<b>NET CASH (OUTFLOW) / PROVIDED BY OPERATING ACTIVITIES</b>	20		(1,208,180)		(271,323)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>					
Dividends, interest and rents from investments	4	403,500		359,145	
Purchase of property, plant and equipment	10	(121,365)		(193,562)	
Gift Aid payment from subsidiary	4	716,985		324,868	
Proceeds from sale of equipment		5,441		2,850	
Disposal of property, vehicles, plant and equipment		-		-	
Proceeds from sale of Investments	11	-		-	
<b>NET CASH GENERATED BY INVESTING ACTIVITIES</b>			1,004,561		493,301
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD</b>			(203,619)		221,978
Cash equivalents at the beginning of the reporting period			2,241,114		2,019,136
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>	21		2,037,495		2,241,114

# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

### Year ended 31 March 2022

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#### **PRINCIPAL ACCOUNTING POLICIES**

The Statements of Financial Activities and Balance Sheets have been prepared in accordance with applicable accounting standards under the historical cost convention, except for investments, which are stated at market value.

The Statements of Financial Activities and Balance Sheets reflect the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP), issued in 2019 (which is applicable to charities preparing their accounts in accordance with Financial Reporting Standards applicable in the UK and Republic of Ireland [FRS102]) and the Companies Act 2006.

The Fire Fighters Charity constitutes a public benefit entity as defined by FRS 102.

#### **DONATIONS**

Donations and gifts are recognised in the Statements of Financial Activities and Balance Sheets as soon as there is entitlement, probability of receipt and an ability to measure the value.

#### **LEGACIES**

Income from legacies is recognised when the legacy has been received or when the Charity has been notified of entitlement of the legacy prior to the year end and it is probable that the legacy will be received, defined when:

- there has been grant of probate,
- the executors have established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and
- any conditions attached to the legacy either are within the control of the Charity or have been met.

#### **LOTTERY INCOME**

Lottery income is recognised based on the number of tickets included in each monthly draw. Any tickets purchased for future draws are deferred until that draw takes place.

#### **CENTRES' INCOME**

This represents ancillary income generated at the Charity's rehabilitation and recuperation centres and is recognised on receipt.

#### **GRANTS RECEIVABLE**

Grants are recognised on notification when there is entitlement, likelihood of receipt is probable, and the amount can be measured.

#### **GOVERNMENT GRANTS**

Government grants, including Covid 19 related grants, are credited to the Statement of financial activities as the related expenditure is incurred.

#### **DEFERRED INCOMING RESOURCES**

Income received in advance is included in deferred income.



# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

### Year ended 31 March 2022

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#### **GIFTS IN KIND**

Incoming resources in the form of gifts in kind are included in the Statements of Financial Activities when they are seen as having a value in excess of £1,000. Assets given for use by the Charity are recognised as incoming resources and within the relevant fixed asset category of the Balance Sheet when received.

An amount equal to the donation's income recognised on gifts in kind and goods or services received free of charge is included within the most relevant category of expenditure to which the donation relates.

#### **INVESTMENT INCOME**

Dividends are recognised in the Statements of Financial Activities and Balance Sheets when they are receivable.

Bank interest is included in the Statements of Financial Activities and Balance Sheets when receivable.

#### **TRADING INCOME**

Trading income is recognised as services or goods provided or despatched.

#### **EXPENDITURE**

The value of purchase invoices not paid until after the year-end but relating to the year has been included in the Statements of Financial Activities and Balance Sheets.

Liabilities are recognised as soon as there is a legal or constructive liability committing the Charity to pay out resources.

Charitable expenditure is allocated against the core beneficiary need areas supported by the Charity.

#### **IRRECOVERABLE VAT**

Irrecoverable VAT is not separately analysed and is charged to the Statements of Financial Activities and Balance Sheets when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

#### **GRANTS**

Grants are paid and expensed as they are authorised, and the recipient is notified of the grant award and a legal or constructive obligation is created.

#### **FUNDRAISING COSTS**

Expenditure, inclusive of any irrecoverable VAT, is accounted for on an accruals basis as liabilities are incurred. Where appropriate, costs are deferred so as to permit recognition in the same accounting period as related income.

#### **INVESTMENTS AND INVESTMENT GAINS AND LOSSES**

Stocks and shares quoted on the London Stock Exchange are included in the Balance Sheets at their market value as at the yearend date.

Investment management fees are charged as part of a managed fund and deducted before income is distributed. The fund incurs a management charge of 0.65%, this equated to £97k in 2021-22 (£86k 2020-21).

# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

### Year ended 31 March 2022

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#### **BASIS OF CONSOLIDATION**

The group accounts consolidate the accounts of the charitable company and its subsidiary companies. Intra-group balances and transactions are eliminated on consolidation. The results of the subsidiary companies are consolidated on a line-by-line basis.

#### **CAPITALISATION AND DEPRECIATION OF TANGIBLE FIXED ASSETS**

Expenditure on tangible fixed assets is capitalised if the cost of the asset, or a group of related assets, is £5,000 or more. The cost of tangible fixed assets is their purchase cost together with any incidental expenses of acquisition. Tangible fixed assets are stated at cost net of depreciation. All tangible fixed assets, other than freehold land and assets in progress are depreciated using the straight-line method over their estimated useful lives as follows:

Freehold and long-leasehold property	30-50 years
Building improvements	5-25 years
Furniture and equipment	3-10 years
Plant and machinery	5-7 years
Motor vehicles	4-7 years

Assets in the course of construction are not depreciated until brought into operational use. Any assets that are impaired in value are written down to their recoverable amount.

#### **STOCKS**

Stocks are stated at the lower of cost and net realisable value. Net realisable value of stocks for re-sale is derived from the estimated selling prices of the stock less direct selling costs. Consumable stocks are valued at cost, unless it is anticipated that the stocks will not be used in the foreseeable future. In the latter case, the stocks are not valued.

#### **DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount repaid net of any trade discounts due.

#### **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.

#### **CREDITORS AND PROVISIONS**

Creditors and provisions are recognised where the company 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. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

### Year ended 31 March 2022

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#### FINANCIAL INSTRUMENTS

The Charity only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

#### LEASES

Amounts due under operating leases are charged to the Statements of Financial Activities and Balance Sheets on a straight-line basis over the term of the lease.

Equipment purchased under finance leases is capitalised as if purchased outright with depreciation charged to the Statements of Financial Activities, interest is charged equally over the length of the lease.

#### APPORTIONMENT OF EXPENDITURE

Expenditure is apportioned under the guidance of Financial Reporting Standard 102 and analysed between costs of generating funds, charitable activities, and governance costs:

The method of apportionment is as follows:

1. Costs attributable solely to one activity are allocated to that activity
2. Costs that contribute directly to the output of more than one activity are apportioned on a reasonable, justifiable, and consistent basis,
3. Support and governance costs are apportioned based on the following criteria:

General Management	Time allocated
Marketing & Communications	Time allocated
Customer Services	Total number of employees
Finance	Total number of transactions
Databases	Time allocated
IT	Total number of IT supported employees
HR	Total number of employees
Volunteer Management	Time allocated
Legal & Governance	Total number of employees

#### FUNDS

Restricted funds are those funds received which have been donated based on of the Charity using those funds for a specific purpose as outlined by the donor. Descriptions of the restrictions placed on those donations are provided in note 16 to the accounts.

Designated funds are created out of unrestricted funds for specific purposes. Funds are released once the purposes have been fulfilled or when the Trustees are of the opinion that circumstances no longer warrant the designation of funds. The value and purpose of each designated fund can be found in note 16 to the accounts.

General funds are the accumulated unrestricted funds of the Charity, which have not been designated for a specific purpose. There is a specific minimum amount the Trustees require to be held as general funds; this is outlined in the reserves policy on page 15.

# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

### Year ended 31 March 2022

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#### **RETIREMENT BENEFITS**

For defined benefit schemes the amount charged to resources expended in respect of pension costs and other post-retirement benefits is the estimated regular cost of providing the benefits accrued in the year, adjusted to reflect variations from that cost. The interest cost and expected return on assets are included within resources expended.

Actuarial gains and losses arising from new valuations and from updating valuations to the Balance Sheet date are recognised in the Statements of Financial Activities and Balance Sheets as actuarial gains and losses on defined benefit pension scheme.

Defined benefit schemes are funded, with the assets held separately from the group in separate trustee administered funds. Full actuarial valuations, by a professionally qualified actuary, are obtained at least every 3 years, and updated to reflect current conditions at each Balance Sheet date. The pension scheme assets are measured at fair value. The pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency. A pension scheme asset is recognised on the Balance Sheets only to the extent that the surplus may be recovered by reduced future contributions or to the extent that the Trustees have agreed a refund from the scheme at the Balance Sheet date. A pension scheme liability is recognised to the extent that the group has a legal or constructive obligation to settle the liability.

For defined contribution schemes the amount charged to Statements of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the Balance Sheets.

#### **LIQUID RESOURCES**

Liquid resources are represented by monies held by the Charity's investment managers for investment purposes. These funds are held as cash deposits.

#### **JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

##### **Tangible fixed assets (see note 10)**

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal values.

#### **GOING CONCERN**

As outlined in the Trustees' report the Trustees consider that despite the economic impact of Covid 19, the strength of reserves held will enable the Charity to sustain losses in the next 12 months while still progressing with new strategic plans. The trustees are therefore of the opinion that there are no material uncertainties about the Charity's ability to continue as a going concern.

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 March 2022

**1 DONATIONS AND LEGACIES**

<b>GROUP AND CHARITY</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2022</b>	<b>Total Funds 2021</b>
		£	£	£
Regular giving donations	2,449,485	-	2,449,485	2,418,052
Corporate and other donations	1,910,982	61,553	1,972,535	1,254,277
Gifts in kind	19,736	-	19,736	12,846
Legacies receivable	1,176,457	10,000	1,186,457	567,732
Grants	28,650	162,693	191,343	1,318,618
	<u>5,585,310</u>	<u>234,246</u>	<u>5,819,556</u>	<u>5,571,525</u>

In 2021, the income from donations and legacies was £5,571,525 of which £4,277,784 was unrestricted and £1,293,741 was restricted.

Within the restricted grants figure of £162,693 there is £66,615 received from the UK government's Coronavirus Job Retention Scheme (2021: £1,128,077).

Income includes aggregated unconditional donations from 7 trustees (2021: 4 trustees) totalling £537 (2021: £281).

We are grateful to volunteers who assist the Charity in a variety of roles including co-ordinating fundraising activities, raising awareness of our services and supporting beneficiaries through the provision of welfare visits and living well groups. The aggregate time given by all volunteers in 2019-20 was in excess of 100,000 hours. Unfortunately, due to Covid 19, our volunteers have not been able to undertake activities in 2021-22 to the extent of previous years. Where it has been possible, our volunteers have continued to support our fundraising activities and we are working towards welcoming back all our volunteers, who provide a significant contribution to the success of our organisation, as our activities return to that of the pre pandemic level. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of these volunteers is not recognised in the accounts.

**2 OTHER TRADING ACTIVITIES**

	<b>Group 2022</b>	<b>Charity 2022</b>	<b>Group 2021</b>	<b>Charity 2021</b>
	£	£	£	£
Lottery	1,679,577	1,679,577	1,539,248	1,539,248
Centres income	24,410	24,410	18,035	18,035
Trading income	1,497,267	-	646,878	-
	<u>3,201,254</u>	<u>1,703,987</u>	<u>2,204,161</u>	<u>1,557,283</u>

£29,266 of lottery income has been deferred as it relates to draws that have not yet taken place. £34,299 was released to income in the current year from amounts deferred in 2021.

In 2022 and 2021 all the income from other trading activities was unrestricted.

# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

### Year ended 31 March 2022

---

### 3 NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARIES

The wholly owned trading subsidiary, Fire Fighters Trading Limited, a company incorporated in England & Wales (company number 3816625), undertakes selling products branded with the Fire Fighters Charity logo and non-charitable trading activities held at the Charity's rehabilitation and recuperation centres.

The non-charitable net income of the subsidiary is as follows:

	2022	2021
	£	£
Trading turnover	1,497,267	646,878
Cost of sales	(271,341)	(110,174)
Gross profit	<u>1,225,926</u>	<u>536,704</u>
Administrative expenses	(216,195)	(112,128)
Other operating income	18,378	843
Operating profit	<u>1,028,109</u>	<u>425,419</u>
Other interest receivable	560	446
Profit before and after taxation	<u><u>1,028,699</u></u>	<u><u>425,865</u></u>

As at 31 March 2022, the company's net assets comprised current assets of £668,731 (2021: £289,718) and current liabilities of £127,836 (2021: £60,507). The profit is gifted to the Charity.

The financial information for this company has been extracted from the company's financial statements for the year ended 31 March 2022. The audit report on these financial statements was unqualified.

### 4 INCOME FROM INVESTMENTS

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Income from listed investments	400,704	400,704	355,619	355,619
Interest	3,356	2,796	3,971	3,526
Gift Aid payment from subsidiary	-	716,985	-	324,868
	<u>404,060</u>	<u>1,120,485</u>	<u>359,590</u>	<u>684,013</u>

In 2021 all the income from investments was unrestricted.

Fire Fighters Charity  
NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 March 2022

5 ANALYSIS OF EXPENDITURE ON RAISING FUNDS AND CHARITABLE ACTIVITIES

GROUP

	Direct Costs £	Support Costs £	Total 2022 £	Direct Costs £	Support Costs £	Total 2021 £
<b>COSTS OF RAISING FUNDS</b>						
Raising funds	1,050,152	592,780	1,642,932	843,518	551,761	1,395,279
Fundraising trading costs	1,425,438	256,598	1,682,036	897,873	235,449	1,113,322
Investment management costs	97,337	-	97,337	86,398	-	86,398
	<u>2,572,927</u>	<u>849,378</u>	<u>3,422,305</u>	<u>1,827,789</u>	<u>787,210</u>	<u>2,614,999</u>
<b>COSTS OF CHARITABLE ACTIVITIES</b>						
Physical Health	2,679,608	932,602	3,612,210	2,540,785	903,847	3,444,632
Mental Health	1,602,346	567,305	2,169,651	1,363,024	489,032	1,852,056
Social Health and Wellbeing	463,635	171,125	634,760	486,501	215,949	702,450
Other expenditure	-	-	-	129,186	-	129,186
	<u>4,745,589</u>	<u>1,671,032</u>	<u>6,416,621</u>	<u>4,519,496</u>	<u>1,608,828</u>	<u>6,128,324</u>
Total Resources Expended	<u>7,318,516</u>	<u>2,520,410</u>	<u>9,838,926</u>	<u>6,347,285</u>	<u>2,396,038</u>	<u>8,743,323</u>

CHARITY

	Direct Costs £	Support Costs £	Total 2022 £	Direct Costs £	Support Costs £	Total 2021 £
<b>COSTS OF RAISING FUNDS</b>						
Costs of generating voluntary income	1,050,152	592,781	1,642,933	843,518	551,761	1,395,279
Fundraising trading costs	956,280	256,597	1,212,877	676,415	235,449	911,864
Investment Management Charges	97,337	-	97,337	86,398	-	86,398
	<u>2,103,769</u>	<u>849,378</u>	<u>2,953,147</u>	<u>1,606,331</u>	<u>787,210</u>	<u>2,393,541</u>
<b>COSTS OF CHARITABLE ACTIVITIES</b>						
Physical Health	2,679,608	932,602	3,612,210	2,540,785	903,847	3,444,632
Mental Health	1,602,346	567,305	2,169,651	1,363,024	489,032	1,852,056
Social Health and Wellbeing	463,635	171,125	634,760	486,501	215,949	702,450
Other expenditure	-	-	-	129,186	-	129,186
	<u>4,745,589</u>	<u>1,671,032</u>	<u>6,416,621</u>	<u>4,519,496</u>	<u>1,608,828</u>	<u>6,128,324</u>
Total Resources Expended	<u>6,849,358</u>	<u>2,520,410</u>	<u>9,369,768</u>	<u>6,125,827</u>	<u>2,396,038</u>	<u>8,521,865</u>

Included with the costs above are:

	2022 £	2021 £
Depreciation	568,719	623,553
Operating leases – land and buildings	263,308	145,486
Operating leases – other	5,053	11,790
Auditor's remuneration (Charity only: £18,060 (2021: £17,200))	21,315	20,300
Governance costs	35,762	31,532

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 March 2022

**5 ANALYSIS OF EXPENDITURE ON RAISING FUNDS AND CHARITABLE ACTIVITIES (continued)**

**ANALYSIS OF SUPPORT COSTS  
GROUP AND CHARITY**

	2022	2021
	£	£
Staff costs	1,440,045	1,348,073
Office costs	441,826	405,781
Depreciation	59,211	133,285
VAT irrecoverable	116,130	123,175
Volunteer costs	1,065	449
Travel costs	22,934	1,500
Other costs	439,199	383,775
	<u>2,520,410</u>	<u>2,396,038</u>

Support costs, including governance costs, are allocated between activities on the basis set out on page 30.

In 2021, the expenditure on charitable activities was £6,128,234 of which £4,917,228 was unrestricted and £1,211,096 was restricted.

In 2021, the expenditure on raising funds was £2,614,999, of which £2,555,443 was unrestricted and £59,556 was restricted.

**6 SOCIAL HEALTH AND WELLBEING**

	2022	2021
	£	£
<b>GROUP AND CHARITY</b>		
One-off solutions	96,611	102,675
Islander travel	210	180
Wreaths	336	657
Other direct costs	366,478	382,989
	<u>463,635</u>	<u>486,501</u>
Administration costs	171,125	215,949
	<u>634,760</u>	<u>702,450</u>

All grant payments are made to individuals and no grant funding from third parties has been received in relation to them.

**7 STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL**

	2022	2021
	£	£
Wages and salaries	4,365,118	4,243,105
Social security costs	390,238	358,754
Pension costs	399,843	341,902
	<u>5,155,199</u>	<u>4,943,761</u>



**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 March 2022**

**7 STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL (continued)**

The number of employees whose emoluments amounted to over £60,000 in the year was as follows:

	2022 Number	2021 Number
£70,001 - £80,000	3	2
£90,001 - £100,000	1	1
£110,001 - £120,000	1	1

During the year, pension contributions of £38,978 (2021: £32,256) were paid in respect of the above employees to defined contribution pension schemes.

The key management personnel of the Group comprise those of the Charity and the key management personnel of its wholly owned subsidiary the Fire Fighters Trading Limited. The key management personnel of the trading company comprise its Directors and of the Charity, comprise the Trustees and the Strategic Leadership Team as detailed on page 2. The total employee benefits of the key management personnel of the Group and the Charity were £493,193 (2021: £441,196).

The Trustees were not paid or received any other benefits from employment with the Charity or its subsidiary in the year (2021: Nil). Travel, accommodation, and subsistence expenses totalling £919 (2021: Nil) were reimbursed to 6 Trustees (2021: Nil).

There were no redundancy payments made in the year (2021: £2,862 to 1 employee). No ex gratia payments were paid during the year (2021: Nil).

The average number of staff employed during the year was 182 (2021: 190).

Numbers employed, calculated on a full-time equivalent basis, analysed by function were:

	2022 Number	2021 Number
Charitable activities:		
Physical Health	29	66
Mental Health	23	23
Social Health & Wellbeing	7	10
Costs of generating funds	16	20
Support	22	21
	97	140

Fire Fighters Charity  
NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 March 2022

**8 PENSION COSTS**

	2022 £'000	2021 £'000
<b>AMOUNTS RECOGNISED IN THE BALANCE SHEETS</b>		
Fair value of employer assets	1,765	1,815
Present value of funded liabilities	(1,278)	(1,372)
	<u>487</u>	<u>443</u>
<b>RECONCILIATION OF DEFINED BENEFIT OBLIGATION</b>		
Opening defined benefit obligation	1,372	1,147
Current service cost	14	9
Interest cost	27	26
Contributions by members	2	2
Changes in assumptions	(84)	242
Estimated benefits paid	(53)	(54)
	<u>1,278</u>	<u>1,372</u>
Closing defined benefit obligation	1,278	1,372
<b>RECONCILIATION OF FAIR VALUE OF EMPLOYER ASSETS</b>		
Opening fair value of employer assets	1,815	1,476
Interest income	36	33
Contributions by members	2	2
Contributions by the employer	6	6
Return on assets excl. amounts included in net interest	(41)	352
Benefits paid	(53)	(54)
	<u>1,765</u>	<u>1,815</u>
Closing fair value of employer assets	1,765	1,815

# Fire Fighters Charity

## NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2022

### 8 PENSION COSTS (continued)

THE MAJOR CATEGORIES OF PLAN ASSETS AS A PERCENTAGE OF TOTAL PLAN ASSETS	2022	2021
Equities	50%	56%
Bonds	34%	31%
Property	15%	7%
Cash	1%	6%
Total	100%	100%

  

	2022	2021
<b>PRINCIPAL ACTUARIAL ASSUMPTIONS</b>		
Pension increase rate	3.20%	2.85%
Salary increase rate	3.70%	3.35%
Discount rate	2.70%	2.00%

As at the date of the most recent valuation, the duration of the Employer's funded liabilities is 18 years.

#### MORTALITY

Life expectancy is based on the Fund's VitaCurves with improvements in line with the CMI 2021 model, with a 0% weighting of 2021 data, standard smoothing (Sk7), initial adjustment of 0.25% and a long-term rate of improvement of 1.5% p.a. Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	Males	Females
Current pensioners	21.9 years	24.2 years
Future pensioners*	22.8 years	25.9 years

\* Figures assume members aged 45 as at the last formal valuation date.

#### COMMUTATION

An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2008 service and 75% of the maximum tax-free cash for post-April 2008 service.

The Charity operates a defined contribution scheme for which the charge in the year was £400k (2021: £346k). £40k was unpaid at the year-end (2021: £31k).

### 9 TAXATION

There was no taxation charge for the period. Taxable profits are dependent on the extent to which subsidiary company profits are distributed to the Charity by way of Gift Aid.

**Fire Fighters Charity**  
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<b>10 FIXED ASSETS</b>					
<b>GROUP AND CHARITY</b>	Freehold property	Assets in the course of construction	Fixtures, fittings & equipment	Motor vehicles	Total
<b>COST</b>	£	£	£	£	£
At 1 April 2021	16,237,179	-	4,625,563	57,720	20,920,462
Additions	54,910	-	66,455	-	121,365
Transfers	-	-	-	-	-
Disposals	-	-	-	(35,806)	(35,806)
Reclassification to investments	-	-	-	-	-
At 31 March 2022	16,292,089	-	4,692,018	21,914	21,006,021
<b>DEPRECIATION</b>					
At 1 April 2021	3,497,747	-	3,085,521	49,086	6,632,354
Charge	316,081	-	249,981	2,657	568,719
Disposals	-	-	-	(35,806)	(35,806)
Reclassification to investments	-	-	-	-	-
At 31 March 2022	3,813,828	-	3,335,502	15,937	7,165,267
<b>NET BOOK VALUE</b>					
At 31 March 2022	12,478,261	-	1,356,516	5,977	13,840,754
At 31 March 2021	12,739,432	-	1,540,042	8,634	14,288,108

The net book value at 31 March 2022 represents fixed assets used for:

	Freehold property	Assets in the course of construction	Fixtures, fittings & equipment	Motor vehicles	Total
<b>DIRECT CHARITABLE ACTIVITIES</b>	£		£	£	£
Physical & Mental Health	11,474,833	-	1,240,580	5,977	12,721,390
Social Health & Wellbeing	987,094	-	23,293	-	1,010,387
	12,461,927	-	1,263,873	5,977	13,731,777
<b>FUNDRAISING AND SUPPORT ACTIVITIES</b>					
Head office & other assets	16,334	-	92,643	-	108,977
	12,478,261	-	1,356,516	5,977	13,840,754

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 March 2022

**10 FIXED ASSETS (continued)**

The net book value at 31 March 2021 represents fixed assets used for:

	Freehold property £	Assets in the course of construction	Fixtures, fittings & equipment £	Motor vehicles £	Total £
<b>DIRECT CHARITABLE ACTIVITIES</b>					
Physical & Mental Health	11,723,716	-	1,359,420	8,634	13,091,770
Social Health & Wellbeing	998,929	-	28,752	-	1,027,681
	<u>12,722,645</u>	<u>-</u>	<u>1,388,172</u>	<u>8,634</u>	<u>14,119,451</u>
<b>FUNDRAISING AND SUPPORT ACTIVITIES</b>					
Head office & other assets	16,787	-	151,870	-	168,657
	<u>12,739,432</u>	<u>-</u>	<u>1,540,042</u>	<u>8,634</u>	<u>14,288,108</u>

**11 FIXED ASSET INVESTMENTS**

**GROUP AND CHARITY**

	2022 £	2021 £
Market value at 1 April 2021	15,902,404	12,565,229
Reclassification from fixed assets	-	83,673
	<u>15,902,404</u>	<u>12,648,902</u>
Disposal proceeds	-	-
Unrealised (loss)/gain on revaluation at 31 March 2022	1,119,135	3,253,502
	<u>17,021,539</u>	<u>15,902,404</u>
Market value at 31 March 2022	<u>17,021,539</u>	<u>15,902,404</u>
Historical cost as at 31 March 2022	<u>9,360,283</u>	<u>9,360,283</u>

All investments are listed on recognised exchanges and no individual investment exceeds 5% of the total fund.

**ANALYSIS OF INVESTMENTS**

	£	£
Unit trusts	14,921,539	14,152,404
Investment Property	2,100,000	1,750,000
Market value at 31 March 2022	<u>17,021,539</u>	<u>15,902,404</u>

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 March 2022

**12 INVESTMENTS IN GROUP COMPANIES**

The Charity holds shares in two wholly owned subsidiary companies incorporated in England at a cost of £2 each. A summary of their activities and financial position is as follows:

	Turnover and other operating income £	Net profit before tax £	Net assets £
<b>Fire Fighters Trading Limited</b> (Sells Fire Fighters Charity branded goods and other similar merchandise as well as non-charitable trading activities held at the Charity's rehabilitation and recuperation centres.)	1,515,645	1,028,669	540,895
<b>FSNBF Limited</b> (Dormant)	-	-	2

<b>13 STOCKS</b>	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
Goods for resale	47,102	-	59,837	-
Consumables	7,070	7,070	4,766	4,766
	<u>54,172</u>	<u>7,070</u>	<u>64,603</u>	<u>4,766</u>

<b>14 DEBTORS</b>	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
Trade debtors	136,286	506	117,447	425
Other debtors	49,549	49,519	15,961	15,931
Prepayments & accrued income	1,344,107	1,323,707	1,077,874	1,071,974
Amounts owed by subsidiary undertakings	-	-	-	9,892
	<u>1,529,942</u>	<u>1,373,732</u>	<u>1,211,282</u>	<u>1,098,222</u>

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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<b>15 CREDITORS – amounts falling due within one year</b>	<b>Group 2022 £</b>	<b>Charity 2022 £</b>	<b>Group 2021 £</b>	<b>Charity 2021 £</b>
Trade creditors	285,451	276,116	131,318	129,552
Other taxation & social security	171,932	109,811	125,865	96,908
Other creditors	97,597	97,567	92,970	92,837
Accruals and deferred income	169,502	113,122	94,390	74,602
Amounts owed to subsidiary	-	14,568	-	-
	<u>724,482</u>	<u>611,184</u>	<u>444,543</u>	<u>393,899</u>

**16 STATEMENT OF FUNDS – Year ended 31 March 2022**

<b>GROUP</b>	<b>Balance b/fwd. £</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Transfers £</b>	<b>Balance c/fwd. £</b>
<b>Restricted Funds</b>					
Charitable activities	180,765	234,246	(178,494)	-	236,517
<b>Unrestricted Funds:</b>					
<b>Designated Funds</b>					
Fixed asset fund	14,288,108	-	-	(447,354)	13,840,754
Investment Property	-	-	-	2,100,000	2,100,000
Reserves Policy des'n	14,534,982	-	-	(14,534,982)	-
Strategic Plan des'n	3,529,035	-	-	1,070,965	4,600,000
<b>Total Designated Funds</b>	<u>32,352,125</u>	<u>-</u>	<u>-</u>	<u>(11,811,371)</u>	<u>20,540,754</u>
<b>General Funds</b>					
Free reserves	837,038	9,326,919	(8,542,297)	11,811,371	13,433,031
Pension fund surplus/(deficit)	443,000	-	44,000	-	487,000
<b>Total General Funds</b>	<u>1,280,038</u>	<u>9,326,919</u>	<u>(8,498,297)</u>	<u>11,811,371</u>	<u>13,920,031</u>
<b>Total Funds</b>	<u>33,812,928</u>	<u>9,561,165</u>	<u>(8,676,791)</u>	<u>-</u>	<u>34,697,302</u>

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 March 2022

<b>CHARITY</b>	Balance b/fwd. £	Incoming resources £	Outgoing resources £	Transfers £	Balance c/fwd. £
<b>Restricted Funds</b>					
Charitable activities	180,765	234,246	(178,494)	-	236,517
<b>Unrestricted Funds:</b>					
<b>Designated Funds</b>					
Fixed asset fund	14,288,108	-	-	(447,354)	13,840,754
Investment Property	-	-	-	2,100,000	2,100,000
Reserves Policy des'n	14,443,951	-	-	(14,443,951)	-
Strategic plan des'n	3,428,038	-	-	1,171,962	4,600,000
<b>Total Designated Funds</b>	32,160,097	-	-	(11,619,343)	20,540,754
<b>General Funds</b>					
Free reserves	799,857	8,546,078	(8,073,139)	11,619,343	12,892,139
Pension fund surplus/(deficit)	443,000	-	44,000	-	487,000
<b>Total General Funds</b>	1,242,857	8,546,078	(8,029,139)	11,619,343	13,379,139
<b>Total Funds</b>	33,583,719	8,780,324	(8,207,633)	-	34,156,410

The tangible fixed assets, which are used to achieve the goals of the charity, plus the investment properties that are held for income generation purposes, are designated to recognise that these funds are not freely or easily available for any other purpose.

To enable the Charity to maintain services to beneficiaries the board have identified that an amount equivalent to between 9 and 12 months of normal operating expenditure will be held as free reserves to protect against any unforeseen loss of income or increase in costs, this reserves also ensure that Trustees can allocate additional appropriate funds when needed to support urgent beneficiary need.

To support the ambitious aims of the strategic plan the board have designated £4.6m to the strategic fund, this allows the management team to confidently progress with plans to deliver the outcomes targeted over the next three years.



Fire Fighters Charity  
NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 March 2022

16 STATEMENT OF FUNDS – Year ended 31 March 2021

GROUP	Balance b/fwd. £	Incoming resources £	Outgoing resources gains and losses £	Transfers £	Balance c/fwd. £
<b>Restricted Funds</b>					
Charitable activities (a)	275,676	1,293,741	(1,270,652)	(118,000)	180,765
<b>Unrestricted Funds:</b>					
<b>Designated Funds</b>					
Fixed asset fund (b)	14,933,808	-	-	(645,700)	14,288,108
Reserves policy des'n (c)	12,565,229	-	-	1,969,753	14,534,982
Strategic plan des'n (e)	2,000,000	-	-	1,529,035	3,529,035
<b>Total Designated Funds</b>	29,499,037	-	-	2,853,088	32,352,125
<b>General Funds</b>					
Free reserves	816,678	6,978,617	(4,223,169)	(2,735,088)	837,038
Pension fund surplus/(deficit)	329,000	-	114,000	-	443,000
<b>Total General Funds</b>	1,145,678	6,978,617	(4,109,169)	(2,735,088)	1,280,038
<b>Total Funds</b>	30,920,391	8,272,358	(5,379,821)	-	33,812,928

CHARITY	Balance b/fwd. £	Incoming resources £	Outgoing resources £	Transfers £	Balance c/fwd. £
<b>Restricted Funds</b>					
Charitable activities (a)	275,676	1,293,741	(1,270,652)	(118,000)	180,765
<b>Unrestricted Funds:</b>					
<b>Designated Funds</b>					
Fixed asset fund (b)	14,933,808	-	-	(645,700)	14,288,108
Reserves policy des'n (c)	12,565,229	-	-	1,878,722	14,443,951
Strategic plan des'n (e)	2,000,000	-	-	1,428,038	3,428,038
<b>Total Designated Funds</b>	29,499,037	-	-	2,661,060	32,160,097
<b>General Funds</b>					
Free reserves	688,466	6,656,162	(4,001,711)	(2,543,060)	799,857
Pension fund surplus/(deficit)	329,000	-	114,000	-	443,000
<b>Total General Funds</b>	1,017,466	6,656,162	(3,887,711)	(2,543,060)	1,242,857
<b>Total Funds</b>	30,792,179	7,949,903	(5,158,363)	-	33,583,719

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 March 2022

**STATEMENT OF FUNDS (continued)**

- (a) This fund represents other gifts and grants that are to be spent in line with the wishes of the donors, the restrictions on which may include supporting beneficiaries from a defined geographical area or the purchase of equipment. The amounts expensed on capital items are transferred to the fixed asset fund. The intention is to spend these funds within the next 12 months.
- (b) Fixed asset fund represents the net book value of fixed assets. Transfers represent fixed asset activity in other funds held.
- (c) The Reserves Policy designated fund reflects the Board's requirement to hold in reserve the minimum of either 12 months' expenditure or the value of investments held to support the income target for the year ahead.
- (d) The property designated fund was fully utilised in 2019-20.
- (e) The Board has designated a further £2m in 2020-21 to support expected future losses linked to the Strategic Plan. The operating loss for the year has been set against this fund.

**17 ANALYSIS OF NET ASSETS BY FUND – As at 31 March 2022**

<b>GROUP</b>	Restricted Funds £	Designated Funds £	General Funds £	2022 Total £
Tangible Fixed Assets	-	13,840,754	-	13,840,754
Fixed Asset Investments	-	17,021,539	-	17,021,539
Net Current Assets	236,517	(10,321,539)	13,433,031	3,348,009
Long term assets (includes pension asset)	-	-	487,000	487,000
<b>Net Assets</b>	<u>236,517</u>	<u>20,540,754</u>	<u>13,920,031</u>	<u>34,697,302</u>

<b>CHARITY</b>	Restricted Funds £	Designated Funds £	General Funds £	2022 Total £
Tangible Fixed Assets	-	13,840,754	-	13,840,754
Fixed Asset Investments	-	17,021,539	4	17,021,543
Net Current Assets	236,517	(10,321,539)	12,892,135	2,807,113
Long term assets (includes pension asset)	-	-	487,000	487,000
<b>Net Assets</b>	<u>236,517</u>	<u>20,540,754</u>	<u>13,379,139</u>	<u>34,156,410</u>

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**17 ANALYSIS OF NET ASSETS BY FUND – As at 31 March 2021**

<b>GROUP</b>	Restricted Funds £	Designated Funds £	General Funds £	2021 Total £
Tangible Fixed Assets	-	14,288,108	-	14,288,108
Fixed Asset Investments	-	15,902,404	-	15,902,404
Net Current Assets	180,765	2,161,613	837,038	3,179,416
Long term liabilities (includes pension liability)	-	-	443,000	443,000
<b>Net Assets</b>	<u>180,765</u>	<u>32,352,125</u>	<u>1,280,038</u>	<u>33,812,928</u>

  

<b>CHARITY</b>	Restricted Funds £	Designated Funds £	General Funds £	2021 Total £
Tangible Fixed Assets	-	14,288,108	-	14,288,108
Fixed Asset Investments	-	15,902,404	4	15,902,408
Net Current Assets	180,765	1,969,585	799,853	2,950,203
Long term liabilities (includes pension liability)	-	-	443,000	443,000
<b>Net Assets</b>	<u>180,765</u>	<u>32,160,097</u>	<u>1,242,857</u>	<u>33,583,719</u>

**18 DEFERRED INCOME**

	As at 1 April 2021 £	Released in the Year £	Deferred in the Year £	As at 31 March 2022 £
Hotel Ledger	12,376	(12,376)	52,525	52,525
Lottery	34,299	(34,299)	29,266	29,266
<b>Total</b>	<u>46,675</u>	<u>(46,675)</u>	<u>81,791</u>	<u>81,791</u>

The previous year deferred income was released in 2021-22.

Hotel Ledger deferred income relates to rental accommodation paid for in advance, which will be released when the rental occurs.

Lottery deferred income relates to payments made in advance of future lottery draws, which will be released when those draws occur.

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 March 2022**

**19 COMMITMENTS – GROUP AND CHARITY**

As at  
31 March  
2022  
£

As at  
31 March  
2021  
£

**OPERATING LEASES – LAND AND BUILDINGS**

At 31 March 2022 the Group was committed to total payments in respect of operating leases which expire:

After more than five years	-	-
Between two and five years	112,846	42,790
Within 12 months	150,462	102,696

**OPERATING LEASES – OTHER**

Between two and five years	-	5,053
Within 12 months	5,053	6,737

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
Net income /(expenditure)	841,374	529,691	2,782,537	2,681,540
Losses/(gains) on investments	(1,119,135)	(1,119,135)	(3,253,502)	(3,253,502)
Dividends from investments	(400,704)	(400,704)	(355,619)	(355,619)
Interest received	(3,356)	(2,796)	(3,971)	(3,526)
Gift Aid payment from subsidiary	-	(716,985)	-	(324,868)
Movement in defined benefit pension	(1,000)	(1,000)	(4,000)	(4,000)
	(682,821)	(1,710,929)	(834,555)	(1,259,975)
Depreciation	568,719	568,719	623,553	623,553
Decrease/(increase) in stocks	10,431	(2,304)	15,977	2,845
Decrease/(increase) in debtors	(318,660)	(275,510)	151,177	247,440
(Decrease)/increase in creditors	279,939	217,285	(43,635)	(14,372)
Loss/(profit) on the sale of fixed assets	(5,441)	(5,441)	129,186	129,186
<b>NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES</b>	<b>(147,833)</b>	<b>(1,208,180)</b>	<b>41,703</b>	<b>(271,323)</b>

**Fire Fighters Charity**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 March 2022**

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**21 ANALYSIS OF CHANGES IN NET CASH**

<b>GROUP</b>	1 April 2021 £	Cash flows £	31 March 2022 £
Cash at bank and in hand	2,348,074	140,303	2,488,377
	<u>2,348,074</u>	<u>140,303</u>	<u>2,488,377</u>
	=====	=====	=====
<b>CHARITY</b>	1 April 2021 £	Cash flows £	31 March 2022 £
Cash at bank and in hand	2,241,114	(203,619)	2,037,495
	<u>2,241,114</u>	<u>(203,619)</u>	<u>2,037,495</u>
	=====	=====	=====

**22 CAPITAL COMMITMENTS**

At 31 March 2022 the Charity had capital commitments totalling £16,813. The amount outstanding at 31 March 2021 was £14,169.

**23 RELATED PARTY TRANSACTIONS**

The Charity has taken advantage of the exemption in Financial Reporting Standard 102 from the requirement to disclose transactions with group companies on the grounds that consolidated financial statements are prepared.

Donations totalling £537 have been received from 7 trustees (2021: £281 - 4 trustees).