GRANDPARENTS PLUS

England & Wales · Charity number 1093975

Details

Other names	KINSHIP
Status	Registered
Legal form	Charitable company
Company number	04454103
Registered	2002-09-30
Register	View on the Charity Commission register

Contact

Address	The Foundry 17 Oval Way London SE11 5RR
Phone	03300167235
Email	info@kinship.org.uk
Website	www.kinship.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ("THE OBJECTS") ARETO PROMOTE THE BETTER CARE, UPBRINGING AND ESTABLISHMENT IN LIFE OF CHILDREN IN PARTICULAR BY(A) PROMOTING THE ROLE OF KINSHIP CARE, AND IN PARTICULAR THE CARE BY GRANDPARENTS, AT ALL LEVELS, PARTICULARLY IN CIRCUMSTANCES OF FAMILY BREAKDOWN, SINGLE PARENTHOOD OR OTHER DIFFICULT CONDITIONS; (B) SUPPORTING AND ADVISING GRANDPARENTS AND OTHER KIN WHO ARE ACTING AS, OR INTEND TO ACT AS, CARERS, PARTICULARLY IN THE CIRCUMSTANCES OUTLINED ABOVE. (PLEASE SEE COPY OF THE RESOLUTION ON FILE FOR DETAILS).

Activities: Grandparents Plus is the national charity which champions the vital role of grandparents and the wider family in children's lives - especially when they take on the caring role in difficult family circumstances. We do this by:campaigning for changeproviding evidence, policy solutions and trainingbuilding alliances and networks.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£4,875,358	£5,041,412	£2,540,852	86
2024-03-31	£3,686,628	£3,493,036	£2,684,963	75
2023-03-31	£3,245,701	£3,153,689	£2,418,559	67
2022-03-31	£2,101,530	£1,901,830	£1,477,997	50
2021-03-31	£2,357,085	£1,809,600	£1,278,297	47

Trustees

Name	Role	Appointed
Caroline Susan Abrahams CBE	Chair	2024-06-11
Beverley Rose Barnett-Jones		2023-07-07
James Baker		2019-09-26
Janet Kay		2022-07-06
Julian Arthur Young		2018-05-02
Stephanie Christina Leonard Wong		2025-03-26
Yvette Stanley		2020-02-17

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GRANDPARENTS PLUS

England & Wales - Charity number 1093975

Accounts

Registered number: 04454103
Charity number: 1093975

GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

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GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31ST MARCH 2025

Trustees	Caroline Abrahams CBE, Chair (appointed 19 June 2024, elected Chair 25 September 2024) Julian Young, Treasurer James Baker Natalie Baldry (term ended 13 May 2024) Dr Beverley Barnett-Jones MBE (appointed 7 July 2023) Frances Boughton (resigned 26 March 2025) Joseph Corry-Roake (term ended 6 June 2025) Prof Elaine Farmer (term ended 6 June 2025) Janet Kay OBE Dr Nicola Sharp-Jeffs OBE (resigned 25 September 2024) Yvette Stanley Stephanie Wong (appointed 26 March 2025)
Company registered number	04454103
Charity registered number	1093975
Registered office	The Foundry 17 Oval Way London England SE11 5RR
Chief executive officer	Dr Lucy Peake
Bankers	National Westminster Bank 250 Bishopsgate London EC2M 4AA

CHIEF EXECUTIVE'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The past year has been focussed on further growth and impact, as we have worked with and for kinship carers to transform kinship care by developing and scaling our services and influencing policy and practice. Our strategy is centred on kinship families: they are at the heart of everything we do. Kinship carers are central to our services – providing direction and input to our national Kinship Advice Service, our 1-to-1 Kinship Connected and Kinship Reach programmes, our peer support group network, and our newly developed training and support service. Beyond this, we provide opportunities for kinship carers to have a voice at every level of our charity - and to use their voice to improve support for themselves and others. They become Campaign Champions, provide their honest and candid experiences to help design and refine all our services that help support kinship carers just like them.

Changing lives

Our Advice Service continued to go from strength to strength. We supported 1,996 kinship carers with independent, free and expert advice on issues including legal matters, welfare benefits, family contact, education and housing. We supported more than 500 kinship carers more intensively through our 1-to-1 evidence-based programmes Kinship Connected and Kinship Reach, and our preparatory Kinship Ready workshops. These programmes were commissioned by local authority partners, who invested in supporting kinship carers in their area, and we are grateful for their support for this highly effective approach to supporting kinship families. We were pleased that our pioneering approach was highlighted this year as an example of a Kinship Navigator programme, following an international evidence review for Foundations – What Works Centre for Children and Families. I am personally delighted to have been awarded a prestigious Churchill Fellowship in 2024 which will provide an opportunity for me to research Kinship Navigator programmes in the USA and to bring learnings back to the UK to benefit kinship families.

We launched our new website in September 2024 with a further enhanced Kinship Compass, a unique digital tool helping kinship carers easily find the information, resources and support they need in their area. Over the year, we averaged 10,148 visits per month to this vital resource.

This year, we launched the first national training and support service for all kinship carers in England, funded by the Department for Education (DfE). The design and content of the entire training offer was co-produced with kinship carers, and their insights and feedback continue to help us refine and improve the workshops and roadshows, and our online resources. By 31 March 2025, we had exceeded the target set to provide over 4,000 training experiences for kinship carers in England over the duration of the contract. The DfE has extended the contract for another year, and we are grateful for their ongoing support for this vital service that is supporting and empowering kinship carers so they can provide the best possible care for the children they look after.

We were also delighted to continue to deliver and develop our national Peer Support Service in England, also funded by the Department for Education. Peer support is often cited by kinship carers as one of the most important forms of support, helping them to feel less isolated and supported without judgment. We continued to create new peer support groups, while supporting existing Kinship and independent groups through our new ‘hub and spoke’ model. By 31 March 2025, we had 140 peer support groups providing support and friendship to kinship carers across England and Wales.

Changing the system

Our relationship with the Department for Education continued to grow, and we were delighted to welcome them to our Kinship Friendly Employer scheme. They joined a growing number of employers who are demonstrating their commitment to supporting kinship carers by offering them paid time off work, like adoptive parents are entitled to. We continue to campaign for statutory kinship care leave to be implemented nationally so that kinship carers are better supported as they balance their caring and working lives while continuing to work with employers across many sectors as they introduce kinship friendly policies to better support their diverse workforces.

The 2024 General Election was an opportunity to continue our engagement with parliamentary candidates in order to improve support for kinship carers, and we were delighted that kinship care featured in the manifestos of the 3 largest parties. We developed a kinship care constituency map and a package of training and

resources for our powerful group of Kinship Campaigners, supporting and empowering them to engage with their local parliamentary candidates. Over 90% of MP candidates across England and Wales were contacted by our Kinship Campaigners ahead of the general election. We were proud to welcome the Minister for Children and Families, Janet Daby MP, to meet one of our peer support groups on her first official ministerial visit, a positive indication of the Labour Government's commitment to recognising and supporting all kinship families.

Showing the value and impact of kinship care is so important to evidencing the need for improved support. Our *Raised by Relatives* research into the experiences of Black and Asian kinship carers, undertaken by researchers at Oxford University and supported by the KPMG Foundation, provided vital new insight into the experiences of kinship carers who have previously not been the focus of research. The research reveals a lack of culturally competent support, assumptions made by professionals based on ethnicity, and a prevalence of shame and stigma leading to disengagement from services. Alongside the report launch in February 2025, we welcomed kinship carers, policymakers and sector stakeholders to a dynamic action-planning workshop in April 2025 to develop priorities for translating the research findings into real change for kinship families.

March 2025 saw the culmination of our 3-year *Young Champions* project, funded by BBC Children in Need. This project saw our experienced youth worker supporting children and young people growing up in kinship care in London. During 2024-25, a group of 29 young people aged 11-18 worked together with a production company to create their very own animated film, showcasing their artistic skills, their personal experiences of growing up in a kinship family and positive messages for other children and young people in the same situation. The film was launched at a film screening in London, attended by our incredible Young Champions and their proud families, and featuring a speech by the National Kinship Care Ambassador, Jahnine Davis.

Kinship families at the heart of our work

In the past year, Kinship has consolidated its position as the leading provider of support for kinship families. With the broadest and deepest reach into the kinship community, we have played a key role in enabling kinship carers from across England and Wales to shape the services and policies that influence their lives. With kinship carers' support and involvement, we have built and developed new and existing services, working together to ensure that they are truly meeting their needs. And we have raised awareness and influenced policy and practice, at local and national level, as we work together to shape a kinship care system that is fit for the future.

I am so proud of everyone who has made this year such a success - from our staff providing advice and support for kinship carers, to the volunteers supporting kinship carers through our peer support groups and Someone Like Me programme; from the people and organisations we have partnered with to deliver expert-led training, to all our generous supporters who have made our work possible.

And most importantly to the kinship carers who have shaped everything we do.

"I've always chased the job, chased the money. Now I'm chasing a cause and that cause is for my kids and kids just like my kids." [kinship carer campaigner and peer support group leader]

This year, our Kinship Community has grown to include 12,000 kinship carers who are at the heart of our charity. Thank you to all the kinship carers who have so generously given their time, experiences and expertise; we could not – and would not want to – do this without you.

Sincerest thanks,

Lucy Peake
Lucy Peake (Sep 30, 2025 12:20:04 GMT+1)
.....
Dr Lucy Peake
Date: 30/09/2025

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the audited financial statements of Grandparents Plus for the year 1 April 2024 to 31 March 2025. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The Charity trades under the name Kinship.

Introduction

About Kinship

Kinship is the national charity for kinship care in England and Wales. A kinship carer is someone who looks after a child of a relative or friend full-time. Kinship is here for all kinship carers – the grandparents and siblings, the aunts, uncles, and family friends who step up to raise children when their parents can't.

We know how hard life can be for kinship carers, but we've seen the amazing things they're capable of with someone by their side. With the right support, children raised in kinship families flourish.

That's why Kinship is here to support, connect and campaign. To keep kinship families stronger by keeping them together.

Our vision and mission

Vision statement

A society in which kinship carers and the children they care for are recognised, valued and supported.

Mission statement

To ensure that kinship carers and the children they care for get the support and recognition they need.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Principal activities

Kinship is the only national charity dedicated solely to supporting kinship carers and their families, whatever their situation. Uniquely, we support all kinship carers, including grandparents and all other relatives and friends, and those with all legal orders or none. We want support for every kinship family when they need it, in the way they need it. We:

- Provide programmes, training, evidence and policy solutions so that kinship families receive the services and support they need to help children to thrive.
- Advise and support kinship carers by ensuring that they have access to professional advice, information and peer support.
- Campaign with kinship carers for change so that their contribution to children's wellbeing and care is valued and understood.
- Advise, inform and support professionals to develop good kinship care practice.

Our strategic objectives for 2024-25 were:

- Changing lives – developing support for kinship families so they can access high quality information, advice and support, wherever they live.
- Changing the system – building awareness, understanding and recognition about kinship carers' role in children's lives, and campaigning for change so kinship care is promoted and supported by legislation, policy and practice.
- Strengthening our culture – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.
- Strengthening our operations – capitalising on our leading position by being ambitious, smart and strategic.

Our aims and strategic priorities

During 2024-25, the Board of Trustees decided to extend our ambitious growth and impact strategy for 2022-25 for another year. Our strategy puts kinship families at the heart of everything we do. We are focused on achieving our goal that every kinship family is able to access the support they need.

Achievements and Performance

Changing Lives - developing support for kinship families so they can access high quality information, advice and support, wherever they live

Highlights: The past year has seen us scale up our support offer and inter-link our services so kinship carers can get support and information throughout their kinship care journey, whatever their situation and wherever they live. During the past year we:

- Launched our new Department for Education-funded national Kinship Care Training and Support Service for in England, providing 4,313 training experiences from 1 January 2024 to 31 March 2025 to 2,811 unique kinship carers.
- Secured a further year of support from the Department for Education for our national Peer Support Service in England, and developed a new hub and spoke model, improving the network of support available to 140 peer support groups as of March 2025.
- Enhanced our Advice Service through piloting a triage system and investing in specialist roles focussing on education, social work and welfare benefits, helping us to support 1,996 kinship carers with free and independent expert advice.
- Continued to support more than 220 kinship families 1-to-1 through our Kinship Connected and Kinship Reach programmes in partnership with 25 local authorities in England and Wales.
- Launched our new website, including our improved Kinship Compass interactive tool, enabling kinship carers to easily navigate and find out more about the information and support available in their local area, recording 10,148 visitors per month since relaunch.
- Launched a fully updated Kinship Care Guide for England, available digitally from September 2024.

Kinship Carer Training and Support Service

Our Training and Support Service for kinship carers across England is the first national service of its kind, built on our insights and learnings from our Kinship Ready model to roll out introductory and advanced training to new and experienced kinship carers across the country. Through 4,313 free training experiences, we helped 2,811 kinship carers to feel more informed and confident about their role and enabled them to make connections with other kinship carers in their area and in similar circumstances.

As with all our services, co-design was at the heart of our work. Building on our service design approach, we worked with TPXimpact to hold Kinship Carer Conversations events in Liverpool, Leeds and London to hear first-hand what training and information would have made a difference when kinship carers first took on the care of one or more children, and what they need to know now. These sessions were integral in developing the taxonomy of all the content, as well as our method of event delivery, and we have continued to fine-tune our offer, based on all the feedback we receive.

This new contract allowed us to build our internal marketing capacity and our team has developed innovative ways to reach more kinship carers. Their work to promote and advertise Kinship fuelled 70% of the attendees to our various training workshops and roadshows.

We ran 41 in-person training workshops and 16 in-person roadshows in 37 towns and cities across England, reaching into communities that have historically been less well-served by existing services.

We ran 191 online workshops and masterclasses to offer choice and to help minimise financial, geographical, time and other barriers for kinship carers.

We were privileged to work with industry partners and subject matter experts to co-deliver training and support. Our partnerships with organisations such as BookTrust, the National Association of Virtual School Heads, Ridley and Hall and Place2Be have helped us to signpost kinship carers to further support during the marketplaces at our roadshows. Every kinship carer who attends a roadshow leaves with a book specially chosen for their kinship child, as well as access to a copy of our updated Kinship Care Guide for England.

Kinship carers have had the opportunity to learn about subjects including trauma and attachment, building

resilience and wellbeing in their kinship family, improving challenging behaviour and supporting teenagers. We worked with kinship carer attendees to create a film showcasing the impact of attending one of our roadshows.

"*If you're on the fence about attending a kinship carer roadshow event, I would just say do it, You're going to meet new people, you're going to learn new things." [kinship carer and roadshow attendee*]

We are delighted that the Department for Education has extended the programme for another year, during which we will consolidate the training offer and focus on reaching even more under-served kinship families – including informal kinship carers and those from minoritised communities - so that more kinship carers receive the information and support they need and deserve.

Peer Support and Someone Like Me

We were pleased to move into our third year of funding from the Department for Education for our national Peer Support Service. Peer support is often described by kinship carers as the thing that has the greatest impact on their lives – helping them to feel they are not alone and that others understand and relate to their experiences, without fear of judgment or stigma.

"Being in a safe space and being able to open up to everyone, it's empowering and accepted, knowing I'm not alone on this journey is priceless." [kinship peer support group attendee]

This year, following consultation with peer support group leaders, we developed a hub and spoke model, with a central hub providing ongoing support, guidance and information to group leaders and the regional spoke teams providing on-the-ground support to recruit, train and support kinship carer volunteers to set-up sustainable new peer support groups.

"*[Our national peer support connector] is excellent at listening, asking questions, suggesting manageable solutions and a huge encouragement, it genuinely feels like she is in a partnership with us" [volunteer peer support group leader supported by our hub team]*

During the past year we:

- Audited and re-engaged peer support leaders as we created the new model, supporting 140 peer support groups across England. (last year: 88)
- Supported peer support group leaders with resources on fundraising and campaigning.
- Continued to provide opportunities for group leaders to meet and learn from each other, with 40 groups represented at group leader meets over the year.
- Worked with our Training and Support service partners, BookTrust, to provide 5 training sessions in our peer support groups.

We also continued to support kinship carers through our Someone Like Me service. This free service matches kinship carers with a specially trained kinship carer volunteer who can listen, understand and support the caller. We have 25 dedicated Someone Like Me volunteers (last year: 71) who supported increased uptake from 208 kinship carer callers (last year: 152).

"It was a pleasure to talk with someone like me, I felt more motivated especially when I told her about going back to work. She lifted my spirits and I would like to talk to her again. Thank you for coming up with such a thoughtful way of support." [kinship carer who used our Someone Like Me service]

Advice

Our free, expert Advice Service remains the cornerstone of our support offer – it's often the first point of contact for kinship carers who have never spoken to someone about their situation before.

At the beginning of the year, we restructured the team, investing in specialist advice roles focussing on education, social work and welfare benefits. We continue to provide a Welsh-language service for kinship carers in Wales who accounted for 4% of calls. We were also proud to maintain our AQS Quality Mark accreditation. With generous support from the Fidelity Foundation, we began an advice transformation project, working with an external agency, kinship carers and staff members to renew the service so it will better service kinship families now and into the future. This included exploring telephony solutions, making use of AI and other innovative technologies to improve efficiency and accessibility.

The ongoing cost-of-living crisis and financial constraints on local authorities contributed to a high demand for advice. This year we supported 1,996 kinship carers through our Advice Service (last year: 1,897) with priority issues identified as legal advice and legal orders; local authority allowances and benefits; and family relationships and contact. 49% of our cases in 2024/25 required legal support and guidance and we saw an increase of 27% in carers supported in the second half of the year compared to the first. Our support for kinship families through our advice service would not be possible without funding from the City Bridge Trust, Fidelity Foundation, Hadley Trust and the National Lottery Community Fund.

Digital and Content

In September 2024, we launched our new website including an enhanced interactive Kinship Compass, making it even easier for kinship carers to find and navigate the information and support they need for their situation, and in their local area.

We also made the website available in more than 100 languages to improve accessibility and acknowledging the diversity of the kinship carers we support. This year we saw a marked increase in traffic to our website, with 303,886 users over the year (last year: 263,338). Kinship Compass also had an average of 10,148 users per month (last year: 6,448) and since the relaunch, this increased to 19,118 users per month.

Throughout the year, we worked with subject matter experts to improve the resources available on our website as well as improving signposting to local services. Through Kinship Compass, kinship carers can now easily find information on their local food bank, virtual school or legal clinic, as well as peer support groups and in-person training sessions, helping them to feel informed and to access the support they need, wherever they are in their kinship journey.

"As a kinship carer, this [Kinship Compass] is the one place you need to go for information and support. I have personally found it extremely helpful and a great resource to refer others to who have different situations to me." [kinship carer and peer support group leader]

Working with kinship carers and subject matter experts we also fully updated the Kinship Care Guide for England, creating a practical companion for all kinship carers, no matter where they are in their journey.

"If I had this guide at the beginning, it would have been like a bible to me. I would have valued it like that. Online is great but having it in one place, physically is really helpful." [kinship carer who helped to develop the guide]

Kinship Programmes

We continued to deliver our Kinship Connected, Kinship Reach and Kinship Ready programmes across 26 local authorities in England and Wales. The local authority funding landscape continues to be challenging, but we continue to demonstrate the case for investing in well-supported kinship care, and we are pleased to work with pioneering local authorities who are investing in supporting kinship families as a priority.

Kinship Connected is our flagship, evidence-based programme which supports kinship families through intensive, in-person, 1-to-1 support and staff-led support groups over a 6-month period. This year, we provided support to 198 kinship carers (last year: 332) across 8 local authorities in England (last year: 15), and 30 kinship

carers (last year: 40) in Wales.

"Kinship have been a lifeline for me and our family. Before I found them, I was struggling from day to day, Kinship not only help, but they work alongside us, going to meetings with schools and so on, to support and speak up for us. This has helped tremendously." [Kinship Connected kinship carer]

Kinship Reach provides kinship carers with remote support with a specialist family worker, as well as access to regular virtual support groups over a 3-month period. This year, we were able to expand the programme to support 15 local authorities across England (last year: 7) and provide 1-to-1 support online to 208 kinship carers (last year: 187).

"I met [Kinship Family Worker] when I gained guardianship of my grandson. She encouraged me to join the Kinship meetings and although I was hesitant at first, once I joined, it was a really positive experience for me. They understood me. We need professionals like this; it was incredibly helpful for my mental health." [Kinship Reach kinship carer]

Our Kinship Ready programme provides preparatory workshops for prospective or current special guardians and has been broadly incorporated into our national Training and Support Service. We continue to deliver this programme in partnership with one local authority in England, through which we supported 78 kinship carers (last year: 138).

Grants

Through generous funding from the Ballinger Charitable Trust, we have continued to work with kinship carers across the North-East of England, to procure grants on their behalf and support them to apply for grants themselves. In London, Islington Giving also funded a small grants programme for local kinship carers. Alongside this funded support, Kinship Family Workers in commissioned areas also support grant applications to local funds as part of their 1-to-1 support.

Kinship care often begins at a time of crisis with little to no time to prepare. Through these grants, we help to support kinship carers to buy beds, white goods, school uniforms and after-school activities. We supported 66 kinship carers (last year: 125) to directly access grant funding totalling £37,000 (last year: £56,505), which helps to alleviate the financial burden many carers face.

Kinship Minds

We continued to embed our Kinship Minds therapeutic approach across our charity, funded by the Prudence Trust. This programme has both an internal and an external focus. The objective of the programme is to support kinship carers to recognise the early signs of mental health issues in their kinship children and to feel confident in supporting them. Staff have been trained to feel more confident and empowered to support the kinship carers they work with through our direct delivery teams.

Externally, we delivered 3 kinship carer workshops to 32 carers on Anxiety, Calm Box Regulation and Managing Anger as well as creating new content for the Kinship Care Guide for England. We also created resources on our website to help kinship carers facilitate conversations on these topics with the young people in their care.

Young Champions

This was the final year of our Young Champions project, funded by BBC Children in Need, which worked with kinship-experienced young people aged 11-18 years old in north London over 3 years. During 2024-25, our Youth Project Worker established a weekly after-school club where a group of 29 young people worked with a production company to co-create an animated film about their experiences. This amazing was written, drawn, story-boarded and narrated by our Young Champions and was launched in March 2025 at a film screening in London, attended by the National Kinship Ambassador, Jahnine Davis, and the young peoples' proud families.

Changing the system – building awareness, understanding and recognition about kinship carers' role in children's lives, and campaigning for change so kinship care is promoted and supported by legislation, policy and practice

Highlights:

During the past year, we:

- Developed a General Election campaigning toolkit and welcomed Janet Daby MP on her first visit as Minister for Children and Families.
- Hosted a parliamentary reception in October 2024 with 57 MPs in attendance and a speech from the Secretary of State for Education, Bridget Phillipson MP.
- Grew our community to 12,722 kinship carers who receive information on how we can support them and ways they can get involved in our work.
- Celebrated another empowering Kinship Care Week, where we asked kinship carers to tell us about their experiences and featured their voices in our #ThisIsKinshipCare film.
- Worked with the Centre for Care at the University of Sheffield on research showing that kinship carers contribute £4.3 billion annually to the economy and launched it with a trolley march to Westminster showing that kinship carers 'can't pay with love'.
- Launched our *Forgotten* report showing insights from our 2023 annual survey on the lack of support for kinship children's education and mental health.

Policy and Public Affairs

The 2024 General Election was a key focus this year and a real opportunity to ensure kinship care remains high on the political agenda. We were delighted that kinship care featured in the manifestos of the 3 largest parties and that the incoming Minister for Children and Families, Janet Daby MP, chose Kinship as her first visit, showing dedication to improving the support for kinship families.

This year, there were 350 actions (last year: 108) taken by national level politicians to further the kinship care agenda. Kinship or the #ValueOurLove campaign received 22 mentions in Hansard (last year: 14), as well as several mentions in Select and Bill Committees. We also provided oral evidence to the Education Select Committee's children's social care inquiry.

We held a parliamentary reception in October 2024, which was attended by 57 MPs with speeches from Bridget Phillipson MP, Secretary of State for Education, and our #ValueOurLove campaigner, Poppy, who was brought up in kinship care and shone a light on the often-forgotten voices of kinship children.

"I wish someone had helped me understand my emotions and everything that happened to me when I was a kid. Children growing up in kinship care feel we're treated differently and unfairly – we're forgotten." [Poppy, kinship campaigner]

In August 2024, we released our *Forgotten* report which highlighted the lack of support for kinship children's education and mental health. This report found that 31% have diagnosed or suspected social, emotional or mental health needs, and yet only 54% of kinship children are receiving adequate support within an education setting.

Our *Out of Order* report, launched in September 2024, explored how the inadequate hierarchy of financial support was putting the stability of children in kinship care at risk and made the case for introducing parity of support with foster carers.

During Kinship Care Week in October 2024, we released our *Make or Break* report analysing the findings from our annual survey of 1,342 kinship carers (last year: 1,657) across England and Wales. This report found that 4 in 10 kinship carers are registered disabled, and 36% were also unpaid carers for another family member. Kinship carers are also four times more likely than the general public to have had a bill they were unable to pay in the last month. All of our research helps us evidence the very real need to better support kinship families.

Campaigns

Our #ValueOurLove campaign continued to attract widespread support and secure impact. Throughout the year 13,530 digital campaign actions were taken. We continued to work with our kinship carer Campaigns Steering Group of 17 members to inform all aspects of our campaign goals and activities.

During the General Election campaign, we held webinars and launched a digital campaign for our supporters to engage with MP candidates - 1,448 supporters sent more than 6,600 emails to candidates, reaching 90% of constituencies in England and Wales.

The commitment of the new UK Government was clear when it committed £44 million to a financial allowances trial in up to 10 local authority areas in England in the Autumn Budget in October. That month, the government published new kinship care statutory guidance for local authorities in England, including a reaffirmed requirement, through a 'kinship local offer', for local authorities to provide visible, accessible and up-to-date information for kinship carers on the support available to them, something we have long campaigned for and taken action to improve at local and national level.

In February we launched a new phase of the campaign across multiple channels to influence the Government's Spending Review. We held a campaign stunt in Westminster, supporting over 30 kinship carers to attend pushing empty shopping trollies to symbolise their unmet needs accompanied by a strong message to the Chancellor - *'We can't pay with love'*. This was combined with an undercover film of a kinship carer trying to 'pay with love' in shops, which secured more than 21,000 views on social media. The activity secured significant media coverage, including Sky News, LBC, BBC Breakfast, BBC Radio 4, BBC 5 Live, Independent, iNews, Big Issue and PA. 2,870 campaign emails were sent to the Chancellor of the Exchequer Rachel Reeves MP.

"I was there today as a kinship carer, and it felt amazing...It made me feel part of a family that has had to stand up and defend their own family, It was a truly uplifting and inspiring event. Thank you for putting together a flawless and memorable event. It meant so much to me." [kinship carer campaigner]

In Wales, we launched a new campaign action to ask kinship carers to respond to a Welsh Government consultation on their new Mental Health Strategy.

In March 2024, we launched our online Campaigns Champions hub, funded by Comic Relief, to engage and empower kinship carers and other supporters to use their voice to lobby their local MPs and other stakeholders to improve kinship care support. We now have 84 Champions (last year: 80) who have learnt about storytelling, harnessing local media and how to build an effective campaign. They also have access to 1-to-1 support including preparation meetings with local statistics and data, ahead of engaging with MPs, local authorities and other organisations they may be influencing.

"Being involved in the campaign has really given me, me back. I'd got to a point where you are constantly fighting or being slapped down or ignored. I felt so worthless, I got so negative about everything. Now I'm thinking I am worthy and worthy of having a point of view. It's still about fighting for what we deserve, but doing it as part of a group, you hear others' stories, it makes you look at things differently." [kinship carer Campaign Champion]

Through our local campaigning, we secured 5 local commitments (last year: 8) and 13,530 campaign actions (last year: 8,574) were taken by kinship carers and their supporters. We were delighted to receive funding from the Monday Charitable Trust towards our influencing work over the next 3 years, helping us to continue mobilising kinship carers to call for change for themselves and families just like them.

Kinship Care Week

We worked hard within Kinship and the wider sector to deliver another successful Kinship Care Week in October 2024. Kinship held just under 30 kinship carer events across England and Wales including afternoon teas in Cardiff and Newcastle hosted by our programmes and peer support teams. This included welcoming the Minister for Children and Families, Janet Daby MP and newly appointed National Kinship Care Ambassador, Jahnine Davis to a local peer support group in London.

We created a new animation, #ThisIsKinshipCare, featuring the voices and experiences of kinship carers and raised the profile of Kinship Care Week – and kinship care – through engagement with presenter Davina McCall, musician Professor Green, actor Brian Cox, and Emmerdale actor and Kinship Ambassador, Jay Kontzle, all of whom were raised in kinship care. There were also 85 Kinship Care Week media pieces across regional, sector and national media, including on the Guardian Online, The Mirror, ITV Wales and BBC Look North.

Kinship Community

Our Kinship Community grew by 36% to 12,722 kinship carers (last year: 10,906). Our Community enables kinship carers to connect with each other and with Kinship. We keep members of our community informed on how we can support them, report launches and events, changes to policy and practice, and opportunities to get involved in our work and have their voice heard.

Media

We achieved 234 pieces (last year: 236) of national media and 401 pieces (last year: 399) of regional and sector media. We continued to grow our social media presence through targeted engagement with celebrities raised in kinship care, local authorities and MPs, as well as raising our profile among kinship carers. This resulted in a 24% growth rate across all our social media platforms and increased awareness of kinship care:

- Facebook: 9,408 followers (last year: 7,232) – 30% increase
- Instagram: 3,629 followers (last year: 2,558) – 42% increase
- LinkedIn: 3,189 followers (last year: 1,553) – 105% increase
- X: 7,930 followers (last year: 8,087) – 2% decrease

Our policy, campaigns and communications work would not be possible without funding from Comic Relief, the Monday Charitable Trust and the Triangle Trust 1949 Fund, for which we are incredibly grateful.

Brand refresh

In September 2024, alongside the launch of our new website, we launched our refreshed brand strategy and guidelines to strengthen our narrative and visual identity, including a new strapline to accompany the logo. We also commissioned and rolled out a new set of real-life photography of kinship families and front-line staff.

Kinship Friendly Employers

Our Kinship Friendly Employers scheme has continued to go from strength-to-strength and over the year we engaged with 67 employers from a variety of sectors. To date, we now have 8 Gold standard Kinship Friendly Employers, including Lloyds Banking Group, the Department for Education and Berg Kaprow Lewis LLP, who are committed to providing paid kinship care leave on a par with their maternity and adoption leave, as well as flexibility to enable their kinship carer employees to remain in work alongside their kinship caring role.

Research and Practice

Working with our research partners from the Rees Centre at the University of Oxford, we were delighted to launch early findings from our ground-breaking *Raised by Relatives* research into the experiences of Black and Asian kinship carers with a webinar in October 2024. This was followed by a launch of the full report ahead of an action-planning workshop in April 2025, where we brought together research participants, kinship carers,

policymakers and other sector stakeholders to discuss the report recommendations and how these could be translated into action to improve support for kinship carers from Black and Asian communities.

We worked with the Centre for Care at the University of Sheffield on research showing the 'value of kinship care' and that, through keeping thousands of children out of the care system, kinship carers are contributing £4.3 billion annually to the economy. We launched the report in February 2025, ahead of the Government's Spending Review, with a march in Westminster showing that kinship carers 'can't pay with love'. Our #ValueOurLove campaign went on to win a Purpose Award in June 2025.

Our Kinship Care Professionals Network continued to grow to 2,629 (last year: 2,182). Our Kinship Care Researchers' Network also went from strength to strength, reaching 101 members (last year: 90) and featuring presentations during the year from researchers in England, Scotland and the United States on subjects including the perspectives of social workers, family dynamics and what matters to children living in kinship care.

Strengthening our culture – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve

Staff team

Our staff team grew to 86 (last year: 83) including recruitment in our Corporate Services, Development, Research and Practice, and Training teams. This year, kinship carers made up 24% of our staff team and 18% of our trustee board and since April 2025, we have recruited a sibling kinship carer to our Board.

Through the internal arm of our Kinship Minds programme, 50 staff members, including all our front-line staff, received training on trauma-informed practice, with 30 attending group facilitation training. We also established regular reflective learning spaces attended by 46 staff members, to help ensure our teams feel confident and supported, so they can in turn better support kinship carers.

Participation

We are proud that kinship carers are embedded in the structure of our organisation at all levels, from front-line staff to our Board of Trustees and Kinship Carer Advisory Group which is co-chaired by trustee and kinship carer Janet Kay and our Chief Executive. A joint working group of staff members and 5 kinship carers developed a new Participation and Involvement Framework to strengthen and ensure consistency in the way we meaningfully involve kinship carers in all areas of our work.

We established a new network of 36 kinship carers interested in sharing their views and expertise to help improve Kinship's activity. Over the year there were more than 150 engagements where kinship carers helped to inform our work, including developing our training and workshops, advising on our marketing materials, and testing new digital tools. We continue to involve kinship carers in our interview panels as much as possible, and for all open posts, we guaranteed interviews to kinship carers who met the minimum requirements of the role.

Our research has continued to include a strong focus on meaningful involvement of kinship carers. We progressed our study on co-production in kinship care research with Lancaster University, including involving kinship carers in the design of a toolkit. We employed 2 kinship carers as peer researchers on the Lancaster study and 4 kinship carers on our *Raised by Relatives* study with the University of Oxford.

Equality, Diversity and Inclusion

During Black History Month, we ran a variety of internal sessions to learn about and celebrate Black history, as well as hearing the experiences of one of our Kinship Care Advisory Group members, Bobbie-Jo. We also developed and rolled out our *Diverse Families* online peer support group in partnership with Families in Harmony. Over the coming year, we will be looking at how we can incorporate the learnings from our *Raised by Relatives* research, supported by the KPMG Foundation, to address barriers that prevent Black and Asian kinship carers from accessing services, and ensuring that our programmes are as inclusive and accessible as possible, meeting the needs of all kinship carers.

In addition to our diverse families group, our peer support team has also developed other special interest

groups which provide spaces for kinship carers to come together with other carers in similar circumstances. These include groups for men, aunts and uncles, LGBTQ+ carers and kinship families affected by bereavement.

Our new website was designed with accessibility in mind. All of our advice and information content is written for lower literacy levels and readability, and takes into account both language and visibility barriers. Our style guide ensures that the way we write is accessible for those with visual impairments and screen-readers, and all content can be easily translated into more than 100 languages. We also ensure that all our photography, whether it is on our website, in our recruitment packs, or on our printed materials, is intentional and inclusive to more accurately represent the diversity of kinship carers.

Safeguarding

We continue to see a high number of safeguarding cases managed by our front-line staff, driven by the complex situations many kinship families experience and the lack of support families typically receive from statutory services.

Safeguarding training is provided to all front-line staff when they join Kinship, and we also provide annual training to the whole organisation, to ensure that they are adept at recognising safeguarding concerns and confident with raising them.

Our safeguarding structure includes an organisational Designated Safeguarding Lead, and 6 deputy safeguarding leads across our services teams, ensuring that there is always someone available for staff to raise concerns with. These are monitored through a bespoke case management system on Salesforce to ensure that an audit trail and decision making is captured accurately. We have Safeguarding Leads on our Executive team and Board of Trustees to ensure that safeguarding remains a primary focus as we support kinship families.

Strategy development

We kicked off the year with a Trustee Away Day, welcoming a new chair, reviewing our current strategy and key areas of development, and discussing the external landscape. With our Board of Trustees having taken the decision to extend our strategy out until March 2026, in February 2025, we brought our whole staff team together to kick off our strategy planning process for 2026 and beyond. We held sessions to help team members learn about external inspirations and trends and generate ideas around how we could revolutionise the future of Kinship and kinship care.

Strengthening our operations – capitalising on our leading position by being ambitious, smart and strategic

Core funding

In addition to the funders mentioned above, we are privileged to have received continued core funding from the Dulverton Trust, Esmée Fairbairn Foundation, Oak Foundation, Pears Foundation, Garfield Weston Foundation, the players of the People's Postcode Lottery, and new funding from Purposeful Ventures.

Support from Purposeful Ventures included an in-kind donation of an experienced Chief Operating Officer, Joshua Marks, who started in January 2025 and is helping to drive our infrastructure transformation and move us into our next strategic phase.

Technology

In June 2024, we undertook a technology audit project to identify good practices, processes and systems, as well as efficiencies and new technologies that could help us to deliver impact more effectively. Some key recommendations that we have implemented include a dedicated internal Head of IT to support staff as well as work in partnership with our external IT support provider and a Fractional Chief Technology Officer to continue to facilitate and embed the learnings and recommendations.

96% of our staff use our Salesforce CRM (last year: 76%) and have received targeted training to ensure we are accurately capturing information, flagging safeguarding risks and continuously learning and improving processes to help us better support kinship families. We are continuing to roll out Asana as our project management tool and embedding the use of Notion to provide new starters with user guides, policies and manuals. We also renewed our Cyber Essentials certification and have an ambition to achieve Cyber Essentials Plus in 2026.

Operations

In February 2025, we embarked upon an Advice Transformation Project to review our systems, processes and ways of working, and learn from users' needs to co-create a refreshed service that is well-positioned to respond to growing demand and provide the support and guidance kinship carers are looking for. We are also exploring how we can use AI to better serve the needs of kinship carers, considering the data protection implications of any development.

Review of the Financial Statements

The financial statements reflect the operations of Kinship for the twelve months ended 31 March 2025.

The total income for the year increased by 32% from £3,686,628 in 2024 to £4,875,357 in 2025. 18% (last year: 19%) of the year's income was unrestricted and 82% (last year: 81%) restricted.

Total expenditure, not including any movements in investments, increased by 44% from £3,493,036 in 2024 to £5,041,412 in 2025. The resulting net deficit for the year, before movements in investments, was £166,054 (last year: surplus of £193,592).

The net deficit of £144,111 is made up of a surplus of £216,543 in unrestricted funds and a deficit of £360,654 in restricted funds. The total funds carried forward at 31 March 2025 are £2,540,852 (last year: £2,684,963), being unrestricted funds of £1,799,236 and restricted funds of £741,616.

At 31 March 2025 the charity had cash resources of £312,814 (2024: £842,486). The trustees continue to make every effort to maintain adequate unrestricted cash reserves to ensure that Kinship is in a position to continue to operate and to serve its beneficiaries.

Investment Performance

We developed an ethical investment policy with Quilters in Autumn 2022, approved by our Finance Committee. Investment income in 2025 was £30,670 (2024: £39,045) and revaluations increased the value of investments held by £21,943. Net of additions and disposals, the valuation of investments held increased from £811,272 at 1 April 2024 to £815,622 at 31 March 2025.

Reserves policy and position

The long-term sustainability of Kinship is central to its ability to continue to campaign on behalf of kinship carers while concurrently developing and delivering a wide range of services at national level. The charity needs to ensure that it balances these wide-ranging and growing activities with the need to:

- Provide sufficient working capital for the following year and to provide against any downturn in revenue generation and fundraising activities
- Mitigate the risk of unforeseeable expenditure and/or business interruption
- Support innovative programmes where such require a period of development and testing prior to proving their case to external funders
- Invest in organisational development and infrastructure to better support front-line delivery and boost long-term stability and sustainability.

The charity's reserves policy, which is reviewed annually, is to maintain unrestricted reserves to cover approximately six months' unrestricted operating expenditure of £1,807,956. We closed the year at 31 March 2025 with unrestricted reserves of £1,799,236 (2024: £1,594,040).

Going concern

The accounts have been prepared on a going concern basis and it is the belief of the Trustees that Kinship will continue to operate as a going concern, with continued income levels reflecting the ongoing recognition of the need to support the valuable contribution of kinship carers, and control of expenditure enabling a continued level of surpluses to fund further investment and growth. The Trustees consider that the level of unrestricted (both free and designated) reserves provides sufficient resilience as well as capacity to designate funds for investment in provision of Kinship's services.

Principal funding sources in 2024-25

In 2024/25 we continued to diversify our sources of income. We are extremely grateful to all our funders and supporters for their generous support.

Our funders include:

- The Ballinger Charitable Trust
- BBC Children in Need
- City Bridge Foundation
- Comic Relief
- Department for Education
- The Dulverton Trust
- Esmée Fairbairn Foundation
- Fidelity Foundation
- Garfield Weston Foundation
- Hadley Trust
- Islington Giving
- The KPMG Foundation
- Local authority partners in England and Wales
- Monday Charitable Trust
- The National Lottery Community Fund
- Oak Foundation
- Pears Foundation
- Players of People's Postcode Lottery, through Postcode Support Trust
- The Prudence Trust
- Purposeful Ventures
- The Triangle Trust 1949 Fund

We would like to extend special thanks to the Players of the Peoples' Postcode Lottery for their generous support since 2017. This has supported our organisational growth and impact, our awareness raising and influencing activities, our vital advice service and helped us to reach and support more kinship carers through our growing community.

We are also grateful to the generous individuals who continue to support our work through donations and by completing challenge events to raise funds for Kinship.

Priorities for 2025-26

Everything we do is focused on achieving our goal that every kinship family will be able to access the support they need.

During 2025-26 we will:

- Deliver high quality, evidence-based support programmes in England and Wales that make a difference for kinship families.
- Co-design and deliver a free training and support service across England, reaching new and diverse kinship

carers.

- Deliver a peer support service in England and increase the number of sustainable kinship carer-led peer support groups across England and Wales.
- Lead the transformation of our advice service to enable more future and current kinship carers to find specialist advice, information and support when they need it.
- Grow our kinship care community to connect kinship carers with each other and with us for support and to influence change.
- Embed our organisation-wide approach to participation to ensure that kinship carers and young people are able to influence our work.
- Develop our website and online offer, innovating with new technologies and ways of working to enable efficiencies and improve kinship carers' access to the information they need.
- Raise awareness about kinship care, including through high profile media coverage and leading the national awareness campaign, Kinship Care Week.
- Continue to develop our #ValueOurLove campaign and our Campaign Champions hub, with meaningful kinship carer participation and stakeholder engagement that delivers impact.
- Contribute to the development of kinship care policy, practice and research, collaborating with kinship carers, policy makers, local authorities, charity partners and academics to increase understanding and drive positive change.
- Focus on embedding equality, diversity and inclusion practices, including addressing gaps in ethnic diversity across the organisation and reviewing and developing our services to ensure they meet the needs of all kinship families.
- Invest in our infrastructure to ensure systems and processes support our people to work efficiently and effectively.
- Invest in our people, embedding our values, developing our leadership and management capacity and skills, and supporting staff wellbeing.
- Develop our new strategic plan, considering how we are best placed to ensure that kinship carers and the children they care for get the support and recognition they need.
- Have a relentless focus on learning, horizon scanning and collaborating to innovate and secure income to support further growth and impact and deliver real change for kinship families.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Principal risks and uncertainties

The principal risks and uncertainties identified by the trustees are as follows:

Risk identified	Action taken to mitigate the risk
The charity does not achieve its growth ambition, relies overly on certain funders and/or it grows in a way that is not sustainable.	Investment in Development team and developed fundraising and business development strategies to diversify income while introducing new Chief Operating Officer role to ensure sustainable infrastructure (people, systems, processes) to support growth and impact measurement.
Cyber security non-compliance, data breach/loss and/or GDPR concerns.	Technology audit and investment in IT staff. Data protection and other IT policies, systems and processed reviewed regularly; CRM system implemented with mandatory staff training in safeguarding, GDPR and cyber security protocols.
Ongoing inflationary/cost of living pressures and impact on our beneficiaries, our people and our operations.	Ongoing review of beneficiary needs and our services, focus on securing sustainable income and financial planning.
Failure to fundraise for core services.	An appropriate margin is agreed with funders to support core services delivery as well as ensuring sufficient overhead cover to run the charity effectively.
The need to continuously adapt and evolve the way the charity offers advice and support for kinship carers.	Creating a structured, iterative approach to kinship carer participation and involvement, conducting regular reviews of beneficiaries needs, drawing on services insight and external feedback. We continue to digitally innovate and roll out new digital offerings informed by user experience.
External factors including political, societal and environmental changes that could impact delivery of services.	Regularly review agreed deliverables, monitor effective completion of commissioned and other services, assess external factors and ensure business as usual measures are incorporated.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Legal Structure

Grandparents Plus, (T/A "Kinship"), is constituted as a company limited by guarantee registered in England and Wales (number 4454103) and registered as a charity with the Charity Commission (number 1093975).

The charity was founded in April 2002; incorporated as Grandparents Plus on 5 June 2002 as a charitable company limited by guarantee and registered with the Charity Commission for England and Wales on 30 September 2002. The charity is governed by its Articles of Association.

Subsidiary undertakings

Grandparents Plus (T/A "Kinship") has no subsidiary undertakings.

Charitable objects

The charitable objects of the charity are:

- Object 1 to support kinship carers who are grandparents, family members or friends who care for children when a parent calls for help or when there has been family breakdown or in other difficult circumstances promoting the best interests of the children they care for.
- Object 2 to work with local authorities, children's services, voluntary agencies, social workers and other professionals, and kinship carers to promote better support for all children in kinship care.
- Object 3 to ensure the role of kinship carers and the wider family in caring for children is fully incorporated within legislation, and national and local government policy and practice.
- Object 4 to raise awareness of the contribution kinship carers make to society so that kinship carers are recognised, valued and supported.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Kinship's Board of Trustees regularly monitors and reviews the success of the organisation in meeting its key objectives. The Trustees confirm, in the light of the guidance, that these aims fully meet the public benefit test and that all the activities of the charity, described in the Strategic Report, are undertaken in pursuit of these aims.

This report demonstrates how Kinship's strategy and activities during the year have helped kinship carers and their families through key performance metrics and reported outcomes. Kinship has also reiterated its commitment to continuing to deliver public benefit in the years ahead through its 2022-26 Strategy.

Structure and governance

The Articles of Association provide for a minimum of 3 trustees but do not provide for a maximum. Newly appointed trustees receive an induction pack and training, which includes the charity's governing document and a briefing document describing the legal status, and role and responsibilities of trustees.

The trustees (who are also the directors of the company for the purposes of company law) serve for 3 years, after which period they may put themselves forward for re-appointment. The Board of Trustees keeps the skill requirements of its members under review and may appoint a person as a trustee either to fill a vacancy or as an additional trustee. New Trustees may be sought by open advertisement or through a dialogue with existing supporters of the charity.

Trustees are invited to visit the offices of the charity for further informal briefings by the Chief Executive and also invited to staff planning days and encouraged to meet beneficiaries. The Board is responsible for setting the strategy and policies of Kinship. The members of the Board elect the Chair and appoint the Chief Executive. The Chief Executive is responsible to the Board of Trustees, through the Chair, for the execution of those policies.

Management and decision-making

The Trustees who held office during the year are shown on page 1. There were 4 board meetings during the year and a trustee away day. In addition, the Finance sub-committee meets quarterly, chaired by the Treasurer.

Risk management and internal controls

The trustees have overall responsibility for ensuring that the charity has appropriate systems of control, both financial and operational.

The Finance Committee meets regularly and reviews the major financial and operational risks facing the charity. It monitors the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect the charity, its members, its staff, the general public and other stakeholders. Julian Young, the Treasurer, chaired the committee during 2024-25.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- An annual budget approved by the Board.
- Regular consideration by the Board of financial results, variance from budgets and non- financial performance indicators.
- Delegation of authority and operating procedures.

Kinship has a formal risk management process in place through which a trustee who leads on risk, the Chief Executive and the Senior Leadership Team, identify the major risks to which the charity may be exposed.

The identified risks are assessed and ranked based on the likelihood and impact, culminating in a risk register which is updated on a regular basis. All significant and emerging risks, together with current mitigation actions, are reviewed quarterly by the Trustees. As a result, the Trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

Staff and volunteers

The Trustees wish to thank the skilled and committed staff and volunteers who are dedicated to ensuring that kinship carers are recognised, valued and supported. We are proud to work with kinship carers who are members of staff, trustees and advisory group members, and who also make up a growing group of volunteers who help deliver our peer support, influencing and awareness raising activities. They are transforming support for kinship families and we could not do what we do without them.

Our Kinship Care Advisory Group is made up of kinship carers from across England and Wales. Co-chaired by Janet Kay, a kinship carer and trustee, and our Chief Executive, the group is a key part of our commitment to ensuring that kinship carer voices are heard and shape our work at every level.

Remuneration of key personnel

The pay of the Chief Executive and Senior Leadership Team is reviewed annually and may be increased in accordance with average earnings to reflect a cost-of-living adjustment.

Statement to Trustees' responsibilities

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity 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 Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP FRS 102);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable United Kingdom 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 charity will continue in operation.

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

Each of the Trustees confirms that:

- So far as the Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- They have taken all the steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The Report of the Trustees, which incorporates the requirements of the Strategic Report and the Directors' Report as set out in the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013.

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

Caroline Abrahams
Caroline Abrahams (Oct 1, 2025 15:49:00 GMT+1)

Caroline Abrahams
Chair of Trustees

Date: 01/10/2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP)

Opinion

We have audited the financial statements of Grandparents Plus (trading as Kinship) (the 'charity') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to 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 evidence of bias.

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.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.



Darren O'Connor BSc(Hons) ACA FCCA (Senior Statutory Auditor)
for and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
8th Floor
Reading Bridge House
George Street
Reading
RG1 8LS

Date: 03/10/2025

GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	**57,225**	**20,973**	**78,198**	37,959
Charitable activities	5	**795,855**	**3,970,635**	**4,766,490**	3,609,624
Investments	6	**30,670**	**-**	**30,670**	39,045
Total income		**883,750**	**3,991,608**	**4,875,358**	3,686,628
Expenditure on:					
Raising funds	7	**159,374**	**-**	**159,374**	119,472
Charitable activities	8	**529,776**	**4,352,262**	**4,882,038**	3,373,564
Total expenditure		**689,150**	**4,352,262**	**5,041,412**	3,493,036
Net income/(expenditure) before net gains on investments		**194,600**	**(360,654)**	**(166,054)**	193,592
Net gains on investments		**21,943**	**-**	**21,943**	72,812
Net income/(expenditure)		**216,543**	**(360,654)**	**(144,111)**	266,404
Transfers between funds	18	**(11,347)**	**11,347**	**-**	-
Net movement in funds		**205,196**	**(349,307)**	**(144,111)**	266,404
Reconciliation of funds:					
Total funds brought forward		**1,594,040**	**1,090,923**	**2,684,963**	2,418,559
Total funds carried forward		**1,799,236**	**741,616**	**2,540,852**	2,684,963

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

The notes on pages 30 to 47 form part of these financial statements.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)
REGISTERED NUMBER: 04454103

BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	13		**78,526**		73,133
Investments	14		**815,622**		811,272
			894,148		884,405
Current assets					
Debtors	15	**2,066,834**		1,507,067	
Cash at bank and in hand		**312,814**		842,486	
		2,379,648		2,349,553	
Current liabilities					
Creditors: amounts falling due within one year	16	**(712,711)**		(548,995)	
Net current assets			**1,666,937**		1,800,558
Total assets less current liabilities			**2,561,085**		2,684,963
Provisions for liabilities	17		**(20,233)**		-
Total net assets			**2,540,852**		2,684,963
Charity funds					
Restricted funds	18		**741,616**		1,090,923
Unrestricted funds	18		**1,799,236**		1,594,040
Total funds			**2,540,852**		2,684,963

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

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

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

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

Caroline Abrahams
Caroline Abrahams (Oct 1 2025 15:59 GMT+1)

Caroline Abrahams
(Chair of Trustees)
Date: 01/10/2025

The notes on pages 30 to 47 form part of these financial statements.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	21	**(581,168)**	(227,128)
Cash flows from investing activities			
Dividends and interests from investments		**30,670**	39,045
Purchase of tangible fixed assets		**(30,809)**	(74,580)
Proceeds from sale of investments		**91,490**	47,007
Purchase of investments		**(39,855)**	(34,316)
Net cash provided by/(used in) investing activities		**51,496**	**(22,844)**
Change in cash and cash equivalents in the year		**(529,672)**	**(249,972)**
Cash and cash equivalents at the beginning of the year		**842,486**	1,092,458
Cash and cash equivalents at the end of the year	22	**312,814**	842,486

The notes on pages 30 to 47 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. General information

Grandparents Plus (trading as Kinship) is a private company limited by guarantee registered in England and Wales (Company Registered Number 04454103). It is registered with the Charity Commission (Charity Registered Number 1093975).

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity.

The address of the registered office is given in the Charity information on page 1 of these financial statements. The nature of the Charity's operations and principal activities are as detailed on page 3.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Grandparents Plus (trading as Kinship) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

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

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition is included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	25%
IT equipment	-	33%

2. Accounting policies (continued)

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

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

2.12 Pensions

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

2. Accounting policies (continued)

2.13 Fund accounting

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

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

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

Investment income, gains and losses are allocated to the appropriate fund.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

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

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

4. Income from donations and legacies

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total funds 2025 £**	Total funds 2024 £
Donations	57,225	20,973	**78,198**	37,894
Sundry income	-	-	**-**	65
	57,225	20,973	**78,198**	37,959
Total 2024	31,659	6,300	37,959	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

5. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Kinship care advice and support services	795,855	3,970,635	**4,766,490**	3,609,624
Total 2024	632,550	2,977,074	3,609,624	

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment income	25,594	**25,594**	26,886
Bank interest	5,076	**5,076**	12,159
Total 2025	30,670	**30,670**	39,045
Total 2024	39,045	39,045	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	147,954	**147,954**	78,168
Other costs	11,420	**11,420**	41,304
Total 2025	159,374	**159,374**	119,472
Total 2024	119,472	119,472	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Kinship Care Support Services	148,313	3,441,712	**3,590,025**	2,120,469
Advice Services	-	182,524	**182,524**	215,680
Core	233,424	728,026	**961,450**	863,368
Governance	148,039	-	**148,039**	174,047
	529,776	4,352,262	**4,882,038**	3,373,564
Total 2024	863,368	2,510,196	3,373,564	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Kinship Care Support Services	3,590,025	-	**3,590,025**	2,120,469
Advice Service	182,524	-	**182,524**	215,680
Core	-	961,450	**961,450**	863,368
Governance	116,647	31,392	**148,039**	174,047
	3,889,196	992,842	**4,882,038**	3,373,564
Total 2024	2,503,807	869,757	3,373,564	

Analysis of support costs

	Total funds 2025 £	Total funds 2024 £
Depreciation	**25,416**	21,751
Other staff costs	**581,162**	170,738
Marketing	**372**	84,499
Premises costs	**77,187**	84,109
Professional and consultancy costs	**199,599**	371,523
Office equipment maintenance	**58,628**	56,472
Postage	**2,736**	1,805
Investment management costs	**5,976**	5,962
Database costs	**39,039**	42,480
Subscriptions and memberships	**-**	18,260
Other costs	**2,727**	12,158
	992,842	869,757

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

10. Auditor's remuneration

	2025 £	2024 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**24,800**	32,500

11. Staff costs

	2025 £	2024 £
Wages and salaries	**2,735,308**	2,169,644
Social security costs	**267,358**	154,027
Pension costs	**66,520**	40,637
	3,069,186	2,364,308

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

	2025 No.	2024 No.
Direct activities	**71**	59
Fundraising	**3**	4
Resourcing and support	**6**	7
Key management personnel	**6**	5
	86	75

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

11. Staff costs (continued)

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

	2025 No.	2024 No.
£60,001 - £70,000	**1**	-
£70,001 - £80,000	**1**	2
£90,001 - £100,000	**1**	-
£100,001 - £110,000	**-**	1

During the year remuneration paid to key management personnel, including national insurance contributions, totalled £447,068 (2024: £416,775).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

12. Trustees' remuneration and expenses

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

During the year ended 31 March 2025, expenses totalling £1,351 were reimbursed or paid directly to 5 Trustees (2024 - £552). These expenses were for travel and training.

13. Tangible fixed assets

	Computer equipment £
Cost or valuation	
At 1 April 2024	**153,523**
Additions	**30,809**
At 31 March 2025	**184,332**
Depreciation	
At 1 April 2024	**80,390**
Charge for the year	**25,416**
At 31 March 2025	**105,806**
Net book value	
At 31 March 2025	**78,526**
At 31 March 2024	73,133

14. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	**811,272**
Additions	**39,855**
Disposals	**(56,260)**
Revaluations	**20,755**
At 31 March 2025	**815,622**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

15. Debtors

	2025 £	2024 £
Due within one year		
Grant debtors	**978,364**	641,136
Accrued income	**1,028,021**	831,890
Other debtors and prepayments	**60,449**	34,041
	2,066,834	1,507,067

16. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	**299,023**	39,693
Other taxation and social security	**87,618**	85,251
Other creditors	**6,411**	32,464
Accruals and deferred income	**319,659**	391,587
	712,711	548,995

17. Provisions

	Other provision £
Provisions	**20,233**
	20,233

A provision for dilapidations has been recognised in respect of the office accommodation which the Charity leases and is required to restore the property at the end of the lease to the same condition as at the lease commencement.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
Fixed asset fund	73,133	-	(25,416)	30,809	-	78,526
General funds						
General funds	1,520,907	883,750	(663,734)	(42,156)	21,943	1,720,710
Total Unrestricted funds	1,594,040	883,750	(689,150)	(11,347)	21,943	1,799,236
Restricted funds						
Local Authority programmes	22,050	493,842	(442,293)	-	-	73,599
Central Government national services	101,873	3,196,452	(3,298,325)	-	-	-
Campaign, voice and participation	256,025	181,235	(262,807)	6,703	-	181,156
Research	133,045	26,079	(89,046)	-	-	70,078
Advice and direct beneficiary support	566,318	53,000	(193,154)	586	-	426,750
Infrastructure development	11,612	-	(27,153)	-	-	(15,541)
Regional grants	-	21,000	(25,058)	4,058	-	-
TNL Community Fund	-	20,000	(14,426)	-	-	5,574
	1,090,923	3,991,608	(4,352,262)	11,347	-	741,616
Total of funds	2,684,963	4,875,358	(5,041,412)	-	21,943	2,540,852

18. Statement of funds (continued)

RESTRICTED FUNDS

Restricted funds are those funds that must be used in accordance with the donors' wishes. In 2024-25 a total of £3.992m (2024: £2.983m) was received to support a wide range of activities, as follows:

Local Authority programmes
Kinship was contracted by local authorities to deliver Kinship Connected, Kinship Reach and Kinship Ready which provide intensive one-to-one support, peer support and preparation training for kinship carers.

Central Government national services
Kinship was contracted by the Department for Education in England to deliver two national services: the Kinship Peer Support Service and the Kinship Carer Training and Support Service.

Campaign, voice and participation
Kinship received funding from Comic Relief, BBC Children in Need, Monday Charitable Trust and The Triangle Trust 1949 Fund to support its influencing work which included participation of kinship carers and young people with experience of kinship care.

Research
Kinship received funding from KPMG Foundation and through research collaborations with academic institutions and Foundations - The What Works Centre for Children and Families.

Advice and direct beneficiary support
Kinship received funding from City Bridge Trust, Hadley Trust, The Charity of Sir Richard Whittington and The Ballinger Charitable Trust which supported its advice service, Someone Like Me telephone peer support service and grants for kinship families.

Infrastructure development
Kinship received funding from Fidelity Foundation to support the development of its finance and telephony systems.

DESIGNATED FUNDS

Fixed Asset Fund
The fixed asset fund represents the net book value of tangible assets (see note 13) as of the balance sheet date. This fund has been designated by the Board of Trustees to cover future depreciation on tangible assets held.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds (continued)

Statement of funds - prior year

	As restated Balance at 1 April 2023 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
Fixed asset fund	20,304	-	(21,751)	74,580	-	73,133
General funds						
General funds	1,782,886	703,254	(961,089)	(76,956)	72,812	1,520,907
Total Unrestricted funds	1,803,190	703,254	(982,840)	(2,376)	72,812	1,594,040

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds (continued)

	As restated Balance at 1 April 2023 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Restricted funds						
Local Authority programmes	-	711,275	(689,225)	-	-	22,050
Central Government national services	1,743	1,467,342	(1,367,212)	-	-	101,873
Campaign, voice and participation	371,880	119,768	(235,623)	-	-	256,025
Research	200,000	13,705	(83,036)	2,376	-	133,045
Advice and direct beneficiary support	41,746	621,546	(96,974)	-	-	566,318
Infrastructure development	-	49,738	(38,126)	-	-	11,612
	615,369	2,983,374	(2,510,196)	2,376	-	1,090,923
Total of funds	2,418,559	3,686,628	(3,493,036)	-	72,812	2,684,963

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

19. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Designated funds	**73,133**	**-**	**(25,416)**	**30,809**	**-**	**78,526**
General funds	**1,520,907**	**883,750**	**(663,734)**	**(42,156)**	**21,943**	**1,720,710**
Restricted funds	**1,090,923**	**3,991,608**	**(4,352,262)**	**11,347**	**-**	**741,616**
	2,684,963	**4,875,358**	**(5,041,412)**	**-**	**21,943**	**2,540,852**

Summary of funds - prior year

	As restated Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Designated funds	20,304	-	(21,751)	74,580	-	73,133
General funds	1,782,886	703,254	(961,089)	(76,956)	72,812	1,520,907
Restricted funds	615,369	2,983,374	(2,510,196)	2,376	-	1,090,923
	2,418,559	3,686,628	(3,493,036)	-	72,812	2,684,963

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	78,526	-	**78,526**
Fixed asset investments	815,622	-	**815,622**
Current assets	1,401,284	978,364	**2,379,648**
Creditors due within one year	(475,963)	(236,748)	**(712,711)**
Provisions for liabilities and charges	(20,233)	-	**(20,233)**
Total	1,799,236	741,616	**2,540,852**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	As restated Unrestricted funds 2024 £	As restated Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	73,133	-	73,133
Fixed asset investments	811,272	-	811,272
Current assets	1,148,747	1,200,806	2,349,553
Creditors due within one year	(439,112)	(109,883)	(548,995)
Total	1,594,040	1,090,923	2,684,963

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

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(144,111)**	266,404
Adjustments for:		
Depreciation charges	**25,416**	21,751
Gains on investments	**(21,943)**	(72,812)
Dividends, interest and rents from investments	**(30,670)**	(39,045)
Increase in debtors	**(657,125)**	(632,992)
Increase in creditors	**227,032**	229,566
Increase in provisions	**20,233**	-
Net cash used in operating activities	**(581,168)**	(227,128)

22. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	**312,814**	842,486
Total cash and cash equivalents	**312,814**	842,486

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

23. Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	842,486	(529,672)	312,814
	842,486	(529,672)	312,814

24. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £66,520 (2024: £40,637). Contributions totalling £20,810 (2024: £5,554) were payable to the fund at the balance sheet date and are included in creditors.

25. Related party transactions

There has been one transaction involving related parties during the year. A Business Support Officer was employed at the Charity's standard salary level for the post, who is also a direct relation of the Charity's Treasurer.

There are no outstanding balances owing between related parties and the Charity at 31 March 2025.

GRANDPARENTS PLUS

England & Wales - Charity number 1093975

Accounts

Registered number: 04454103
Charity number: 1093975

GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

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GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31ST MARCH 2024

Trustees	Jayne Harrill, Chair (resigned 25th September 2024) Caroline Abrahams, Chair (appointed 19th June 2024, elected Chair 25th September 2024) Julian Young, Treasurer James Baker Natalie Baldry (term ended 13th May 2024) Beverley Barnett-Jones (appointed 7th July 2023) Frances Boughton Joseph Corry-Roake Prof Elaine Farmer Janet Kay Dr Nicola Sharp-Jeffs (resigned 25th September 2024) Yvette Stanley
Company registered number	04454103
Charity registered number	1093975
Registered office	The Foundry 17 Oval Way London England SE11 5RR
Chief executive officer	Dr Lucy Peake
Bankers	Triodos Bank Deanery Road Bristol BS1 5AS Barclays Bank Leicester LE87 2BB

GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

CHIEF EXECUTIVE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2024

This year saw us continue to increase our reach, raise awareness of kinship care and secure tangible changes to policy and practice for kinship carers across the country. This was in no small part thanks to kinship carers, who are at the heart of all we do, and who we fight alongside for to change lives and the system.

We saw the publication of the first ever National Kinship Care Strategy in England, a testament to years of tenacious and determined campaigning by kinship carers which has seen kinship care rise up the political agenda. Whilst the National Kinship Care Strategy does not promise the breadth and depth of changes we know kinship carers have needed for so long, it provides a foundation from which we're determined to push for more change, to support kinship families now and in the future.

When our extended family of kinship carers feel empowered to share their stories and expertise, theirs are the most powerful voices we have. We were honoured to welcome Her Royal Highness The Princess of Wales to a peer support group in London as part of the Royal Foundation for Early Years' Shaping Us campaign. Her Royal Highness heard first-hand the experiences of kinship carers and saw the difference their love makes to children's lives and outcomes. We also enjoyed impressive national media coverage aided by our appearance in 2024's Comic Relief, and by leveraging the invaluable support of celebrities and personalities themselves raised in kinship care, including the incredible Davina McCall.

This year saw our Kinship Community enjoy steady growth – demonstrating a 25% year-on-year increase in engagement in our digital communications. We also launched our inaugural podcast as part of our National Peer Support Service, Kinship Together, which is receiving positive feedback from listeners and strong download numbers.

We launched our new Kinship Compass online navigation tool enabling kinship carers to more easily find advice, information and support that is available locally and nationally. The extensive work alongside kinship carers to develop Compass has enabled us to start a website redevelopment project that will further innovate the digital support we can offer kinship families, with a new website launching later this year. Kinship carers have been integral in the development and testing; embedded as they are in co-production across our entire organisation.

Our innovative and evidence-led programmes and services are changing kinship carers' lives in England and Wales. We further developed our National Peer Support Service in England, setting up a further 88 groups and supporting 2,817 carers through these vital online and in-person peer support groups. At a time when many local authorities have faced unprecedented financial difficulties, it is encouraging that 31 local authorities commissioned Kinship to support local kinship carers through our Ready, Connected and Reach programmes, all evidence-informed and sector-leading services making a difference to kinship carers' lives. I'm particularly proud that we provided almost 100 Kinship Reach virtual support group sessions (more than double that of 22/23) and supported over 300 individual kinship carers across multiple sessions (almost triple that of 22/23).

Building on the evidence and expertise we've developed through pioneering these programmes over several years, and our unique relationship with and insights from our Kinship Community, we were proud to be successful in being awarded the Department for Education contract to deliver a training and support service for all kinship carers in England. This affords us the opportunity to reach and support more kinship carers and help them access the right support for their families – and we're determined over the next year to take an ambitious and innovative approach to step up for kinship carers across the country.

We began to deliver a brand-new programme funded by the Prudence Trust. Kinship Minds supports kinship carers to recognise early mental health issues and will empower them with specialised support and tools. We recognise mental health plays an enormous part in the wellbeing of families, and we seek to be a beacon for best practice in providing the best support for kinship carers and their families.

CHIEF EXECUTIVE'S REPORT (CONTINUED) FOR THE YEAR ENDED 31ST MARCH 2024

We reinforced our commitment to our national campaign #ValueOurLove, mobilising supporters to lobby hundreds of local MPs - and we launched our Campaign Champions Hub to scale up kinship carer participation, in the penultimate year of funding from Comic Relief. Kinship was recognised in The Big Issue's 100 Changemakers of 2023 - a celebration of the “people and organisations who have focused on making things better for all of us”. An accolade that means so much as by making kinship families stronger, all of society benefits.

And during Kinship Care Week, we published our Breaking Point report – based on our annual survey, this year polling almost 2,000 kinship carers. This represented a record high, and the responses painted a stark picture of the challenges too many kinship families face, finding that 12% were concerned that a lack of support would lead to them being unable to keep caring for their child or children and 10% had run out of food and could not afford to buy more within the next two weeks. The launch of the report, which saw high levels of political and media engagement, was underpinned by a clear message from kinship carers that radical reform is needed to support these families now and in the future.

It’s not just kinship carers that feel our collective influence. This year we launched our Kinship Friendly Employers Scheme – a free, self-service scheme for employers of all sizes and sectors providing them with the resources they need to support kinship carers in their workforce. To date, we have engaged over 40 corporates, and two organisations have become Gold-standard Kinship Friendly Employers – providing paid leave for kinship carers on a par with their adoption leave offer. We collaborated with leading brands including Tesco and John Lewis Partnership who introduced kinship friendly policies to support the kinship carers in their workforce, of which we’re immensely proud.

We have grown our staff team with purpose by 22%, which has included our Corporate Services, Development, and Digital and Training teams. It is particularly meaningful to us that we have kinship care-experienced colleagues represented at all levels of the charity, including our Board and senior leadership team. In fact, in 23/24 they make up 21% of our workforce and 27% of our Board of Trustees.

We are also committed to actively improving the ethnic diversity of our Board as well as better representing the diversity of the kinship carers we support. We know we can do better and improve on the 9% of our Board that are from Black, Asian or minority ethnic heritage.

The next year will certainly be a busy one for Kinship, as we continue to provide more kinship carers with life-changing support, and fight for transformational changes for their families. We will move into a delivery phase for our new training and support service, will roll out a new operating model for the National Peer Support Service and seek to support more kinship carers than ever across England and Wales with these services, as well as our free advice line, Kinship Compass and commissioned services. The General Election will provide an opportunity for us to ensure that kinship care stays high on the political agenda, and we will publish pioneering research, supported by the KPMG Foundation focusing on the experiences of Black and Asian kinship carers and work with partners across the sector to apply the learnings from the research into practice. Kinship carers will of course continue to be at the heart of all we do to change lives, and to change the system.

It remains my privilege and passion to lead the team at Kinship. I am so incredibly proud to work alongside dedicated and driven colleagues, incredible volunteers and our wider family of funders, partners and supporters.

Of course, kinship carers are some of our communities’ most giving, compassionate, and resourceful individuals and families. Their generosity – not only for the children they love, for whom they step up, but for supporting their fellow kinship families, for advocating and agitating for change and for sharing their experience and expertise – never fails to inspire me.

CHIEF EXECUTIVE'S REPORT (CONTINUED) FOR THE YEAR ENDED 31ST MARCH 2024

We will relentlessly strive to continue to champion them and stand with them as we fight for the support and recognition they deserve.

Sincerest thanks,



.....
Lucy Peake
Date: 24/01/2025

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024

The Trustees present their annual report together with the audited financial statements of Grandparents Plus for the year 1 April 2023 to 31 March 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The Charity trades under the name Kinship.

Introduction

About Kinship

Kinship is the national charity for kinship care in England and Wales. A kinship carer is someone who looks after a child of a relative or friend full-time. Kinship is here for all kinship carers – the grandparents and siblings, the aunts, uncles, and family friends who step up to raise children when their parents can't.

We know how hard life can be for kinship carers, but we've seen the amazing things they're capable of with someone by their side. With the right support, children raised in kinship families flourish.

That's why Kinship is here to support, connect and campaign. To keep kinship families stronger by keeping them together.

Our vision and mission

Vision statement

A society in which kinship carers and the children they care for are recognised, valued and supported.

Mission statement

To ensure that kinship carers and the children they care for get the support and recognition they need.

Charitable objects

The charitable objects are:

- Object 1 to support kinship carers who are grandparents, family members or friends who care for children when a parent calls for help or when there has been family breakdown or in other difficult circumstances promoting the best interests of the children they care for.
- Object 2 to work with local authorities, children's services, voluntary agencies, social workers and other professionals, and kinship carers to promote better support for all children in kinship care.
- Object 3 to ensure the role of kinship carers and the wider family in caring for children is fully incorporated within legislation, and national and local government policy and practice
- Object 4 to raise awareness of the contribution kinship carers make to society so that kinship carers are recognised, valued and supported

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

Principal activities

Kinship is the only national charity dedicated solely to supporting kinship carers and their families, whatever their situation. Uniquely, we support all kinship carers, including grandparents and all other relatives and friends, and those with all legal orders or none. We want support for every kinship family when they need it, in the way they need it. We:

- Campaign with kinship carers for change so that their contribution to children's wellbeing and care is valued and understood.
- Provide evidence, policy solutions, programmes and training so that kinship families receive the services and support they need to help children to thrive.
- Advise and support kinship carers by ensuring that they have access to professional advice, information and peer support.
- Advise, inform and support professionals to develop good kinship care practice.

Our strategic objectives for 2023-24 were:

- Changing Lives – developing support for kinship families so they can access high quality information, advice and support, wherever they live.
- Changing the system – building awareness, understanding and recognition about kinship carers' role in children's lives, and campaigning for change so kinship care is promoted and supported by legislation, policy and practice.
- Strengthening our culture – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.
- Strengthening our operations – capitalising on our leading position by being ambitious, smart and strategic.

Our aims and strategic priorities

Our ambitious growth and impact strategy for 2022-25 puts kinship families at the heart of everything we do. We are focused on achieving our goal that every kinship family is able to access the support they need.

Our strategic objectives for 2022-25 are:

- **Changing Lives** – developing support for kinship families so they can access high quality information, advice and support, wherever they live.
- **Changing the system** – building awareness, understanding and recognition about kinship carers' role in children's lives, and campaigning for change so kinship care is promoted and supported by legislation, policy and practice.
- **Strengthening our culture** – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.
- **Strengthening our operations** – capitalising on our leading position by being ambitious, smart and strategic.

Achievements and Performance

Changing Lives - developing support for kinship families so they can access high quality information, advice and support, wherever they live.

Highlights summary: As the leading kinship care charity in England and Wales, we have continued to work with kinship carers to innovate and deliver pioneering high quality support services and resources to reach more kinship families than ever before.

During 2023-24 we:

- Further developed our National Peer Support Service in England, supporting kinship carers with vital peer support and launching a popular podcast series reflecting on the importance of peer support
- Supported 1,460 kinship carers through 224 training workshops as part of our National Peer Support Service.
- Worked alongside 31 local authorities who commissioned our services to support local kinship carers through our evidence-informed Ready, Connected and Reach programmes.
- Launched our Kinship Compass – a digital information, advice and support hub for kinship carers, to complement our existing advice and peer support offers..
- Successfully participated in a competitive process to be awarded the Department for Education's contract for developing and delivering a national training and support offer for all kinship carers in England, and started development of this new programme, designed alongside kinship carers.

Commissioned programmes: Kinship Connected, Kinship Reach and Kinship Ready

Against a difficult economic climate for local government finance, we were pleased to continue our work in collaboration with a number of local authorities in England and Wales. Ultimately, we saw a year-on-year decrease in the number of commissions, and subsequently the number of kinship carers we were able to support through our commissioned programmes. This has been in large part due to many local authorities facing severe financial difficulties and being unable to commit to commissioning for services which are beyond their statutory duties.

Kinship Connected

We've continued to deliver our sector-leading Kinship Connected programme, a tried and tested evidence-informed model. In collaboration with local authorities, we support kinship carers through intensive one-to-one support and peer support groups, leading to improved outcomes, placement stability for children and reduced risk of children entering the care system.

This year:

- 16 local authorities commissioned our flagship programme Kinship Connected compared to 19 in 22/23
- We provided one-to-one support to 332 kinship carers in England (compared to 423 in the previous year) and 40 in Wales (the same number as the previous year). .
- We were able to support 547 kinship carers (22/23: 1,714) through our face-to-face support groups in England and 50 in Wales (22/23: 123).

"I need Kinship in my life - it is the only support available that is true support." (Kinship carer)

Kinship Reach

We have continued to deliver this programme, which provides kinship carers with up to six 'interventions' with a consistent specialist project worker working remotely, alongside access to our other support.? Kinship carers can also access regular virtual support groups as part of the programme.?

This year, we delivered:

- Support to 187 carers compared to 166 in 2022-23, through 7 commissioning local authorities (last year this was through 9).
- 98 Kinship Reach virtual support group sessions - a significant increase compared to 43 in 2022-23.

"The support I get from my Kinship support worker is fantastic and I don't know what I would do without her or the kinship group. I want to thank you very much." (Kinship carer)

Kinship Ready

Our preparatory workshops for prospective or current special guardians continued to grow, helping kinship carers understand about legal orders, trauma and attachment, managing contact and how to access other vital support for their kinship child or children. One to one support is also offered to participants including support to access the online workshop and increase digital skill literacy.

- We delivered Kinship Ready workshops in 6 local authorities compared to 15 in 2022-23
- We supported 138 kinship carers across 21 workshops, compared to 41 workshops for 456 carers in 2022-23

The reduced uptake in Kinship Ready from local authorities is due to announcements from the Department for Education that it would be commissioning the provision of introductory training across England leading to a number of local authorities holding off commissioning Kinship Ready in anticipation of this universal offer. Latterly, our successful bid to provide this contract for the Department for Education led to a strategic organisational decision to phase out our Kinship Ready offer for new commissions, as much of the content will be provided as part of the development of our new training and support service.

Training and information offer

We are excited to be building on the insights and evidence we've acquired through our Kinship Ready approach, as we move to delivering 'Introduction to Kinship Care' workshops open to all kinship carers in England as part of the Department for Education –funded Kinship Carer Training and Support service.

After a competitive process, we were awarded this contract, which will enable us to support significantly more kinship carers in England with vital online and in-person introductory and advanced training, workshops and opportunities to connect and learn. This year, the programme has been in its planning phase with a key focus on recruitment as well as undertaking Kinship Carer Conversation events in Liverpool, Leeds and London to centrally involve kinship carers in developing the training and support offer including the development of the taxonomy of workshops, content and roadshows that we will deliver from July 2024.

"I can't wait for the Kinship Roadshow to arrive in Portsmouth. I've been struggling to get the right information for the last two years, so this will be a great support. I'm also really looking forward to meeting other kinship carers and sharing our experiences, as they understand just how difficult and lonely being a kinship carer can feel." (Kinship carer)

Peer Support

Funded by the Department for Education, we have continued to support kinship carers through the national Peer Support Service, enabling kinship carers across England to set up sustainable peer support groups in their local area or online. We know the difference that peer support makes to kinship carers and how valuable the opportunities to connect and support each other are, and we're proud to have helped set up new online and in-person groups, develop an active and engaged volunteer community and delivered a range of online workshops developed with kinship carers, for kinship carers.

We have ensured that where there is little or no peer support that we're actively helping kinship carers to build new communities and relationships.

This year, we supported an unprecedented level of kinship carers with peer support by:

- Establishing 88 new peer support groups taking the total number of groups set up under the Department for Education contract to 150.
- Establishing a peer support group leader network to encourage shared support and learning and enable group sustainability, as well as providing physical group leader packs.
- Delivering 415 workshops to 2,190 kinship carers, (compared to 225 peer support workshops delivered to 1,098 attendees the previous year) with 95% of evaluation form respondents rating their likelihood to recommend the workshop to other kinship carers as at least 8/10.
- Releasing our inaugural Kinship Together Podcast for kinship carers on the topic of peer support which achieved 500 downloads within the first two weeks.
- Introducing a new special interest group – Diverse Families, following the successful delivery of two six-week courses on Exploring Cultural Identity. This complemented our existing roster of staff-facilitated special interest online groups every month for specific groups including grandparent carers, men and LGBTQ+ carers.
- Developing a range of digital resources and tools to enable peer support including an online postcode search for peer support groups; a peer support group digital library with videos, downloads, and practical tools created in co-production with kinship carers to help groups navigate and set up their own group; and an online chat facility with peer volunteers able to provide emotional support to other kinship carers.

"I found them quite emotional. They're so informative and shows how much we all feel supported by Kinship and by each other." (peer support group leader)

"This is a first for me and I think it's a good thing. I've been a kinship carer for 6 years and I've never met anyone from the LGBT community." (kinship carer attending LGBTQ+ Special Interest Group)

Advice and Kinship Compass

Kinship Compass, our independent online information, advice and support hub just for carers, launched in February 2023, providing access to practical and emotional support.

In the year 23/24, there was an average of 6,448 monthly visitors to Kinship Compass, representing almost one third (29%) of all visitors to our website.

Our Advice Team directly supported 1,897 kinship carers against 2,387 in 2022/23. This drop is due to an increase in kinship carers self-serving through Kinship Compass, and a noticeable increase in complexity of cases with many carers seeking advice on multiple issues. The top three topics were financial need, legal support and our services.

The team identified £179,992 in unclaimed benefits, compared to £153k in 2022-23. We have also supported kinship carers to challenge their local authority via the Local Government Ombudsman, ensuring that they receive the financial support they are entitled to and are not disadvantaged. In one particularly high-profile case that we supported a kinship carer to raise, the Ombudsman made a ruling which saw her receive back-payments and compensation, and led the Ombudsman's office to appeal for other special guardians in the same position to make contact.

This year, we again passed the AQS – Advice Quality Standard with excellent feedback. This is down to the hard work of the team, and reflects the gold standard Kinship strives for in providing advice and support to carers.

In Spring 2024 we introduced a new triage system to increase our ability to take live calls, and a new structure including specialist roles in benefits, education and social work. We continue to offer a bi-lingual service with a Welsh-speaking advice worker.

"Without your valuable knowledge and hard work I don't believe I would have won our case and proceeded to gain financial support for my 5 grandchildren until they are 18. Thank you again for being at the end of the phone to answer any questions I've had throughout the whole case. Without you I wouldn't have known where to go!" (Kinship carer)

Grants

We were grateful to receive funding from The Ballinger Charitable Trust for a Grants Officer (herself a kinship carer) based in the North-East of England to apply for grants on kinship carers' behalf and provide workshops empowering them with the skills and agency to apply for grants directly. From July 2023 to March 2024, this role secured 42 grants for kinship families in the North-East, totalling £21,000. Through our other programmes and organisational support, we have secured £35,505 for 83 kinship families.

Someone Like Me

Our telephone peer support service, Someone Like Me has continued to grow. This year, 152 kinship carers accessed support through Someone Like Me, compared to 182 in 2022-23. We trained 36 new volunteers into the scheme, compared to 30 the last financial period.

"The support was amazing...the lady let me talk in my time and heard everything I said. Fantastic service." Kinship carer supported by a Someone Like Me Volunteer

Kinship Minds

This year we developed and introduced a new, pioneering programme funded by the Prudence Trust and led by a new Therapeutic Lead Practitioner role. Kinship Minds has been implemented to help kinship carers to recognise the early signs of mental health issues in their children, and support them with practical tools and resources, while also developing a trauma-informed approach across Kinship's delivery teams.

Young Champions

In this project funded by BBC Children in Need, we introduced a second cohort of kinship-experienced young people, aged 11-14 years, in addition to the existing group of 15–18-year-olds.

There were 10 participants in the programme in 23-24 and they enjoyed art workshops, days out and sporting activities.

Website redevelopment

Work started on a website redevelopment project, with a new, integrated website due to launch in Autumn 2024. This year, we initiated the discovery phase of the work, including reviewing insights and collaborating with kinship carers in early stages of user-testing.

Changing Lives, Changing the System: Policy and Influencing

Our relentless campaigning, lobbying, and public affairs work – informed by and undertaken alongside kinship carers – enabled us to play an instrumental role in driving kinship care up the political agenda, achieving a number of commitments at local and national level.

This was bolstered by high-profile media coverage, implementation of ambitious organic and paid social media strategies and stewardship of key celebrities who have used their platforms and profile to drive awareness of kinship care and Kinship. Alongside this, we've grown our Kinship Community and collaborated with sector partners and kinship carers to provide leadership and engaging activities during Kinship Care Week.

Policy and Public Affairs

Our influencing work played a key role in keeping kinship care high up the political agenda and was instrumental in securing the first ever National Kinship Care Strategy in England. Our ongoing public-facing and behind-the-scenes engagement with Parliamentarians, Ministers and officials, and rigorous policy development work played a key role in securing transformative changes to policy and practice.

We played a key role in influencing the UK Government to develop a National Kinship Care Strategy and the content of this strategy, providing evidence and insights; facilitating policy focus groups with kinship carers and aligning campaign actions on financial allowances and paid kinship leave. Our Kinship Friendly Employer scheme was signposted in the National Kinship Care Strategy for England in December 2023.

We were heavily involved in the launch of the Strategy, coordinating a large group of kinship carers to meet with the Minister for Children, Family and Wellbeing, whilst maintaining our independence. We ensured kinship carer's voices were at the heart of our organisational response to the Strategy in welcoming the unprecedented levels of investment, but calling for action to go further, faster.

This sector-leading response included the publication of an online hub which included:
- Extensive communications to campaigners and the wider community.
- Accessible, plain English summary of new Strategy commitments.
- A Q&A page, with our media statement and explainer videos.
- An updated version of our kinship care policy tracker.
- A survey for kinship carers asking for Strategy feedback.
- Amplification of kinship carer responses to the Strategy on our owned channels.

We further developed our approach to MP engagement and public affairs and achieved:

- 108 actions taken by national-level politicians to further our influencing or policy agenda, including:
  - Contributions to parliamentary debates and questions
  - Letters to Ministers
  - Manifesto commitments
  - Attendance of a Kinship event.
- This year we secured 14 mentions of Kinship or #ValueOurLove in Hansard.

We held a parliamentary reception with stakeholders, funders, kinship carers and Parliamentarians, including the Minister for Children, Family and Wellbeing David Johnston MP and his Opposition counterpart Helen Hayes MP. The highlight for many attendees was a speech by Katie, one of our formidable campaigners and a special guardian to her niece, who spoke powerfully about her experience.

Breaking Point, our annual survey report

During Kinship Care Week, we launched our Breaking Point report based on our annual survey data. We were pleased that 1,657 kinship carers responded – a record high for our annual survey.

In an effort to boost engagement with kinship carers from ethnic backgrounds historically under-represented in our surveys, we contacted more than 100 organisations across England and Wales supporting children and families, particularly those operating in areas with higher Black and minority ethnic populations, as well as relevant community and faith organisations. Although this did not yield a significantly higher response rate from these groups, we were able to distil learnings about why, specifically recognising that discrete outreach activity is no replacement for the development of longstanding relationships and understanding of kinship care and of Kinship with kinship families; trust and connection is what supports kinship carers to feel comfortable sharing their views and experiences with us. These learnings will be applied to our efforts to increase the diversity of kinship carers we are reaching and supporting across the organisation.

The launch of the report achieved high levels of political and media engagement, underpinned by a clear message from kinship carers that radical reform is needed to support kinship families now and in the future.

Campaigns

We drove our flagship #ValueOurLove campaign forward, mobilising our extensive network of campaigners and recruiting more kinship carer campaigners and supporters into this network by creating a number of digital and in-person campaign actions to engage and influence national decision-makers.

This year, we mobilised campaigners to take 8,574 online and offline actions including:

- Ahead of the Autumn Statement in November 2023, we mobilised 248 kinship carers to comment on a Facebook post from the new Chief Secretary to the Treasury, Laura Trott MP, with heartfelt and impactful comments about their experiences and why kinship carers need financial support. Department for Education officials fed back to Kinship that the comments had an impact on the decision to fund a multi-year trial of financial allowances pilots in the National Kinship Care Strategy.

- We increased pressure on Department for Business and Trade Minister, Kevin Hollinrake MP, on paid leave for kinship carers - by supporting a formidable campaigner in his constituency to write an open letter. The letter received over 1,000 kinship carer co-signatories.

- Ahead of the Parliamentary debate on kinship care on 6 March 2024, we mobilised over 300 campaigners to email 242 MPs to urge them to attend. This represented almost 40% of all MPs across England and Wales.

- We launched the Campaign Champions Hub which aims to scale up our support for local kinship carer campaigners in the final year of our Comic Relief funding, providing increased campaign training opportunities alongside campaigner-led online meetings to support relationship-building, learning and sharing.
    - o 80 kinship carers became Campaign Champions this year and more than 120 attended Campaign Champion webinars.
    - o We developed a new toolkit for Campaign Champions to search for and contact their MP candidates ahead of the anticipated General Election.

This year our campaigning work received significant recognition. Kinship featured as one of The Big Issue's 100 Changemakers of 2023, a celebration of the ‘people and organisations who have focused on making things better for all of us’. Our Senior Campaigns Officer and kinship carer, Kelly, won the Rising Star Award at the Charity Comms Inspiring Communicator Awards. We were proud to be invited to present to Comic Relief’s Board of Trustees about the campaign and its success.

This year, 19 kinship carers were members of our England and Wales Campaign Steering Groups, meeting on a monthly basis to input into campaign development and playing a key role in informing our communications and messaging to kinship carers about the National Kinship Care Strategy.

We were pleased that many members of the Campaign Steering Groups were early adopters of our Local Campaign Champions programme and are working with other kinship carers to undertake local campaigning around kinship care.

During the course of the year, we also developed a programme of work with an external consultant to work with the steering group to evaluate our approach to kinship carer participation in the campaign and to co-produce plans for ongoing meaningful involvement of kinship carers as we evolve the Value Our Love campaign later in 2024 and 2025.

"It's enabled me to find myself again". (Kinship carer)

"[Your support] gave me the motivation to press forward with law and policy makers to make them understand that action is needed now". (Kinship carer)

Media and social media

We secured impressive levels of national media coverage this year, helping empower kinship carers who chose to share their stories to raise awareness of kinship care, putting pressure on decision-makers and leveraging celebrity support.

We achieved 234 pieces national coverage (compared to 266 the previous year) and 401 pieces of regional and sector media coverage (compared to 622 the previous year).

Welcoming Her Royal Highness The Princess of Wales to a peer support group was undoubtedly one of our highlights, with the visit leading to a longer-term relationship with the Royal Foundation for Early Years and their Shaping Us campaign and global media coverage. Kinship carers told us that seeing The Princess of Wales meet kinship carers and their children, and pay tribute to the sacrifices they made, had a profound effect, making them feel seen and valued.

Highlights include:

- Royal visit (263 pieces of coverage, 1.2bn reach)
- Launch of Tesco as a Kinship Friendly Employer (364 pieces of coverage, 884m reach)
- Kinship response to Government's National Kinship Care Strategy (275 pieces of coverage, 3.4bn reach)
- Red Nose Day led by Davina McCall – herself raised in kinship care (66 pieces of coverage, 41m reach)

As well as working with our key funder Comic Relief on Red Nose Day media, we were proud to be selected as one of their partner charities to be featured in the Evening Standard Christmas Appeal, which secured additional unrestricted income as well as a number of pieces of coverage in the Evening Standard throughout December 2023.

We cultivated relationships with high profile people raised in kinship care, securing support on social media and collaboration on key media opportunities, including Davina, and music artist and activist Professor Green, as well as maintaining a relationship with Kinship Ambassador, actor Jay Kontzle.

We grew our social media following and engagement levels significantly this year, raising awareness of our work and brand among key audiences such as kinship carers, professionals, stakeholders and other influencers.

This resulted in increased followings across all of our social channels:

- Facebook – 7,232 followers (2022-23: 6,600) +10%
- Instagram – 2,558 followers (2022-23: 2,415) +6%
- X – 8,087 followers (2022- 23: 7,883) +3%
- LinkedIn – 1,553 followers (2022-23: 821) +89%
- Overall growth rate across all channels of 12%

We developed a rigorous and strategic editorial planning process and worked in collaboration with Social for Good on a new social media strategy, which has been particularly effective in building our engagement and following on LinkedIn, owing to the development of bespoke content for professional audiences and implementation of strategies which worked with the platform's algorithms. We also employed a limited but highly effective use of paid social to work in tandem with our organic reach, the learnings from which will inform future paid social campaigns.

Kinship Care Week

Once again, Kinship led national Kinship Care Week, convening organisations across the sector, including partners Liverpool Kinship Carers (the initial architects of the week in Liverpool) in the planning stages. We developed a Kinship Care Week resource pack with a new creative execution around our 'Do One Thing' call to action - to celebrate, recognise, and value kinship carers.

We saw high levels of social media engagement from kinship carers sharing their own 'Do One Thing' posts, and kinship care-experienced influencers Michaela Sharpe and Not Your Average Family shared the message with their large follower bases. In addition, organisations and colleagues across the sector and beyond used our resources – including the Royal Foundation and Shaping Us campaign; Ofsted; Comic Relief; Children's Commissioner and Barnardo's.

We executed a bespoke local authority mailout and were pleased to see good levels of engagement from authorities, particularly across social media - with a number using our materials to celebrate Kinship Care Week in their area.

We supported Kinship colleagues to arrange and deliver 35 events in total, including afternoon tea parties in Durham, Newcastle and Wakefield, with local MPs in attendance; as well as a larger-scale steam train trip in the North West which generated significant regional media interest.

Kinship Community

This year we have grown the Kinship Community by 5% to 10,858 members (up from 10,340 in the last financial year) and implemented an editorial process to develop more engaging and tailored content for different segments of this audience which has led to increased rates of engagement.

By the end of the year, we had seen a 25% year-on-year increase in engagement with Community emails, with an average of 5,128 carers opening community emails from Kinship. This represents an average open rate - across the year- of 47%. This is significantly higher than industry standard, and reflective of continual test-and-learn approaches Kinship has taken to create engaging content and deliver more targeted approaches to reach carers via our email marketing.

With a focus on ensuring Community communications are engaging and inclusive, we developed a new editorial and content planning system and as a standard practice now develop content around different cultural hooks and moments (e.g., religious holidays and awareness days) to resonate with kinship carers from different and diverse backgrounds.

This year, we developed new processes for colleagues across the organisation, particularly those developing and delivering services, to share content, promote their work and to amplify the voices of kinship carers they work with. We've identified this as a key entry point for new kinship carers to engage with us.

We also tested a new Facebook advertising campaign to promote Kinship and to drive contacts to our peer support service, resulting in over 524 kinship carers signing up for more information.?

Research and Practice

As an insight-led organisation, we are pleased to have continued to collaborate with partner organisations, funders and academics to undertake research alongside kinship carers, to better inform policy and practice.

We are delighted that our application to the National Institute for Health and Care Research (NIHR) with Exeter University for a study exploring kinship carers' support networks was successful. From April 2024 we will develop and deliver a groundbreaking new piece of research in three localities, mapping kinship carer support networks alongside kinship carers in these places.

This year we:

- Expanded our outreach to kinship carers who had not previously engaged with Kinship, and particularly into Black and Asian kinship families. This is a continuation of our research project led by Dr Priya Tah and Professor Julie Selwyn at the Rees Centre at Oxford University, supported by the KPMG Foundation.
- Continued our work with Professor Judith Harwin from Lancaster University, two peer researchers and a dynamic group of kinship carer participants, on a project to support meaningful participation of kinship carers in research about their lives, funded by ESRC and Department for Education. A report and toolkit will be published in early 2025.
- Collaborated with Foundations on a project mapping local authority support for kinship carers, funded by the government's Evaluation Accelerator Fund. Kinship supported the survey of local authorities and consultation with kinship carers.
- Supported the East Midlands Region Kinship Steering Group, working with a consultant and local authorities to use data to identify use of kinship care in the region and to map support. Kinship supported kinship carer consultation as part of the project through a survey and focus groups.
- Nominated carers to participate in the Department for Education's Kinship Carer Reference Group, and provided ongoing support to these carers to help prepare them for meetings, understand briefings and feel empowered to share their expertise.
- Continued to contribute our expertise on advisory groups for various research and practice projects, including on the Family Routes study (Ecorys/Ipsos Mori/Rees) and projects with Foundations and the Nuffield Family Justice Observatory.

Networks

- Our Kinship Care Professionals' Network grew to 2,182 members this year, an increase of 467 from the previous year.
- As part of our Professionals' Network, Trustee Beverley Barnett-Jones and our chief executive co-chaired a very successful Kinship Knowledge Exchange event in February 2024 attended by representatives from 30 local authorities, providing opportunities for local authorities to hear policy updates, share good practice and help develop the Training and Support Service.
- Our Researchers' Network grew to 90 (from 75), with members from across the globe. Meeting subjects included sibling carers; parent contact; motivation and attachment; and the experiences of kinship carers and the children they care for in Brazil, Ireland and Western Australia were shared, discussed, and debated.

Kinship Carer Advisory Group

We held quarterly meetings of our Kinship Carer Advisory Group, which included consultations on the development of our training and support programme, campaigner toolkit, and peer support podcast. The Group was co-chaired by Trustee Natalie Baldry and our Chief Executive.

Kinship Friendly Employers

This year, we developed the framework for our Kinship Friendly Employer Scheme, creating a toolkit to support employers at all stages of becoming a Kinship Friendly Employer. The scheme was developed in response to experiences and insights shared by kinship carers about the impact becoming a kinship carer had on their employment and career, including those detailed in our Forced Out: delivering equality for kinship carers report, based on our 2023 employment survey of more than 500 kinship carers.

We launched the scheme in October at a Ministerial roundtable, jointly hosted by Kinship and the Minister for Children, Family and Wellbeing, with a number of supported corporates present, including B&Q, Cardfactory, and Tesco; as well as representatives of the British Chambers of Commerce. Delegates discussed how to better support kinship carers – both through statutory support and employer-led initiatives.

We provided strategic advice and counsel to the Department for Education in the drafting of guidance around employer support – latterly published alongside the National Strategy for Kinship Care, including signposting to our Kinship Friendly Employer Scheme. In February 2024 we presented to around 100 staff at KPMG's Families Network to raise awareness of kinship care and how to better support kinship carer colleagues.

During this year, we have engaged with 43 organisations and two pioneering organisations have become Gold-standard Kinship Friendly Employers – B&Q and Correla – providing paid leave in line with statutory maternity pay. John Lewis Partnership, Tesco Plc and HSBC have all introduced kinship friendly policies to support the kinship carers in their workforce, of which we are very proud. We have subsequently been invited to join the John Lewis Partnership's Happier Futures Advisory Board.

"Relatives who take on the care of a child often feel forced to reduce their hours or even leave their jobs as they try to juggle extra responsibilities, and we wanted to step up to offer kinship carers the same support as colleagues who adopt a child." James Goodman, Tesco UK People Director

Strengthening our culture – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.

We redoubled our commitment to investing in our colleagues – from front-line to core office delivery – to ensure they are equipped to deliver the very best service and support to kinship carers.

This year we:

- Recruited a new Therapeutic Lead Practitioner, as part of a Prudence Trust-funded new programme, supporting front-line staff and all staff members.
- Rolled out progressive organisational safeguarding training and delivered Level 3 Safeguarding Training for front-line colleagues.
- Supported flexible and hybrid working across the whole UK organisation.
- Gave cost-of-living one-off payments to all non-Executive team staff past their probationary period.
- Continued to embed equality, diversity and inclusion across the organisation.

With a particular focus on our anti-racist commitment and dedication to equality, diversity and inclusion, we have continued to invest in the Be Applied recruitment platform which uses anonymisation and randomisation to ensure fairness and reduce unconscious bias. In a year where recruitment into the organisation increased significantly, we ensured kinship carers participated in the majority of our interview panels and that we guaranteed interviews to candidates with lived experience of kinship care who met the minimum requirements for a role.

We proudly continue to have kinship care-experienced staff at all levels of the organisation, including the Trustee Board and senior leadership team, and in 23/24 they made up 21% of our workforce and 27% of our Board of Trustees. This year, we sought to actively improve the ethnic diversity of our Board and are hopeful to better represent the diversity of the kinship carers we support. Although we made some progress with Board recruitment, we recognise that we need further improvement on 9% of our Board being from a Black, Asian or minority ethnic background.

We sought to continue to ensure that our colleagues are supported, with a continuation of our Wellbeing Wednesday initiative, and the introduction of reflective practice in teams across the organisation led by our new Therapeutic Lead Practitioner, enabling and empowering colleagues to look after themselves as they support kinship carers, often with sensitive or upsetting circumstances.

Strengthening our operations – capitalising on our leading position by being ambitious, smart and strategic

Our staff team has grown by 22% to 83 (from 68 in 2022-23) including new recruitments in our Corporate Services, Development, Digital, and Training teams. We invested in our core infrastructure including recruiting to the new key role of Director of Development leading on income generation, and bolstering our Finance and Payroll team.

72% of our staff used our Salesforce CRM and had specialist training, including all front-line staff, to ensure robust record-keeping and continuous learning to improve the way we support kinship carers.

Review of the Financial Statements

The financial statements reflect the operations of Kinship for the twelve months ended 31 March 2024.

The total income for the year increased by 14% from £3,245,701 in 2023 to £3,686,628 in 2024. 19% (2023: 24%) of the year's income was unrestricted and 81% (2023: 76%) restricted.

Total expenditure increased by 11% from £3,153,689 in 2023 to £3,493,036 in 2024. The resulting net income for the year, before movements in investments, was £193,592 (2023: £92,012).

The net income of £193,592 is made up of a deficit of £279,586 in unrestricted funds and a surplus of £473,178 in restricted funds. The total funds carried forward at 31 March 2024 is £2,684,963 (2023: £2,418,559), being unrestricted funds of £1,594,040 and restricted funds of £1,090,923.

At 31 March 2024 the charity had cash resources of £842,486 (2023: £1,092,458). The trustees continue to make every effort to maintain adequate unrestricted cash reserves to ensure that Kinship is in a position to continue to operate and to serve its beneficiaries.

Investment performance

We developed an ethical investment policy with Quilters in Autumn 2022, approved by our Finance Committee. Investment income in 2024 was £39,045 (2023: £10,146) and revaluations increased the value of investments held by £72,812. Net of additions and disposals, the valuation of investments held increased from £751,151 at 1 April 2023 to £811,272 at 31 March 2024.

Reserves policy and position

As the charity continues to campaign on behalf of kinship carers while concurrently developing and delivering a wide range of services at national level, the charity needs to ensure that it balances these activities with the need to:

- Provide sufficient working capital for the following year and to provide against any downturn in revenue generation and fundraising activities
- Mitigate the risk of unforeseeable expenditure and/or business interruption
- Support innovative programmes where such require a period of development and testing prior to proving their case to external funders
- Invest in organisational development and infrastructure to better support front-line delivery and boost long-term stability and sustainability.

The charity's reserves policy, which is reviewed annually, is to maintain unrestricted reserves to cover approximately six months' unrestricted operating expenditure of £916,000. We closed the year at 31 March 2024 with unrestricted reserves of £1,594,040 (2023: £1,803,190). The charity will be seeking ways to utilise the excess balance – including allocating additional funds to its investment portfolio to support sustainable growth; continuing to invest in digital technologies; and growing its fundraising capacity to support its reach and impact.

Going concern

The accounts have been prepared on a going concern basis and it is the belief of the Trustees that Kinship will continue to operate as a going concern, with continued income levels reflecting the ongoing recognition of the need to support the valuable contribution of kinship carers, and control of expenditure enabling a continued level of surpluses to fund further investment and growth. The Trustees consider that the level of unrestricted (both free and designated) reserves provides sufficient resilience as well as capacity to designate funds for investment in provision of Kinship's services.

Principal funding sources in 2023-24

In 2023/24 we continued to diversify our sources of income. We are extremely grateful to all our funders and supporters for their generous support.

Our funders include:

- The Ballinger Charitable Trust
- BBC Children in Need
- The Charity of Sir Richard Whittington
- City Bridge Trust
- Comic Relief
- Cripplegate Foundation (Islington Giving)
- Department for Education
- The Dulverton Trust
- The Esmée Fairbairn Foundation
- Evening Standard Christmas Appeal
- Fidelity Foundation
- Four Acre Trust
- Garfield Weston Foundation
- Hadley Trust
- The KPMG Foundation
- Oak Foundation
- Pears Foundation
- Players of the People's Postcode Lottery through Postcode Support Trust
- Prudence Trust
- TNL Community Fund Wales
- Triangle Trust 1949 Fund

We would like to extend a special thanks to the Players of the Peoples' Postcode Lottery for their generous support since 2017. This has supported our organisational growth and impact, our awareness raising and influencing activities, our vital advice service and helped us to reach and support more kinship carers through our growing community.

We are also grateful to the generous individuals who continue to support our work through donations and by completing challenge events to raise funds for Kinship.

Priorities for 2024-25

Everything we do is focused on achieving our goal that every kinship family will be able to access the support they need.

During 2024-25 we will:

- Deliver high quality, evidence-based support programmes in England and Wales that make a difference for kinship carers.
- Develop and deliver a peer support service in England and increase the number of sustainable kinship carer-led peer support groups across England and Wales.
- Develop our advice service and launch a new digital information hub to enable potential and current kinship carers to find advice, information and support when they need it.
- Grow our kinship care community to connect kinship carers with each other and with us for support and to influence change.
- Develop an organisation-wide approach to participation so that kinship carers and young people are well-supported to influence our work.
- Raise awareness about kinship care, including through high profile media coverage and leading the national awareness campaign Kinship Care Week.
- Continue to develop our #ValueOurLove campaign, with meaningful kinship carer participation and stakeholder engagement that delivers impact.
- Contribute to the development of kinship care policy, practice and research, collaborating with kinship carers, policy makers, local authorities, charity partners and academics to increase understanding and drive positive change.
- Focus on delivering our EDI action plan, including addressing the lack of ethnic diversity on our Board and senior team, commissioning new research and reviewing and developing our services to ensure they meet the needs of all kinship families.
- Invest in our infrastructure to ensure systems and processes support our people to work efficiently and effectively.
- Invest in our people, embedding our values, developing our leadership and management capacity and skills, supporting teams and staff to adapt post-pandemic, and supporting staff wellbeing.
- Have a relentless focus on learning, horizon scanning and collaborating to innovate and income generate to support further growth and impact and deliver real change for kinship families.

Principal risks and uncertainties

The principal risks and uncertainties identified by the trustees are as follows:

Risk identified	Action taken to mitigate the risk
The risk that the charity doesn't achieve its growth ambition and/or it grows in a way that is not sustainable.	Fundraising and business development strategies to diversify income while investing in a sustainable infrastructure (people, systems, processes) to support growth and impact.
Ongoing inflationary/cost of living pressures and impact on our beneficiaries, our people and our operations.	Ongoing review of beneficiary needs and our services, focus on income generation and financial planning, annual cost of living salary review.
Data breach/loss and/or GDPR concerns.	Data Protection Policy and IT systems and processes reviewed regularly; CRM system implemented with mandatory training for staff in Safeguarding and Cyber Security protocols.
Failure to fundraise for core services.	An appropriate margin is agreed with funders to support core services delivery as well as ensuring sufficient overhead cover to run the charity effectively.
The need to continuously adapt and evolve the way the charity offers advice and support for kinship carers.	Creating a structured, iterative approach to kinship carer participation and involvement, the charity conducts ongoing reviews of beneficiaries needs drawing on services insight, user feedback, and external agency input. The charity continues to digitally innovate and roll out new digital offerings informed by user experience.
External factors including political, societal and environmental changes that could impact delivery of services.	Regularly review agreed deliverables, monitor effective completion of commissioned and other services, assess external factors and ensure business as usual measures are incorporated.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

Legal Structure

Grandparents Plus, (T/A “Kinship”), is constituted as a company limited by guarantee registered in England and Wales (number 4454103) and registered as a charity with the Charity Commission (number 1093975).

The charity was founded in April 2002; incorporated as Grandparents Plus on 5 June 2002 as a charitable company limited by guarantee and registered with the Charity Commission for England and Wales on 30 September 2002. It is governed by its Articles of Association which have not been amended since the foundation of the charity in April 2002.

Subsidiary undertakings

Grandparents Plus (T/A “Kinship”) has no subsidiary undertakings.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission’s general guidance on public benefit, ‘Charities and Public Benefit’.

Kinship’s Board of Trustees regularly monitors and reviews the success of the organisation in meeting its key objectives. The Trustees confirm, in the light of the guidance, that these aims fully meet the public benefit test and that all the activities of the charity, described in the Strategic Report, are undertaken in pursuit of these aims.

This report demonstrates how Kinship’s strategy and activities during the year have helped kinship carers and their families through key performance metrics and reported outcomes. Kinship has also reiterated its commitment to continuing to deliver public benefit in the years ahead through its 2022-25 Strategy.

Structure and governance

The Articles of Association provide for a minimum of three trustees but do not provide for a maximum. Newly appointed trustees receive an induction pack and training, which includes the charity’s governing document and a briefing document describing the legal status, and role and responsibilities of trustees.

The trustees (who are also the directors of the company for the purposes of company law) serve for three years, after which period they may put themselves forward for re-appointment. The Board of Trustees keeps the skill requirements of its members under review and may appoint a person as a trustee either to fill a vacancy or as an additional trustee. New Trustees may be sought by open advertisement or through a dialogue with existing supporters of the charity.

Trustees are invited to visit the offices of the charity for further informal briefings by the Chief Executive and also invited to staff planning days and encouraged to meet beneficiaries. The Board is responsible for setting the strategy and policies of Kinship. The members of the board elect the Chair and appoint the Chief Executive. The Chief Executive is responsible to the Board of Trustees, through the Chair, for the execution of those policies.

Management and decision-making

The Trustees who held office during the year are shown in the Reference Information on page 1. There were four board meetings during the year and a trustee away day. In addition, the finance sub-committee meets quarterly, chaired by the Treasurer.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

Risk management and internal controls

The trustees have overall responsibility for ensuring that the charity has appropriate systems of control, both financial and operational.

The Finance Committee meets regularly and reviews the major financial and operational risks facing the charity. It monitors the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect the charity, its members, its staff, the general public and other stakeholders. Julian Young, the Treasurer, chaired the committee during 2023-24.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- An annual budget approved by the board.
- Regular consideration by the board of financial results, variance from budgets and non- financial performance indicators.
- Delegation of authority and operating procedures.

Kinship has a formal risk management process in place through which a trustee who leads on risk, the chief executive and the senior leadership team, identify the major risks to which the charity may be exposed.

The identified risks are assessed and ranked based on the likelihood and impact, culminating in a risk control document which is updated on a regular basis. All significant risks, together with current mitigation actions, are reviewed quarterly by the trustees. The Trustees review the risk register on a quarterly basis to discuss any emerging risks and consider their potential impact on the charity.

As a result, the Trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

Staff and volunteers

The Trustees wish to thank the skilled and committed staff and volunteers who are dedicated to ensuring that kinship carers are recognised, valued and supported. We are proud to work with kinship carers who are members of staff, trustees and advisory group members, and who also make up a growing group of volunteers who help deliver our advice service and programmes, influencing and awareness raising activities. They are transforming support for kinship families and we could not do what we do without them.

Our Kinship Care Advisory Group is made up of kinship carers from across England and Wales. Co-chaired by Natalie Baldry, a kinship carer and trustee, and our chief executive, the group is a key part of our commitment to ensuring that kinship carer voices are heard and shape our work at every level.

Remuneration of key personnel

The pay of the chief executive and senior leadership team is reviewed annually and may be increased in accordance with average earnings to reflect a cost-of-living adjustment.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

Statement of Trustees' responsibilities

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

Disclosure of information to auditor

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

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

Auditor

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

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

Caroline Abrahams

Caroline Abrahams (Jan 24, 2025 13:44 GMT)

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Caroline Abrahams
Chair of Trustees

Date: 24/01/2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP)

Opinion

We have audited the financial statements of Grandparents Plus (trading as Kinship) (the 'charity') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to 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 evidence of bias.

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.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.

M J Bath
M J Bath (Jan 24, 2025 16:55 GMT)

Michael Bath BSc FCA DChA (Senior statutory auditor)
for and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Greenham Business Park
Newbury
Berkshire
RG19 6AB

Date: 24/01/2025

GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)

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

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	**31,659**	**6,300**	**37,959**	24,061
Charitable activities	4	**632,550**	**2,977,074**	**3,609,624**	3,211,494
Investments	5	**39,045**	**-**	**39,045**	10,146
Total income		**703,254**	**2,983,374**	**3,686,628**	3,245,701
Expenditure on:					
Raising funds	6	**119,472**	**-**	**119,472**	129,721
Charitable activities	7	**863,368**	**2,510,196**	**3,373,564**	3,023,968
Total expenditure		**982,840**	**2,510,196**	**3,493,036**	3,153,689
Net (expenditure)/income before net gains on investments		**(279,586)**	**473,178**	**193,592**	92,012
Net gains on investments		**72,812**	**-**	**72,812**	9,008
Net (expenditure)/income		**(206,774)**	**473,178**	**266,404**	101,020
Transfers between funds	17	**(2,376)**	**2,376**	**-**	-
Net movement in funds		**(209,150)**	**475,554**	**266,404**	101,020
Reconciliation of funds:					
Total funds brought forward		**1,803,190**	**615,369**	**2,418,559**	2,317,539
Total funds carried forward		**1,594,040**	**1,090,923**	**2,684,963**	2,418,559

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

The notes on pages 31 to 47 form part of these financial statements.

GRANDPARENTS PLUS (TRADING AS KINSHIP)

(A company limited by guarantee)
REGISTERED NUMBER: 04454103

BALANCE SHEET
AS AT 31ST MARCH 2024

	Note		2024 £		As restated 2023 £
Fixed assets					
Tangible assets	12		**73,133**		20,304
Investments	13		**811,272**		751,151
			884,405		771,455
Current assets					
Debtors	14	**1,507,067**		874,075	
Cash at bank and in hand		**842,486**		1,092,458	
		2,349,553		1,966,533	
Creditors: amounts falling due within one year	15	**(548,995)**		(319,429)	
Net current assets			**1,800,558**		1,647,104
Total net assets			**2,684,963**		2,418,559
Charity funds					
Restricted funds	17		**1,090,923**		615,369
Unrestricted funds	17		**1,594,040**		1,803,190
Total funds			**2,684,963**		2,418,559

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

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

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

Caroline Abrahams
Caroline Abrahams (Jan 24, 2025 13:44 GMT)

Caroline Abrahams
Chair of Trustees
Date: 24/01/2025

The notes on pages 31 to 47 form part of these financial statements.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	20	**(227,128)**	241,754
Cash flows from investing activities			
Dividends and interests from investments		**39,045**	10,146
Purchase of tangible fixed assets		**(74,580)**	(2,182)
Proceeds from sale of investments		**(34,316)**	427,732
Purchase of investments		**47,007**	(1,169,875)
Net cash used in investing activities		**(22,844)**	**(734,179)**
Change in cash and cash equivalents in the year		**(249,972)**	**(492,425)**
Cash and cash equivalents at the beginning of the year		**1,092,458**	1,584,883
Cash and cash equivalents at the end of the year	21	**842,486**	1,092,458

The notes on pages 31 to 47 form part of these financial statements

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

1. General information

Grandparents Plus (trading as Kinship) is a private company limited by guarantee registered in England and Wales (Company Registered Number 04454103). It is registered with the Charity Commission (Charity Registered Number 1093975).

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity.

The address of the registered office is given in the Charity information on page 1 of these financial statements. The nature of the Charity's operations and principal activities are as detailed on page 3.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Grandparents Plus (trading as Kinship) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

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

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	25%

2. Accounting policies (continued)

2.7 Investments

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

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

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

2.12 Pensions

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

2. Accounting policies (continued)

2.13 Fund accounting

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

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

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

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total funds 2024 £**	Total funds 2023 £
Donations	31,165	6,300	**37,465**	14,959
Legacies	429	-	**429**	-
Publications	-	-	**-**	232
Sundry income	65	-	**65**	8,870
	31,659	6,300	**37,959**	24,061
Total 2023	24,061	-	24,061	

4. Income from charitable activities

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total funds 2024 £**	Total funds 2023 £
Kinship care advice and support services	632,550	2,977,074	**3,609,624**	3,211,494
Total 2023	729,025	2,482,469	3,211,494	

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment income	26,886	**26,886**	6,615
Bank interest	12,159	**12,159**	3,531
	39,045	**39,045**	10,146
Total 2023	10,146	10,146	

6. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	78,168	**78,168**	115,046
Other costs	41,304	**41,304**	14,675
Total 2024	119,472	**119,472**	129,721
Total 2023	129,721	129,721	

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

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	As restated Total 2023 £
Advice Service	-	215,680	**215,680**	262,137
Kinship Care Support Services	-	2,294,516	**2,294,516**	2,476,262
Core	863,368	-	**863,368**	285,569
	863,368	2,510,196	**3,373,564**	3,023,968
Total 2023 as restated	285,569	2,738,399	3,023,968	

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Kinship Care Support Services	1,895,605	398,911	**2,294,516**	2,476,262
Advice Service	195,471	20,209	**215,680**	262,137
Core	412,731	450,637	**863,368**	285,569
	2,503,807	869,757	**3,373,564**	3,023,968
Total 2023	2,174,685	849,283	3,023,968	

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

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	Total funds 2023 £
Depreciation	**21,751**	16,160
Other staff costs	**170,738**	149,670
Marketing	**84,499**	74,820
Premises costs	**84,109**	53,947
Professional and consultancy costs	**371,523**	423,234
Office equipment maintenance	**56,472**	36,711
Postage	**1,805**	4,235
Investment management costs	**5,962**	1,444
Database costs	**42,480**	55,232
Subscriptions and memberships	**18,260**	24,763
Other costs	**12,158**	9,067
	869,757	849,283

9. Auditor's remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**19,000**	68,000

10. Staff costs

	2024 £	2023 £
Wages and salaries	**2,169,644**	1,725,825
Social security costs	**154,027**	164,631
Pension costs	**40,637**	43,076
	2,364,308	1,933,532

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

10. Staff costs (continued)

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

	2024 No.	2023 No.
Direct activities	**59**	51
Fundraising	**4**	4
Resourcing and support	**7**	7
Key management personnel	**5**	5
	75	67

The disclosure includes a payment agreed by Trustees in lieu of annual leave entitlement. The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	**-**	1
In the band £70,001 - £80,000	**2**	-
In the band £80,001 - £90,000	**-**	1
In the band £100,001 - £110,000	**1**	-

During the year remuneration paid to key management personnel, including national insurance contributions, totalled £416,775 (As restated 2023: £339,980). This reflects the development of the leadership team to support the ongoing growth and impact of the charity.

11. Trustees' remuneration and expenses

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

During the year ended 31st March 2024, expenses totalling £552 were reimbursed or paid directly to 5 Trustees (2023 - £NIL). These expenses were for travel and training.

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

12. Tangible fixed assets

	Fixtures and fittings £
Cost or valuation	
At 1 April 2023	**86,536**
Additions	**74,580**
Disposals	**(7,593)**
At 31st March 2024	**153,523**
Depreciation	
At 1 April 2023	**66,232**
Charge for the year	**21,751**
On disposals	**(7,593)**
At 31st March 2024	**80,390**
Net book value	
At 31st March 2024	**73,133**
At 31st March 2023	20,304

13. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	**751,151**
Additions	**34,316**
Disposals	**(47,522)**
Revaluations	**73,327**
At 31 March 2024	**811,272**

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

14. Debtors

	2024 £	2023 £
Due within one year		
Grant debtors	**641,136**	148,735
Accrued income	**831,890**	696,999
Other debtors and prepayments	**34,041**	28,341
	1,507,067	874,075

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**39,693**	163,704
Other taxation and social security	**85,251**	58,436
Other creditors	**32,464**	-
Accruals and deferred income	**391,587**	97,289
	548,995	319,429

	2024 £	2023 £
Deferred income at 1 April 2023	**21,000**	127,000
Resources deferred during the year	**234,883**	21,000
Amounts released from previous periods	**(21,000)**	(127,000)
	234,883	21,000

Deferred income represents income received in advance of services to be provided.

16. Prior year adjustments

The Trustees have identified that a project which had previously been treated within restricted funds is more appropriately classed within unrestricted funds. Restricted funds at 1 April 2022 have decreased by £150,000 and unrestricted funds at the same date have increased by the same amount. Restricted expenditure in the year ended 31 March 2023 has decreased by £50,000 and unrestricted expenditure has increased by the same amount.

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

17. Statement of funds

Statement of funds - current year

	As restated Balance at 1st April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31st March 2024 £
Unrestricted funds						
Designated funds						
Fixed asset fund	**20,304**	**-**	**(21,751)**	**74,580**	**-**	**73,133**
General funds						
General funds	**1,782,886**	**703,254**	**(961,089)**	**(76,956)**	**72,812**	**1,520,907**
Total Unrestricted funds	**1,803,190**	**703,254**	**(982,840)**	**(2,376)**	**72,812**	**1,594,040**
Restricted funds						
Local Authority commissioned programmes	**-**	**711,275**	**(689,225)**	**-**	**-**	**22,050**
Central Government national services	**1,743**	**1,467,342**	**(1,367,212)**	**-**	**-**	**101,873**
Campaign, Voice and Participation	**371,880**	**119,768**	**(235,623)**	**-**	**-**	**256,025**
Research	**200,000**	**13,705**	**(83,036)**	**2,376**	**-**	**133,045**
Advice and direct beneficiary support	**41,746**	**621,546**	**(96,974)**	**-**	**-**	**566,318**
Infrastructure development	**-**	**49,738**	**(38,126)**	**-**	**-**	**11,612**
	615,369	**2,983,374**	**(2,510,196)**	**2,376**	**-**	**1,090,923**
Total of funds	**2,418,559**	**3,686,628**	**(3,493,036)**	**-**	**72,812**	**2,684,963**

17. Statement of funds (continued)

RESTRICTED FUNDS

Restricted funds are those funds that must be used in accordance with the donors' wishes. In 2023-24 a total of £2.983m (2023: £2.482m) to support wide range of activities, as follows:

Local Authority commissioned programmes
Kinship was commissioned by local authorities to deliver Kinship Connected, Kinship Reach and Kinship Ready which provide intensive one-to-one support, peer support and preparation training for kinship carers.

Central Government national services
Kinship was contracted by the Department for Education in England to deliver two national services: the Kinship Peer Support Service and the Kinship Carer Training and Support Service.

Campaign, Voice and Participation
Kinship received funding from Comic Relief, BBC Children in Need and The Triangle Trust 1949 Fund to support its influencing work which included participation of kinship carers and young people with experience of kinship care.

Research
Kinship received funding from KPMG Foundation and through research collaborations with academic institutions and Foundations the What Works Centre for Children and Families.

Advice and direct beneficiary support
Kinship received funding from City Bridge Trust, Hadley Trust, The Charity of Sir Richard Whittington and Ballinger Charitable Trust which supported its advice service, Someone Like Me telephone peer support service and grants for kinship families.

Infrastructure development
Kinship received funding from Fidelity Foundation to support the development of its finance and telephony systems.

DESIGNATED FUNDS

Fixed Asset Fund
The fixed asset fund represents the net book value of tangible assets (see note 12) as of the balance sheet date. This fund has been designated by the Board of Trustees to cover future depreciation on tangible assets held.

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

17. Statement of funds (continued)

Statement of funds - prior year

	As restated Balance at 1st April 2022 £	Income £	As restated As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31st March 2023 £
Unrestricted funds						
Designated funds						
Fixed asset fund	34,282	-	(16,160)	2,182	-	20,304
General funds						
General funds	1,411,958	763,232	(399,130)	(2,182)	9,008	1,782,886
Total Unrestricted funds	1,446,240	763,232	(415,290)	-	9,008	1,803,190

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

17. Statement of funds (continued)

	As restated Balance at 1st April 2022 £	Income £	As restated As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31st March 2023 £
Restricted funds						
Local Authority commissioned programmes	-	904,270	(904,270)	-	-	-
Central Government national services	-	1,042,183	(1,040,440)	-	-	1,743
Digital development - Kinship Compass	271,895	-	(271,895)	-	-	-
Campaign, Voice and Participation	467,663	166,439	(262,222)	-	-	371,880
Research	-	220,508	(20,508)	-	-	200,000
Advice and direct beneficiary support	131,741	121,632	(211,627)	-	-	41,746
Regional grants	-	27,437	(27,437)	-	-	-
	871,299	2,482,469	(2,738,399)	-	-	615,369
Total of funds	2,317,539	3,245,701	(3,153,689)	-	9,008	2,418,559

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

18. Summary of funds

Summary of funds - current year

	As restated Balance at 1st April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31st March 2024 £
Designated funds	**20,304**	**-**	**(21,751)**	**74,580**	**-**	**73,133**
General funds	**1,782,886**	**703,254**	**(961,089)**	**(76,956)**	**72,812**	**1,520,907**
Restricted funds	**615,369**	**2,983,374**	**(2,510,196)**	**2,376**	**-**	**1,090,923**
	2,418,559	**3,686,628**	**(3,493,036)**	**-**	**72,812**	**2,684,963**

Summary of funds - prior year

	As restated Balance at 1st April 2022 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31st March 2023 £
Designated funds	34,282	-	(16,160)	2,182	-	20,304
General funds	1,411,958	763,232	(399,130)	(2,182)	9,008	1,782,886
Restricted funds	871,299	2,482,469	(2,738,399)	-	-	615,369
	2,317,539	3,245,701	(3,153,689)	-	9,008	2,418,559

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	73,133	-	**73,133**
Fixed asset investments	811,272	-	**811,272**
Current assets	1,148,747	1,200,806	**2,349,553**
Creditors due within one year	(439,112)	(109,883)	**(548,995)**
Total	1,594,040	1,090,923	**2,684,963**

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

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	As restated Unrestricted funds 2023 £	As restated Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	20,304	-	20,304
Fixed asset investments	751,151	-	751,151
Current assets	1,330,164	636,369	1,966,533
Creditors due within one year	(298,429)	(21,000)	(319,429)
Total	1,803,190	615,369	2,418,559

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

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	**266,404**	101,020
Adjustments for:		
Depreciation charges	**21,751**	16,160
Gains on investments	**(72,812)**	(9,008)
Dividends, interest and rents from investments	**(39,045)**	(10,146)
Decrease/(increase) in debtors	**(632,992)**	66,575
Increase in creditors	**229,566**	77,153
Net cash provided by/(used in) operating activities	**(227,128)**	241,754

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**842,486**	1,092,458
Total cash and cash equivalents	**842,486**	1,092,458

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

22. Analysis of changes in net debt

	At 1st April 2023	Cash flows	At 31st March 2024
	£	£	£
Cash at bank and in hand	1,092,458	(249,972)	842,486
	1,092,458	(249,972)	842,486

23. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £52,839 (2023: £43,076). Contributions totalling £5,554 (2023: £4,486) were payable to the fund at the balance sheet date and are included in creditors.

Grandparents Plus 2024 - Full Accounts v22012025

Final Audit Report 2025-01-24

Created:	2025-01-24
By:	Vikkie Chapman (vikkie.chapman@kinship.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAesR3vVrzQvxX4IbwiEKjbp2dUN-4V6di

"Grandparents Plus 2024 - Full Accounts v22012025" History

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2025-01-24 - 1:44:27 PM GMT- IP address: 80.249.30.170

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Signature Date: 2025-01-24 - 1:44:29 PM GMT - Time Source: server- IP address: 80.249.30.170

Document emailed to mbath@jamescowper.co.uk for signature
2025-01-24 - 1:44:30 PM GMT

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Signer mbath@jamescowper.co.uk entered name at signing as M J Bath

2025-01-24 - 4:55:14 PM GMT- IP address: 104.30.161.172

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Signature Date: 2025-01-24 - 4:55:16 PM GMT - Time Source: server- IP address: 104.30.161.172

Agreement completed.

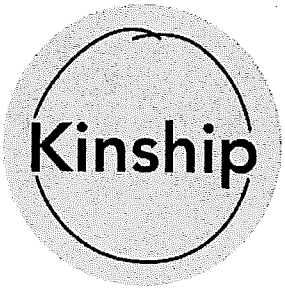
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GRANDPARENTS PLUS

England & Wales - Charity number 1093975

Accounts



GRANDPARENTS PLUS trading as KINSHIP

(A COMPANY LIMITED BY GUARANTEE)

Registered charity no 1093975

Company no 4454103

Annual Report and financial statements

31 MARCH 2022

Kinship is the working name for Grandparents Plus, which is a company limited by guarantee registered in England and Wales under number 4454103 and registered as a charity under number 1093975

GRANDPARENTS PLUS T/A KINSHIP - FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

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Kinship is the working name for Grandparents Plus, which is a company limited by guarantee registered in England and Wales under number 4454103 and registered as a charity under number 1093975

GRANDPARENTS PLUS T/A KINSHIP
OFFICERS AND PROFESSIONAL ADVISERS

Members of the board

Jayne Harrill, Chair
Julian Young, Honorary Treasurer
James Baker
Natalie Baldry
Frances Boughton (appointed July 2022)
Joseph Corry-Roake (appointed July 2022)
David Eaton (resigned July 2022)
Prof Elaine Farmer
Janet Kay (appointed July 2022)
Dr Nicola Sharp-Jeffs (appointed July 2022)
Yvette Stanley
Shanayd Warren (appointed July 2022, resigned August 2022)

Chief Executive and Company Secretary

Dr Lucy Peake

Principal address and Registered Office

The Foundry
17 Oval Way
London
SE11 5RR

Auditor

Field Sullivan Limited
9 Hare & Billet Road
Blackheath
London
SE3 0RB

Bankers

Triodos Bank
Deanery Road
Bristol
BS1 5AS

Barclays Bank
Leicester
LE87 2BB

The trustees present their report and financial statements for the year ended 31 March 2022. The financial statements have been prepared in accordance with current statutory requirements, the charity's governing instrument, and the Statement of Recommended Practice (revised 2015), Accounting and Reporting by Charities.

Vision statement

A society in which kinship carers and the children they care for are recognised, valued and supported.

Mission statement

To ensure that kinship carers and the children they care for get the support and recognition they need.

Charitable objects

The charitable objects are:

- Object 1 to support kinship carers who are grandparents, family members or friends who care for children when a parent calls for help or when there has been family breakdown or in other difficult circumstances promoting the best interests of the children they care for.
- Object 2 to work with local authorities, children's services, voluntary agencies, social workers and other professionals, and kinship carers to promote better support for all children in kinship care.
- Object 3 to ensure the role of kinship carers and the wider family in caring for children is fullyincorporated within legislation, and national and local government policy and practice.
- Object 4 to raise awareness of the contribution kinship carers make to society so that kinship carers are recognised, valued and supported.

Principal activities

Kinship is the only national charity dedicated solely to supporting kinship carers and their families, whatever their situation. Uniquely, we support all kinship carers, including grandparents and all other relatives and friends, and those with all legal orders or none. We want support for every kinship family when they need it, in the way they need it.

We:

- campaign with kinship carers for change so that their contribution to children's wellbeing and care is valued and understood.
- provide evidence, policy solutions, programmes and training so that kinship families receive the services and support they need to help children to thrive.
- advise and support kinship carers by ensuring that they have access to professional advice, information and peer support.
- advise, inform and support professionals to develop good kinship care practice.

Our **strategic objectives for 2021-2022 were**:

- Raising **awareness**, understanding and recognition of the role of kinship carers in children's lives and in supporting families.
- Campaigning for **change** so the role of kinship carers is promoted and supported by legislation, policy and practice.
- Ensuring that kinship carers and their families are **supported** so they are able to access high quality information, advice and support when they need it.
- Building a **sustainable** future for the charity, diversifying income, building a strong team of staff and volunteers and investing in our infrastructure.

The trustees are aware of their requirements to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Future Plans

Our new and ambitious growth and impact strategy for 2022-25 puts kinship families at the heart of everything we do. Our new growth and impact strategy focuses on achieving our goal that every kinship family is able to access the support they need.

Our strategic objectives for 2022-25 are:

- **Changing Lives –** developing **support** for kinship families so they can access high quality information, advice and support, wherever they live.
- **Changing the system –** building **awareness**, understanding and recognition about kinship carers' role in children's lives, and **campaigning for change** so kinship care is promoted and supported by legislation, policy and practice.
- **Strengthening our culture –** being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.
- **Strengthening our operations –** capitalising on our leading position by being ambitious, smart and strategic.

Financial Review

The financial statements reflect the operations of Kinship for the twelve months ended 31 March 2022.

The total income for the year declined by 11% from £2,357,085 in 2021 to £2,101,409 in 2022. 16% (2021: 25%) of the year's income was unrestricted and 84% (2021: 75%) restricted.

The unrestricted income includes a grantof £300,000 from players of the Peoples' Postcode Lottery towards our work during January – December 2022 which we have accounted for in full on receipt of the funds in accordance with Charities SORP.

Total expenditure increased by 5% from £1,809,600 in 2021 to £1,901,897 in 2022. The resulting net income for the year was £199,512 (2021: £547,483).

The net income of £199,512 is made up of a deficit of £173,802 (2021: £70,811 surplus) in unrestricted funds and a surplus of £373,314 (2021: £476,673 surplus) in restricted funds.

The total funds carried forward at 31 March 2022 were £1,477,810 (2021: £1,278,297),

being unrestricted funds of £380,989 (2021: £554,791) and restricted funds of £1,096,821 (2021: £723,507).

At 31 March 2022 the charity had cash resources of £1,584,762 (2021: £1,498,654). The trustees continue to make every effort to maintain adequate unrestricted cash reserves to ensure that Kinship is in a position to continue to operate and to serve its beneficiaries.

Fundraising

In 2021/22 we continued to diversify our sources of income. We are extremely grateful to all our funders and supporters for their generous support.

Our funders include:

- Ballinger Charitable Trust
- BBC Children in Need
- City Bridge Trust
- Comic Relief
- Cripplegate Foundation
- Department for Education - VCSE Covid 19
- The Dulverton Trust
- The Esmée Fairbairn Foundation
- Four Acre Trust
- Garfield Weston Foundation
- The Harebell Centenary Fund
- The Headley Trust
- The Mercer's Company, Funded with the support of The Charity of Sir Richard Whittington
- The National Lottery Community Fund – People and Places 3
- Permira Foundation
- Players of the People's Postcode Lottery through Postcode Support Trust
- Sport England Families Fund
- TNLCF – Kinship Compass
- Triangle Trust 1949 Fund

We would like to extend a special thanks to the Players of the People's Postcode Lottery for their generous support since 2017. This has supported our organisational growth and impact, our awareness raising and influencing activities, our vital advice service and helped us to reach and support more kinship carers through our growing community.

We are also grateful to the generous individuals who continue to support our work through donations and by completing challenge events, including the London Marathon, to raise funds for Kinship.

Reserves policy

The charity's reserves policy is to maintain unrestricted reserves to cover approximately six months' unrestricted operating expenditure of £253,250. We closed the year with unrestricted reserves of £380,989 (2021: £554,791).

Governance and management

The trustees (who are also the directors of the company for the purposes of company law) serve for three years, after which period they may put themselves forward for re-appointment. The board of trustees keeps the skill requirements of its members under review and may appoint a person as a trustee either to fill a vacancy or as an additional trustee. New trustees may be sought by open advertisement or through a dialogue with existing supporters of the charity. The Articles of Association provide for a minimum of three trustees and a maximum of ten trustees. Newly appointed trustees receive an induction pack and training, which includes the charity's governing document and a briefing document describing the legal status, and role and responsibilities of trustees. They are invited to visit the offices of the charity for further informal briefings by the chief executive. Trustees are invited to staff planning days and encouraged to meet beneficiaries. The board is responsible for setting the strategy and policies of Kinship. The members of the board elect the Chair and appoint the chief executive. The chief executive is responsible to the board of trustees, through the Chair, for the execution of those policies.

Members of the board of trustees

The trustees who held office during the year are shown on page 1. There were four board meetings during the year and a trustee away day. In addition, the finance sub-committee meets quarterly, chaired by the Treasurer.

Staff and volunteers

The trustees wish to thank the skilled and committed staff and volunteers who are dedicated to ensuring that kinship carers are recognised, valued and supported. We are proud to work with kinship carers who are members of staff, trustees and advisory group members, and who also make up a growing group of volunteers who help deliver our advice service and programmes, influencing and awareness raising activities. They are transforming support for kinship families and we could not do what we do without them.

Our Kinship Care Advisory Group is made up of kinship carers from across England and Wales. Co-chaired by Natalie Baldry, a kinship carer and trustee, and our chief executive, the group is a keypart of our commitment to ensuring that kinship carer voices are heard and shape our work at every level.

Remuneration of key personnel

The pay of the chief executive and senior leadership team is reviewed annually and may be increased in accordance with average earnings to reflect a cost-of-living adjustment.

Risk management and internal controls

The trustees have overall responsibility for ensuring that the charity has appropriate systems of control, both financial and operational.

The Finance Committee meets regularly and reviews the major financial and operational risks facing the charity. It monitors the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect the charity, its members, its staff, the general

public and other stakeholders. Julian Young, the Treasurer, chaired the committee during 2021/22.

Kinship has a formal risk management process in place through which a trustee who leads on risk, the chief executive and the senior leadership team, identify the major risks to which the charity may be exposed. The identified risks are assessed and ranked based on the likelihood and impact, culminating in a risk control document which is updated on a regular basis. All significant risks, together with current mitigation actions, are reviewed quarterly by the trustees. The trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- An annual budget approved by the board.
- Regular consideration by the board of financial results, variance from budgets and non-financial performance indicators.
- Delegation of authority and operating procedures.

The principal risks and uncertainties identified by the trustees are as follows:

Risk identified	Action taken to mitigate the risk
Inflation and its impact on our beneficiaries, our people and our operations	Ongoing review of beneficiary needs and our services, focus on income generation and financial planning, annual cost of living salary review
Over reliance on project funding	Fundraising and business development strategies to diversify income, digital innovation and the roll out of new digital offerings.
Reduction in funding from major donors	Fundraising and business development strategies to diversify income
Data loss	Data Protection Policy and IT systems and processes reviewed regularly; new CRM system implemented with training for staff
The need to continuously adapt and evolve the way the charity offers advice and support for kinship carers.	Ongoing review of beneficiaries needs drawing on services insight, user feedback, and external agency input
External factors including societal and environmental changes that could impact delivery of services	Regularly review agreed deliverables, monitor effective completion of commissioned and other services, assess external factors and ensure business as usual measures are incorporated

The Trustees review the risk register quarterly and discuss any emerging risks and consider their potential impact on the charity.

Statement of trustees' responsibilities in respect of the trustees' report and financial statements

The trustees 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 of the net movement in funds, including the income and expenditure, of the charity 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 SORP.
- Make judgments 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware, there is no relevant audit information of which the auditor is unaware. The trustees have taken all steps that they ought to have taken to make themselves awareof any relevant audit information and to establish that the auditor is aware of that information.

Chief Executive's report

Kinship emerged from the COVID-19 crisis stronger and more determined to build back better to provide kinship families with the support they desperately need. We have continued to work with kinship carers to advocate boldly for more recognition and support for kinship families, and this year, with the investment by the government in England in a national peer support service for kinship carers, and the focus on kinship care by the Independent Review of Children's Social Care, we are encouraged that kinship carers are being heard and that positive change is coming. We described the final report of the Review as marking a pivotal moment for kinship care and we are determined to build on this through our campaigns, and by scaling services across England and Wales, until every kinship family is able to access the support they need.

I am incredibly proud to work with so many kinship carers to deliver positive change and

celebrate Kinship's achievements in delivering our ambitious strategic objectives. Working alongside kinship carers we make change happen. Whether that's developing and co-producing crucial new services for kinship carers, or campaigning for change by lobbying local authorities and Westminster Government to improve the kinship care system.

Looking back over 2021-22, I am very proud of Kinship's response to the pandemic and the difference we made to so many kinship carers and their families. Our staff united to support as many kinship families as we could through a significant expansion of advice, intensive one-to-one support and online and telephone peer support. We received a high commendation for the COVID-19 Frontline Team of the Year award at the Third Sector Awards, which was a great recognition of the achievements of our advice service and programmes colleagues.

This year, building on ten years' experience of working with kinship carers to develop peer support groups, we were delighted to win the contract to deliver a new national Kinship Peer-to-Peer Support Service in England, funded by the Department for Education (DfE). Kinship carers told us they wanted more support, more access to expert advice and information and more opportunities to connect with each other. We are making sure that where there is little, or no support, we're helping kinship carers to build new peer support groups. We plan to set up 100 new groups by December 2022. The response from kinship carers has been phenomenal and huge thanks to each and every one of the kinship carers who has come forward to volunteer with us to set up a new group. We are building real momentum and I am absolutely delighted that the DfE has extended our contract for a second year. We're also developing plans in Wales and we look forward to working with kinship carers and local partners to develop a strong network of peer support groups across the nations.

Additionally, with support from the National Lottery, we have developed *Kinship Compass*, realising our vision for a new digital information hub co-designed by kinship carers to enable kinship carers to find advice, information and support at every stage of their journey.

Kinship care has been heard by the Independent Review of Children's Social Care and our recommendations to urgently provide kinship carers with the financial, emotional and practical support they need were included in its final report. With incredible support from our funders Comic Relief and Triangle Trust 1949 Fund, we will continue to put pressure on the Government to develop a kinship care system that is fit for the future, and we will campaign alongside kinship carers until they receive the recognition and support they need.

We have continued to raise our profile and awareness in the media through key celebratory events such as Kinship Care Week and our annual national surveys of kinship carers. These have highlighted the postcode lottery nature of financial allowances. It is unacceptable that one third of kinship carers surveyed are under such financial strain that they are concerned they may not be able to continue to care for their children.

Our new Kinship Campaigners project provided training and support for groups of trailblazing kinship campaigners in Middlesbrough and Newcastle to create positive change. Their campaigning has helped create a blueprint for our national campaign which we are launching this Autumn.

Over the year, our committed Board and staff team have come together to develop an ambitious

new growth and impact plan for 2022-25, a set of new values and a new equality, diversity and inclusion action framework.

I am excited that in the coming year, supported by the KPMG Foundation, we will work with an academic partner to undertake ground-breaking new research into the experiences of Black, Asian and minority ethnic kinship carers. This was noted as a research gap in the Care Review and we will use learning not only for our organisation, but to further understanding and catalyse change across the sector.

Our dedicated and passionate staff continue to drive the charity's ongoing commitment to improve kinship care in England and Wales, which improves the lives of thousands of kinship carers and their families. Our whole staff team contributed to our new strategy and developed our new values. Kinship families are at the heart of everything we do and our values demonstrate that we are inspired by kinship carers **to be bold** and fight for what is right with focus and determination. We know that we are **stronger together** and value collaboration to drive impact. We **step up** and take responsibility for changing lives and the system and we **put people first** by caring about each other, so people feel they belong and can thrive.

Over the next 12 months we will drive through our ambitious plans to secure the support and recognition kinship carers need and deserve and we will not stop until we have achieved this goal. Thank you to all our kinship families for everything you do to create change and to all our inspirational volunteers who support families and each other. We couldn't have achieved what we have done so far without our kinship carers, staff, funders, charity and local authority partners. You make our work possible and I am privileged to work alongside you.

Sincerest thanks. 

Dr Lucy Peake, Chief Executive

Trustees annual report

Our strategic objectives for 2021/22 were:

- Raising awareness, understanding and recognition of the role of kinship carers in children's lives and in supporting families.
- Campaigning for change so the role of kinship carers is promoted and supported by legislation, policy and practice.
- Ensuring that kinship carers and their families are supported so they are able to access high quality information, advice and support when they need it.
- Building a sustainable future for the charity, diversifying income, building a strong team of staff and volunteers and investing in our infrastructure.

Everything we do is focused on achieving our goal that every kinship family will be able to access the support they need. In line with our strategic objectives, we have focused on the following priorities during 2021-22:

- Understanding and responding to the specific needs of kinship families during the Covid-19 pandemic, including extending and developing advice and support services to meet their needs.
- Delivering high quality, evidence-based and impactful support programmes in new regions in England and into Wales.
- Developing a sustainable network of kinship carer-led peer support groups, including virtual peer support and piloting new regional forums for support group leaders.
- Developing a new digital information hub to enable potential and current kinship carers to find sources of advice, information and support.
- Growing our vibrant kinship care community, connecting kinship carers with each other and with us for support and to influence change.
- Raising awareness about kinship care, including through high profile media coverage and leading the national awareness campaign, Kinship Care Week.
- Investing in our policy, practice and research capacity and collaborating with kinship carers, local authorities, charity partners, academics and others to improve kinship care policy and practice.
- Undertaking a whole organisation review of our approach to diversity and tackling racism, including addressing the lack of ethnic diversity on our Board and senior team.
- Further work on our brand and positioning to help us reach our beneficiaries and achieve our objectives.

Strategic Objective 1 – Raising awareness, understanding and recognition of the role of kinship carers in children's lives and in supporting families.

We were proud to stand alongside so many kinship carers to raise awareness of the crucial role they play in keeping families together and the support they so desperately need, helping to put kinship care in the spotlight like never before. We secured unprecedented levels of media attention during the year which we could not have achieved without kinship carers' support and expertise. Highlights included high profile media coverage leading the sector to promote the national awareness campaign - Kinship Care Week, the publication of our annual surveys of kinship carers, and being selected as one of Comic Relief's featured Red Nose Day charities. Kinship carers were central to all these key pieces of awareness-raising work.

Throughout the year we secured our highest ever level of media coverage - a total of 43 pieces - 20 national, 10 regional and 13 sector pieces compared to a total of 28 pieces last year. Our social media followers also grew, as we extended our reach to more kinship carers, supporters and those interested in the issues. Our Facebook followers grew to 5,335 from 4,650 at the start of the year, an increase of 15%; Instagram grew to 456 from 189 up by 140%; LinkedIn grew to 454 from 286 up by 37%; and Twitter up to 7,176 from 6,834 up by 5%.

The investment in developing the website attracted a total number of 306,630 users (not unique visitors) compared to 242,793 in 2020/21.

Key media coverage included:
In June 2021 we launched our annual financial allowances survey which was covered exclusively by BBC News with a piece featuring a kinship carer talking about the impact of inconsistent allowances on her family and an interview with our chief executive. The story ran on BBC online, and across 13 regional BBC programmes. It was also published by sector media.

In July 2021 ITV Love Your Garden with Alan Titchmarsh featured one of our project workers who is a kinship carer. Kinship nominated by Kinship for a garden make-over for her tireless work supporting and campaigning for kinship carers. The programme led to a spike in enquiries for advice.

In October 2021, for the fourth year in a row, Kinship led national Kinship Care Week, working with Kinship Carers Liverpool and other members of the Kinship Care Alliance, local authorities and the wider sector to thank and celebrate kinship families, raise awareness of the challenges they face, and call for more and consistent support. Due to the pandemic a digital campaign was developed. Video messages, images and notes were submitted by kinship families and shared externally through a dedicated Kinship Care Week website, as well as on social media. We also created downloadable social media toolkits for organisations to use to promote and support #KinshipCareWeek.

In the run up to Kinship Care Week, we published our annual State of the Nation Survey which secured media coverage and strengthened our messaging during Kinship Care Week. Between 01/09/2021 – 09/11/2021 we secured 8 national pieces of coverage (print and broadcast), regional radio interviews and 5 sector press articles.

Kinship Care Week was supported by Will Quince MP, Minister for Children and Families, who visited a North London support group and we hosted a webinar with Josh MacAlister, Chair of the Independent Review of Children's Social Care.

We were delighted to be selected as one of Comic Relief's featured Red Nose Day charities. Kinship appeared in a three-minute appeal film, featuring one of our campaigning kinship carers and her family, for Olympic Gold medalist Tom Daley's 'Hell of a Homecoming' documentary, which was broadcast to primetime audiences on BBC1 and BBC2 on 14 March 2022. This film played a significant role in raising awareness of kinship carers and Kinship and highlighted the need for greater support. Off the back of the documentary, between 01/03/2022 - 24/06/2022, Kinship secured 7 national pieces of coverage, 2 pieces of regional broadcast coverage and 4 sector press articles.

In March 2022, we were a finalist for the Charity Film Awards in the £500k-£5m category for our short film '*Something to be proud of*': https://www.youtube.com/watch?v=-IDYP3lrmvE.

At the end of March 2021, we changed our name from Grandparents Plus to Kinship to fully identify who we are and who we represent so we can fight for the rights of every kinship carer and reach and support more people who desperately need us in a time of crisis. The launch of our name change was well received by staff and external audiences, across all platforms. During our name change week, our top performing Facebook post asking people to join our Kinship Community reached 5,492 people (mostly kinship carers) with 686 post clicks – our highest ever.

In order to support our strategic objectives to raise awareness of kinship care and secure policy, practice and legislative change, we recruited to a new communications and external affairs directorate led by co-directors of communications and external affairs who joined in October 2021. Their high performing team is continuing to build on the increased interest and attention in kinship care, driving forward our awareness and influencing work, strengthening Kinship's positioning as the leading kinship care charity, as well as improving our engagement with kinship carers. Having commissioned research from Britain Thinks into how best to talk about kinship care and make the case for it within the public sphere, findings are being used across the organisation's communications and fundraising activity.

Strategic Objective 2 - Campaigning for change so that the role of kinship carers is promoted and supported by legislation, policy and practice.

Our vibrant Kinship Community which keeps carers feeling connected with Kinship and with other kinship carers, through opportunities to come together, to campaign, to read news stories about kinship care and keep up to date with what we are doing, is thriving and expanding. Over the past year the Community has grown by 33% from 8,500 to 11,345 members.

Our annual State of the Nation Survey which focused on recovery post-covid, as well as on the financial impact of being a kinship carer, received the highest ever number of responses - over 1,600.

Our inaugural survey of financial allowances was completed by over 1,900 kinship carers looking after over 2,800 children, making it the largest ever survey of kinship carers in the UK. The evidence from this survey bolstered our call for all kinship carers to receive a financial allowance on par with the national minimum fostering allowance. We plan to repeat the survey annually as we step up our campaign for fair financial allowances.

We were delighted to receive significant funding from Comic Relief and the Triangle Trust 1949 Fund to enable us to start to develop high profile awareness and influencing campaigns, mobilising kinship carers and other supporters to demonstrate the strength of feeling for urgent reform of kinship care policy to the key decision makers.

In the North-East, we launched a one-year project in July 2021 to develop, train and deliver local carer campaigning groups in Middlesbrough and Newcastle to create positive local change. The trailblazing campaigners successfully lobbied MPs, Mayors and local authorities in the area to commit to raising awareness around kinship care, providing better training for social workers and

ensuring they have access to improved information and support. Achievements included:

- Commitment from Newcastle Council to develop a kinship care webpage and newsletter, training for social workers and improved support for kinship carers.
- Commitment from the Middlesbrough Mayor and Stockton Council's director of children's services to raise awareness and understanding, and improve information about kinship care.
- Commitment from Teesside University to include kinship care in social worker training, building on our previous partnership with Northumbria University.

In Wales we launched our first e-campaign during the Senedd Election 2021 asking kinship carers and the public to email local candidates to pledge support for our Kinship Care Manifesto 2021 for Wales. The campaign secured pledges from 15 candidates.

In the second half of the year, we started to develop Kinship's England and Wales three-year campaign, which is due to launch in October 2022.The campaign aims to build on the momentum created by the Independent Review of Children's Social Care in England to ensure that a reform programme of the scale recommended by the Review is implemented across England and Wales. Working closely with kinship carers through a new campaign steering group, the early stages of the campaign development involved deciding which policy areas the campaign will focus on, commissioning research into how to message and position these to ensure they resonate with target audiences and identifying the most effective mechanisms for bringing about the changes we want to see. We have also begun to lay the foundations for the campaign in our external communications and public affairs activities, highlighting key policy calls in response to external developments such as the Independent Review of Children's Social Care.

We invested in our policy, practice and research capacity and collaborated with kinship carers, local authorities, charity partners, academics and others to improve kinship care policy and practice.

Our political engagement and influencing work significantly increased this year. We developed relationships with a number of key ministers and Parliamentarians, who have taken part in our events and mentioned our work in debates. We also submitted evidence to a number of consultations and inquiries, including the Work and Pensions Select Committee inquiry about child poverty, the Commission on Young Lives, and the Education Select Committee's inquiry into children's homes.

Most significantly, we ensured our recommendations and kinship carers' voices were heard and included in the Independent Review of Children's Social Care's report.

We worked very closely with the Review team throughout the year to share our organisational expertise and insights, and to support meaningful dialogue with kinship carers across England. This included sharing evidence from our annual surveys and services, developing a theory of change around the provision of financial allowances for kinship carers, and facilitating programme visits and events for the Review team to learn directly from those with significant personal and professional experience of kinship care. One of the members of our kinship carer advisory group was the only kinship carer representative on the Care Review's Experts by Experience group which facilitated consultation with carers and contributed evidence and expertise. Following our work, we were delighted to see the Review's final report make a strong

case for recognising and supporting kinship care when published in May 2022. Many of the recommendations made represented significant campaign wins for Kinship, including the provision of financial allowances, kinship care leave and improved peer support for kinship carers.

In March 2022 we published *Out of the Shadows: a vision for kinship care in England* which set out our vision for a radically reformed kinship care system in England ahead of the final report of the Independent Review of Children's Social Care. Based on our years of expertise, and developed in consultation with kinship carers, it highlighted the financial, practical and emotional support urgently needed for the kinship families of today and articulated the long-term changes required to create a future fit for the kinship families of tomorrow. To mark the launch, we hosted a roundtable event in Westminster with key parliamentary and sector allies, as well as Review Chair, Josh MacAlister.

Our chief executive continued to contribute to the Adoption and Special Guardianship Leadership Board (ASGLB) and chaired its new Special Guardianship Task Group. During the year the Task Group's work included hosting an online roundtable for local authorities to drive improvements in the provision of financial allowances for special guardians. This included a presentation of a deep dive study undertaken by our policy and practice advisor for the ASGLB (published in July 2022). Kinship was also represented on regional boards in London, the South East and the East Midlands.

We played a key role in establishing the ASGLB's Special Guardian Reference Group on which two of our project workers sit. We're also delighted that one has also been invited to be the special guardian representative on the national ASGLB.

We published the first research report on the views and experiences of social work practitioners working in kinship care. which was conducted by Joan Hunt, Honorary Professor, Cardiff School of Law and Politics.

Kinship secured funding from BBC Children in Need for a ground-breaking new project to bring together a group of kinship care-experienced Young Champions to raise awareness and accelerate policy, practice and legislative change in kinship care. We hired a Senior Youth Participation Worker who began to develop the project and recruit the young people in north London.

Our Development Manager in Wales was invited to represent Kinship on the Welsh Government Technical Group on the National Minimum Allowance Review.

Our Professionals' Network for practitioners interested in kinship care to share and develop best practice, now meets four times a year and has grown by 40% to 1,204 in the last year.

We also launched a new Researchers' Network chaired by Professor Elaine Farmer, Kinship Trustee, which has already grown to 66 members.

Strategic Objective 3 - Ensuring that kinship carers and their families are supported so they can access high quality information, advice and support when they need it.

Supporting kinship families during the pandemic

During 2021/22, Kinship worked tirelessly to support as many kinship carers as possible as we emerged from the COVID-19 crisis. Kinship carers who were already struggling and feeling isolated, needed additional ongoing support. Our research reflects that kinship carers are more likely to be older, have a chronic health condition or disability, be single, unemployed, poorly housed, socially isolated, live in poverty, and raising children with physical or mental health issues when compared to other groups tasked with raising children.

During the pandemic and up until April 2022, we worked in collaboration with local authorities and regional adoption agencies to deliver our *Kinship Response* service which advised and supported special guardians, with funding through the Adoption Support Fund (ASF) COVID-19 fund. A review of the scheme for the DfE found over a third of the 23,000 families supported were those raising children under a Special Guardianship Order. The review acknowledged the positive impact of Kinship's services, in particular one-to-one and peer support for special guardians. We welcomed the report's findings that showed there could be benefit in making reforms to the core ASF that would better meet the needs of kinship families and increase access to support.

We also extended advice and support services to kinship carers across England and Wales during the pandemic. Funding from the DfE in England and National Lottery Wales enabled Kinship to support all kinship carers regardless of legal status, including informal kinship carers and their children who are often the most vulnerable, invisible to local authority services, and less likely to access other services. We provided advice and information either by phone or online, one-to-one remote support from a project worker for complex cases, virtual peer support groups, and our phone-based *Someone Like Me* service offering peer support from an experienced kinship carer volunteer.

Our programmes teams in England and Wales won a high commendation for the COVID-19 Frontline Team of the Year award at the Third Sector Awards ceremony in September 2021, a great recognition of their achievements.

Delivering high quality programmes in England and Wales

Partnering with local authorities in order to increase support for kinship families has been a key focus for the programmes team with 35 local authorities commissioning our services over the last year. We were delighted to extend into new areas, including in Wales where we continued to deliver the services launched during the pandemic in Rhondda Cynon Taff (RCT) and Merthyr Tydfil. We secured our first commissioned service in Wales for 2022/23 in RCT.

Kinship Connected

Kinship Connected helped 17 local authorities improve outcomes for special guardians and other kinship carers through intensive one-to-one support and peer support groups. The programme helps kinship carers build resilience and develop long-term supportive networks which result in a more stable environment in which the children in their care can thrive. Our experienced project workers provide one-to-one family support, offering guidance to help kinship carers find the support they need. Some of our community peer support groups returned to meeting in person, but most continued to run online following the pandemic. Kinship carers told us how invaluable the support was. Without the steady, independent, ongoing guidance, support and motivation from project workers, which was particularly needed during turbulent times, many carers would

have struggled, and support groups would have found it difficult to keep going.

In England we provided one-to-one support to 346 carers and held 613 support groups for over 3,500 carers. In Wales we supported 81 families with one-to-one support and held 91 peer support groups for 675 carers. We supported 427 carers in England and Wales with one-to-one support through Kinship Connected, compared to 300 in 2020/21 and we held 704 peer support groups for 4,200 carers.

Kinship Ready

Many kinship carers are granted a Special Guardianship Order for the child in their care. We know from experience and our research that before and just after the order is granted can be the most challenging time for special guardians. We also know that the right support during this period can have a positive impact for the family. *Kinship Ready* offers preparatory workshops for any prospective or current special guardian. It provides kinship carers with an opportunity to meet other special guardians. We delivered the Kinship Ready workshops in nine local authorities in 2021/22 and held 23 (2021: 16) workshops for 151 (2021: 127) carers.

Kinship Response (now Kinship Reach)

Our Kinship Response programme helped special guardians and other kinship carers with the challenges of raising relatives' children during the COVID-19 pandemic and beyond. Support offered included access to our advice service, virtual support groups, and support with digital skills and technology to help keep people connected during difficult times.

Kinship Response relaunched as Kinship Reach (a name chosen by kinship carers in Wales) in April 2022 and offers support over a period of three months. The feedback obtained shows the carers felt supported at a time when there was no other place to turn to for help.

- 910 special guardians received one-to-one tailored support across England
- 60 support groups were attended by 545 kinship carers and 157 carers were supported by one-to-one support

"I felt supported at a time when there was no place to turn for help. Thank you so much for being there for me" – kinship carer.

Kinship Active

Our Sport England-funded programme, Kinship Active, which was delivered in Middlesbrough and Redcar and Cleveland, was extended to March 2022 due to the pandemic. Kinship Active provided a supportive environment with virtual support groups and online activities which allowed kinship families to get more active together. Families had access to project worker support, free or low-cost local activities, and a peer support network. Our partner, Middlesbrough Football Club Foundation, led online weekly motivational chats and competitions that supported kinship carers to live a more active lifestyle using household objects as equipment. Healthy eating and migraine advice sessions were just some of the themed Facebook 'lives' that the team produced. A special 'walk to Lapland' activity gave kinship carers a goal to complete together, with them making over 5,438,957 virtual steps from Teesside to Lapland in time for Christmas. Key learnings from the programme have been incorporated into our *Kinship Connected* programme.

During the year, we ran 118 peer support groups attended by 497 carers (not unique attendees). In 20/21 49 carers and 162 children/young people attended activities.

We continued to build our evidence-base and partnered with Ecorys and What Works Centre for Children's Social Care, on a one-year project to scope a pilot randomised controlled trial of Kinship Connected, which will look at the impact of the programme on children's mental health. If this is successful, we hope to secure funding to measure the outcomes of our services directly on children.

We co-hosted a visit of the Care Review team with Walsall Council where they met kinship carers, our project worker and Walsall's team. We were delighted to see our *Kinship Connected* programme included in the final Care Review report.

Someone Like Me

Our peer-to-peer telephone support service, Someone Like Me, provided one-to-one support to over 221 kinship carers. The service matches kinship carers with volunteers who are experienced kinship carers who have been specially trained to listen and provide emotional support. We supported 27 trained kinship carer volunteers to provide a listening ear and a shared experience for kinship carers who were really struggling.

"Volunteering with Someone Like Me has made me feel part of the wider community of kinship carers as we are often isolated and 'hidden' within society. On the calls, carers find we understand the multitude of complex emotions, frustrations and relationships involved and there is often mutual support and appreciation for our individual kinship carer journeys" - Julia, kinship carer.

Advice Service

Our advice team helped 3,174 carers, an increase of 7% on last year (2,966).

Of these, 65% of enquiries were online; 28% by phone and 7% internal referrals. The top three issues were: benefits, legal orders, and support.

We obtained 150 grants for carers which totalled £49k. This dropped from £185k in the previous year due to reduced availability of grants from charity partners. We are grateful to those who continued to support kinship families.

We obtained 57 holiday grants totalling £22,000. Thanks to Family Holiday Charity for supporting kinship families to have a break.

"Thank you so much for our holiday in Berwick, there is only one word to describe our experience 'fantastic'. Thank you so much, everyone was so helpful, our girls absolutely loved everything. You are a wonderful organisation."

The team identified £1.8m unclaimed benefits, an increase of 180% from £639,286 in 2020/21.

With funding from National Lottery Wales, we hired a Welsh-speaking advice worker to provide support in the Welsh language and on any legislation specific to Wales.

Peer Support Service

In November 2021 the Department for Education (DfE) awarded a £1 million contract to Kinship for the development and delivery of a game-changing Peer-to-Peer Support Service for kinship

carers across England. This contract builds on our experience of developing peer support groups with kinship carers since 2012.

Kinship carers responded positively to the opportunity to train as support group leaders and to set up new groups in poorly served areas. The goal is to set up 100 new groups by December 2022, as well as to build the capacity of existing groups by offering an online hub of resources, training, masterclasses, free advice workshops and an online peer-to-peer chat service.

"Without the group and the project worker, I would have had a nervous breakdown. It's given me so many resources that were such a help to me. I am so grateful for this group because there was just nothing else." – Maria, kinship carer.

Kinship Compass – a new digital information hub

We have worked with kinship carers and digital agency TPXimpact to develop *Kinship Compass*, a new digital information hub to enable potential and current kinship carers to find advice, information and support, funded by the National Lottery Digital Fund. As part of the new Peer Support Service, funded by the Department for Education, we are developing peer support group content which is searchable by postcode. Our vision for Kinship Compass is a digital one-stop-shop, co-designed by kinship carers, through which kinship carers at every stage of their journey can access information, expert advice and peer support. It will launch later in 2022.

Strategic Objective 4 – Building a sustainable future for the charity, diversifying income, building a strong team of staff and volunteers and investing in our infrastructure.

Building a strong staff team

During the last year, staff were actively supported to work flexibly to help them balance work and caring responsibilities. We created and refined new ways to bring staff together online, including regular all staff meetings to keep everyone up-to-date, informal 'staff kitchens' and 'walk and talks', and themed after-work events. We increased our focus on supporting staff wellbeing and promoted our confidential Employee Assistance programme. Our virtual away-days started a series of Wellbeing Wednesdays where all staff took an afternoon off at the same time. We are working on other initiatives to improve staff wellbeing, including Mental Health First Aid training.

Our staff team grew from 50 to 59. We recruited to the new communications and external affairs directorate as well as to the 18-strong peer support team. We also invested in new finance, fundraising, governance and executive team support and volunteering roles.

Volunteers played an integral role in our work. Our *Someone Like Me* volunteers provided telephone support to fellow kinship carers, while our grants volunteers completed funding applications and helped secure furniture, white goods and much more for kinship carers in need.

Our Kinship Care Champion volunteers helped raise awareness and campaigned for greater support for vulnerable carers, and our support group leader volunteers ran online groups for carers, providing vital connection and guidance during the pandemic.

An Equality, Diversity and Inclusion Action Framework

In November 2021, our Board and leadership team set a clear intention to become an anti-racist charity and approved an Equality Diversity and Inclusion Action Framework for moving towards

that goal. Our action framework was developed with the involvement of our whole staff group during a six-month learning and development process supported by a consultant from The Inclusive Village. The consultant inspired, challenged and supported our staff and Board to explore barriers and enablers for anti-racism change. The framework acts as a living compass, guiding us on the long-term anti-racism change journey, and will be reviewed and updated by our Equality, Diversity and Inclusion Working Group, leadership team and Board periodically to ensure it continues to be relevant, delivering objectives of anti-racism change. Importantly, it has been embedded into our strategic plan for 2022-25, as well as our organisational values.

As part of the framework, Trustees set targets to increase diversity on the Board, and during 2022 we will recruit for more trustees with kinship care experience, as well as greater ethnic diversity. We also reviewed our recruitment processes, and we are now working purposefully with specialist agencies to ensure diverse shortlists for senior roles.

The next phase of our work will focus on understanding and responding to the needs of kinship families. This will include working to understand more about how racism affects the families we exist to support and ensuring that our services are as inclusive as possible.

Supported by the KPMG Foundation, we plan to work with an academic partner to undertake ground-breaking and vital research about the experiences of kinship carers from Black, Asian and minority ethnic backgrounds. This work will address a notable research gap and findings will inform the design and delivery of our own work as well as influencing the sector.

Investing in our infrastructure

As highlighted above we developed a new digital information hub, *Kinship Compass,* to enable potential and current kinship carers to find sources of advice, information and support.

We invested in Salesforce which is used by all programmes, advice and fundraising staff to monitor cases, advice stats, impact, and fundraising pipelines. The plan is for this to be rolled out to all staff and integrated with other systems so we can better communicate with our stakeholders and monitor their engagement.

Our plans for 2022/23

Kinship families are at the heart of everything we do and our new growth and impact strategy for 2022/25 is focused on achieving our goal that every kinship family is able to access the support they need.

Our strategic objectives 2022-25

- **Changing Lives –** developing **support** for kinship families so they can access high quality information, advice and support wherever they live
- **Changing the System** – building **awareness**, understanding and recognition about kinship carers' role in children's lives. Campaigning for **change** so kinship care is promoted and supported by legislation, policy and practice.
- **Strengthening our Culture** – we're a brave, inclusive and high performing team striving to be better for each other and the people we serve
- **Strengthening our Systems** – we're capitalising on our leading position by being ambitious, smart and strategic

During 2022/23 we will:

1. Deliver high quality, evidence-based support programmes in England and Wales that make a difference for kinship carers.
2. Develop and deliver a peer support service in England and increase the number of sustainable kinship carer-led peer support groups across England and Wales.
3. Develop our advice service and launch a new digital information hub to enable potential and current kinship carers to find advice, information and support when they need it.
4. Grow our kinship care community to connect kinship carers with each other and with us for support and to influence change.
5. Develop an organisation-wide approach to participation so that kinship carers and young people are well-supported to influence our work.
6. Raise awareness about kinship care, including through high profile media coverage and leading the national awareness campaign Kinship Care Week.
7. Develop and launch a new high-profile campaign, with meaningful kinship carer participation and stakeholder engagement that delivers impact.
8. Contribute to the development of kinship care policy, practice and research, collaborating with kinship carers, policy makers, local authorities, charity partners and academics to increase understanding and drive positive change.
9. Focus on delivering our EDI action plan, including addressing the lack of ethnic diversity on our Board and senior team, commissioning new research and reviewing and developing our services to ensure they meet the needs of all kinship families.
10. Invest in our infrastructure to ensure systems and processes support our people to work efficiently and effectively.
11. Invest in our people, embedding our values, developing our leadership and management capacity and skills, supporting teams and staff to adapt post-pandemic, and supporting staff wellbeing.
12. Have a relentless focus on learning, horizon scanning and collaborating to innovate and income generate to support further growth and impact and deliver real change for kinship families.

Small companies' provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

By order of the board.

Jayne Harrill
Chair

Dated: 11 November 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS

Opinion

We have audited the financial statements of Grandparents Plus (the 'charitable company') for the year ended 31 March 2022 which comprise Statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally AcceptedAccounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the 31 March 2022 then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity'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 tothe 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, we conclude that there is a material misstatement of this other information, we arerequired to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

Discussions were held with the directors with a view to identifying those laws and regulations thatcould be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

• Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law and Charity Law.

• It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

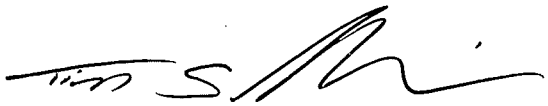
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness ofentries in the nominal ledger, including journal entries; reviewing transactions around the end of thereporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that materialmisstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Sullivan (Senior Statutory Auditor)

For and on behalf of Field Sullivan Limited, Statutory Auditor
9 Hare & Billet Road
Blackheath
SE3 0RB

Dated: 11/11/22

GRANDPARENTS PLUS T/A KINSHIP
Charity No: 1093975 Company No: 04454103
Statement of Financial Activities
Income and expenditure account
For the year to 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
INCOME					See note 17 for detail
Donations, grants and legacies:	2				
General		**332,113**	-	**332,113**	593,239
Advice Service and other restricted funded services		-	**489,441**	**489,441**	373,402
Kinship Care Support Services		-	**461,828**	**461,828**	326,274
Service Development		-	-	-	-
Charitable activities	3				
Kinship Care Support Services		-	**817,442**	**817,442**	1,062,740
Investment income		**706**	-	**706**	1,428
TOTAL INCOME		**332,819**	**1,768,711**	**2,101,531**	2,357,084
EXPENDITURE					
Raising funds	4	**87,107**	-	**87,107**	76,729
Charitable activities	5	**419,327**	**1,395,397**	**1,814,724**	1,732,872
TOTAL EXPENDITURE		**506,433**	**1,395,397**	**1,901,830**	1,809,601
Net Income/(expenditure) for the year	8	**(173,614)**	**373,314**	**199,699**	547,483
Transfer between funds	15	-	-	-	-
Net Income/(expenditure) for the year		**(173,614)**	**373,314**	**199,699**	547,483
Fund balances at 1 April 2021		**554,791**	**723,507**	**1,278,297**	730,814
Fund balances as at 31 March 2022	15	**381,177**	**1,096,821**	**1,477,997**	1,278,297

The statement of financial activities includes all gains and losses recognised in the year.
All of the charity's activities derive from continuing operations during the above two periods.

GRANDPARENTS PLUS T/A KINSHIP
BALANCE SHEET
As at 31 March 2022
Company number: 04454103

		2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		34,282		29,327
CURRENT ASSETS					
Trade debtors and grants receivable	13	258,114		81,558	
Prepayments and sundry debtors	13	4,205		6,002	
Cash at bank and in hand		1,584,883		1,498,654	
		1,847,202		1,586,214	
CREDITORS: due within one year	14	(403,487)		(337,244)	
Net current assets			1,443,715		1,248,970
Net assets	16		1,477,997		1,278,297
FUNDS					
Restricted funds			1,096,821		723,507
Unrestricted funds			381,177		554,791
TOTAL FUNDS	15		1,477,997		1,278,297

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the accounts.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS102) (effective 1 January 2019).

The Board of Directors approved the financial statements on 30 September 2022 and duly authorised the Chairman to sign on its behalf:

Jayne Harrill, Chair

The notes on pages 26 to 38 form part of these financial statements

GRANDPARENTS PLUS T/A KINSHIP
STATEMENT OF CASH FLOWS
For the year ended 31 March 2022
Company number: 04454103

	2022 £	2021 £
Net cash generated/(used) in operating activities	**108,644**	856,883
Cash flows from investing activities		
Purchase of fixed assets	**(22,415)**	(29,842)
Change in cash and cash equivalents in the year	**86,229**	827,041
Cash and cash equivalents brought forward	**1,498,654**	671,613
Cash and cash equivalents carried forward	**1,584,883**	1,498,654
Reconciliation of net movement of funds to net cash used in operating activities		
Net movement in funds	**199,699**	547,483
Depreciation	**17,460**	15,785
(Increase)/decrease in debtors	**(174,759)**	156,985
Increase/(decrease) in creditors	**66,244**	136,630
Net cash used in operating activities	**108,644**	856,883

The notes on pages 26 to 38 form part of these financial statements

1. Accounting policies

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2019)-(Charities SORP(FRS 102)), and the Companies Act 2006.

Statutory information

The charity is a private company limited by guarantee with no share capital, domiciled in England and Wales, registration number 04454103.

In the event of the charity being wound up the liability in respect of the guarantee is restricted to £10 per member of the company.

The address of the registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

These financial statements were authorised for issue by the board on 22 September 2022.

The charity meets the definition of a public entity under FRS 102.

The presentation currency is £ sterling.

The following principal accounting policies have been applied:

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

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

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

Income and endowments

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

1. Accounting policies (Cont'd)

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings and office equipment	25% straight line

Trade debtors

Trade debtors are amounts due in respect of charitable services performed in the normal course of operations. They are recognised initially at the transaction price and are subsequently measured at amortised cost using the effective interest method, less a provision for impairment. A provision for the impairment of trade debtors is established when there is evidence the charity will not be able to collect all the amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible into a known amount of cash and are subject to an insignificant risk of change in value.

1. Accounting policies (Cont'd)

Trade creditors
Trade creditors are obligations to pay for goods and services that have been provided in the normal course of operations. They are classified as current liabilities in the absence of an unconditional right to defer settlement into a period more than 12 months after the accounting date. They are recognised initially at the transaction price and are subsequently measured at amortised cost using the effective interest method.

Fund accounting
Restricted and unrestricted funds are separately disclosed, as set out in note 16.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Restricted funds are to be used in accordance with specific restrictions imposed by donors for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of eachrestricted fund is set out in the notes to the financial statements.

Statutory grants which are given as contributions towards the charity's core services are treated as unrestricted.

Financial instruments

Classification
Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement
All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. Donations, grants and legacies

	Unrestricted funds	Restricted - Other funds	Restricted - Kinship Care support service	2022 Total Funds	2021 Total Funds
	£	£	£	£	£
Grants and donations (see below)	319,203	489,441	461,828	1,270,472	1,215,916
Publications	1,276	-	-	1,276	82
Individual fundraising	7,573	-	-	7,573	61,901
Membership fees	-	-	-	-	5,692
Sundry income	4,061	-	-	4,061	9,324
	332,113	489,441	461,828	**1,283,382**	1,292,915

Analysis of voluntary grants, trust fundraising and donations

Players of the People's Postcode Lottery through Postcode Support Trust(1)	300,000	-	-	300,000	300,000
The Mercers' Company, Supported by The Charity of Sir Richard Whittington	-	19,833	-	19,833	10,000
Sport England Families Fund	-	2,975	113,030	116,005	69,444
The Dulverton Trust	-	-	-	-	30,000
The Headley Trust	-	25,000	-	25,000	25,000
Cripplegate Foundation	-	1,000	19,000	20,000	20,215
TNLCF - Kinship Compass	-	149,733	-	149,733	198,356
The Esmée Fairbairn Foundation	-	60,750	-	60,750	90,000
Supported by City Bridge Trust, the funding arm of The City of London Corporation's Charity, Bridge House Estates (1035628)	-	41,000	-	41,000	40,000
Newcastle Fund	-	-	-	-	27,392
Department for Education - VCSE Covid-19	-	-	262,823	262,823	147,753
The National Lottery Community Fund - People and Places 3	-	10,731	46,975	57,706	41,220
The Harebell Centenary Fund	10,000	-	-	10,000	10,000
Ballinger Charitable Trust	-	-	20,000	20,000	20,000
Triangle Trust	-	48,000	-	48,000	-
Kickstart Scheme	-	13,129	-	13,129	-
BBC Children in Need	-	10,085	-	10,085	-
Comic Relief	-	83,500	-	83,500	-
Four Acre Trust	-	6,250	-	6,250	-
Other trust grants	13,320	3,500	-	16,820	7,500
Other grants, donations	- 4,117	13,955	-	9,838	179,036
	319,203	489,441	461,828	**1,270,472**	1,215,916

(1) The grant was received for activities during the period January – December 2021 and the funds are designated to cover activities across the charity

3. Income from charitable activities

	Unrestricted funds £	Restricted funds £	**Total funds 2022 £**	Total Funds 2021 £
Support service				
Services	-	817,442	**817,442**	1,062,740
	-	817,442	**817,442**	1,062,740

4. Costs of raising funds

	Unrestricted funds £	Restricted funds £	**Total Funds 2022 £**	Total Funds 2021 £
Staff costs	85,354	-	85,354	65,363
Other costs	1,753	-	1,753	11,366
	87,107	-	**87,107**	76,729

5. Resources expended

	Staff costs £	**Activities undertaken directly £**	**Support costs £**	**Total 2022 £**	2021 £
Advice Service	154,677	-	37,633	**192,310**	221,550
Kinship Care Support Services	930,019	-	273,068	**1,203,087**	1,064,193
Core	248,394	-	170,933	**419,327**	447,129
Total charitable expenditure	1,333,090	-	481,634	**1,814,724**	1,732,872
Costs of generating charitable income	85,354	-	1,753	**87,107**	76,729
Total resources expended	**1,418,444**	-	**483,387**	**1,901,830**	**1,809,601**

Details of staff costs are given in note 7.

6. Support costs

	Total	Other charitable Activities	Core	
	2022	2022	2022	2021
	£	£	£	£
Other staff costs	**15,016**	-	15,016	1,104
Premises costs	**50,368**	-	50,368	42,442
Postage	**1,520**	-	1,520	507
Telecommunications	**2,866**	-	2,866	3,049
Office equipment maintenance	**25,539**	-	25,539	1,155
General administration costs	**9,004**	-	9,004	144
Professional costs	**58,512**	-	58,512	32,453
Marketing	**3,401**	-	3,401	1,853
Other costs	**4,707**	-	4,707	41,363
	170,933	-	**170,933**	**124,070**

7. Staff numbers and costs

	2022	2021
	£	£
Wages and salaries	1,269,301	1,179,325
Social security costs	116,404	106,559
Pension costs	30,442	29,995
	1,416,147	1,315,879
Staff costs split:		
Charitable activities (note 5)	1,084,696	927,457
Core (note 5)	248,394	323,059
Costs of generating funds (note 4)	85,354	65,363
	1,418,444	**1,315,879**

The average number of employees during the year was:	2022	2021
Direct activities	50	47
	50	47

Two employees received remuneration of more than £60,000 (2021: 2).

A majority of staff are employed on a part-time basis

Key management personnel

During the year the charity made the following transactions with key management personnel:

The Chief Executive Officer received remuneration of £78,454 (2021: £76,729)

8. Net income/(expenditure) is stated after charging:

	2022	2021
	£	£
Depreciation	17,460	15,785
Audit fees	6,000	5,000

9. Trustees remuneration and expenses

During the year no trustees received any remuneration (2021: £nil).

No Trustees (2021: 3) received reimbursements of expenses amounting £nil (2021: £803).

10. Related party transactions

There were no related party transactions in the year.

11. Indemnity insurance

During the year £3,785 (2021:£1,333) indemnity insurance was paid to protect the charity from loss arising from the neglect or defaults of its trustees, employees or agents, and to indemnify the Trustees and other officers against the consequences of neglect or default on their part.

12. Tangible fixed assets

	Fixtures, fittings and office equipment
Cost	
At 1 April 2021	61,939
Additions	22,415
At 31 March 2022	84,354
Depreciation	
At 1 April 2021	32,612
Charge for year	17,460
At 31 March 2022	50,072
Net book values	
At 31 March 2022	34,282
At 31 March 2021	29,327

13. Debtors

	2022	2021
	£	£
Due within one year:		
Grant debtors	41,123	81,347
Accrued income	216,991	211
Other debtors and prepayments	4,205	6,002
	262,319	87,560

14. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	41,714	11,523
Social Security and Other taxes	46,980	38,788
Accruals	7,833	10,598
Deferred grant income	306,960	276,335
	403,487	337,244

Deferred grant income represents income relating to the next year received in the current year. Income of £306,960 which related to 2022/23 has been deferred and deferred income of £276,335 from last year has been released as it related to the current year.

15. Movement in funds

	At 1 April 2021	Incoming resources	Resources expended	Transfer between reserves	At 31 March 2022
	£	£	£	£	£
Unrestricted funds	**554,791**	**332,819**	**(506,433)**	**-**	**381,177**
Restricted funds					
Kinship care support services	487,805	1,279,270	(1,203,087)	-	563,988
Advice Service and other restricted funded services	235,702	489,441	(192,310)	-	532,833
Total restricted funds	**723,507**	**1,768,711**	**(1,395,397)**	**-**	**1,096,821**
Total funds	**1,278,297**	**2,101,530**	**(1,901,830)**	**-**	**1,477,997**

Notes on the restricted grant funding

a.) Our commissioned services including Kinship Connected, Kinship Ready and the delivery of Kinship Response throughout the pandemic, have funded these programmes. Funding from Sport England Families Fund has supported the Kinship Active programme in the North East. Emergency Covid funding from the Department for Education helped to provide essential support to all kinship carers through our advice service, project workers and Someone Like Me service. The National Lottery Community Fund funded the development and running of a national support project for kinship carers in Wales.

b.) The City Bridge Trust continues to fund the work of our advice and information service in London.

15. Movement in funds - Prior year

	At 1 April 2020	Incoming resources	Resources expended	Transfer between reserves	At 31 March 2021
	£	£	£	£	£
Unrestricted funds	**483,980**	**594,668**	**(523,857)**	**-**	**554,791**
Restricted funds					
Kinship care support services	162,441	1,389,014	(1,064,193)	543	487,805
Relative Experience	(13,625)	-	-	13,625	-
Advice Service and other restricted funded services	83,850	373,402	(221,550)	-	235,702
Policy and Research	-	-	-	-	-
Service Development	14,168	-	-	(14,168)	-
Total restricted funds	**246,834**	**1,762,416**	**(1,285,743)**	**-**	**723,507**
Total funds	**730,814**	**2,357,084**	**(1,809,600)**	**-**	**1,278,297**

The transfer of funds relates to costs absorbed into Kinship Care Support Service of which Relative Experience was a project and the movement of remaining funds from Service Development.

16. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total Funds
2022	£	£	£
Tangible Fixed Assets	34,282	-	**34,282**
Cash	1,154,927	429,835	**1,584,762**
Other net current liabilities	(92,322)	(48,846)	**(141,168)**
	1,096,887	**380,989**	**1,477,876**

	Unrestricted funds	Restricted funds	Total Funds
2021	£	£	£
Tangible Fixed Assets	29,327	-	**29,327**
Cash	580,158	918,496	**1,498,654**
Other net current assets	(54,695)	(194,989)	**(249,684)**
	554,790	**723,507**	**1,278,297**

17. Comparative numbers for the Statement of Financial Activities

	Unrestricted £	Restricted £	2021 Total £
Income			
Donations, grants and legacies:			
General	593,239	-	593,239
Advice Service and other restricted funded services	-	373,402	373,402
Kinship Care Support Services	-	326,274	326,274
Charitable activities			
Kinship Care Support Services	-	1,062,740	1,062,740
Investment income	1,428	-	1,428
TOTAL INCOME	594,668	1,762,416	2,357,085
EXPENDITURE			
Raising funds	76,729	-	76,729
Charitable activities	447,129	1,285,743	1,732,872
TOTAL EXPENDITURE	523,857	1,285,743	1,809,600
Net Income/(expenditure) for the year	70,811	476,673	547,483
Transfers between funds	-	-	-
	70,811	476,673	547,483
Fund balances at 1 April 2020	483,980	246,834	730,814
Fund balances as at 31 March 2021	554,791	723,507	1,278,297

18. Covid-19

The impact of the pandemic has been discussed throughout the Chief Executive's report and the Trustee's report.

GRANDPARENTS PLUS

England & Wales - Charity number 1093975

Accounts

GRANDPARENTS PLUS trading as KINSHIP

(A COMPANY LIMITED BY GUARANTEE)

Registered charity no 1093975

Company no 4454103

Annual Report and financial statements

31 MARCH 2021

GRANDPARENTS PLUS T/A KINSHIP - FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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GRANDPARENTS PLUS T/A KINSHIP
OFFICERS AND PROFESSIONAL
ADVISERS

Members of the board

Jayne Harrill, Chair
Julian Young, Honorary Treasurer
James Baker
Natalie Baldry
David Eaton
Prof Elaine Farmer
Stephen Sowden (resigned 26 November 2020)
Yvette Stanley

Chief Executive and Company Secretary

Lucy Peake

Principal address and Registered Office

The Foundry
17 Oval Way
London
SE11 5RR

Auditor

Field Sullivan Limited
Neptune House
70 Royal Hill
London
SE10 8RF

Bankers

Triodos Bank
Deanery Road
Bristol
BS1 5AS

Barclays Bank
Leicester
LE87 2BB

The trustees present their report and financial statements for the year ended 31 March 2021. The financial statements have been prepared in accordance with current statutory requirements, the charity's governing instrument, and the Statement of Recommended Practice (revised 2015), Accounting and Reporting by Charities.

Vision statement

A society in which kinship carers and the children they care for are recognised, valued and supported.

Mission statement

To ensure that kinship carers and the children they care for get the support and recognition they need.

Charitable objects

The charitable objects are:

- Object 1 to support kinship carers who are grandparents, family members or friends who care for children when a parent calls for help or when there has been family breakdown or in other difficult circumstances promoting the best interests of the children they care for.
- Object 2 to work with local authorities, children's services, voluntary agencies, social workers and other professionals, and kinship carers to promote better support for all children in kinship care.
- Object 3 to ensure the role of kinship carers and the wider family in caring for children is fully incorporated within legislation, and national and local government policy and practice.
- Object 4 to raise awareness of the contribution kinship carers make to society so that kinship carers are recognised, valued and supported.

Principal activities

Kinship is the only national charity dedicated solely to supporting kinship carers and their families, whatever their situation. Uniquely, we support all kinship carers, including grandparents and all other relatives and friends, and those with all legal orders or none. We want support for every kinship family when they need it, in the way they need it.

We:

- campaign with kinship carers for change so that their contribution to children's wellbeing and care is valued and understood.
- provide evidence, policy solutions, programmes and training so that kinship families receive the services and support they need to help children to thrive.
- advise and support kinship carers by ensuring that they have access to professional advice, information and peer support.
- advise, inform and support professionals to develop good kinship care practice.

Our **strategic objectives for 2020-2021 were**:

- Raising **awareness**, understanding and recognition of the role of kinship carers in children's lives and in supporting families.
- Campaigning for **change** so the role of kinship carers is promoted and supported by legislation, policy and practice.
- Ensuring that kinship carers and their families are **supported** so they are able to access high

quality information, advice and support when they need it.
- Building a **sustainable** future for the charity, diversifying income, building a strong team of staff and volunteers and investing in our infrastructure.

The trustees are aware of their requirements to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Future plans

In 2020-21 we will continue to work towards our 2019-22 strategic objectives. Everything we do is focused on achieving our goal that every kinship family will be able to access the support they need and we will be ambitious in our plans which include:

- Understanding and responding to the specific needs of kinship families during the Covid-19 pandemic, including extending and developing advice and support services to meet their needs.
- Delivering high quality, evidence-based and impactful support programmes in new regions in England and into Wales.
- Developing a sustainable network of kinship carer-led peer support groups, including virtual peer support and piloting new regional forums for support group leaders.
- Developing a new digital information hub to enable potential and current kinship carers to find sources of advice, information and support.
- Growing our vibrant kinship care community, connecting kinship carers with each other and with us for support and to influence change.
- Raising awareness about kinship care, including through high profile media coverage and leading the national awareness campaign - Kinship Care Week.
- Investing in our policy, practice and research capacity and collaborating with kinship carers, local authorities, charity partners, academics and others to improve kinship care policy and practice.
- Undertaking a whole organisation review of our approach to diversity and tackling racism,including addressing the lack of ethnic diversity on our Board and senior leadership team.
- Further work on our brand and positioning to help us reach our beneficiaries and achieve our objectives.

Financial Review

The financial statements reflect the operations of Kinship for the twelve months ended 31 March 2021.

The total income for the year was £2,357,085 (2020: £1,171,686). This included an unrestricted grant of £300,000, three-quarters of which is intended to cover expenditure for the rest of 2021. In accordance with the Charities SORP, this has been included in income in full for the year ended 31 March 2021. Total expenditure was £1,809,600 (2020: £1,033,751) and the resulting net income for the year was £547,483 (2020: £137,935).

The surplus on unrestricted funds amounted to £70,811 and the surplus on restricted funds of £476,673. The total funds carried forward at 31 March 2021 were £1,278,297 (2020: 730,814),being unrestricted £554,791 (2020: £483,980) and restricted £723,507 (2020: £246,834).

At 31 March 2021 the charity had cash resources of £1,498,654 (2020: £671,613). The trustees continue to make every effort to maintain unrestricted cash reserves to help to ensure that Kinship continues to operate and to serve its beneficiaries.

Fundraising

In 2020/21 we continued to diversify our income. We are extremely grateful to all our funders and supporters for their generous support.

Our funders include:

- Ballinger Charitable Trust
- City Bridge Trust
- Cripplegate Foundation
- Department for Education - VCSE Covid 19
- The Dulverton Trust
- The Esmée Fairbairn Foundation
- Garfield Weston Foundation
- The Harebell Centenary Fund
- The Headley Trust
- The Mercer's Company, Funded with the support of The Charity of Sir Richard Whittington
- The National Lottery Community Fund – People and Places 3
- TNLCF – Kinship Compass
- Nesta and DCMS
- Newcastle Fund
- Permira Foundation
- Players of the People's Postcode Lottery through Postcode Support Trust
- Sport England Families Fund

We would like to extend a special thanks to the players of the People's Postcode Lottery for their generous support since 2017. This support has helped us to grow and reach more kinship carers tackling loneliness and isolation, connecting kinship carers to Kinship and each other through our growing community, and to fund our vital advice service.

We are also grateful to the generous individuals who support our work through donations.

Reserves policy

The charity's reserves policy is to maintain unrestricted reserves to cover approximately six months' operating expenditure.

Governance and management

The trustees (who are also the directors of the company for the purposes of company law) serve for three years, after which period they may put themselves forward for re-appointment. The board of trustees keeps the skill requirements of its members under review and may appoint a person as a trustee either to fill a vacancy or as an additional trustee. New trustees may be sought by open advertisement or through a dialogue with existing supporters of the charity. The Articles of Association provide for a minimum of three trustees and a maximum of ten trustees. Newly appointed trustees receive an induction pack and training, which includes the charity's governing document and a briefing document describing the legal status, and role and responsibilities of trustees. They are invited to visit the offices of the charity for further informal briefings by the chief executive. Trustees are invited to staff planning days and encouraged to meet beneficiaries.
The board is responsible for setting the strategy and policies of Kinship. The members of the board elect the Chair and appoint the chief executive. The chief executive is responsible to the board of trustees, through the Chair, for the execution of those policies.

Members of the board of trustees

The trustees who held office during the year are shown on page 1. There were four board meetings during the year and a virtual staff away day, to which all board members were invited. In addition, the finance sub-committee meets quarterly, chaired by the Treasurer.

One trustee left the board: Stephen Sowden. The trustees thank Stephen for his contribution, especially through the process of the merger with The Grandparents' Association and his support for the development of the advice service.

Staff and volunteers

The trustees wish to thank the skilled and committed staff and volunteers who are dedicated to ensuring that kinship carers are recognised, valued and supported. We are proud to work with kinship carers who are members of staff, trustees and advisory group members, and who also make up a growing group of volunteers who help deliver our advice service and programmes, influencing and awareness raising activities. They are transforming support for kinship families and we could not do what we do without them.

Our Kinship Care Advisory Group is made up of nine kinship carers from across the country. Co-chaired by Natalie Baldry, a kinship carer and trustee, and our chief executive, the group is a key part of our commitment to ensuring that kinship carer voices are heard and shape our work at every level.

Remuneration of key personnel

The pay of the chief executive is reviewed annually and may be increased in accordance with average earnings to reflect a cost-of-living adjustment.

Risk management and internal controls

The trustees have overall responsibility for ensuring that the charity has appropriate systems of control, both financial and operational.

The Finance Committee meets regularly and reviews the major financial and operational risks facing the charity. It monitors the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect the charity, its members, its staff, the general public and other stakeholders. Julian Young, the Treasurer, chaired the committee during 2020/21.

Kinship has a formal risk management process through which the chief executive along with the senior leadership team, identifies the major risks to which the charity may be exposed and has ranked these by likelihood and impact, culminating in a risk control document which is updated on a regular basis. All significant risks, together with current mitigation actions, are reviewed annually by the trustees. The trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- An annual budget approved by the board.
- Regular consideration by the board of financial results, variance from budgets and non-

financial performance indicators.
- Delegation of authority and operating procedures.

The principal risks and uncertainties identified by the trustees are as follows:

Risk identified	Action taken to mitigate the risk
Over reliance on project funding	Fundraising and business development strategies to diversify income
Reduction in funding from major donors	Fundraising and business development strategies to diversify income
Data loss	Data Protection Policy and IT systems and processes reviewed regularly; new CRM system implemented with training for staff
The need to continuously adapt and evolve the way the charity offers advice and support for kinship carers	Ongoing review of beneficiaries needs drawing on services insight, user feedback, and external agency input
External factors including societal and environmental changes that could impact delivery of services	Regularly review agreed deliverables, monitor effective completion of commissioned and other services, assess external factors and ensure business as usual measures are incorporated

Trustees discuss regularly any emerging risks and consider their potential impact on the charity.

Statement of trustees' responsibilities in respect of the trustees' report and financial statements

The trustees 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 of the net movement in funds, including the income and expenditure, of the charity 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 SORP.
- Make judgments 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination

of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware, there is no relevant audit information of which the auditor is unaware. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Chief Executive's report

2020-21 was a year of unprecedented challenges for kinship families, and a year that Kinship supported more kinship carers than ever before.

As the country went into lockdown in March 2020, we knew that kinship carers were vulnerable and would be disproportionately affected. When compared to other groups raising children, they are more likely to be older, have a chronic health condition or disability, be single, live in poverty, unemployed, poorly housed and socially isolated. There is also a higher prevalence of kinship care in areas with higher levels of deprivation and among some ethnic minority communities.

We went into the pandemic with one purpose: we would do everything we could to support as many kinship families as possible. We understood kinship care families, and we knew our strengths as a charity. We would be responsive, agile, and ambitious. We would create and seize opportunities,

collaborate, build partnerships and take strategic risks when we needed to. I am incredibly proud of what we achieved.

We used surveys and service insight to understand kinship families' unique needs and challenges. We advocated for them to persuade the Westminster Government to recognise their role caring for vulnerable children and increase funding to support them. We partnered with local authorities and others toadapt and rapidly scale our advice service and support programmes.
We got laptops to children so they could learn at home. We found charity grants and accessed benefits so kinship carers were better able to manage financially. We helped grandparent kinship carers navigate government advice and rhetoric that failed to recognise their role and made them feel scared and vulnerable. We increased kinship carers' confidence to manage contact between children and their parents during lockdowns. We connected them virtually, reducing isolation, nurturing peer support, and bringing friendship and fun when it was needed. We were there to help when carers were in crisis, whether it was about money, their children's mental health, overcrowding or the pressure of home schooling. Our project workers stepped in with intensive support to help address complex issues, navigate services and build confidence to manage the caring role. For other kinship carers, our regular e-newsletters provided reassurance that advice and support would be there if they needed it. We were delighted to be awarded a high commendation in the Covid-19 Frontline Team of the Year category at the Third Sector Awards 2021.

As the year progressed, we – like many others – began to look beyond the crisis – to 'build back better'. The pandemic amplified issues that many kinship carers were already facing, and we have resolved to fight harder to get them the support they need and deserve. That means continuing to develop our services, as well as changing systems and policy. Over the coming year and beyond, Kinship will stand with kinship carers and young people to raise awareness and to campaign for change at every level. We will keep going until every kinship family gets the support they need.

I am incredibly proud of Kinship's response to the pandemic and the difference we have made. My exceptional leadership team acted with fierce determination to advocate for kinship families, to secure funds, to innovate services and establish new delivery teams. Our board of trustees supported our plans and ambition throughout. Our staff were responsive and flexible when we needed them to be, and always 100% committed to kinship families. We couldn't have done what we did without

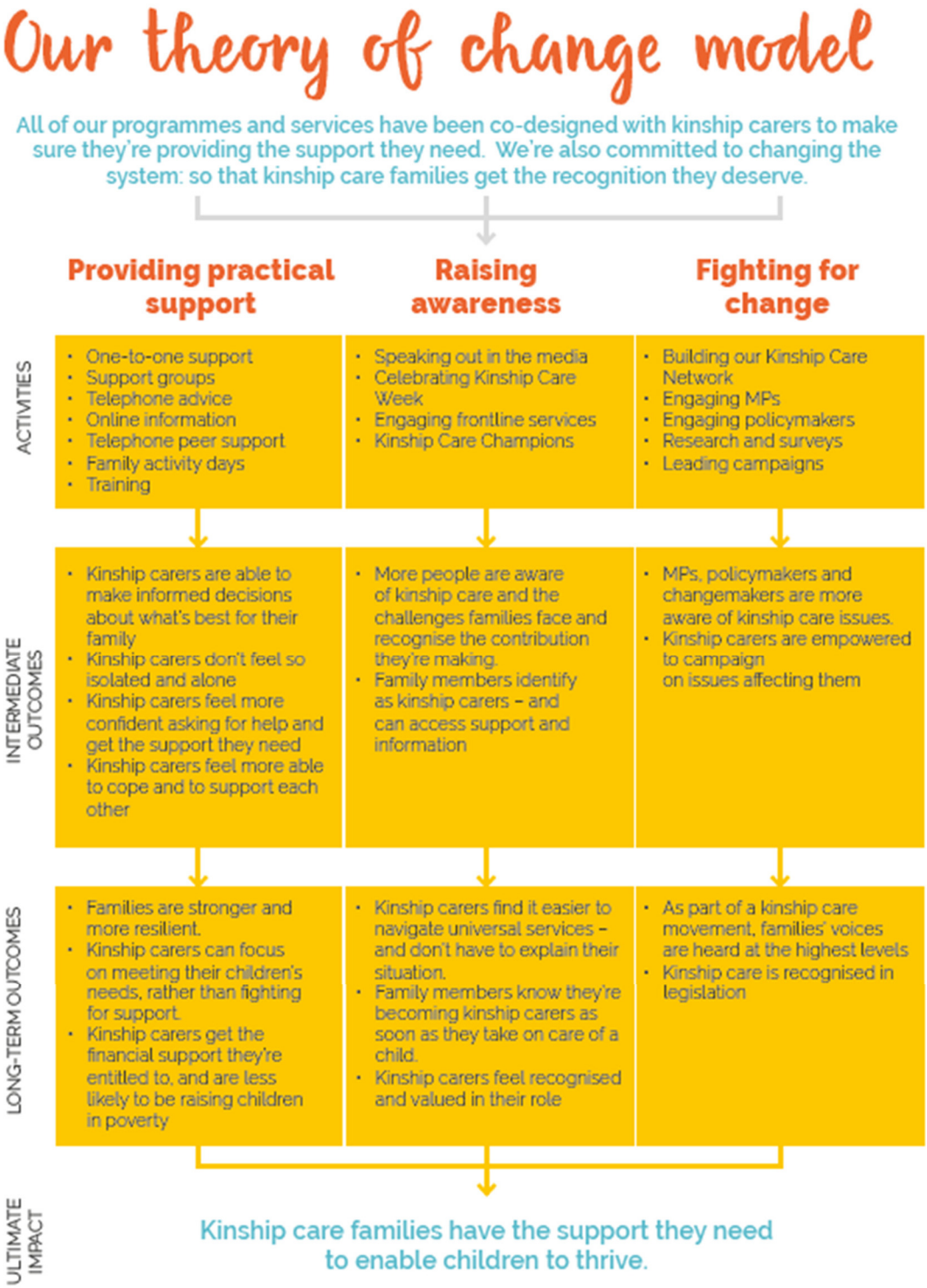
them and the funders, charity and local authority partners who make our work possible. Finally, I'd like to thank all the incredible kinship carers who volunteer with us. Your support for your children, your family and each other is an inspiration to us every day. We changed our name to Kinship during the year to show that we're here for you and every kinship family, and we will be by your side until you all get the recognition and support you deserve.



Dr Lucy Peake
Chief Executive

Our work in 2020/21

All of our programmes and services have been co-designed with kinship carers to make sure they are providing the support they need. We are committed to extending our support for every kinship family and also influencing policy so that kinship families are recognised with entitlements to support.



Objective: Ensuring that kinship carers and their families are supported so they are able to access high quality information, advice and support when they need it.

During 2020/21, Kinship worked with one overriding purpose: to support as many kinship carers as we could. As the UK went into lockdown in March 2020, kinship carers became uniquely vulnerable. Even before the pandemic, they were living in precarious situations. When compared to other groups raising children, kinship carers are more likely to be older, have a chronic health condition or disability, be single, live in poverty, unemployed, poorly housed, socially isolated and raising children with physical or mental health issues.

We immediately saw a 46% increase in enquiries to our advice team from kinship carers who were distressed and scared and seeing the impact of Covid-19 compounding the inequalities and everyday challenges they already faced.

The work of all our teams supported our purpose with a focus on **understanding and responding to the specific needs of kinship families during the Covid-19 pandemic, including extending and developing advice and support services to meet their needs.**

At the beginning of the year, with the support of Trustees, we immediately prioritised the reallocation of any unallocated funds towards the advice service, so we could better meet kinship carers' growing and urgent demand for tailored advice. Additional staff capacity meant we could open the service in the evenings and respond more quickly.

Our next priority was to understand, assess and respond to kinship carers' emerging needs through a series of online monthly surveys promoted through our website, community, and social media channels. Through our surveys we learnt about kinship carers' emotional and practical concerns and identified significant gaps in support. We learnt that:

- Kinship carers were worried about their health and what would happen to their children if they got coronavirus.
- Kinship carers felt more isolated and vulnerable than ever.
- They worried about their jobs and family finances.
- Kinship carers needed government guidance to be interpreted and tailored to their needs, for example around contact with the parents of the children they care for.

As the pandemic progressed, our research saw new issues coming to the forefront focussing on:

- Home-schooling exacerbated by lack of laptops and WiFi.
- Child-on-carer violence.
- Worry about restrictions easing.
- Financial concerns.
- Children's mental health.

Later in the summer, our annual survey of kinship carers found that:

- 70% found parenting as a kinship carer during the Covid-19 pandemic difficult or very difficult, with half saying their children had also struggled.
- Previous worries had been exacerbated, including concerns about money (31%), feeling alone (32%), limited resources and space (23%) and children's behaviour (26%).
- 24% worried they would be unable to cope with a second lockdown.
- 82% of kinship carers said they weren't getting the information and support they need from their local authority.

Using the findings of our surveys and insight from our front-line advice and programmes teams, we realigned resources across the charity to respond. Our small policy, campaigns and communications team's work was re-focused to interpret information and government guidance, to provide kinship carers with regular tailored advice and information updates through weekly e-newsletters, and to advocate for kinship carers as the pandemic progressed. Kinship carers - who felt invisible amid the Westminster government's messaging to grandparents to "stay away from their grandchildren" told us our regular communications - tailored for them - made them feel 'held in mind'.

Sharing kinship carer insight to unlock government funding

We shared annual survey findings in the media, with local and national government to build a case for more support. We used the media to highlight the unique challenges for older kinship carers, and engaged proactively with the Department for Education, the Children's Minister, sector bodies and local authorities. By adopting a solutions-focused approach and, with support from others in the sector, we were able to make a case for immediate support for kinship families, persuade the government to release funding for kinship families, and then secure funding to deliver a rapid response service for kinship carers in England.

Delivering high quality, evidence-based and impactful support programmes in new regions in England and into Wales.

The Department for Education committed to supporting all kinship carers through a direct Covid-19 grant to Kinship. It also adapted the Adoption Support Fund to enable local authorities and Regional Adoption Agencies (RAAs) to work in partnership to apply for Covid-19 response funding to commission voluntary sector support for special guardians. Kinship worked with local authority and RAA partners to adapt and rapidly scale our support programmes.

At the same time, recognising the dearth of support for kinship families in Wales, we made a strategic decision to take on running the only national support project in Wales from another charity when its funding ended in March 2020. We secured grants from a foundation and National Lottery Wales to establish a new team in Wales to lead on service delivery and relationship building with local authorities and Welsh government. This work was strengthened by our recruitment of the development manager who had led the previous project in Wales.

We expanded our front-line team of project workers, grants and advice workers, across England and Wales by 21 people. We also recruited and trained 35 kinship carer volunteers to scale our peer-to-peer Someone Like Me service. We invested in infrastructure to support growth, including a new service design and impact team headed by a new director of service design and impact and further developed our database for case management and impact reporting.

Key achievements in England for 2020-2021:

- We secured £1.26 million from local authorities, RAAs and the Department for Education to support kinship carers in England during the pandemic.
- We increased our local authority partners from 24 to 83.
- We created a Kinship Response team of specialist project workers.

<u>Key outcomes of Kinship Response in England:</u>

1,379 kinship carers in 68 local authorities received specialist one-to-one support with a Kinship Response project worker. Kinship carers reported:

- 81% feel more confident in their caring role.

- 94% have increased sense of wellbeing.
- 90% have reduced concerns about child's wellbeing.
- 78% feel part of a kinship community.
- 77% feel less lonely.
- 80% reduced financial concerns after accessing specific support.
- 80% more able to manage children's behaviour.

443 kinship carers accessed our Someone Like Me peer-to-peer project, matching kinship carer volunteers to other kinship carers.

We moved our peer support groups online and, as part of Kinship Response, we set up new regional groups. Kinship carers said:

- 97% enjoyed them.
- 92% gained practical knowledge about being a kinship carer.
- 97% feel less isolated.

Improving digital skills for kinship carers and staff

It became evident that many kinship families needed support with building digital skills and confidence as well as access to smart phones/computers and internet data. First, we trained our project workers, so they were more digitally skilled and able to support kinship carers. Then our project workers, who had trusted relationships with kinship carers, created safe spaces for carers to become familiar with the technologies, and build their confidence.

Giving impartial, accurate and timely advice to kinship carers

2,966 kinship carers were supported with expert advice on 3,640 cases, an increase of 27% from 2019/20.

We extended our advice service opening hours to meet increased demand during the pandemic. We secured further funding to recruit more advisers, including our first bilingual adviser for Wales.

Enquiries to our advice service became increasingly complex. Kinship carers with multiple problems who had been poorly supported for years, were now straining under the added pressure of lockdown and unable to get help from other organisations because of lockdown restrictions. For example, kinship carers who had taken on children during the pandemic had been left with little or no support; more carers needed housing advice as lockdown magnified the issues of overcrowding and poor housing conditions; carers experienced longer delays in children getting assessments for conditions like ADHD and autism, meaning they turned to us for advice in crisis when their children's behaviour was becoming unmanageable. More kinship carers came to us with complex benefit enquiries too when they were unable to access face-to-face services and needed support in making benefit claims and appeals.

As a result of the advice we gave, kinship families were able to access £639,286 in unclaimed benefits. Our advice team used digital platforms to help more kinship carers. They ran monthly live advice sessions on Facebook, advised 120 kinship carers through Facebook Messenger and attended 15 virtual support group meetings. However, the number of people contacting us by phone who had no access to technology increased to 45% compared to 29% in the previous year.

- 89% of people would recommend our advice service.
- 99% said they found our advisers friendly and approachable.
- 88% said they felt better informed of their rights following the advice

they received.

"The adviser was so helpful, and her response was fast in helping find more information for me. She was also very empathetic and speaking to her reduced my anxieties. We also communicated by email after the call in which she continued to be supportive."

Supporting kinship carers to apply for grants

We recruited a new grants officer who collaborated with charity grants partners to arrange delivery of essentials like beds, white goods, and laptops to support home schooling, as well as financial support to cover food and energy bills. £185,825 in grants was secured for kinship families, from 341 applications - an increase of 79% on the previous year.

Thank you to our grants partners: The Family Fund including the BBC Children in Need Emergency Essentials Fund, Buttle UK, Family Holiday Association, Glasspool Charity, Newby Trust and Al Mizhan Charitable Trust.

Providing tailored and timely information on our website

Giving information tailored to kinship carers' unique needs during the pandemic was essential. With no specific guidance offered by national or local government, they felt invisible and confused. Even worse, government guidance that grandparents should not see their grandchildren stoked fear among kinship carers, especially those who were older and in 'clinically vulnerable' groups.

We created a Covid-19 section on our website where we sifted and translated government guidance and added our own guidance on key issues: managing contact with birth parents, how to shield while also ensuring children attended school, home schooling tips, making arrangements for children if kinship carers were to get ill or die (testamentary guardianship), bereavement advice, financial capability and budgeting, home schooling and education. We also signposted to useful information on wellbeing and mental health, keeping the children occupied, and other issues.

During the year, there were nearly 82,000 views of our homepage (58% increase on previous year), nearly 17,000 viewed our 'get advice' page (6,669% increase). After our homepage, the most popular page on our website was our information on 'contact with birth parents during Covid-19'. Over 35,500 people viewed it. Website information on legal options available to kinship families remained some of the most popular pages viewed. Website users increased by 24% from the previous year, and they stayed longer and looked at 43% more pages than the previous year.

Developing a sustainable network of kinship carer-led peer support groups, including virtual peer support and piloting new regional fora for support group leaders.

The emphasis on social action – kinship carers helping other kinship carers – continues to run through our programmes and was incredibly important when building our response to Covid-19. By connecting kinship carers and recognising their skills and experience, we encouraged supportive relationships and networks, built community resilience and reduced dependency on statutory services.

In the North East, we built on our strong footprint of local support groups, by developing connections between support group leaders in new regional forums – one serving Durham, Tyne and Wear and Northumberland, and another for Teesside. Twenty-five support group leaders came together online for training, to share best practice and to support each other. This was especially beneficial as support group leaders needed to adapt to run their own groups online during the pandemic. Many were also providing very practical support to kinship families in their areas,

from delivering food parcels to supporting members who were ill or bereaved through Covid. 305 kinship carers and 100 children were supported through the groups Kinship supports across the North East.

Someone Like Me

Our peer-to-peer telephone support service, Someone Like Me provided one-to-one support to over 500 kinship carers when they needed it most over the last year.

35 volunteers provided a listening ear and a shared experience for kinship carers who were really struggling.

> *"Volunteering has been a really worthwhile and humbling experience. I'm so glad I'm doing it; it anchors me and makes me appreciate what I have. I also find the connection easy to make on the calls as there's no need for a filter – they know you're in the same position. The carers I've called are heroic, they are so amazing, and they don't complain. They just get on with it."*
>
> (Joy, Someone Like Me Volunteer)

Kinship Active

As a service based on group physical activity, our Sport England funded programme, Kinship Active, was hit hard by the Covid-19 restrictions.

Our project workers worked hard to move the service online. Producing a weekly activity rota of different events, the team used Facebook as a key platform to deliver a range of activities that were suitable for kinship carers and their families. Our partner, Middlesbrough Football Club Foundation, led online workshops weekly.

Weekly motivational chats and competitions supported kinship carers to get active outdoors and at home, using household objects as equipment. Healthy eating and migraine advice sessions were just some of the themed Facebook 'lives' that the team produced.

With a focus on peer support, virtual support group meetings were held weekly and for the festive period a special 'walk to Lapland' activity gave kinship carers a tangible activity goal to complete together. Over 5,438,957 virtual steps later, our team of kinship families from Middlesbrough and Redcar & Cleveland arrived in Lapland in time for Christmas.

During the year, 49 kinship carers and 162 children and young people took part in activities with Kinship Active.

Extending our work in Wales

The first national lockdown in March 2020 coincided with the ending of the only national support project for kinship care families in Wales. Previously delivered by Children in Wales, funding came to an end in March 2020.

We quickly stepped in to fill this gap, with a dedicated national service for kinship carers in Wales running from July. We recruited a new development manager for Wales, who previously led the work with Children in Wales. Having our new development manager already embedded in the community allowed us to quickly reach and engage kinship families.

With support from National Lottery Wales, we were able to appoint a Kinship Connected project worker for Rhondda Cynon Taf and Merthyr Tydfil as well as a bilingual advice worker who is providing advice in the Welsh language for the first time.

Peer support groups in six areas were supported to move online during the pandemic: in Caerphilly, Newport, Torfaen, Neath Port Talbot, Swansea, Rhondda Cynon Taf and Merthyr Tydfil, and one national virtual support group was established. We have also created Facebook groups where kinship carers can speak more informally outside of support groups.

Updated guidance relating to Welsh Government and the pandemic was disseminated though our website and private Facebook groups. We developed tailored advice materials for carers in Wales and bilingual materials: resources, posters, flyers, tweets and a Welsh language version of our film on kinship care '*Rhywbeth i fod yn falch ohono*'
https://www.youtube.com/watch?v=c71KYFNAcR8&t=17s

> *"…having the development manager for Wales in post has really made us think about ensuring we produce all of our blogs and factsheets with a version for Wales which is tailored for our Welsh kinship carers. We are much more mindful to ensure all our information is inclusive and we are also reviewing all of our existing advice materials to make them more accessible for Welsh kinship carers."*

We also expanded our volunteer recruitment for our Someone Like Me peer support service and had three kinship carer volunteers from Wales by the end of the year.

Our objective in Wales is to secure longer-term funding to increase our reach, support and engagement with kinship carers in Wales and to influence change at Welsh Government level. To support this aim and to ensure we are kinship carer centred, we have recruited a special guardian from Wales to sit on our Kinship Carer Advisory Group. A Professionals' Network for Wales is also in development.

Growing our vibrant kinship care community, connecting kinship carers with each other and with us for support and to influence change.

Loneliness and isolation are common themes for kinship carers and the pandemic exacerbated these feelings. Our Kinship Community became an important source of information and connection for families.

We increased the frequency of our Kinship Community e-newsletter from monthly to weekly, sharing up-to-date advice and information, and lockdown stories about kinship care families that readers could identify with. We promoted our new support services and shared updates on our influencing work, helping kinship carers to feel held in mind at a difficult time. News of our vaccination priority campaign, economic case for investing in kinship care and the national media stories we secured to highlight kinship carers' challenges during Covid-19 were enthusiastically supported.

Our Kinship Community came together during Kinship Care Week, sharing their celebrations and contributing to our #ProudKinshipFamily campaign on social media. Throughout the year, our Kinship Community grew by 1,764 people and stood at over 8,500 members at 31 March 2021.

Our Facebook community remained active throughout the year with kinship carers engaging in lively and supportive discussion on many topics. Over the year we reached over 350,000 people, secured over 38,000 'engagements' and 855 new followers (33% increase on previous year), making a total of 4,650 by the year end.

Objective: Raising awareness, understanding and recognition of the role of kinship carers in children's lives and in supporting families.

We raised awareness about kinship care, including through high profile media coverage and leading the national awareness campaign Kinship Care Week.

Keeping kinship carers' needs front of mind was imperative this year. Families often talked about feeling invisible, so we took this head-on and highlighted their experiences during the pandemic through high-profile national media outreach.

As Coronavirus swept the headlines, we secured 28 articles across national, regional and specialist media. They highlighted some of the common issues we were hearing from kinship families, including anxiety, family breakdowns, an increase in reported child on carer violence and health risks on carers of children returning to school. Highlights included:

ITV News: Coronavirus causing 'overwhelming' anxiety among thousands of grandparents who care for children in UK.
5 News: Exclusive: Break downs of Kinship Care families on the rise.
BBC Radio 4, Women's Hour: Violence Against Grandparents
Tortoise, Coronavirus and kinship care
BBC News, Look North: Young kinship carer who lost mother to Coronavirus takes on care of siblings.
The Guardian, Letters: Coronavirus risk to adults is forgotten amid return to school
The Guardian, Letters: Who will look after the kinship carers.
The Mirror, Unexpected call from daughter changed my life and I had to give up everything',
Woman and Home and Woman's Own magazines Meet the Modern Granny, featuring kinship carer, Wendy.

We also had good coverage in specialist media read by professionals and practitioners, including:

Children and Young People Now ran three articles:
Lack of kinship support risks more children going into care.
The case for kinship care blog by Lucy Peake.
Watchdogs stark warning over treatment of children in local authority care.
Community Care: Children's services 'failing to comply' with statutory kinship care guidance, fuelling postcode lottery in support
Research into Practice: Developing virtual support for kinship carers.
The Conversation: Special guardianship helps thousands of children to leave care. It needs more support, and the launch of a co-produced film The First Day of Forever.

Kinship Care Week 2020

For the third year, Kinship led Kinship Care Week for the sector, to thank and celebrate kinship families, raise awareness of the challenges they face, and call for more and consistent support.

As lockdown was in full effect, the week went online, and support groups held virtual celebration with Zumba, quizzes, and bake-offs.

We produced downloadable social media posts and website banners for organisations to use. There was an increase in interest and engagement from local authorities reflecting a raised awareness of the importance of kinship care.

We launched our new animated film Something to be Proud Of which brought to life balls of wool to

tell the story of kinship care from a young person's perspective. Reaching new audiences via a Facebook ad campaign, the film was watched over 2,000 times during the week. 100 new kinship carers joined our Kinship Community and 130 people contacted our advice service.

"*Brilliant, innovative, informative and incredibly moving*"

Our annual survey report was launched, and findings shared at our first dissemination webinar attended by 50 people. The Guardian, Huffington Post and Children and Young People Now wrote about our findings.

We launched an Instagram page to engage with younger audiences. 72,000 people saw our tweets and 33,000 people saw our Facebook posts.

Feedback about the week was positive.

"*Thanks Grandparents Plus for all your hard work bringing awareness to the unsung heroes!*"

"*We had great fun. Thanks for all you do*"

We would like to thank everyone who supported Kinship Care Week, including our local authority partners and the following members of the Kinship Care Alliance: Kinship Carers Liverpool, Adfam, CFAB, CoramBAAF, The Fostering Network, Family Rights Group, and Kinship Carers UK.

During the year nearly 22,000 people viewed our 'what is kinship care' page on our website, an increase of 10,587% from the previous, and on average our website users were over 60% 'new users'. Both key indicators that we are reaching new audiences and helping more people in society to recognise and understand what kinship care is.

Objective: Campaigning for change so the role of kinship carers is promoted and supported by legislation, policy and practice.

We invested in our policy, practice and research capacity and collaborated with kinship carers, local authorities, charity partners, academics and others to improve kinship care policy and practice. In August 2020 we recruited our first policy and practice adviser to our senior leadership team, bringing social work and research expertise to the development and delivery of our services as well as our influencing activities.

Throughout the year, kinship carers worked hand in hand with us to make sure their needs were recognised in policy and practice and kinship care was better understood in society.

Janet Kay, a member of our Kinship Carer Advisory Group joined the Independent Review of Children's Social Care Experts by Experience group. Kinship carers, children and young people spoke about their experiences during the pandemic on the national news.

During the pandemic, we took the strategic decision to focus our resources on supporting as many kinship care families as we could. We are proud of what we achieved, but the pandemic has shown us how vulnerable kinship care families are, and we know we need to fight harder to tackle their invisibility and lack of rights to support. During 2021-22, we will invest in communications and campaigning. We will recruit a director of communications and external affairs to join the senior leadership team. With a strategic grant from the Triangle Trust, as well as significant multi-year grants from BBC Children in Need and Comic Relief, we will build our campaigns team and a powerful network of kinship campaigners – kinship carers and kinship care experienced young people who will accelerate change towards our goal of support for every kinship family, wherever

they live. We have also recruited a policy and research assistant through the government's Kickstart initiative. This expanded team will ensure that Kinship is better resourced to influence legislation, policy and practice and tackle some of the systematic issues that affect support for kinship carers.

Contribution to the Independent Review of Children's Social Care

In March 2021 the Independent Review of Children's Social Care was launched and billed as a "once in a generation opportunity to transform the children's social care system and improve the lives of children and their families". Kinship lobbied hard to get kinship care included in the remit of the review, including using the press and collaborating with a coalition of children's charities. We are delighted to see kinship care included in the review as it has been marginalised by policy makers for too long.

We are now supporting kinship carer engagement with the Review as well as sharing our research and policy expertise and our unique experience of delivering advice and externally evaluated programmes for kinship families across England.

We are delighted that Janet Kay was selected as the kinship carer representative on the Care Review's Experts by Experience Group. Janet is a member of our Kinship Care Advisory Group, and she is a tireless and fearless campaigner for kinship families.

The Case for Change report, published in June 2021, recognized the important role of kinship carers. Echoing substantive input from kinship carers, it acknowledged "kinship carers need greater support and recognition" and stated that properly supported kinship care could "provide savings in the system and more broadly". It said that "in the next stage of the review we want to speak to kinship carers and look in more detail at how we can better promote and support kinship care".

We will continue to work to influence the final recommendations which are expected in spring 2022.

Working with the Adoption & Special Guardianship Leadership Board

Our chief executive continues to represent special guardianship on the Adoption & Special Guardianship Leadership Board (ASGLB).

We supported the ASGLB's development of a blueprint for supporting special guardians. Our critical contribution, including facilitating consultations with special guardians and local authority teams, and sharing learnings from our service delivery, was acknowledged by the consultants working on the project:

"Thanks for really excellent sessions in difficult circumstances. The contributions from guardians and your team have been brilliant."

On completion of the blueprint, it was developed as an online resource and renamed: Key Elements of a Special Guardianship Support Service. We were invited to host it on our website, and it was launched at our Professionals' Knowledge Exchange event in January 2021. By the end of the year, it had had over 2,500 page views.

We influenced and supported the establishment of the ASGLB's Special Guardian Reference Group, which three of our project workers joined. Our project worker, Maxine Campbell was invited to be the first special guardian representative on the national ASGLB.

In early 2021 our chief executive was invited to chair a new special guardianship task group for the ASGLB. The group will focus on improving support for special guardianship families by raising awareness,

influencing practice and changing policy and legislation. An early priority is to push for fair financial allowances for special guardians.

We also have representation on regional boards in London, the South East and the East Midlands.

Keeping professionals and practitioners informed by facilitating knowledge-exchange

We continued to develop our Kinship Care Professionals' Network of social workers and other practitioners, which grew by 67% to 850. During the first lockdown, we increased email newsletter to bi-weekly, and moved meetings online to ensure social workers were informed about kinship carers' concerns and what support we offered.

In January 2021, over 150 people from 56 local authorities attended our second Knowledge Exchange event. This day-long virtual event provided practical sessions for professionals to share best practice and gave an opportunity to reflect on the impact of the Covid-19 pandemic on kinship carers. The opening plenary was delivered by Isabelle Trowler, Chief Social Worker in England for Children and Families. Kinship patron, Sir James Munby completed the event, in a discussion with special guardian and Kinship trustee Natalie Baldry, which explored his experience of reform and family justice relating to kinship care.

The event included the launch of new resources to support the development of services for special guardians. These resources, launched by Krish Kandiah, Chair of the Adoption and Special Guardianship Leadership Board (ASGLB) who developed the resources, are hosted on Kinship's website.

Developing and promoting resources to support Special Guardians

Kinship's partnership with the Centre for Child and Family Justice Research at Lancaster University and CoramBAAF produced two films and supporting resources to help social workers and legal professionals understand the challenges and support needs of special guardians.

The first film, 'The First Day of Forever – becoming a special guardian', made with five special guardians, gave moving accounts of the challenges of becoming and being a special guardian.

The second film, 'Special Guardianship – an agenda for change', identified ways forward to tackle endemic problems that impact on the children and their carers and was made with contributions from leading sector experts including: The Honourable Mr Justice Keehan, High Court Judge (Family Division), The Honourable Sir James Munby, former President of the Family Division of the High Court of England and Wales, Andrew Christie, Former Chair of the ASGLB, Steve Walker, former Director of Children's Services, Leeds City Council, Professor Judith Harwin from Lancaster University, Dr John Simmonds from CoramBAAF and Dr Lucy Peake, Chief Executive of Kinship.

The films were launched at a webinar in March 2021, for which over 1,000 social work and legal professionals, and special guardians registered. High profile speakers included Sir Andrew McFarlane, President of the Family Courts and Josh MacAlister, Chair of the Independent Review of Children's Social Care who set out a clear case for investment in kinship care support.

These events and resources helped position Kinship as the leading provider of kinship family support and raised our profile with key audiences and meetings with local authorities about commissioning. Support and promotion of the launch and event contributed to a huge 184,000 Twitter impressions during the month.

Supporting the Kinship Care Parliamentary Taskforce

Kinship continued to support the Kinship Care Parliamentary Taskforce during the year. We submitted evidence and insight from our frontline service delivery, and facilitated meetings between MPs, kinship carers and social workers. One of our Newcastle support groups met with the Chair, Catherine McKinnell, who is their local MP, and our Kinship Community contributed their lived experience to the Taskforce surveys. The Taskforce launched a report in September 2020.

COVID 19 vaccine priority campaign

Responding to the concerns from kinship carers, we ran an integrated campaign to prioritise accessto the vaccine for kinship carers in England and Wales. We piloted a new digital platform which allowed kinship carers to directly email their local MP or Member of the Senedd. We provided template emails which could be adapted. Over 400 people took part in the campaign.

Alongside this, we wrote to Nadhim Zahawi MP (Parliamentary Under-Secretary of State for Covid-19 Vaccine Deployment in England) and Vaughan Gething MS (previous Minister for Health and Social Services in Wales). The campaign was also highlighted by Kinship in an in-depth 5 News story, which included the voices of kinship carers. We welcomed support from the Kinship Care Parliamentary Taskforce which also called for kinship carers to be prioritised for the vaccine.

We contributed to the Westminster Government's Early Years Review, chaired by Andrea Leadsom MP.

We released the first Kinship Care Manifesto for Wales 2021 to coincide with the May 2021 elections.

We used Twitter to support our influencing work. Parliamentarians, local authority leaders, social workers, academics and other charities and key sector influencers regularly supported our work on Twitter - together with a small but growing group of kinship carers. We had over 1.04 million impressions, 35,782 profile visits, 1,325 mentions. We gained 432 Twitter followers (14% increase from previous year), making a total of 6,634 by the year end.

Improving the evidence base on kinship care

With the aim of bringing together experienced, early career and trainee researchers to share expertise and knowledge, we set up a new Kinship Care Researchers' Network, chaired by our trustee Professor Elaine Farmer. Currently there are over 50 academics signed up.

State of the Nation annual survey 2020

Every year, we survey kinship carers to find out what life is like for kinship families. In 2020, 561 kinship carers completed the survey. Key findings were:

- 82% of kinship carers were not receiving sufficient advice, information, and support
- 71% of kinship carers feel that people do not understand what kinship care is
- 70% of kinship carers have struggled to manage through the Covid-19 pandemic.

This is despite many of these families raising children who have suffered trauma and 30% diagnosed with additional needs.

The findings give added urgency to our vision of a society in which kinship carers and the children they care for are recognised, valued and supported.

Despite the incredible challenges kinship carers face on a daily basis:

- 92% of kinship carers are confident in their ability to parent.
- 91% of kinship carers say the child they are raising in kinship care feels positive about the arrangement.
- 87% of kinship carers feel proud of their role.

Financial allowances survey

In February, we opened our kinship carer financial allowances survey which was completed by a record number of kinship carers. Almost 2,000 people told us details of their family situation and what financial support they received or did not receive. The report was published in June 2021.

Objective: Building a sustainable future for the charity, diversifying income, building a strong team of staff and volunteers and investing in our infrastructure

In July 2020, we began our National Lottery Digital Fund funded project to deliver a co-created, digital solution to help kinship carers easily access timely, accurate, relevant, and impartial information which will help them make informed decisions for their families.

Undertaking a whole organisation review of our approach to diversity and tackling racism, including addressing the lack of ethnic diversity on our Board and senior leadership team.

In the wake of the shocking events surrounding the Black Lives Matter movement, Kinship reflected and began an organisation-wide project to explore equality, diversity and inclusion within the charity.

We established an equality, diversity and inclusion working group with representatives from all levels across the charity, the chief executive and chair of trustees. Initially, the group oversaw an audit of our organisation so that we could better understand our board and staff, who we were reaching through our services, and how we were communicating. Following the audit, we appointed consultant Margaret Ochieng from The Inclusive Village, then reviewed the audit findings and identified that the first priority should be to focus on the experiences of our staff.

Margaret attended our virtual staff away-day in February 2021 where she challenged the whole staff team to engage. Providing a safe space to feedback views and experiences, Margaret conducted a confidential survey of all staff, together with in-depth interviews with black and minority ethnic staff. Findings will be explored during a series of workshops with all staff throughout May to June 2021 and an action plan will be presented to the Board in September 2021.

The next stage of the project will focus on our beneficiaries as we strive to ensure we understand and respond to the needs of all kinship carers. Kinship is committed to real and sustainable change and we will continue to monitor and update our anti-racist practice by reviewing and reflecting on its progress on an ongoing basis.

Income diversification

We continued to grow and diversify our income. Our income from fundraising increased by 37.6% to £1,292,915 and we achieved a 364% increase in income from commissioned services to £1,062,740.

This year's strong income-generating performance has underpinned our continued growth and impact. Reflecting our core purpose for the year: to support as many kinship care families as possible during the pandemic, we secured new funds to extend our advice and support services across

England and Wales. As the focus of many funders shifted to supporting systemic change post-pandemic, we began our work to secure strategically and financially significant new grants from Triangle Trust, BBC Children in Need and Comic Relief which will bring together our unrivalled networks of kinship carers and young people with experience of kinship care to influence kinship care policy and practice.

Thanks to generous additional support from our funder, the Esmee Fairbairn Foundation, we benefited from working with a fundraising consultant who undertook a comprehensive review of our current fundraising, organisational strengths, and potential to diversify income. As a result, we invested in a new fundraising officer role from March 2021. We continue to work towards growing and diversifying our income from fundraising.

Staff and volunteers

In 2020-21, our staff team continued to expand. We recruited 34 staff (28 FTEs) to our team delivering kinship care advice and support through the pandemic.

In March 2020, just weeks after our move to new offices in The Foundry in Vauxhall, we moved to work remotely. We surveyed staff regularly to understand their experiences of lockdown and remote working, continually adapting our ways of working throughout the pandemic. We created and refined new ways to bring staff together online, including regular all- staff meetings to keep everyone up-to-date, informal 'staff kitchens', and themed after-work events. Our managers developed 'Walk and Talk' meetings. We increased our focus on supporting staff wellbeing and promoted our confidential Employee Assistance programme. Our virtual away-days started a series of Wellbeing Wednesdays where all staff took an afternoon off at the same time. Staff were actively supported to work flexibly to help them balance work and caring responsibilities. Two staff were part-furloughed during a period when children were being home-schooled.

Volunteers played an integral role in the scaling of our support services. Our Someone Like Me volunteers provided telephone support to fellow kinship carers, while our grants volunteers completed funding applications and helped secure furniture, white goods and much more for kinship carers in need. Our Kinship Care Champion volunteers helped raise awareness and campaigned for greater support for vulnerable carers, and our support group leader volunteers ran online groups for carers, providing vital connection and guidance during the pandemic.

In 2020/21, 35 Someone Like Me and 15 grants volunteers registered with us, bringing the total number of volunteers to 120.

Systems to support service delivery, growth and impact

We continued to develop our Salesforce database, with additional investment to ensure it supported case management recording and impact measurement for our Kinship Response Covid-19 support service.

Reviewing our charity name to ensure that our name and brand help us reach our beneficiaries and achieve our objectives.

On 1 March 2021, we changed our charity's working name from Grandparents Plus to Kinship, an important move to bring clarity and purpose to our charity's goal to be here for every kinship family. Our focus on extending our advice, information and services to support kinship carers during the pandemic meant we delayed the launch of our new name from the planned Autumn 2020.

Consultation with key stakeholders, including kinship carers, professionals, funders and

commissioners, staff, trustees and our Kinship Care Advisory Group was very positive, with 87% feeling that the new name would help us to meet our charity's mission.
We undertook a refresh of our logo and brand visuals and developed a new messaging suite which will help staff and external partners help us to build a strong and consistent brand proposition as Kinship.

The new name was launched with a communications campaign across our website, social media and by email, setting out the reasons for the change with a blog and FAQ. Throughout March, 201 new carers joined our Kinship Community, we had over 184,000 Twitter impressions and 82 new followers on Facebook. Kinship carers discussed some of the issues we hope our name change will help to address, such as invisibility, inconsistency, and lack of support.

The change was received extremely positively, including amongst grandparent kinship carers:

"*I am unrelated to the little one that lives with me, I was friends with her birth mother. I haven't really felt able to engage with Grandparents Plus, as I'm not a grandparent. The name Kinship is much more inclusive.*"

"*I agree as a younger kinship carer, I'm an aunt and I originally stayed clear of Grandparents Plus because I didn't think I would fit, how very wrong was I? But I think this is a positive move.*"

"*I think this is a great idea. The name change will let everyone who needs your help knowthat you are available to everyone in a kinship care situation."*

"*Brilliant idea to change the name as often 'non grandparents' do not think that the charity is for them."*

Our new name and strong brand will give greater clarity to the charity's mission, be a firm foundation to build awareness of kinship care, help us attract more kinship carers to our support services and engage more people in our support, social action, campaigning and fundraising.

Future plans

The needs of kinship carers were exacerbated by the pandemic and they have not gone away. During the pandemic, funding from government led to a step change in support - we were able to offer more support to all kinship carers across England, and many local authorities used Adoption Support Fund funding to commission support for special guardians for the first time. However, the funding was time-limited and we had to adapt again with a new commissioning offer for local authorities which we are rolling out during 2021-22.

In Wales, we consulted with kinship carers and local authorities as we develop proposals for tailored services. We are working to secure further funding to help establish services and build evidence of impact in Wales while also opening negotiations with local authorities around commissioning.

Kinship carers remain vulnerable because they have few rights to support. Over the coming year, Kinship will continue to develop our services and increase our influencing work to campaign for change in systems and policy, and ultimately to secure legislation that gives kinship carers the right to support in law. Led by a new director of communications and external affairs, and with funding from Comic Relief and BBC Children in Need, we will train and support kinship carers and young people to raise awareness and campaign for change. There will be ongoing opportunities to influence the Independent Review of Children's Social Care and the work of the Adoption and Special Guardianship Leadership Board. We also expect the kinship carers and young people to shape campaign plans, bringing fresh approaches to campaigning to accelerate positive change.

As we enter the final year of our strategic plan, we will undertake a thorough review of the external environment and our work, developing a new strategic plan for delivery from April 2022, our 20th anniversary year.

Small companies' provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

By order of the board.

J. Harrill
Jayne Harrill (Dec 20, 2021 14:52 GMT)

Jayne Harrill
Chair

Dated: 20.12.21

Opinion

We have audited the financial statements of Grandparents Plus (the 'charitable company') for the year ended 31 March 2021 which comprise Statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the 31 March 2021 then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity'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, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

• Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law and Charity Law.
• It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Tim Sullivan
Tim Sullivan (Dec 21, 2021 08:38 GMT)

Tim Sullivan (Senior Statutory Auditor)

For and on behalf of Field Sullivan Limited, Statutory Auditor
70 Royal Hill
Greenwich
London
SE10 8RF

Dated: 20.12.21

GRANDPARENTS PLUS T/A KINSHIP

Charity No: 1093975 Company No: 04454103

Statement of Financial Activities

Income and expenditure account

For the year to 31 March 2021

	Notes	Unrestricted funds	Restricted funds	Total 2021	Total 2020
		£	£	£	£
INCOME					See note 17 for detail
Donations, grants and legacies:	**2**				
General		**593,239**	**-**	**593,239**	477,879
Advice Service and other restricted funded services		**-**	**373,402**	**373,402**	182,919
Kinship Care Support Services		**-**	**326,274**	**326,274**	278,581
Service Development		-	-	-	-
Charitable activities	**3**				
Kinship Care Support Services		**-**	**1,062,740**	**1,062,740**	228,936
Investment income		**1,428**	**-**	**1,428**	3,370
TOTAL INCOME		**594,668**	**1,762,416**	**2,357,085**	1,171,686
EXPENDITURE					
Raising funds	**4**	**76,729**	-	**76,729**	36,659
Charitable activities	**5**	**447,129**	**1,285,743**	**1,732,872**	997,092
TOTAL EXPENDITURE		**523,857**	**1,285,743**	**1,809,600**	1,033,751
Net Income/(expenditure) for the year	**8**	**70,811**	**476,673**	**547,483**	137,935
Transfer between funds	**14**	**-**	**-**	**-**	-
Net Income/(expenditure) for the year		**70,811**	**476,673**	**547,483**	137,935
Fund balances at 1 April 2020		**483,980**	**246,834**	**730,814**	592,879
Fund balances as at 31 March 2021	**14**	**554,791**	**723,507**	**1,278,297**	730,814

The statement of financial activities includes all gains and losses recognised in the year.
All of the charity's activities derive from continuing operations during the above two periods.

GRANDPARENTS PLUS T/A KINSHIP
BALANCE SHEET
As at 31 March 2021
Company number: 04454103

		2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	**11**		**29,327**		15,270
CURRENT ASSETS					
Trade debtors and grants receivable	**12**	**81,558**		233,336	
Prepayments and sundry debtors	**12**	**6,002**		11,209	
Cash at bank and in hand		**1,498,654**		671,613	
		1,586,214		916,158	
CREDITORS: due within one year	**13**	**(337,244)**		(200,614)	
Net current assets			**1,248,969**		715,544
Net assets	**15**		**1,278,297**		730,814
FUNDS					
Restricted funds			**723,507**		246,834
Unrestricted funds			**554,791**		483,980
TOTAL FUNDS	**14**		**1,278,297**		730,814

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the accounts.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS102) (effective 1 January 2015).

The Board of Directors approved the financial statements on 20 December 2021 and duly authorised the Chairman to sign on its behalf:

J. Harrill
Jayne Harrill (Dec 20, 2021 14:52 GMT)

.....
Jayne Harrill, Chair

The notes on pages 32 to 42 form part of these financial statements

GRANDPARENTS PLUS T/A KINSHIP
STATEMENT OF CASH FLOWS
For the year ended 31 March 2021
Company number: 04454103

	2021	2020
	£	£
Net cash generated/(used) in operating activities	**856,883**	5,826
Cash flows from investing activities		
Purchase of fixed assets	**(29,842)**	(10,196)
Change in cash and cash equivalents in the year	**827,041**	(4,370)
Cash and cash equivalents brought forward	**671,613**	675,983
Cash and cash equivalents carried forward	**1,498,654**	671,613

Reconciliation of net movement of funds to net cash used in operating activities

Net movement in funds	**547,483**	137,935
Depreciation	**15,785**	5,000
(Increase)/decrease in debtors	**156,985**	(227,868)
Increase/(decrease) in creditors	**136,630**	90,759
Net cash used in operating activities	**856,883**	5,826

The notes on pages 32 to 42 form part of these financial statements

GRANDPARENTS PLUS T/A KINSHIP
Notes to the Financial Statements
For the year to 31 March 2021

1. Accounting policies
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2015)-(Charities SORP(FRS 102)), and the Companies Act 2006.

Statutory information
The charity is a private company limited by guarantee with no share capital, domiciled in England and Wales, registration number 04454103.

In the event of the charity being wound up the liability in respect of the guarantee is restricted to £10 per member of the company.

The address of the registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

These financial statements were authorised for issue by the board on 20 December 2021.

The charity meets the definition of a public entity under FRS 102.

The presentation currency is £ sterling.

The following principal accounting policies have been applied:

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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

Donations and legacies
Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable
Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income
Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

1. Accounting policies (Cont'd)

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £1,000 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings and office equipment	25% straight line

Trade debtors
Trade debtors are amounts due in respect of charitable services performed in the normal course of operations. They are recognised initially at the transaction price and are subsequently measured at amortised cost using the effective interest method, less a provision for impairment. A provision for the impairment of trade debtors is established when there is evidence the charity will not be able to collect all the amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible into a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods and services that have been provided in the normal course of operations. They are classified as current liabilities in the absence of an unconditional right to defer settlement into a period more than 12 months after the accounting date. They are recognised initially at the transaction price and are subsequently measured at amortised cost using the effective interest method.

1. Accounting policies (Cont'd)

Fund accounting
Restricted and unrestricted funds are separately disclosed, as set out in note 16.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Restricted funds are to be used in accordance with specific restrictions imposed by donors for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of eachrestricted fund is set out in the notes to the financial statements.

Statutory grants which are given as contributions towards the charity's core services are treated as unrestricted.

Financial instruments

Classification
Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement
All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. Donations, grants and legacies

	Unrestricted funds	Restricted - Other funds	Restricted - Kinship Care support service	**2021 Total Funds**	2020 Total Funds
	£	£	£	**£**	£
Grants and donations (see below)	516,240	373,402	326,274	1,215,916	909,772
Publications	82	-	-	82	492
Individual fundraising	61,901	-	-	61,901	4,883
Membership fees	5,692	-	-	5,692	-
Sundry income	9,324	-	-	9,324	24,232
	593,239	373,402	326,274	**1,292,915**	939,379

Analysis of voluntary grants, trust fundraising and donations

Players of the People's Postcode Lottery through Postcode Support Trust(1)	300,000	-	-	300,000	300,000
The Mercers' Company, Supported by The Charity of Sir Richard Whittington	10,000	-	-	10,000	25,000
Garfield Weston Foundation	-	-	-	-	45,000
Nesta and DCMS	-	-	-	-	150,000
Sport England Families Fund	-	-	69,444	69,444	103,581
The Dulverton Trust	-	30,000	-	30,000	30,000
Middlesborough & Teeside Philanthropic Foundation	-	-	-	-	19,540
The Headley Trust	25,000	-	-	25,000	25,000
Cripplegate Foundation	-	-	20,215	20,215	25,000
TNLCF - Kinship Compass	-	198,356	-	198,356	97,387
The Esmée Fairbairn Foundation	90,000	-	-	90,000	60,000
Supported by City Bridge Trust, the funding arm of The City of London Corporation's Charity, Bridge House Estates (1035628)	-	40,000	-	40,000	-
Newcastle Fund	-		27,392	27,392	-
Department for Education - VCSE Covid-19	-	-	147,753	147,753	-
The National Lottery Community Fund - People and Places 3	-	-	41,220	41,220	-
The Harebell Centenary Fund	10,000	-	-	10,000	-
Ballinger Charitable Trust	-	-	20,000	20,000	-
Other trust grants	7,250	-	250	7,500	3,908
Other grants, donations	73,990	105,046	-	179,036	25,356
	516,240	373,402	326,274	**1,215,916**	909,772

(1) The grant was received for activities during the period January – December 2021 and the funds are designated to cover activities across the charity

3. Income from charitable activities

	Unrestricted funds	Restricted funds	**Total funds 2021**	Total Funds 2020
	£	**£**	**£**	**£**
Support service				
Services	-	1,062,740	**1,062,740**	228,936
	-	1,062,740	**1,062,740**	228,936

4. Costs of raising funds

	Unrestricted funds	Restricted funds	**Total Funds 2021**	Total Funds 2020
	£	**£**	**£**	**£**
Staff costs	65,362	-	65,362	26,362
Other costs	11,366	-	11,366	10,297
	76,729	**-**	**76,729**	36,659

5. Resources expended

	Staff costs	**Activities undertaken directly**	**Support costs**	**Total 2021**	2020
	£	**£**	**£**	**£**	**£**
Other	110,350	-	111,200	**221,550**	99,069
Kinship Care Support Services	817,107	-	247,086	**1,064,193**	436,010
Core	323,059	-	124,070	**447,129**	462,013
Total charitable expenditure	1,250,517	-	482,355	**1,732,872**	997,092
Costs of generating charitable income	65,362	-	11,366	**76,729**	36,659
Total resources expended	**1,315,879**	**-**	**493,722**	**1,809,601**	**1,033,751**

Details of staff costs are given in note 7.

6. Support costs

	Total	Other charitable Activities	Core	
	2021	**2021**	**2021**	2020
	£	**£**	**£**	**£**
Other staff costs	**1,104**	925	179	49,722
Premises costs	**42,442**	-	42,442	33,954
Postage	**507**	-	507	1,297
Telecommunications	**3,049**	-	3,049	9,110
Office equipment maintenance	**1,155**	-	1,155	9,596
General administration costs	**144**	-	144	3,750
Professional costs	**32,453**	-	32,453	87,710
Marketing	**1,853**	-	1,853	29,272
Volunteers	**-**	-	-	1,281
Other costs	**41,363**	-	41,363	85,453
	124,070	**925**	**123,145**	**311,145**

7. Staff numbers and costs

	2021	2020
	£	**£**
Wages and salaries	1,179,325	645,198
Social security costs	106,559	55,918
Pension costs	29,995	11,194
	1,315,879	712,310
Staff costs split:		
Charitable activities (note 5)	927,457	375,911
Core (note 5)	323,059	310,037
Costs of generating funds (note 4)	65,362	26,362
	1,315,879	**712,310**

The average number of employees during the year was:	**2021**	2020
Direct activities	47	26
Governance	-	-
Cost of raising funds	-	-
	47	26

Two employees received remuneration of more than £60,000 (2020: 2).

A majority of staff are employed on a part-time basis

Key management personnel

During the year the charity made the following transactions with key management personnel:

The Chief Executive Officer received remuneration of £78,454 (2020: £76,729)

8. Net income/(expenditure) is stated after charging:

	2021	2020
	£	**£**
Depreciation	15,785	5,000
Audit fees	5,000	4,500

9. Executive committee

During the year no members of the executive committee received any remuneration (2020: £nil).
No Trustees (2020: 3) received reimbursements of expenses amounting £nil (2020: £803).

10. Indemnity insurance

During the year £3,785 (2020:£1,333) indemnity insurance was paid to protect the charity from loss arising from the neglect or defaults of its trustees, employees or agents, and to indemnify the Trustees and other officers against the consequences of neglect or default on their part.

11. Tangible fixed assets

	Fixtures, fittings and office equipment
Cost	
At 1 April 2020	32,097
Additions	29,842
At 31 March 2021	61,939
Depreciation	
At 1 April 2020	16,827
Charge for year	15,785
At 31 March 2021	32,612
Net book values	
At 31 March 2021	29,327
At 31 March 2020	15,270

12. Debtors

	2021	2020
	£	£
Due within one year:		
Grant debtors	81,347	98,968
Accrued income	211	134,368
Other debtors and prepayments	6,002	11,208
	87,560	244,544

13. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	11,522	7,691
Social Security and Other taxes	38,788	21,237
Accruals	10,598	19,107
Deferred grant income	276,335	152,579
	337,244	200,614

Deferred grant income represents income relating to the next year received in the current year. Income of £276,335 which related to 2021/222 has been deferred and deferred income of £152,579 from last year has been released as it related to the current year.

14. Movement in funds

	At 1 April 2020	Incoming resources	Resources expended	Transfer between reserves	At 31 March 2021
	£	£	£	£	£
Unrestricted funds	**483,980**	**594,668**	**(523,857)**	**-**	**554,791**
Restricted funds					
Kinship care support services	162,441	1,389,014	(1,064,193)	543	487,805
Relative Experience	(13,625)	-	-	13,625	-
Advice Service and other restricted funded services	83,850	373,402	(221,550)	-	235,702
Policy and Research	-	-	-	-	-
Service Development	14,168	-	-	(14,168)	-
Total restricted funds	**246,834**	**1,762,416**	**(1,285,743)**	**-**	**723,507**
Total funds	**730,814**	**2,357,084**	**(1,809,600)**	**-**	**1,278,297**

The transfer of funds relates to costs absorbed into Kinship Care Support Service of which Relative Experience was a project and the movement of remaining funds from Service Development.

Notes on the restricted grant funding

a.) Our commissioned services including Kinship Connected, Kinship Ready and the delivery of Kinship response throughout the pandemic, have funded these programmes. Funding from Sport England Families Fund has supported the Kinship Active programme in the North East. Emergency Covid funding from the Department for Education helped to provide essential support to all kinship carers through our advice service and someone like me programme. The National Lottery Community Fund have funded the development and running of a national support project for kinship carers in Wales.

b.) The City Bridge Trust continues to fund the work of our advice and information service in London as well as funding, as part of a three year grant, from the Dulverton Trust to support the national advice service.

14. Movement in funds - Prior year

	At 1 April 2019	Incoming resources	Resources expended	Transfer between reserves	At 31 March 2020
	£	£	£	£	£
Unrestricted funds	**501,402**	**481,249**	**(498,671)**	**-**	**483,980**
Restricted funds					
Kinship care support services	90,934	507,517	(436,010)	-	162,441
Relative Experience	(13,625)	-	-	-	(13,625)
Advice Service and other restricted funded services	-	182,919	(99,069)	-	83,850
Policy and Research	-	-	-	-	-
Service Development	14,168	-	-	-	14,168
Total restricted funds	**91,477**	**690,436**	**(535,079)**	**-**	**246,834**
Total funds	**592,879**	**1,171,685**	**(1,033,750)**	**-**	**730,814**

15. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total Funds
2021	**£**	**£**	**£**
Tangible Fixed Assets	29,327	-	**29,327**
Cash	580,158	918,496	**1,498,654**
Other net current liabilities	(54,695)	(194,989)	**(249,684)**
	554,790	**723,507**	**1,278,297**

	Unrestricted funds	Restricted funds	Total Funds
2020	**£**	**£**	**£**
Tangible Fixed Assets	15,270	-	**15,270**
Cash	371,165	300,448	**671,613**
Other net current assets	97,545	(53,614)	**43,931**
	483,980	**246,834**	**730,814**

16. Other official commitments	**2021**	2020
	£	£
Commitments of operating leases expire as follows:		
Office equipment: 2-5 years	-	-

17. Comparative numbers for the Statement of Financial Activities

	Unrestricted	**Restricted**	**2020 Total**
	£	**£**	**£**
Income			
Donations, grants and legacies:			
General	**477,879**	**-**	**477,879**
Advice Service and other restricted funded services	**-**	**182,919**	**182,919**
Kinship Care Support Services	**-**	**278,581**	**278,581**
Service Development	**-**	**-**	**-**
Policy and Research	**-**	**-**	**-**
Relative Experience	**-**	**-**	**-**
Charitable activities			
Kinship Care Support Services	**-**	**228,936**	**228,936**
Investment income	**3,370**	**-**	**3,370**
TOTAL INCOME	**481,249**	**690,436**	**1,171,686**
EXPENDITURE			
Raising funds	**36,659**	-	**36,659**
Charitable activities	**462,012**	**535,080**	**997,092**
TOTAL EXPENDITURE	**498,671**	**535,080**	**1,033,751**
Net Income/(expenditure) for the year	**(17,422)**	**155,357**	**137,935**
Transfers between funds	**-**	**-**	**-**
	(17,422)	**155,357**	**137,935**
Fund balances at 1 April 2019	**501,402**	**91,477**	**592,879**
Fund balances as at 31 March 2020	**483,980**	**246,834**	**730,814**

18. Covid-19

The impact of the pandemic has been discussed throughout the Chief Executive's report and the Trustee's report.

Final Accounts 2021 Signed

Final Audit Report 2021-12-21

Created:	2021-12-20
By:	Louise Baker (louise.baker@grandparentsplus.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAArJqMw2GCnQxh1fnBdb9MKro3F9hdlwRa

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