

**Charity Registration No. 1110582**

**Company Registration No. 05424005 (England and Wales)**

# **CROSSROADS CARING FOR CARERS WORCESTERSHIRE**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

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Secretary	R. Garland
Charity number	1110582
Company number	05424005
Principal address	Weir Lane Lower Wick Worcester Worcs. WR2 4AY
Registered office	Weir Lane Lower Wick Worcester Worcs. WR2 4AY
Independent examiner	Paul Tivey FCA, FCCA, PPW Limited Clarendon House 14 St. Andrews Street Droitwich Worcs. WR9 8DY

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

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CROSSROADS CARING FOR CARERS WORCESTERSHIRE  
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)  
FOR THE YEAR ENDED 31 MARCH 2022

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The Trustees present their report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from October 2019).

### **Objectives and activities**

#### **Charitable Objects**

The Charity is established for the public benefit for the following objects:

To relieve in the geographical area of Worcestershire:

- (a) The stresses experienced by carers and people with physical, mental or sensory impairment within the family or home by offering a respite service through the provision of community based care staff, or
- (b) At the discretion of the Board of Trustees to provide such Home Care Staff for older people and disabled people living alone.

#### **Area of Benefit**

The area of benefit is effectively that covered by Worcestershire County Council. The area of benefit was confirmed when charitable status was renewed and was motivated by the mutual interests of Worcestershire County Council and the Charity.

#### **Property**

As mentioned in previous reports, the Charity owns premises at Weir Lane, Lower Wick, Worcester.

Following a successful refurbishment the Weir Lane, Worcester headquarters continues to provide an attractive and functional operational base for many of the Charity's activities. The Charity has completed the upgrade of the property adjoining the current premises.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

#### **Covid 19**

As the financial year was drawing to a close, the Charity was bracing itself to survive the ongoing Covid 19 pandemic. We were unsure what the future would hold, but realised this was one of the greatest challenges we had faced in the long history of Crossroads Caring for Carers.

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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#### Principal Activities

The Charity provides a range of services to those living at Home in the Community the main purchaser being Worcestershire County Council for those dependent on statutory support. Other statutory purchasers are the Worcestershire Clinical Commissioning Groups.

In addition a growing number of private service users purchase varying levels of care from the Charity. The existing contracted activity can be summarised as follows:

#### Contract

Worcestershire County Council

	<u>Start Date</u>	<u>End Date</u>
Domiciliary Care – Worcester ongoing	ongoing	
Domiciliary Care – North Worcestershire ongoing	ongoing	
Domiciliary Care – Evesham/Pershire ongoing	ongoing	
Carer's Unit (flexible breaks)	01/07/2004	ongoing

#### Contract

NHS Clinical Commissioning Groups

Continuous Health Care required	Spot purchase as and when required
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#### Staff and Payroll Management

During the year 2021/22 the Trustees employed an average of 32 staff comprising managerial staff, admin staff, a trainer and care staff.

Worcestershire County Council have continued to provide a payroll service, at a cost acceptable to the Trustees, although since March 2018 this service has been contracted out to a private organisation, Liberata.

#### Achievements and Performance Chairman's Report

The main activity of the Charity is to provide care to people living in the Community. At 31/03/2022 the Charity employed

23 care staff providing care to 65 Service Users in their own homes. In order to provide more detail about Crossroads Caring for Carers Worcestershire, each broad area of activity can be summarised as follows:

## **Crossroads - Evesham, Pershore & District**

The numbers of Service Users has been maintained in this part of the County and overall viability has been sustained.

### **CROSSROADS CARING FOR CARERS WORCESTERSHIRE**

#### **TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2022

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### **Home Care**

Provision of high quality home care to those living in the Community be they Service Users of Worcestershire County Council (via Spot Purchasing) or private individuals who have chosen Crossroads from the marketplace

### **Flexible Breaks**

A Worcestershire County Council funded service that provides much needed respite and support to relatives and/or carers. The Flexible Break service, then called "Sitting Service" was the motivation behind the original foundation of the Crossroads model in the UK. Locally, Crossroads remains one of the largest Providers of this service within the County, although for several years the numbers have been falling as the county council ceased accepting referrals for the service.

### **The Government Regulator**

The government regulator, the Care Quality Commission, having examined the way the Charity operates, rated the service provided by Crossroads Caring for Carers as **Outstanding**, the highest classification they can award. The Trustees were thrilled that the Charity received this level of recognition from the government regulator and had maintained the classification whilst operating within a global pandemic.

### **Carers Action Worcestershire**

A consortium has continued between three charity partners - Worcestershire Association of Carers, Youth Support Service (YSS), Worcestershire Parent Carers Community, Carers Careline (Redditch) and Crossroads Caring for Carers. The consortium is primarily geared to supporting carers and has been a very welcome development. Crossroads has gained additional benefit with a small number of referrals being received as a result of the consortium relationships.

### **Financial review**

#### **Financial review of the Year**

For the year ended 31 March 2022 there was a total income of £441,331 and a total expenditure of £466,382 giving a deficit of £25,051. This is a slightly worse position than at the end of the previous financial year where the deficit was £2,300.

### **Reserves policy**

The Trustees previously agreed a Reserves Policy for Crossroads Caring for Carers, based on the need to hold a sum in reserves equivalent to between 6 and 12 months of turnover. This was in order to cover any sudden change in Purchaser activity and/or cover an orderly rundown of the Crossroads affairs in the event of being forced to terminate the

range of activities undertaken. The current level of reserves equates to just over 3 months of turnover, but Trustees are aware of the situation.

## **Investment policy**

Previously the Trustees pursued a policy attempting to accumulate sufficient reserves to purchase suitable office accommodation with appropriate training facilities. As previously reported, the ambition has been achieved and yet the Charity still holds reserves of approximately £150,000.

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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## **Interim Chairman**

As interim chairman I am pleased to be asked to write this years chairman's report. This probably requires an explanation. Our chairman Laurie Gregory was taken ill during the summer whilst abroad and although he has returned to his home and in contact with Crossroads he remains poorly and not currently well enough to fulfil his role as chairman. We all wish him well and hope to see him back in his place.

Crossroads have continued to provide our service to the people of Worcester and the surrounding area in the difficult circumstances caused by Covid 19. Despite all the precautions, masks and testing we have taken I want to thank our care staff in particular for their outstanding performance this year which is reflected in the number of compliments we receive each month.

Financially our outgoings are exceeding our income. We have therefore taken the difficult decision to sell our office building which we anticipate will provide us with enough capital along with our income to trade for a few more years. Unfortunately the County Council are limited by central government as to the amount they can pay us for providing a service to their users even though generations of governments have promised to sort out the problem. It cannot be right that a member of care staff could earn more in a local supermarket and work school hours than undertake to care for elderly, disabled and vulnerable people in their homes from early morning and or late in the evening.

We are not prepared to lower our standards to make our business economically viable and will continue to provide, support, supervision, ongoing training and payment of travel time to all our care staff.

In conclusion I would like to thank Roger, Helen, Carol, all the admin and support staff, fellow Trustees and our valuable care staff for getting us through another difficult year.

## **Structure, governance and management**

### **Governing document**

Crossroads Caring for Carers Worcestershire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 17 November 2016 with the company no. 5424005. The company is registered as a charity with the Charity Commission, charity number 1110582 from 26 July 2005.

## **Recruitment and appointment of new Trustees**

### **Trustee Appointment**

To date, Trustees have been identified through localised networking. The current Trustees continue to have the organisation under appropriate control thanks, in no small part, to the continued commitment of Roger Garland, Helen Simmons and Carol Gale.

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

L. R. Gregory	Retired Social Care Manager
R. Adey	Retired Finance Manager
G. V. Hughes	Retired Social Care Manager
P. Brown	Carer
S. Murray	Solicitor

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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#### **Trustee induction and training**

Prior to appointment, potential Trustees are invited for discussion at the Crossroads offices in Worcester and the Chairman is present at this introductory session. Documentation, including the constitution is shared, individuals are invited to attend Trustee Board meetings, primarily as an observer before a final decision is made by both the applicant and Trustees.

#### **Organisation**

The Charity and its property are managed by a Board of Trustees who are elected by and from the membership at each Annual General Meeting in accordance with such procedures as may from time to time be adopted by the Board of Trustees, provided that such procedures allow every member of the Charity to stand for election and to vote.

The Board of Trustees may make regulations concerning the election of members to ensure balanced representation of various interest groups amongst the membership.

A Trustee shall cease to hold office if he/she would at the date of re-appointment have served as a Trustee for a continuous period of 6 years except by special resolution of the Board of Trustees to the contrary.

Trustees may appoint one or more of their number to any remunerated executive office under the Scheme. Any such appointment may be made upon such terms as the Board of Trustees determine. Any appointment of a Trustee to an executive office shall terminate if he ceases to be a Trustee. A Trustee holding any executive office shall not be subject to retirement by rotation.

The Board meets, on average, every eight weeks and receives and considers reports from the Registered Manager and the Chief Officer of the Charity, whilst also considering any item tabled by the Chairman and/or other Trustees. All managerial and financial decisions, apart from day to day management decisions, are made by the Trustees.

#### **Related parties**

The Trustees who served during the relevant period were those persons listed under Legal and Administrative Information. There were no new declarations of interest during the relevant period.



The trustees report was approved by the Board of Trustees.



Dated: 29 November 2022

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

### STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

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

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial, the trustees are required to:

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

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

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CROSSROADS CARING FOR CARERS WORCESTERSHIRE

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I report to the trustees on my examination of the financial statements of Crossroads Caring for Carers Worcestershire (the charity) for the year ended 31 March 2022.

### **Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the ~Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

P. Tivey FCA, FCCA  
 PPW Limited  
 Clarendon House  
 14 St. Andrews Street  
 Droitwich  
 Worcs.  
 WR9 8DY

Dated .....

# CROSSROADS CARING FOR CARERS WORCESTERSHIRE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds 2022 £	Unrestricted Funds 2021 £
<b>Income and endowments from:</b>			
Donations and legacies	3	455	15,819
Charitable activities	4	370,635	345,650
Investments	5	7,328	4,717
Other Income	6	62,913	86,568
<b>Total Income</b>		<u>441,331</u>	<u>452,754</u>
<b>Expenditure on:</b>			
Raising funds	7	232,055	249,081
Charitable activities	8	<u>233,732</u>	<u>205,376</u>
Other	12	<u>595</u>	<u>597</u>
<b>Total resources expended</b>		<u>466,382</u>	<u>455,054</u>
<b>Net expenditure for the year/ Net movement in funds</b>		(25,051)	(2,300)

Fund balances at 1 April 2021	523,148	525,448
<b>Fund balances at 31 March 2022</b>	<u>498,097</u>	<u>523,148</u>

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

### BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	£	2022	£	£	2021	£
<b>Fixed assets</b>							
Tangible assets	13			355,345			357,419
<b>Current assets</b>							
Debtors	14	25,257			30,739		
Cash at bank and in hand		154,769			178,814		
		<u>180,026</u>			<u>209,553</u>		
<b>Creditors : amounts falling due within one year</b>	15	(37,274)			(43,824)		
Net current assets				142,752			165,729
<b>Total assets less current liabilities</b>				<u>498,097</u>			<u>523,148</u>
<b>Income funds</b>							
Unrestricted funds				498,097			523,148
				<u>498,097</u>			<u>523,148</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 29 November 2022

**Trustee**



Company Registration No.  
05424005

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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## **1. Accounting policies**

### **Charity information**

Crossroads Caring for Carers is a private company limited by guarantee incorporated in England and Wales. The registered office is Weir Lane, Lower Wick, Worcester WR2 4AY.

### **1.1 Accounting convention**

These financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006 and "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 October 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

**1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

**1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

**1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from grants, trusts and foundations is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably. Grant income received in advance is deferred and released in the financial year to which it relates.

**1.5 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs have been allocated between governance<sup>4</sup> costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

#### **1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off or valuation of assets less their residual values over their useful lives on the following basis:

Freehold Property	0%
Fixtures and Fittings	25% on reducing balance basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/expenditure for the year.

#### **1.7 Impairment of fixed assets**

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### **1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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Bank overdrafts are shown within borrowings in current liabilities.

#### **1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

**1.10 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

CROSSROADS CARING FOR CARERS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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**1.11 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

**2. Critical accounting estimates and judgements**

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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### **3. Donations and legacies**

	<b>2022</b> <b>£</b>	<b>2021</b> <b>£</b>
Donations and gifts	455	15,819
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CROSSROADS CARING FOR CARERS WORCESTERSHIRE  
 NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
 FOR THE YEAR ENDED 31 MARCH 2022

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**4. Charitable activities**

	WCC £	Carers Unit Flexi Breaks £	Private Care £	Training £	Continuo us Healthca re £	Total 2022 £	Total 2021 £
Sales within charita ble activiti es	167,173	12,906	162,825	5,340	22,391	370,635	345,650
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
	=	=	=	=		=	=

CROSSROADS CARING FOR CARERS WORCESTERSHIRE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2022

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**5. Investments**

	<b>2022 £</b>	<b>2021 £</b>
Rental income	7,328	4,717
	<u>          </u>	<u>          </u>

**6. Other income**

	<b>2022 £</b>	<b>2021 £</b>
Grants	62,913	86,568
	<u>          </u>	<u>          </u>

**7. Raising funds**

	<b>2022 £</b>	<b>2021 £</b>
Support costs (Note 9)	232,055	249,081
	<u>232,055</u>	<u>249,081</u>
	<u>          </u>	<u>          </u>

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

**8. Charitable activities**

	WCC £	Carers Unit Flexi Breaks £	Private Care £	Training £	Continuo us Healthca re £	Total 2022 £	Total 2021 £
Staff costs	94,150	8,767	79,969	24,147	10,924	217,957	190,901
Travelling costs	8,616	302	5,953	-	454	15,325	14,161
Bad debts	-	-	-	-	-	-	4
Training	-	-	-	332	-	332	160
Postage	-	-	81	-	-	81	77
Printing and stationery	-	-	6	-	-	6	7
Sundry expenses	-	-	31	-	-	31	66
	<u>102,766</u>	<u>9,069</u>	<u>86,040</u>	<u>24,479</u>	<u>11,378</u>	<u>233,732</u>	<u>205,376</u>
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## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

**9. Support costs**

	Support costs £	Governan ce costs £	2022 £	Support costs £	Governan ce costs £	2021 £
Staff costs	183,861	-	183,861	195,244	-	195,244
Depreciation	2,311	-	2,311	3,082	-	3,082
Premises costs	9,006	-	9,006	7,547	-	7,547
Insurance	4,682	-	4,682	3,113	-	3,113
Communications	2,254	-	2,254	14,112	-	14,112
Training	-	-	-	97	-	97
Travelling costs	2,869	-	2,869	2,787	-	2,787
Advertising	510	-	510	3,783	-	3,783
General office running costs	-	-	-	853	-	853
Clothing	619	-	619	-	-	-
Sundry expenses	983	-	983	272	-	272
Subscriptions	2,429	-	2,429	2,841	-	2,841
Computer costs	5,941	-	5,941	5,463	-	5,463
Equipment leasing	6,010	-	6,010	-	-	-
Independent examination fees	-	1,380	1,380	-	1,400	1,400
Legal and professional	-	4,554	4,554	-	4,640	4,640
General office running costs	-	4,299	4,299	-	3,698	3,698
DB checks	-	347	347	-	149	149
	<u>221,475</u>	<u>10,580</u>	<u>232,055</u>	<u>239,194</u>	<u>9,887</u>	<u>249,081</u>

Governance costs includes payments to the independent examiner £1,380.

**10.Trustees**

None of the trustees (or any persons connected with them) received any remuneration, expenses or benefits from the charity during the year.

**11.Employees**

The average monthly number of employees during the year was:

	<b>2022 Number</b>	<b>2021 Number</b>
	28	40
	<u>          </u>	<u>          </u>
Employment costs		
	<b>2022 £</b>	<b>2021 £</b>
Wages and salaries	394,817	378,312
Other pension costs	7,001	7,833
	<u>401,818</u>	<u>386,145</u>
	<u>          </u>	<u>          </u>

No employee received emoluments in excess of £60,000.

**12.Other**

	<b>2022 £</b>	<b>2021 £</b>
Financing costs	595	597
	<u>595</u>	<u>595</u>
	<u>          </u>	<u>          </u>

## CROSSROADS CARING FOR CARERS WORCESTERSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

**13. Tangible fixed assets**

	<b>Freehold land and buildings Property £</b>	<b>Fixtures And Fittings £</b>	<b>Totals £</b>
<b>Cost</b>			
At 1 April 2021	348,175	18,014	366,189
Additions	-	237	237
At 31 March 2022	<u>348,175</u>	<u>18,251</u>	<u>366,426</u>
<b>Depreciation and impairment</b>			
At 1 April 2021	-	8,770	8,770
Depreciation charged in the year	-	2,311	2,311
At 31 March 2022	<u>-</u>	<u>11,081</u>	<u>11,081</u>
<b>Carrying amount</b>			
At 31 March 2022	<u>348,175</u>	<u>7,170</u>	<u>355,345</u>
At 31 March 2021	<u>348,175</u>	<u>9,244</u>	<u>357,419</u>

**14. Debtors**

	<b>2022 £</b>	<b>2021 £</b>
Amounts falling due within one year :		
Trade debtors	19,127	24,123
Prepayments and accrued income	6,130	6,616
	<u>25,257</u>	<u>30,739</u>



CROSSROADS CARING FOR CARERS WORCESTERSHIRE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2022

**15.Creditors : amounts falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	-	4
Other creditors	35,046	41,506
Accruals and deferred income	2,228	2,314
	<u>37,274</u>	<u>43,824</u>

**16.Related party transactions**

There were no disclosable related party transactions during the year (2021 - none)

**17.Other Commitments**

The total of future minimum lease payments under non-cancellable operating leases are as follows:

	<b>2022</b>	<b>Other</b>	<b>2021</b>
	<b>£</b>		<b>£</b>
Within 1 year	5,960		5,960
Between 1 and 5 years	2,980		8,940
	<u>8,940</u>		<u>14,900</u>

**18.Going Concern**

The nature of the charity's funding is such that the timing and the amount of future income is unpredictable.

It is not possible to reliably predict future income streams in the current economic climate. Local Authority and NHS funding has changed from block grants to "spot" funding where the charity is reimbursed for actual work done.

Based upon projection of salaries and running costs (salaries being the main cost) compared to expected income (as far as this can be reasonably estimated, taking into account the previously mentioned unpredictability), the Trustees believe that the charity has sufficient resources to continue operations for the foreseeable future. For this reason the financial statements have, therefore, been prepared on

a going concern basis which assumes that the charity will continue in operational existence for the foreseeable future.