

Company no. 04608163
Charity no. 1111055

Crossroads Care Gloucestershire Limited
Report and Audited Financial Statements
31 March 2022

Crossroads Care Gloucestershire Limited

Reference and administrative details

For the year ended 31 March 2022

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| Company number | 04608163 |
| Charity number | 1111055 |
| Registered office and operational address | 10 Sabre Close Quedgeley Gloucester Gloucestershire GL2 4NZ |
| Trustees | Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Nana Addae-Baah Georgina Brown Paul Holmes Natalie Hyett Elizabeth Keen Peter Mitchener Farai Nyadundu Nicholas Potts Sheila Reynolds Richard Wheatley Appointed 17 May 2021 Appointed 5 May 2021 Appointed 17 May 2021 Appointed 5 May 2021 Resigned 22 November 2021 Appointed 21 March 2022 |
| Secretary | Helen Baker |
| Bankers | Barclays Bank UK PLC 1 Churchill Place London E14 5HP CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ |
| Auditors | Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD |

Crossroads Care Gloucestershire Limited

Report of the trustees

For the year ended 31 March 2022

The trustees are pleased to present their annual directors' report together with the audited financial statements of the charity for the year ending 31 March 2022. The trustees confirm the financial statements comply with the current statutory requirements, the requirements of the charity's governing document and 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 (FRS 102) (effective 1 January 2019).

Structure, governance and management

Name

The full name under which the charity is registered is Crossroads Care Gloucestershire Limited. Until 16 November 2020 the charity was registered under the name of Crossroads Care Central and East Gloucestershire Ltd. The decision to change the name was made to clarify the geographical area in which the charity operates.

Governing document

The charity is a company limited by guarantee and does not have share capital. It is established under a Memorandum of Association and is governed under its Articles of Association. The company is a Network Partner of the Carers Trust. The charity is registered with the Charity Commission under the provisions of the Charities Act 2011. The area of benefit is the county of Gloucestershire, Swindon and Wiltshire.

Organisational structure

The charity is governed by a board of trustees, who have been co-opted onto the board and are non-executive Directors of the charitable company. The board of trustees met at least bi-monthly to receive financial and operational reports. All trustees give their time freely. No trustee received remuneration or other benefit from their work with the charity in the year. Details of Directors' expenses and related party transactions are disclosed in note 7 to the financial statements. The Chair asks trustees to make any declaration of interest at the beginning of every meeting and also to complete an annual register of interests. The day-to-day management is formally delegated to the Chief Executive Officer.

The board identifies specific skills it requires to lead the organisation effectively and recruits accordingly. Vacancies are advertised using specialist help to reach a diverse field of potential applicants. Potential new trustees are invited first to meet with the Chair and Chief Executive. This enables them to meet key staff informally before they are then invited to shadow a board meeting. Before their appointment is confirmed by the Chair and board, all required checks of identification and Disclosure and Barring Service have been completed. New trustees undergo appropriate induction procedures after appointment and have their training needs reviewed regularly. During 2021/22, one trustee resigned from the board and five new trustees were appointed. All trustees sign a Code of Conduct.

The board has appointed an Independent Governance Advisor (IGA) whose purpose is to support and strengthen the board's effectiveness and ability to deliver against the charitable objectives and provide independent and objective oversight and advice to improve the quality and consistency of trustee decision-making. In addition to board meetings, trustees attended two Strategy Days which were facilitated by the IGA.

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Report of the trustees

For the year ended 31 March 2022

During the Covid-19 pandemic, board meetings were held virtually. This practice has continued during 2021/22 which has enabled greater trustee attendance. The exceptions to this were the Strategy Days when it was agreed that face-to-face gatherings would enable space for in-depth discussions and develop the sense of cohesiveness across the board.

The shock of the Covid-19 pandemic and the impact on our charity presented us with many challenges during 2020. However, it also served as a driver for change as we needed to rethink what we did and how we did it. As we moved into 2021 and with new enthusiastic and skilled trustees, we recognised that we needed systems to better manage and grow our services. For that purpose, we introduced a number of sub-committees that operate flexibly to make the most of the varied talents within the board. Each sub-committee has a lead but all trustees can move between and contribute to all of the committees, depending on their interests.

Pay policy

The pay for all employees of Crossroads Care Gloucestershire is reviewed annually by the board of trustees. The following pay principles are applied:

- Salaries and pay rates are benchmarked against other comparable roles in the local market;
- Any increases must be affordable given the financial performance of the charity; and
- Any increases are built into the annual budget and are approved by the board of trustees.

Recruiting and retaining our staff is crucial to the growth of our charity and the preservation of our reputation. All employers in the social care field are experiencing the same difficulties around recruiting and retaining staff, making the market very competitive, especially in the light of the significant cost of living increases. We recognise that the rate of pay is an essential part of the contract we have with our employees, but also recognise that additional benefits can be a significant factor. To that end, not only have we offered a very competitive rate of pay, we have also compiled an extensive benefits package for all staff.

Strategic planning

The trustees are responsible for the strategic direction and governance of the charity. We produce a 3-year strategic plan, with the last covering 2019–2022, which contains key objectives with an accompanying budget. The strategic plan is developed in conjunction with feedback from carers and staff and has been worked on extensively by the board of trustees. The strategy was reviewed in August 2021 to ensure we were delivering on our priority actions, taking into account the fundamental changes taking place in the social care sector and other existential pressures.

Trustees have begun working on the next 3-year plan which provides the focus required to ensure that we continue to become increasingly sustainable, innovative, flexible and efficient. The sub-committees will be pivotal in taking forward the priority actions in a systematic way.

The review of our strategy is essential to ensure that it is a constantly evolving document that reflects the here-and-now. It also needs to provide the overall structure and direction that the charity wishes to pursue and will include strategies for staff recruitment and retention, fundraising, developing technology and financial trajectory among others. Annual strategic reviews also help us ensure our aims, objectives and activities remain focussed on our purpose, vision and values.

Crossroads Care Gloucestershire Limited

Report of the trustees

For the year ended 31 March 2022

Objectives and activities

The charity's principal objective is to relieve the stresses experienced by carers and beneficiaries by providing a range of services that provide practical support and give the carer a break. The area of benefit is five local authority districts in the County of Gloucestershire, namely: Gloucester City Council, Cheltenham Borough Council, Cotswold District Council, Stroud District Council, and Tewkesbury Borough Council, and their environs, together with Swindon Borough Council and Wiltshire County Council, and their environs.

"Beneficiaries" means any person or people who have care needs because of disability, illness or age.

"Carers" means any person or individuals involved in the provision of care for a person or people who have care needs because of disability, illness or age.

Our mission is to provide a range of services that recognise and respond to the individual needs of family carers, and people with care and support needs, offering them peace of mind and understanding; to improve their own health and well-being by giving them time to be themselves and take a break from caring.

Our values

- 1. Quality:** We ensure that our services are high quality, flexible, responsive and continually improving.
- 2. Staff:** Continually investing in our staff training and development.
- 3. Trust:** We understand that our services only respond to carers' needs when they trust us to care for the person they support.
- 4. Caring:** All family carers and people with care needs feel recognised, valued and supported.
- 5. Individualised:** Services that are tailored to meet the needs of individuals.
- 6. Respectful:** Appreciating people's differences, lifestyles and choices, and working with them to provide safe support that is meaningful and of use.
- 7. Understanding:** Empathy as we walk alongside carers in their everyday lives.
- 8. Partnership Working:** We actively seek collaboration and partnership with other organisations to explore joint projects and relationships.
- 9. Integrity:** We trust, respect and value each other.

Public benefit

The trustees confirm that they have had regard to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims, objectives and in planning its activities.

The principal objective is to provide practical support to carers and those they care for by offering short breaks to relieve the stress of carers and promoting their own health and wellbeing as well as the person with care needs. This helps to ensure that the carer can continue as a carer and the person with care needs is able to stay at home for longer. To achieve this, we will:

- provide a diverse range of services which support carers emotionally, practically and socially;
- offer the best quality services to carers in Gloucestershire;
- ensure that we are well known and recognised as a carers' organisation offering high quality breaks; and
- ensure that all carers have access to our services regardless of ethnicity, disability, sexuality or economic status.

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Report of the trustees

For the year ended 31 March 2022

For many, normal life is resuming and the social distancing and wearing of masks is no longer a requirement. For many of the people we support though, concerns and crises of confidence remain. We know we need to resume our services at the pace that people receiving services feel happy with and perhaps in different ways.

We also recognise that we provide services to people who live in very rural areas and for those who do not have transportation we provide minibuss transport to ensure people are able to access our services. The service provided by Crossroads Care Gloucestershire is available to all carers within the districts of Cheltenham, Tewkesbury, Cotswolds, Stroud and Gloucester currently.

Risk management

The board has a duty to take all reasonable steps to assess and manage risks to the charity's activities, beneficiaries, property or reputation. A comprehensive risk register control system is in place to monitor those risks identified to which the charity is exposed, categorised as:

- Financial;
- Operational;
- Governance;
- Compliance and Regulation; and
- External factors.

Systems and procedures have been established to mitigate the risks the charity faces and is reviewed annually. The Risk Register sub-committee would normally meet quarterly to monitor any "trigger" factors that might indicate an increased risk, and to take steps to reduce that risk. However, the whole landscape of risk management has changed and the Risk Register is being reviewed to take this into account. Meanwhile, the board and its sub-committees are aware of the various potential risks and is more nimble in recognising and addressing them.

The overall risks to the charity have been alleviated somewhat during this last year compared with the previous year when the pandemic struck. As services gradually re-open, our income stream is improving and we have benefited from grants to diversify and develop our services. We have been able to re-open our day services in response to demand and have been actively advertising and recruiting new staff as the demand for support at home increases. However, the increase in prices of energy and general cost of living will present new challenges.

Crossroads Care Gloucestershire operates in a highly regulated environment, and failure to comply with regulations could lead to substantial penalties, and cancellation of our registration. This has already been mentioned as one of the key risks identified in our Risk Register. Compliance risks are mitigated through the implementation of the Care Quality Commission (CQC) standards and high levels of staff training. Comprehensive policies and procedures are in place to ensure compliance along with regular quality monitoring and appropriate action to mitigate those risks. Our 'Outstanding' rating, awarded by CQC at our last inspection in September 2018, is evidence of our past achievements in managing risks and this ethos has continued throughout the pandemic and beyond. In the absence of conducting formal inspections, CQC has collected data and other evidence to continually assess regulated services and our 'Outstanding' rating has continued to be applied and published on the website.

Trustees were always aware that some risks to the charity may arise from factors outside of our control or not of our making, as well as those risks that could be anticipated and reduced. The board of trustees consider that systems and controls that were, and remain in place to monitor, manage and mitigate the charity's major risks remain effective.

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Report of the trustees

For the year ended 31 March 2022

Achievements and performance

We have made significant improvements to the infrastructure of our business:

- Having moved into a larger office in November 2020, we have now agreed a further 3-year lease which provides a sound base for the delivery of office support functions;
- The payroll function is now carried out externally by Godfrey Wilson Accountants which ensures greater efficiencies and robust systems;
- The accounting software has been changed to Xero which has led to greater efficiencies and better accounting procedures;
- The board now receives more transparent and accessible monthly reports so they can better track the performance of the charity;
- When the Finance Manager post became vacant, this gave us an opportunity to review the role and job description and that post has been successfully filled;
- We have undertaken a review of office functions in order to respond more efficiently to demand resulting in the creation of a new Office Administrator post;
- We are transitioning to a web-based care management system for recording care plans and the rostering of staff. This will enable care plans to be updated in real time for all care support workers to access, improve accuracy and flag up issues quickly;
- Stringent procedures continue to be in place following government guidelines for infection control to keep our staff and clients safe, as Covid-19 continues to be present in the community. We continue to access free PPE at this current time and infection control funding to ensure we can pay our staff when isolating;
- Grant applications have been successful and we have received funding from Nationwide to purchase an OMI interactive table to enhance the activities provided at our day clubs and also from Carers Trust to run a project supporting working carers in employment over two years; and
- Our contract to provide Carers Breaks with Peopleplus was extended for a further year until September 2022 which enables us to continue to support carers to take a break.

Covid-19 has increased feelings of isolation and loneliness for many people but there can be no doubt that the pressure on carers through the whole pandemic has been intense. Day services had to close but Crossroads Care Gloucestershire continued to provide 1:1 services during this period and introduced an "Activities at Home" service. As the vaccination programme was rolled out and restrictions began to lift in 2021, carers were indicating their willingness to access day services again.

Furlough payments were due to end in September 2021 and this, together with the changed pattern of how people were accessing our services, prompted a review of our day clubs and Out and About service. As a result, the board decided that the Out and About service was no longer viable at that time, but that a schedule for the re-opening of Day Clubs would begin.

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As part of the review of our services, we recognised that the charity needed to grow and become more effective in identifying carers who might need support. We needed a strategy to plan new services, identify funding, increase networking with other organisations and oversee performance. A new post of Service Development Lead was created and has been filled. Since appointment, the postholder has:

- overseen the opening of 4 new day clubs (in addition to the club that reopened at the beginning of the year);
- established a monthly Memory Club in a café in a rural part of the county;
- established a Carers Information monthly meeting in a café in M&S;
- completed “Train the Trainer” training in Safeguarding and Parkinson’s;
- networked with a significant number of organisations including Gloucester Rugby Club, Healthwatch, Dementia Action Alliance and many more; and
- submitted grant/trust applications.

All of these activities have raised our profile across the county and stimulated demand for services that we can provide.

We have been awarded a grant from Carers Trust to undertake a “Making Carers Count” project – specifically Working Carers. The grant is over a 2-year period and is targeted at carers who are also working. This group of carers is largely hidden and is another example of Crossroads Care Gloucestershire seeking out carers who have support needs which have not yet been recognised. A Project Lead has been appointed and has begun liaising with employers in Gloucestershire, including ourselves, to establish the numbers of working carers out there and what employers can do to recognise and support them.

We have begun researching the use of technology to support carers and those they care for. There are enormous developments in this field, around innovative ways of communicating with people through specifically designed software for smart speakers, to interactive games and activities that stimulate memories and co-ordination. We have established links with Plymouth University and other research organisations to assist with the trialling of new devices.

As the range and reach of our activities has increased, we have been promoting our new brand and logo (established the year before) to raise awareness of our presence. We have also contracted the services of a PR agent to write articles on our behalf for the local media.

The last two years have been a time of great upset, change and, for some, considerable distress. Throughout this period our staff team have been exemplary. Their dedication and compassion towards people using our services has been truly professional and often they have gone above and beyond what could be reasonably expected. During this last year, although the effects of the pandemic have begun to recede, the resulting impact and change that this has brought to our charity has been yet another change to absorb. It says a lot about the culture and “can-do” spirit of the whole of our staff team that we are emerging this year as a stronger, capable and caring organisation.

Crossroads Care Gloucestershire Limited

Report of the trustees

For the year ended 31 March 2022

Future plans

During 2021/22 we have undergone significant change. We have reviewed what we had been doing and moved away from delivering more of the same to delivering new services and reaching previously hidden carers in new ways. We have made changes to our organisational structure to create the space and opportunity to begin this. However, this is just the beginning and we have ambitions to build upon this progress. Our plans for the future include:

- Continue to use the talents and skills of our trustees and appoint new trustees where gaps in experience are identified;
- Use external advisors who have the knowledge and experience to assist the Board where necessary;
- Produce a new 3-year strategic plan highlighting the priority actions and timescales for the coming year and beyond, and review at least annually to ensure it remains responsive to need and financially viable;
- The Fundraising sub-committee will develop a fundraising strategy for accessing grant and trust funding and explore other fundraising activities;
- Continue to raise awareness of our new branding and of our services and extend our coverage to meet the needs of those carers currently unknown to us through better networking with other community groups and services;
- Be an early adopter of new technology to support carers, those being cared for and our own staff;
- Produce a strategy for developing day services across Gloucestershire and expand our Care at Home services in areas where it has been traditionally hard to recruit paid carers;
- Continue to consolidate and grow our private services;
- Become a “magnet organisation”, attracting those staff who want to work with us because of our reputation in the field and our commitment to involving staff in our future planning and developments. We have already seen an increased interest in applications for our carers vacancies and we will build on this as we increase our rates of pay to match or better the pay rates of our main competitors;
- Develop a new website that better reflects the services we are able to offer and tells the stories of those who are already using them to enhance our marketing strategy; and
- Review our IT support and make upgrades to our IT equipment to mitigate risk and ensure greater efficiencies.

At the heart of everything we do remains our intention to provide the best quality service to carers and those they support, where people can be assured of receiving a prompt and tailored service to meet their needs and to keep abreast of new developments to support carers.

Financial review

The Statement of Financial Activities for the year ended 31 March 2022 shows a deficit of £60,857, leaving funds to be carried forward of £471,299.

Total income for the year fell by 29% from £1,219,460 to £864,274. This was largely due to fewer grants from trust and foundations on the previous year, when many funders provided Covid-19 emergency funding. Income from trusts and foundations totalled £88,934, down from £323,509 on last year.

However, we were pleased to report that income from private care at home services increased by £40,016, 9% on last year, to £488,442. This increase was a result of more people accepting care in their own homes as Covid restrictions eased and we move out of the pandemic.

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Report of the trustees

For the year ended 31 March 2022

Income for services provided to PeoplePlus for the delivery of carers' breaks fell very slightly to £250,113 (2021: £259,412) as fewer carers were referred to the charity for support.

Domiciliary home care services, funded by Gloucestershire County Council, income fell by 26% on last year to £19,597 (£26,460 in 2021).

Total expenditure increased by £59,542 to £925,131, (£865,589 in 2021). This is largely due to increased costs of trading, building rental fees and costs as a result of unexpected personnel changes.

Fundraising practices

Fundraising is carried out internally and led by the CEO with trustee input. However, in future it is to be led by the CEO in conjunction with the newly formed fundraising subcommittee. This subcommittee will regularly review fundraising activity.

The charity currently does not employ a dedicated fundraiser. We do not engage third party professional fundraisers.

Fundraising is focused on grant and trust applications and not direct fundraising from the public. The charity is registered with the Fundraising Regulator.

Investment policy

The trustees hold the charity's money in bank current accounts for immediate purposes as Covid-19 restrictions and uncertainty remained. Funds which are not immediately required are held in bank deposit accounts of up to one year maturity. The strategy is considered necessary in order to earn an acceptable return in an extended period of significantly low interest rates.

As we end the year with substantial reserves, due to the closure of its savings account, the trustees and finance sub-committee will consider moving some funds into higher interest deposit accounts as part of the regular review of investments and the investment policy.

Reserves policy

The trustees have reviewed the reserves policy of the charity. The trustees consider it is prudent to maintain the established policy of holding three months' operating cost, which we consider as our minimum level of reserves to provide ongoing support to those receiving our services in an event of a significant delay or absence of funding and income.

Total reserves at 31 March 2022 were £471,299 of which £333,719 were unrestricted funds. Our reserves are beyond policy expectations largely due to our successful fundraising activity and infection control grant applications required to offset the increased risk to the organisation from the Covid-19 pandemic as earlier outlined in the Financial Review.

The finance sub-committee and the trustees will be reviewing the reserves policy in line with the strategic plan of the organisation. Trustees will determine how best to utilise the excess unrestricted reserves. Trustees will also consider utilising excess unrestricted reserves to fund projects and activities to further the charity's objectives. The reserves policy will continue to be reviewed annually.

Crossroads Care Gloucestershire Limited

Report of the trustees

For the year ended 31 March 2022

Statement of responsibilities of the trustees

The trustees (who are also 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice 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 charity 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 charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

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.

Members of the charity guarantee to contribute an amount not exceeding £5 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 25 August 2022 and signed on their behalf by

Sheila Reynolds

Sheila Reynolds - Chair of Trustees

Independent auditors' report

To the members of

Crossroads Care Gloucestershire Limited

Opinion

We have audited the financial statements of Crossroads Care Gloucestershire Limited (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cashflows and the related 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 charity's affairs as at 31 March 2022 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 charity 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 charity'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.

Independent auditors' report

To the members of

Crossroads Care Gloucestershire Limited

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.

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; and
- 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 charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report

To the members of

Crossroads Care Gloucestershire Limited

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Care Gloucestershire Limited

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.

Use of our report

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

Alison Godfrey

Date: 6 September 2022

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Care Gloucestershire Limited

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2022

| | Note | Restricted £ | Unrestricted £ | 2022 Total £ | 2021 Total £ |
|---|------|-----------------------|-----------------------|------------------------------|-----------------------|
| Income from: | | | | | |
| Donations and legacies | 3 | 88,040 | 18,074 | 106,114 | 485,064 |
| Charitable activities | 4 | - | 758,152 | 758,152 | 734,298 |
| Investments | | - | 8 | 8 | 98 |
| Total income | | <u>88,040</u> | <u>776,234</u> | <u>864,274</u> | <u>1,219,460</u> |
| Expenditure on: | | | | | |
| Raising funds | | - | 13,424 | 13,424 | 31,071 |
| Charitable activities | | <u>67,052</u> | <u>844,655</u> | <u>911,707</u> | <u>834,518</u> |
| Total expenditure | 6 | <u>67,052</u> | <u>858,079</u> | <u>925,131</u> | <u>865,589</u> |
| Net income / (expenditure) and net movement in funds | 7 | 20,988 | (81,845) | (60,857) | 353,871 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | <u>116,592</u> | <u>415,564</u> | <u>532,156</u> | <u>178,285</u> |
| Total funds carried forward | | <u><u>137,580</u></u> | <u><u>333,719</u></u> | <u><u>471,299</u></u> | <u><u>532,156</u></u> |

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.

Crossroads Care Gloucestershire Limited

Balance sheet

As at 31 March 2022

| | Note | £ | 2022 £ | 2021 £ |
|--|------|-----------------|-----------------------|-----------------|
| Fixed assets | | | | |
| Tangible assets | 10 | | <u>9,313</u> | <u>9,435</u> |
| Current assets | | | | |
| Debtors | 11 | 127,017 | | 74,156 |
| Cash at bank and in hand | | <u>435,783</u> | | <u>542,352</u> |
| | | 562,800 | | 616,508 |
| Liabilities | | | | |
| Creditors: amounts falling due within 1 year | 12 | <u>(57,106)</u> | | <u>(50,454)</u> |
| Net current assets | | | <u>505,694</u> | <u>566,054</u> |
| Total assets less current liabilities | | | 515,007 | 575,489 |
| Creditors: amounts falling due after 1 year | 13 | | <u>(43,708)</u> | <u>(43,333)</u> |
| Net assets | 14 | | <u>471,299</u> | <u>532,156</u> |
| Funds | 15 | | | |
| Restricted funds | | | 137,580 | 116,592 |
| Unrestricted funds | | | | |
| General funds | | | <u>333,719</u> | <u>415,564</u> |
| Total charity funds | | | <u>471,299</u> | <u>532,156</u> |

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 25 August 2022 and signed on their behalf by

Sheila Reynolds

Sheila Reynolds - Chair of Trustees

Crossroads Care Gloucestershire Limited

Statement of cash flows

For the year ended 31 March 2022

| | Note | 2022 £ | 2021 £ |
|---|------|------------------------------|------------------------------|
| Cash used in operating activities: | | | |
| Net cash provided by / (used in) operating activities | 16 | <u>(103,396)</u> | <u>399,029</u> |
| Cash flows from investing activities: | | | |
| Interest from investments | | 8 | 98 |
| Purchase of tangible fixed assets | | <u>(2,821)</u> | <u>(10,325)</u> |
| Net cash provided by / (used in) investing activities | | <u>(2,813)</u> | <u>(10,227)</u> |
| Cash flows from financing activities: | | | |
| Repayment of borrowing | | (360) | - |
| Cash inflows from new borrowing | | <u>-</u> | <u>50,000</u> |
| Net cash provided by financing activities | | <u>(360)</u> | <u>50,000</u> |
| Increase / (decrease) in cash and cash equivalents in the year | | (106,569) | 438,802 |
| Cash and cash equivalents at the beginning of the year | | <u>542,352</u> | <u>103,550</u> |
| Cash and cash equivalents at the end of the year | 17 | <u><u>435,783</u></u> | <u><u>542,352</u></u> |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies

a) Basis of preparation

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

Crossroads Care Gloucestershire Limited 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 note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves, budgets for 2022/23 and the potential financial implications of the ongoing Covid-19 pandemic. The charity received additional restricted funding in 2021/22 that has also been carried into future periods. The charity has budgeted a surplus for 2022/23 and, as at Q1, are on target to deliver this. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, 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 and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of provision of care is deferred until criteria for income recognition are met.

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated in full to charitable activities.

i) Termination payments

Where an employee receives a termination payment, the cost is recognised at the date that the employee is notified.

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

j) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|-----------------------|------------------------|
| Fixtures and fittings | 4 years' straight line |
| Computer equipment | 4 years' straight line |
| Office equipment | 4 years' straight line |

k) Debtors

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

l) Cash at bank and in hand

Cash at bank and cash 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.

m) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charitable company 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 recognised at amortised cost using the effective interest method.

o) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

p) Accounting estimates and key judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period 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 both current and future periods.

Depreciation

As described in note 1j to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

2. Prior period comparatives: statement of financial activities

| | Restricted £ | Unrestricted £ | 2021 Total £ |
|---|-----------------|-------------------|--------------------|
| Income from: | | | |
| Donations and legacies | 263,710 | 221,354 | 485,064 |
| Charitable activities | - | 734,298 | 734,298 |
| Investments | - | 98 | 98 |
| Total income | 263,710 | 955,750 | 1,219,460 |
| Expenditure on: | | | |
| Raising funds | 26,704 | 4,367 | 31,071 |
| Charitable activities | 120,414 | 714,104 | 834,518 |
| Total expenditure | 147,118 | 718,471 | 865,589 |
| Net income / (expenditure) and net movement in funds | 116,592 | 237,279 | 353,871 |

3. Income from donations and legacies

| | Restricted £ | Unrestricted £ | 2022 Total £ |
|---|-----------------|-------------------|--------------------|
| Donations | - | 3,099 | 3,099 |
| Trusts and foundations | 88,040 | 894 | 88,934 |
| CJRS income | - | 14,081 | 14,081 |
| Total income from donations and legacies | 88,040 | 18,074 | 106,114 |

Prior year comparative

| | Restricted £ | Unrestricted £ | 2021 Total £ |
|---|-----------------|-------------------|--------------------|
| Donations | - | 8,086 | 8,086 |
| Legacies | - | 3,000 | 3,000 |
| Trusts and foundations | 263,710 | 59,799 | 323,509 |
| CJRS income | - | 150,469 | 150,469 |
| Total income from donations and legacies | 263,710 | 221,354 | 485,064 |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

4. Income from charitable activities

| | Restricted £ | Unrestricted £ | 2022 Total £ | 2021 Total £ |
|--|-----------------|-------------------|--------------------|--------------------|
| Private care services | - | 488,442 | 488,442 | 448,426 |
| PeoplePlus | - | 250,113 | 250,113 | 259,412 |
| Gloucestershire County Council agreements | - | 19,597 | 19,597 | 26,460 |
| Total income from charitable activities | - | 758,152 | 758,152 | 734,298 |

All income from charitable activities in the prior year was unrestricted.

5. Government grants

The charitable company receives government grants, defined as funding from Gloucestershire County Council, Gloucester City Council, the National Lottery Community Fund and the Coronavirus Job Retention Scheme to fund charitable activities. The total value of such grants in the period ending 31 March 2022 was £59,333 (2021: £213,023). There are no unfulfilled conditions or contingencies attaching to these grants.

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

6. Total expenditure

| | Raising funds £ | Charitable activities £ | Support and governance costs £ | 2022 Total £ |
|---|--------------------|-------------------------------|---|-----------------|
| Staff costs (note 8) | 6,378 | 543,929 | 132,962 | 683,269 |
| Travel | - | 49,457 | 497 | 49,954 |
| Office costs | - | - | 32,374 | 32,374 |
| Vehicle costs | - | 24,874 | - | 24,874 |
| Memberships and subscriptions | - | - | 8,532 | 8,532 |
| IT costs | - | - | 19,595 | 19,595 |
| Insurance | - | 4,243 | 8,767 | 13,010 |
| Rent | - | - | 27,441 | 27,441 |
| Audit and accountancy | - | - | 15,471 | 15,471 |
| Miscellaneous costs | - | 3,371 | 1,021 | 4,392 |
| Advertising | 7,046 | - | - | 7,046 |
| Training | - | 9,878 | 590 | 10,468 |
| Legal and professional | - | - | 11,536 | 11,536 |
| Depreciation | - | - | 2,943 | 2,943 |
| Recruitment | - | 5,782 | 7,208 | 12,990 |
| Uniforms | - | 327 | - | 327 |
| Bad debt | - | - | 307 | 307 |
| Trustees expenses | - | - | 602 | 602 |
| Sub-total | 13,424 | 641,861 | 269,846 | 925,131 |
| Allocation of support and governance costs | - | 269,846 | (269,846) | - |
| Total expenditure | 13,424 | 911,707 | - | 925,131 |

Total governance costs were £6,855 (2021: £7,236)

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

6. Total expenditure

Prior period comparative

| | Raising funds £ | Charitable activities £ | Support and governance costs £ | 2021 Total £ |
|---|--------------------|-------------------------------|---|-----------------|
| Staff costs (note 8) | 26,704 | 526,567 | 118,403 | 671,674 |
| Travel | - | 39,412 | 228 | 39,640 |
| Office costs | - | - | 32,523 | 32,523 |
| Vehicle costs | - | 31,360 | - | 31,360 |
| Memberships and subscriptions | - | - | 17,554 | 17,554 |
| IT costs | - | - | 16,480 | 16,480 |
| Insurance | - | 4,687 | 7,690 | 12,377 |
| Rent | - | 2,095 | 8,565 | 10,660 |
| Audit and accountancy | - | - | 7,091 | 7,091 |
| Miscellaneous costs | - | 455 | 4,115 | 4,570 |
| Advertising | 4,367 | - | - | 4,367 |
| Training | - | 4,273 | - | 4,273 |
| Depreciation | - | - | 3,970 | 3,970 |
| Recruitment | - | - | 3,683 | 3,683 |
| Uniforms | - | 2,109 | - | 2,109 |
| Bad debt | - | - | 1,975 | 1,975 |
| Trustees expenses | - | - | 1,283 | 1,283 |
| Sub-total | 31,071 | 610,958 | 223,560 | 865,589 |
| Allocation of support and governance costs | - | 223,560 | (223,560) | - |
| Total expenditure | 31,071 | 834,518 | - | 865,589 |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

7. Net movement in funds

This is stated after charging:

| | 2022 £ | 2021 £ |
|-----------------------------------|-----------|-----------|
| Depreciation | 2,943 | 3,970 |
| Operating lease payments | 45,915 | 34,449 |
| Trustees' remuneration | Nil | Nil |
| Trustees' reimbursed expenses | 602 | 1,283 |
| Auditors' remuneration: | | |
| ▪ Statutory audit (including VAT) | 6,240 | 5,940 |
| ▪ Other services | 10,609 | - |

Trustees expenses representing travel and training costs amounting to £602 were paid in the year (2021: £1,283).

8. Staff costs and numbers

Staff costs were as follows:

| | 2022 £ | 2021 £ |
|-----------------------|----------------|----------------|
| Salaries and wages | 626,920 | 610,708 |
| Social security costs | 44,420 | 36,117 |
| Pension costs | 11,929 | 11,619 |
| Redundancy costs | - | 13,230 |
| | <u>683,269</u> | <u>671,674</u> |

No redundancy costs occurred during the year. In the prior year, there were £13,230 costs relating to 1 member of staff. This was due to reduction of income from care services as a result of the Covid-19 pandemic.

One employee earned between £60,000 and £70,000 during the current and prior year.

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer and Senior Management. The total employee benefits of the key management personnel were £133,495 (2021: £146,233).

| | 2022 No. | 2021 No. |
|--------------------|-------------|-------------|
| Average head count | <u>32</u> | <u>33</u> |

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

10. Tangible fixed assets

| | Fixtures and fittings £ | Computer equipment £ | Office equipment £ | Total £ |
|--|-------------------------------|----------------------------|--------------------------|----------------------|
| Cost | | | | |
| At 1 April 2021 | 1,045 | 16,902 | 2,220 | 20,167 |
| Additions in year | - | 2,082 | 739 | 2,821 |
| At 31 March 2022 | <u>1,045</u> | <u>18,984</u> | <u>2,959</u> | <u>22,988</u> |
| Depreciation | | | | |
| At 1 April 2021 | 869 | 9,632 | 231 | 10,732 |
| Charge for the year | 91 | 2,158 | 694 | 2,943 |
| At 31 March 2022 | <u>960</u> | <u>11,790</u> | <u>925</u> | <u>13,675</u> |
| Net book value At 31 March 2022 | <u>85</u> | <u>7,194</u> | <u>2,034</u> | <u>9,313</u> |
| At 31 March 2021 | <u>176</u> | <u>7,270</u> | <u>1,989</u> | <u>9,435</u> |

11. Debtors

| | 2022 £ | 2021 £ |
|---------------|-----------------------|---------------|
| Trade debtors | 105,581 | 58,371 |
| Prepayments | 2,988 | 9,839 |
| Other debtors | 18,448 | 5,946 |
| | <u>127,017</u> | <u>74,156</u> |

12. Creditors: amounts due within 1 year

| | 2022 £ | 2021 £ |
|------------------------------------|----------------------|---------------|
| Bounce back loan | 5,932 | 6,667 |
| Trade creditors | 8,321 | 24,266 |
| Other taxation and social security | 10,842 | 9,758 |
| Accruals | 26,901 | 5,940 |
| Other creditors | 5,110 | 3,823 |
| | <u>57,106</u> | <u>50,454</u> |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

13. Creditors: amounts due after 1 year

| | 2022 £ | 2021 £ |
|------------------|---------------|-----------|
| Bounce back loan | 43,708 | 43,333 |

Analysis of debt maturity

| | 2022 £ | 2021 £ |
|-----------------------|---------------|-----------|
| Amounts payable: | | |
| In less than one year | 5,932 | 6,667 |
| In 1 - 2 years | 5,932 | 10,000 |
| In 2 - 5 years | 19,154 | 30,000 |
| More than 5 years | 18,622 | 3,333 |
| | 49,640 | 50,000 |

Loans comprise an unsecured bounce back loan received from Barclays, to help mitigate the effects of Covid-19 on the organisation. Interest is payable at a rate of 2.5% from July 2021. The term of the loan has been extended from 5 years to 10 years.

14. Analysis of net assets between funds

| | Restricted funds £ | Unrestricted funds £ | Total funds £ |
|------------------------------------|--------------------------|----------------------------|---------------------|
| Tangible fixed assets | - | 9,313 | 9,313 |
| Current assets | 137,580 | 425,220 | 562,800 |
| Current liabilities | - | (57,106) | (57,106) |
| Non-current liabilities | - | (43,708) | (43,708) |
| Net assets at 31 March 2022 | 137,580 | 333,719 | 471,299 |

Prior period comparative

| | Restricted funds £ | Unrestricted funds £ | Total funds £ |
|------------------------------------|--------------------------|----------------------------|---------------------|
| Tangible fixed assets | - | 9,435 | 9,435 |
| Current assets | 116,592 | 499,916 | 616,508 |
| Current liabilities | - | (50,454) | (50,454) |
| Non-current liabilities | - | (43,333) | (43,333) |
| Net assets at 31 March 2021 | 116,592 | 415,564 | 532,156 |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds

| | At 1 April 2021 £ | Income £ | Expenditure £ | At 31 March 2022 £ |
|---------------------------------|-------------------------|----------------|------------------|--------------------------|
| Restricted funds | | | | |
| Barclays | 99,217 | - | (22,561) | 76,656 |
| GCF Legacy Fund | 9,875 | - | (1,895) | 7,980 |
| GCC Infection Control | - | 31,523 | (28,308) | 3,215 |
| GCC Thriving Communities | 7,500 | - | (7,500) | - |
| CCG Workforce retention | - | 13,729 | (4,332) | 9,397 |
| Nationwide | - | 9,924 | - | 9,924 |
| Carers Trust | - | 32,864 | (2,456) | 30,408 |
| Total restricted funds | 116,592 | 88,040 | (67,052) | 137,580 |
| Total unrestricted funds | 415,564 | 776,234 | (858,079) | 333,719 |
| Total funds | 532,156 | 864,274 | (925,131) | 471,299 |

| | At 1 April 2020 £ | Income £ | Expenditure £ | At 31 March 2021 £ |
|--|-------------------------|------------------|------------------|--------------------------|
| Restricted funds | | | | |
| Barclays | - | 100,000 | (783) | 99,217 |
| GCF Legacy Fund | - | 10,000 | (125) | 9,875 |
| Julia and Hans Rausing Trust | - | 108,156 | (108,156) | - |
| GCC Infection Control | - | 33,054 | (33,054) | - |
| GCC Thriving Communities | - | 7,500 | - | 7,500 |
| CCG Coronavirus Recovery and Resilience Fund | - | 5,000 | (5,000) | - |
| Total restricted funds | - | 263,710 | (147,118) | 116,592 |
| Total unrestricted funds | 178,285 | 955,750 | (718,471) | 415,564 |
| Total funds | 178,285 | 1,219,460 | (865,589) | 532,156 |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued)

Purposes of restricted funds

| | |
|------------------------------|---|
| Barclays | To support family carers and those they care for who live at home by giving carers a break from their caring role. |
| GCF Legacy Fund | To provide support for carers to prepare and plan for a time when their caring responsibilities end, and provide support to move on after their caring role ends. |
| Julia and Hans Rausing Trust | To fund core costs and overheads of the charity to ensure sustainability due to Covid-19. |
| GCC Infection Control | To support adult social care providers to reduce the rate of Covid-19 transmission and support wider workforce resilience. |
| GCC Thriving Communities | To support family carers and those they care for who live at home by giving carers a break from their caring role. |
| CCG Workforce Retention | to support and boost adult social care workforce capacity pressures by enabling providers to make bonus payments to each eligible employee in recognition of their contribution during the period of the Covid-19 pandemic. |
| Nationwide | <p>Grants are decided by Nationwide's Community Boards, which are comprised of colleagues and members. All projects that were successful in being awarded a Community Grant met one of three social priorities:</p> <ul style="list-style-type: none">• Helping people into a home;• Preventing people from losing their home; or• Helping people to thrive at home. <p>Our grant was used to support activities at our day clubs for older people, for us to purchase a OMI interactive table.</p> |
| Carers Trust | The purpose of the funding is to deliver a project which addresses the barriers, challenges and needs experienced by under-represented groups of unpaid carers in our area of Gloucestershire. The under-represented group of carers we chose to support with this funding was Working Carers. |

Crossroads Care Gloucestershire Limited

Notes to the financial statements

For the year ended 31 March 2022

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

| | 2022 | 2021 |
|--|-------------------------|----------------|
| | £ | £ |
| Net movement in funds | (60,857) | 353,871 |
| Adjustments for: | | |
| Depreciation charges | 2,943 | 3,970 |
| Interest from investments | (8) | (98) |
| Decrease / (increase) in debtors | (52,861) | 33,235 |
| Increase / (decrease) in creditors | 7,387 | 8,051 |
| | <u>(103,396)</u> | <u>399,029</u> |
| Net cash provided by / (used in) operating activities | <u>(103,396)</u> | <u>399,029</u> |

17. Analysis of changes in net debt

| | At 1 April 2021 £ | Cash flows £ | Non cash movement £ | At 31 March 2022 £ |
|---------------------------------|-------------------------|------------------|---------------------------|-----------------------------------|
| Cash | 542,352 | (106,569) | - | 435,783 |
| Loans falling due within 1 year | (6,667) | 360 | 375 | (5,932) |
| Loans falling due after 1 year | (43,333) | - | (375) | (43,708) |
| Total | <u>492,352</u> | <u>(106,209)</u> | <u>-</u> | <u>386,143</u> |

18. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

| | 2022 | 2021 |
|---------------------|-----------------------|---------------|
| | £ | £ |
| Amount falling due: | | |
| Within 1 year | 26,858 | 29,967 |
| Within 1 - 5 years | 77,635 | 3,956 |
| | <u>104,493</u> | <u>33,923</u> |

19. Related party transactions

There were no related party transactions in the current or prior year.