Police Care UK

England & Wales · Charity number 1151322

Details

Other names	THE POLICE DEPENDANTS' TRUST, THE POLICE DEPENDANTS' TRUST LIMITED
Status	Registered
Legal form	Charitable company
Company number	08426630
Registered	2013-03-21
Register	View on the Charity Commission register

Contact

Address	Police Care UK One Albion House 600 Unit 6 High Street Woking Surrey GU21 6BG
Phone	0300 012 0030
Email	hello@policecare.org.uk
Website	www.policecare.org.uk

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Activities

Objects: 4.1 THE CHARITY'S OBJECTS ARE RESTRICTED SPECIFICALLY TO THE PROMOTION OF THE EFFICIENCY OF THE POLICE SERVICE IN THE UNITED KINGDOM BY RELIEVING IN CASES OF NEED:4.1.1 DEPENDANTS OF POLICE OFFICERS OR SERVING, FORMER OR RETIRED POLICE OFFICERS WHO DIE, OR HAVE DIED AS A RESULT OF AN INJURY RECEIVED, IN THE EXECUTION OF DUTY; AND4.1.2 POLICE OFFICERS OR SERVING, FORMER OR RETIRED POLICE OFFICERS WHO ARE OR HAVE BEEN INCAPACITATED AS A RESULT OF AN INJURY RECEIVED IN THE EXECUTION OF DUTY OR DEPENDANTS OF SUCH POLICE OFFICERS.4.2 "POLICE OFFICER" MEANS ANY POLICE OFFICER FROM ANY POLICE FORCE FROM ANY POLICE AREA IN THE UNITED KINGDOM AND INCLUDES:4.2.1 MEMBERS OF THE BRITISH TRANSPORT POLICE;4.2.2 MEMBERS OF THE CIVIL NUCLEAR CONSTABULARY;4.2.3 PERSONS PERFORMING TEMPORARY OVERSEAS OR CENTRAL POLICE SERVICES WHO ENJOY A STATUTORY RIGHT OF REVERSION TO SUCH A POLICE FORCE;4.2.4 SPECIAL CONSTABLES APPOINTED FOR ANY SUCH POLICE AREA; AND4.2.5 POLICE CADETS APPOINTED TO UNDERGO TRAINING WITH A VIEW TO BECOMING POLICE OFFICERS OF SUCH POLICE FORCES.4.3 "DEPENDANTS" MEANS IN RELATION TO A SERVING, FORMER OR RETIRED POLICE OFFICER (WHETHER LIVING OR DECEASED) ANY SPOUSE, FORMER SPOUSE, CIVIL PARTNER, FORMER CIVIL PARTNER, UNMARRIED PARTNER (OF EITHER SEX) CHILD, STEPCHILD, GRANDCHILD AND/OR ANY OTHER MEMBER OF HIS FAMILY WHO IS OR WAS FINANCIALLY RELIANT UPON HIM.4.4 "INJURY RECEIVED IN THE EXECUTION OF DUTY" HAS THE SAME MEANING (SUBJECT TO NECESSARY ADAPTATIONS IN THE CASE OF SPECIAL CONSTABLES AND POLICE CADETS) AS IN THE PENSION PROVISIONS APPLICABLE TO POLICE OFFICERS AND FOR THE TIME BEING IN FORCE.

Activities: PROMOTING THE EFFICIENCY OF THE POLICE SERVICE IN THE UK BY THE RELIEF OF:(A) BENEFICIARIES IN CASES OF NEED/HARDSHIP/DISTRESS;(B) MENTAL/PHYSICAL SICKNESS/DISABILITY/INFIRMITY AMONG AMONG BENEFICIARIES;

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** UNITED KINGDOM
- Northern Ireland
- Scotland
- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£861,875	£3,855,115	£27,494,478	25
2024-03-31	£2,032,686	£3,218,681	£30,659,307	24
2023-03-31	£1,534,418	£2,720,666	£30,142,468	23
2022-03-31	£1,125,903	£2,806,399	£32,595,106	22
2021-03-31	£1,662,848	£4,853,546	£31,406,286	20

Trustees

Name	Role	Appointed
Alan David Threadgold		2023-05-18
Belinda Goodwin		2024-05-16
Harriet Smith		2025-12-03
Katrina Anne Lowes		2021-05-13
Liam Jeffrey Kelly		2022-11-17
Mark Lockhart		2025-06-23
Nigel Moden		2025-06-23
Ravinder Rana		2025-06-23
Ruth Mary McNee		2025-06-23
Sam Ockham		2021-05-13
Sara Crane		2024-02-22
Stephen Wilcock		2025-06-23

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Police Care UK

England & Wales - Charity number 1151322

Accounts

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

The Trustees present their annual report and financial statements for the year ended 31 March 2025. 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, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Objects of the Charity

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependents arising through injury, death as a result of duty, illness, hardship and old age. Police Care UK is the Charity for the entirety of policing doing our utmost to improve the mental health and wellbeing of police personnel. We are there for serving, veteran police officers, staff, and their families and police forces throughout the UK from local to national.

How the Charity operates

Police Care UK provides a programme of counselling, emotional support & advice, grant funding, training and research. We improve awareness and understanding of the harms of policing, enable police forces to better look after their people and, most importantly, help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service. We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Activities for Public Benefit

In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's General guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for assistance and be considered as a potential beneficiary. The impact of the Charity's work goes beyond those helped directly as we help reduce the distress experienced by the family and friends of those who are injured,

and, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

Fundraising

We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK. We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We do not undertake any door-to-door or street fundraising, and do not use any third-party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements.

We do not sell any personal data for use by any external organisation. We report and monitor on a regular basis through our Senior Leadership Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we are continuously improving the overall experience provided to vulnerable supporters. We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

Achievements and performance

Police Care UK continues to deliver transformational support to people injured in the service of policing and their families. Helped by a nationwide movement of volunteers who give long hours in support of this mission and our ongoing relationships across the service, we have been able to expand our support while continuing to design and test innovative new treatments and clinical programmes. This year, we received more than 1,300 initial enquiries from across the UK and are proud to have provided transformational, direct support to more than 850 individuals in response to these enquiries. Behind these numbers are members of the police community, often reliving some of the most distressing moments of their careers, quietly carrying the burden of trauma, and families watching loved ones withdraw under the strain. We also enabled the delivery of more than 4,000 individual psychotherapy sessions, delivered specialist clinical support and compassionate practical guidance and provided over £90,000 worth of grants to those in financial hardship.

Financial review

The results of the Charity are set out in the financial statements on pages 11 to 30. The Charity's net deficit was £3.2m in 2024/2025 compared to a net income of £0.5m in

2023/2024 and after taking into account a net gain on investments of £2.2m. Expenditure on charitable activities totalled £3.0m in 2024/2025 (compared to £2.9m in 2023/2024) .

Reserves Policy

Our reserves policy aims to ensure that the Charity continues to holds sufficient funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to our beneficiaries if unexpected events occur. Trustees review levels of reserves annually as part of the annual budget and strategic planning processes taking into account projections of:

- Alternative sources of voluntary income;
- Anticipated income and capital growth of the investment portfolio;
- Existing grant programme commitments and anticipated applications from –
- Agreed commitments to new initiatives, research and services designed to improve the support of our beneficiary base.

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries. The strategy includes reduced reliance on investment income to reduce our current annual deficit to break even. The overall reserves balance will in turn reduce over this period but maintain sufficient value to meet unforeseen events and enable the Charity to continue into perpetuity at a scale, seen in recent years. Trustees are satisfied that the current level of free reserves of £27.5m are in line with the agreed policy.

Investment Management

Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR), to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

Our investments performed less favourably in the final quarter of the 2024-25 financial year, impacted by external geopolitical factors, with the total value of our investments standing at £27.4m as at 31 March 2025.

Trustees have taken steps to manage and mitigate risks in our financial performance and position in accordance with the latest available information and guidance. Since the end

of the year, the charity has transferred some of its investment portfolio from under performing funds.

Risk Management

The Senior Leadership Team maintain a detailed risk register which is reviewed by the Audit & Investment Committee and the Board quarterly. The Trustees are satisfied that systems are in place to mitigate exposure to major risks.

Future Plans

Our Board of Trustees are developing a strategic plan to diversify our income with a particular focus on fundraising to ultimately increase our offer to our beneficiaries over the next 5 years and guarantee the future sustainability and growth of the Charity. This work is ongoing.

Structure, governance and management

The Charity is a company limited by guarantee without share capital. The Trustees are also the directors for the purpose of company law. The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

S Crane

R Hay (Resigned 17 October 2024)

A Threadgold

L Kelly

A Basu (Resigned 2 September 2025)

S Ockham (Resigned 25/November 2025)

K Lowes

D Ray-Hill (Resigned 25 September 2025)

J Tolfrey (Resigned 14 August 2025)

G Stephens (Resigned 23 June 2025)

B Goodwin (Appointed 16 May 2024)

S Wilcock (Appointed 23 June 2025)

M Lockhart (Appointed 23 June 2025)

R Mcnee (Appointed 23 June 2025)

R Rana (Appointed 23 June 2025)

N Moden (Appointed 23 June 2025)

H Smith (Appointed 3 December 2025)

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Trust's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future.

Additionally, they meet annually to consider strategy and to plan for the future and to assess Board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

(a) The National Police Chiefs Council;

(b) The Chief Police Officers' Staff Association;

(c) The Police Superintendents' Association of England and Wales;

(d) The Association of Scottish Police Superintendents;

(e) The Superintendents' Association of Northern Ireland;

(f) The Police Federation of England and Wales;

(g) The Scottish Police Federation;

(h) The Police Federation of Northern Ireland;

(i) The National Association of Retired Police Officers;

(j) The Retired Police Officers' Association Scotland; and

(k) The Northern Ireland Retired Police Officers' Association.

In order to strengthen the skills and diversity of the Board, the Trust may also appoint co-opted trustees. New Trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed three sub-committees to help with the execution of the Board's responsibilities.

- The Audit & Investment Committee to support the Trustees on financial, control, risk and investment matters.
- The Remuneration & Nomination Committee supports the Trustees on staff matters, trustee appointments and tenure.
- The Clinical Risk Management and Quality Assurance Committee advises the Trustees on clinical matters

Other committees and working groups are formed on a temporary basis as and when needed. Day to day management of the Charity is delegated to the Chief Executive Officer, who has authority to approve expenditure within the framework of delegations. The Trustees regularly review the scheme of delegation. All Trustees give of their time freely and no Trustee received remuneration in the year.

Remuneration policy

The pay of all staff is reviewed annually and includes reference to market comparisons and with market rates, ensuring that Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We do not employ interns without pay and we pay the real living wage for all of our staff.

Auditor

The auditor, Alliotts LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.

.....

Chairman

Dated: .....

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 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 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 statements, the Trustees are required to:

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Opinion

We have audited the financial statements of Police Care UK (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards,

including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and - have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the

financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

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

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Charity registration number 1151322 (England and Wales)

Charity registration number SC0047767 (Scotland)

Company registration number 08426630

POLICE CARE UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

POLICE CARE UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	S Crane	
	A Threadgold	
	L Kelly	
	K Lowes	
	B Goodwin	(Appointed 16 May 2024)
	S Wilcock	(Appointed 23 June 2025)
	M Lockhart	(Appointed 23 June 2025)
	R Mcnee	(Appointed 23 June 2025)
	R Rana	(Appointed 23 June 2025)
	N Moden	(Appointed 23 June 2025)
	H Smith	(Appointed 3 December 2025)
Charity number (England and Wales)	1151322	
Charity number (Scotland)	SC0047767	
Company number	08426630	
Auditor	Alliotts LLP 3 London Square Cross Lanes Guildford GU1 1UJ	
Bankers	Royal Bank of Scotland plc London Drummonds Branch 49 Charing Cross London SW1A 2DX	
Solicitors	BDB Pitmans LLP 50 Broadway Westminster London SW1H 0BL	
Investment advisors	Independent Investment Reviews 88 Kingsway London WC2B 6AA	

POLICE CARE UK

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POLICE CARE UK

CHAIR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2025

It is my privilege to present the Chair's report for the year ending 31 March 2025.

Police Care UK's vision and mission remain to prevent and mitigate harm, and advocate for wellbeing, delivered through our four strategic pillars: to prevent, support, recover and influence. We continue to provide support and guidance to serving police officers, staff, volunteers, veterans and their families who have been impacted by harm.

In today's world where the challenges of modern policing continue to grow ever more complex, our need has never been more urgent. As a leading, independent national charity, we provide expertise and support which is confidential and completely free of charge to those who come to us for help.

On average, a police officer is assaulted in the line of duty every 10 minutes in the UK, as many as one in five are estimated to be living and working with, often undiagnosed, symptoms of PTSD and on average every two weeks a police officer dies by suicide. These statistics are shocking, yet every success story and every step forward on the path to recovery by someone we support reminds us why we exist.

This year, we received more than 1,300 initial enquiries and are proud to have provided transformational, direct support to more than 850 individuals in response to these enquiries. Behind these numbers are members of the police community, often reliving some of the most distressing moments of their careers, quietly carrying the burden of trauma, and families watching loved ones withdraw under the strain. We also enabled the delivery of more than 4,000 individual psychotherapy sessions, delivered specialist clinical support and compassionate practical guidance and provided over £90,000 worth of grants to those in financial hardship.

Looking forward and building on the success of our ground-breaking research The Job, The Life in collaboration with the University of Cambridge in 2018, we are proud to be working with the University of Greenwich to gain an in depth understanding of the true cost of PTSD on the police community, and in turn society itself, with a view to making the most effective use of all our resources. Our external engagement and advocacy work included senior representation at the European Federation of Police (EuroCOP) spring forum in Rhodes in April, where we shared our significant expertise with the wider European police community, and gained further in-depth understanding on current best practice in trauma harm reduction.

Elsewhere, our continued collaboration with The National Police Wellbeing Service (also known as Oscar Kilo) continues to inform and support their Workplace Prioritisation Guide to develop self-support techniques that can be applied in the workplace by police to reduce the impact of a traumatic incident.

Our future strategic vision requires growth and development in additional fundraising and other income generation initiatives, to ensure the support we offer to those who come to us is never restrained by finances. Our Board of Trustees are developing a strategic plan to diversify our income with a particular focus on fundraising to ultimately increase our offer to our beneficiaries over the next 5 years and guarantee the future sustainability and growth of the Charity.

This year also brought significant change within our Board, with several long-serving Trustees stepping down at the end of their tenure and new members welcomed, bringing fresh energy and expertise. I am deeply grateful to every Trustee who gives their time and expertise. Our governance continues to strengthen, underpinned by the Charity Governance Code and a shared belief that people affected by policing harm deserve the very best from us.

I also offer my sincere personal thanks and gratitude on behalf of the Trustees, to our dedicated staff and volunteers who continue to give their time and expertise. Your empathy, professionalism and resilience continue to change lives. To our partners, donors and supporters, your kind generosity continues to help those impacted by harm to take the transformational steps toward recovery, and we could not be more grateful. Finally, to the policing community whom we exist to support, your courage and tireless work in the line of duty to keep our communities safe, continues to remain at the heart of all we do.

Ravi Rana (Dec 11, 2025, 9:38am)

Dr Ravi Rana
Chair of Trustees

Date: 11 Dec 2025

POLICE CARE UK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

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Objectives and activities
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The impact of the Charity's work goes beyond those helped directly as we help reduce the distress experienced by the family and friends of those who are injured, and, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

Fundraising

We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We do not undertake any door-to-door or street fundraising, and do not use any third-party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements.

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Achievements and performance

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This year, we received more than 1,300 initial enquiries from across the UK and are proud to have provided transformational, direct support to more than 850 individuals in response to these enquiries. Behind these numbers are members of the police community, often reliving some of the most distressing moments of their careers, quietly carrying the burden of trauma, and families watching loved ones withdraw under the strain.

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Financial review

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- Alternative sources of voluntary income;
- Anticipated income and capital growth of the investment portfolio;
- Existing grant programme commitments and anticipated applications
- Agreed commitments to new initiatives, research and services designed to improve the support of our beneficiary base.

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries.

The strategy includes reduced reliance on investment income to reduce our current annual deficit to break even. The overall reserves balance will in turn reduce over this period but maintain sufficient value to meet unforeseen events and enable the Charity to continue into perpetuity at a scale, seen in recent years. Trustees are satisfied that the current level of free reserves of £27.5m are in line with the agreed policy.

Investment Management

Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR), to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

Our investments performed less favourably in the final quarter of the 2024-25 financial year, impacted by external geopolitical factors, with the total value of our investments standing at £27.4m as at 31 March 2025.

Trustees have taken steps to manage and mitigate risks in our financial performance and position in accordance with the latest available information and guidance. Since the end of the year, the charity has transferred some of its investment portfolio from under performing funds.

Risk Management

The Senior Leadership Team maintain a detailed risk register which is reviewed by the Audit & Investment Committee and the Board quarterly. The Trustees are satisfied that systems are in place to mitigate exposure to major risks.

Future Plans

Our Board of Trustees are developing a strategic plan to diversify our income with a particular focus on fundraising to ultimately increase our offer to our beneficiaries over the next 5 years and guarantee the future sustainability and growth of the Charity. This work is ongoing.

Structure, governance and management

The Charity is a company limited by guarantee without share capital. The Trustees are also the directors for the purpose of company law.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

S Crane	
R Hay	(Resigned 17 October 2024)
A Threadgold	
L Kelly	
A Basu	(Resigned 2 September 2025)
S Ockham	(Resigned 25 November 2025)
K Lowes	
D Ray-Hill	(Resigned 25 September 2025)
J Tolfrey	(Resigned 14 August 2025)
G Stephens	(Resigned 23 June 2025)
B Goodwin	(Appointed 16 May 2024)
S Wilcock	(Appointed 23 June 2025)
M Lockhart	(Appointed 23 June 2025)
R Mcnee	(Appointed 23 June 2025)
R Rana	(Appointed 23 June 2025)
N Moden	(Appointed 23 June 2025)
H Smith	(Appointed 3 December 2025)

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Trust's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future.

Additionally, they meet annually to consider strategy and to plan for the future and to assess Board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

(a) The National Police Chiefs Council;

(b) The Chief Police Officers' Staff Association;

(c) The Police Superintendents' Association of England and Wales;

(d) The Association of Scottish Police Superintendents;

(e) The Superintendents' Association of Northern Ireland;

(f) The Police Federation of England and Wales;

(g) The Scottish Police Federation;

(h) The Police Federation of Northern Ireland;

(i) The National Association of Retired Police Officers;

(j) The Retired Police Officers' Association Scotland; and

(k) The Northern Ireland Retired Police Officers' Association.

In order to strengthen the skills and diversity of the Board, the Trust may also appoint co-opted trustees. New Trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed three sub-committees to help with the execution of the Board's responsibilities.

- The Audit & Investment Committee to support the Trustees on financial, control, risk and investment matters.
- The Remuneration & Nomination Committee supports the Trustees on staff matters, trustee appointments and tenure.
- The Clinical Risk Management and Quality Assurance Committee advises the Trustees on clinical matters

Other committees and working groups are formed on a temporary basis as and when needed. Day to day management of the Charity is delegated to the Chief Executive Officer, who has authority to approve expenditure within the framework of delegations.

The Trustees regularly review the scheme of delegation. All Trustees give of their time freely and no Trustee received remuneration in the year.

Remuneration policy

The pay of all staff is reviewed annually and includes reference to market comparisons and with market rates, ensuring that Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We do not employ interns without pay and we pay the real living wage for all of our staff.

Auditor

The auditor, Alliotts LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.

Ravi Rana (Dec 11, 2025, 9:38am)

Chairman 11 Dec 2025
Dated: .....

POLICE CARE UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 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 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 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 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 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.

POLICE CARE UK

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF POLICE CARE UK

Opinion

We have audited the financial statements of Police Care UK (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://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 trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Alliotts

Alliotts LLP (Dec 11, 2025, 10:54am)

Alliotts LLP
Chartered Accountants
3 London Square
Cross Lanes
Guildford
GU1 1UJ
Date: 11 Dec 2025

Alliotts LLP is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

POLICE CARE UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	**3**	544,011	60,000	604,011	631,117	169,422	800,539
Other trading activities	**4**	19,232	-	19,232	35,114	-	35,114
Investments	**5**	238,632	-	238,632	724,209	-	724,209
Total income		801,875	60,000	861,875	1,390,440	169,422	1,559,862
Expenditure on:							
Raising funds							
Fundraising and publicity	**6**	829,227	-	829,227	348,585	-	348,585
Trading costs	**6**	7,426	-	7,426	9,442	-	9,442
Investment management	**6**	4,715	-	4,715	4,629	-	4,629
		841,368	-	841,368	362,656	-	362,656
Charitable activities	**8**	2,982,879	30,868	3,013,747	2,681,471	174,554	2,856,025
Total expenditure		3,824,247	30,868	3,855,115	3,044,127	174,554	3,218,681
Net gains/(losses) on investments	**13**	(171,589)	-	(171,589)	2,175,658	-	2,175,658
Net income/(expenditure) and movement in funds		(3,193,961)	29,132	(3,164,829)	521,971	(5,132)	516,839
Reconciliation of funds:							
Fund balances at 1 April 2024		30,544,439	114,868	30,659,307	30,022,467	120,000	30,142,467
Fund balances at 31 March 2025		27,350,478	144,000	27,494,478	30,544,439	114,868	30,659,307

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

POLICE CARE UK

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Intangible assets	**15**		6,261		29,270
Tangible assets	**16**		22,679		16,356
Investments	**17**		27,403,465		29,775,053
			27,432,405		29,820,679
Current assets					
Stocks	**18**	-		14,401	
Debtors	**19**	208,281		501,941	
Cash at bank and in hand		408,371		918,441	
		616,652		1,434,783	
Creditors: amounts falling due within one year	**20**	(554,579)		(596,156)	
Net current assets			62,073		838,627
Total assets less current liabilities			27,494,478		30,659,306
Net assets excluding pension liability			27,494,478		30,659,306
The funds of the Charity					
Restricted income funds	**22**		144,000		114,868
Unrestricted funds			27,350,478		30,544,439
			27,494,478		30,659,307

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 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, 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 11 Dec 2025

Ravi Rana (Dec 11, 2025, 9:38am)

Chairman

Company registration number 08426630 (England and Wales)

POLICE CARE UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash absorbed by operations	**30**		(2,922,595)		(1,507,066)
Investing activities					
Proceeds from disposal of intangibles		-		26,244	
Purchase of tangible fixed assets		(20,645)		(10,895)	
Purchase of investments		(5,463)		(25,675,899)	
Proceeds from disposal of investments		2,200,000		25,227,453	
Investment income received		238,632		724,209	
Net cash generated from investing activities			2,412,524		291,112
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(510,071)		(1,215,954)
Cash and cash equivalents at beginning of year			918,442		2,134,396
Cash and cash equivalents at end of year			408,371		918,442

1 Accounting policies

Charity information

Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is 70 Goldsworth Road, Nova Scotia House, Woking GU21 6LQ.

1.1 Accounting convention

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 1 January 2016). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. 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 certain financial instruments at fair value. The principal accounting policies adopted are set out below.

The charity has a 100% owned subsidiary company, PCUK Trading Ltd, which is immaterial in size and therefore consolidated accounts have not been prepared. The results of this company are shown in note 17.

1.2 Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a 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.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors 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.

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.

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.

Subscriptions are the amounts collected by the individual forces through their payroll schemes. Donations are where individuals send money directly to the Trust.

1 Accounting policies **(Continued)**

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

1.5 Expenditure

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Trust to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Trust. The grants are accounted for where either the Trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

Support costs include the central function are allocated on the basis of headcount at the year end as follows:

Cost of raising funds - 30% (2024: 18%)
Charitable activities - 70% (2024: 82%)

Irrecoverable VAT is charged against the category or resources expended for which it was incurred.

Tax recovered from donations received under gift aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

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

Website & Software	over 3 years on a straight line basis

1.7 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.

Individual fixed assets costing £500 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Equipment	over 3 years on a straight line basis
Furniture & Fittings	over 4 years on a straight line basis
Computer Equipment	over 3 years on a straight line 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 the statement of financial activities.

1 Accounting policies **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.9 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible and intangible 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).

1.10 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.11 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. Bank overdrafts are shown within borrowings in current liabilities.

1.12 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 Charity's balance sheet when the Charity 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.

1 Accounting policies **(Continued)**

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 Charity's contractual obligations expire or are discharged or cancelled.

1.13 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.

1.14 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.

Key sources of estimation uncertainty

Valuation of fixed asset investments

A key accounting estimate is the value at which trustees recognise investments. The risk of misstatement is mitigated by the use of investment managers who publish a portfolio valuation. Listed investments are valued by reference to their market value prevailing at the balance sheet date.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	62,506	60,000	122,506	72,818	84,000	156,818
Legacies	225,573	-	225,573	327,715	-	327,715
Grants	-	-	-	-	85,422	85,422
Payroll giving and donations	231,374	-	231,374	226,105	-	226,105
Gift Aid	24,558	-	24,558	4,479	-	4,479
	544,011	60,000	604,011	631,117	169,422	800,539

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Sale of branded merchandise	12,750	22,409
Sale of training manuals	6,482	12,705
Other trading activities	19,232	35,114

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from listed investments	202,934	654,229
Interest receivable	35,698	69,980
	238,632	724,209

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	239,520	135,054
Support costs	589,707	213,531
	829,227	348,585
Trading costs		
Other trading activities	7,426	9,442
Investment management	4,715	4,629
Total costs	841,368	362,656

7 Expenditure on charitable activities

	Charitable activities 2025 £	Institution Grants 2025 £	Maintenance Grants 2025 £	Assistance Grants 2025 £	Educational Bursaries 2025 £	Total 2025 £
Direct costs						
Staff costs	30,868	-	-	-	-	30,868
Resilience Project	592	-	-	-	-	592
Confidential Care Line	672,573	-	-	-	-	672,573
Clinical Support	14,311	-	-	-	-	14,311
Volunteer Program	64,871	-	-	-	-	64,871
Peer Support	760	-	-	-	-	760
TIPT	921	-	-	-	-	921
Employment Costs	642,779	-	-	-	-	642,779
Other	139,795	-	-	-	-	139,795
	1,567,470	-	-	-	-	1,567,470
Grant funding of activities (see note 8)	-	(6,395)	27,000	37,691	12,000	70,296
Share of support and governance costs (see note 10)						
Support and governance	1,375,981	-	-	-	-	1,375,981
	2,943,451	(6,395)	27,000	37,691	12,000	3,013,747
Analysis by fund						
Unrestricted funds	2,912,583	(6,395)	27,000	37,691	12,000	2,982,879
Restricted funds	30,868	-	-	-	-	30,868
	2,943,451	(6,395)	27,000	37,691	12,000	3,013,747

7 Expenditure on charitable activities **(Continued)**

Previous year:	Charitable activities 2024 £	Institution Grants 2024 £	Maintenance Grants 2024 £	Assistance Grants 2024 £	Educational Bursaries 2024 £	Total 2024 £
Direct costs						
Resilience Project	12,743	-	-	-	-	12,743
Pilot Scheme	15,600	-	-	-	-	15,600
Confidential Care Line	852,106	-	-	-	-	852,106
Clinical Support	51,605	-	-	-	-	51,605
Volunteer Program	73,644	-	-	-	-	73,644
Peer Support	1,290	-	-	-	-	1,290
TIPT	12,207	-	-	-	-	12,207
Employment Costs	613,412	-	-	-	-	613,412
Other	36,251	-	-	-	-	36,251
	1,668,858	-	-	-	-	1,668,858
Grant funding of activities (see note 8)	-	31,997	39,000	104,418	39,000	214,415
Share of support and governance costs (see note 10)						
Support	972,752	-	-	-	-	972,752
	2,641,610	31,997	39,000	104,418	39,000	2,856,025
Analysis by fund						
Unrestricted funds	2,467,056	31,997	39,000	104,418	39,000	2,681,471
Restricted funds	174,554	-	-	-	-	174,554
	2,641,610	31,997	39,000	104,418	39,000	2,856,025

8 Grants payable

	2025 £	2024 £
Major Grants		
1 in 4 Grants		
Metropolitan Police	(6,395)	31,997
Grants to individuals	76,691	182,418
	70,296	214,415

9 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	39,600	20,000
Depreciation of owned tangible fixed assets	14,324	9,273
Amortisation of intangible assets	23,009	18,462

10 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	506,850	411,507
Depreciation	37,333	27,735
Computer running costs	135,302	152,415
Rent and service charges	134,061	133,732
Energy and rates	8,428	10,696
Insurance	19,139	18,607
Legal and Professional	640,446	116,968
Telecoms, Printing, postage and stationary	9,124	8,607
Training and subscriptions	31,325	26,107
Marketing and communications	125,107	89,352
Travel, Repairs, cleaning and office sundries	33,676	21,056
HR Consultancy	217,247	138,792
Governance costs	67,650	30,709
	1,965,688	1,186,283
Analysed between:		
Fundraising	589,707	213,531
Charitable activities	1,375,981	972,752
	1,965,688	1,186,283

Governance costs comprise:	2025	2024
	£	£
Audit fees	39,600	20,000
Accountancy	4,835	4,861
Trustee expenses and meeting costs	23,215	5,848
	67,650	30,709

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year, but 9 of them were reimbursed a total of £12,540 for travelling expenses (2024 - 8 were reimbursed £6,670).

11 Trustees **(Continued)**

No Trustee or other person connected to the charity had any personal interest in any contract or transaction entered into by the charitable company during this year.

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Average number of staff	25	24

Employment costs	2025 £	2024 £
Wages and salaries	1,140,908	974,009
Social security costs	132,902	100,193
Other pension costs	72,930	62,966
Restructuring costs	66,038	49,058
	1,412,778	1,186,226

During the year redundancy costs of £66,035 (2024:£49,058) were made as part of a contractual agreement.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,000 - £70,000	1	3
£70,000 - £80,000	2	1
£90,000 - £100,000	-	1
£150,000 - £160,000	1	-

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	603,924	435,586

13 Gains and losses on investments

	Unrestricted funds 2025	Unrestricted funds 2024
Gains/(losses) arising on:	£	£
Revaluation of investments	(171,589)	2,175,658

14 Taxation

The Trust is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

15 Intangible fixed assets

	Website & Software
	£
Cost	
At 1 April 2024	78,474
Disposals	(46,278)
At 31 March 2025	32,196
Amortisation and impairment	
At 1 April 2024	49,204
Amortisation charged for the year	23,009
Disposals	(46,278)
At 31 March 2025	25,935
Carrying amount	
At 31 March 2025	6,261
At 31 March 2024	29,270

16 Tangible fixed assets

	Equipment	Furniture & Fittings	Computer Equipment	Total
	£	£	£	£
Cost				
At 1 April 2024	4,728	10,075	41,130	55,933
Additions	-	-	20,645	20,645
Disposals	(2,438)	(1,812)	(17,379)	(21,629)
At 31 March 2025	2,290	8,263	44,396	54,949
Depreciation and impairment				
At 1 April 2024	3,574	8,160	27,841	39,575
Depreciation charged in the year	1,154	1,915	11,255	14,324
Eliminated in respect of disposals	(2,438)	(1,812)	(17,379)	(21,629)
At 31 March 2025	2,290	8,263	21,717	32,270
Carrying amount				
At 31 March 2025	-	-	22,679	22,679
At 31 March 2024	1,153	1,915	13,288	16,356

17 Fixed asset investments

	Listed investments	Other investments	Total
	£	£	£
Cost or valuation			
At 1 April 2024	29,775,052	1	29,775,053
Additions	5,463	-	5,463
Valuation changes	(177,051)	-	(177,051)
Disposals	(2,200,000)	-	(2,200,000)
At 31 March 2025	27,403,464	1	27,403,465
Carrying amount			
At 31 March 2025	27,403,464	1	27,403,465
At 31 March 2024	29,775,052	1	29,775,053

Other investments comprise:	Notes	2025 £	2024 £
Investments in subsidiaries	**28**	1	1

17 Fixed asset investments **(Continued)**

Fixed asset investments revalued

Fixed asset investments include listed investments of £27,403,464.

The historic cost of the portfolio is £25,880,676 (2024: £28,075,213).

The above investments include a £1 investment at cost in the 100% subsidiary PCUK trading Ltd, a company incorporated in June 2022 an registered in England and Wales, company number 14179796. The company sells training courses/materials.

18 Stocks

	2025	2024
	£	£
Finished goods and goods for resale	-	14,401

19 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	27	1,242
Amounts owed by subsidiary undertakings	-	500
Other debtors	-	503
Prepayments and accrued income	208,254	499,696
	208,281	501,941

20 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	137,971	107,159
Other creditors	8,540	30,184
Accruals and deferred income	408,068	458,813
	554,579	596,156

21 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to Statement of Financial Activities in respect of defined contribution schemes	62,966	58,130

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Donations	84,000	60,000	-	144,000
Restricted Funding	30,868	-	(30,868)	-
	114,868	60,000	(30,868)	144,000

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Donations	66,000	84,000	(66,000)	84,000
Restricted Funding	54,000	85,422	(108,554)	30,868
	120,000	169,422	(174,554)	114,868

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2025 £
1 in 4 Fund	1,837	-	6,395	(8,232)	-	-
Investment Fund	23,396,760	-	-	-	-	23,396,760
Mental Health Fund	976,990	-	-	-	-	976,990
Planned call on reserves	5,495,894	-	-	(3,000,000)	-	2,495,894
General funds	672,957	801,875	(3,830,642)	3,008,232	(171,589)	480,833
	30,544,439	801,875	(3,824,247)	-	(171,589)	27,350,478

23 Unrestricted funds **(Continued)**

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
1 in 4 Fund	33,834	-	(31,997)	-	-	1,837
Investment Fund	23,396,760	-	-	-	-	23,396,760
Mental Health Fund	976,990	-	-	-	-	976,990
Planned call on reserves	4,845,894	-	-	650,000	-	5,495,894
General funds	768,990	1,390,440	(3,012,130)	(650,000)	2,175,658	672,958
	30,022,468	1,390,440	(3,044,127)	-	2,175,658	30,544,439

1 in 4 Fund
Following the publication of our Injury on Duty report in 2016, The Trustees set side a total on £3m to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded. This fund has now closed to new applicants but refunds of £6,395 were received in the year. As this fund is now closed and there are no further funds to be spent, the amount has been transferred to the general fund.

Investment Fund
Reserves are designated so that the value of investments is appropriate to support the income target for the year ahead.

Mental Health Fund
The Trustees set aside a fund to improve access to intensive psychological care.

Planned Call On Reserves
The charity is currently undertaking a period of transformation and an operational deficit of approx. £5.5m is expected over the next two years.

24 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Intangible fixed assets	6,261	-	6,261
Tangible assets	22,679	-	22,679
Investments	27,403,465	-	27,403,465
Current assets/(liabilities)	(81,927)	144,000	62,073
	27,350,478	144,000	27,494,478

24 Analysis of net assets between funds **(Continued)**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Intangible fixed assets	29,270	-	29,270
Tangible assets	16,356	-	16,356
Investments	29,775,053	-	29,775,053
Current assets/(liabilities)	723,760	114,868	838,628
	30,544,439	114,868	30,659,307

25 Operating lease commitments

Lessee

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	96,314	96,314
Between two and five years	31,784	128,098
	128,098	224,412

26 Related party transactions

Transactions with related parties

Accounting software services to the value of £nil (2024: £6,360) were provided to the Charity by a company under control of a member of key management personnel. There were no other related party transactions.

27 Contingent asset

The Trust has attached a number of liens to the special grants awarded to dependants; these expire within 10 years of issue of the grant awarded.

28 Subsidiaries

Details of the Charity's subsidiaries at 31 March 2025 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
PCUK Trading Ltd	Nova Scotia House, 70 Goldsworth Road, Woking, GU21 6LQ	Sale of training courses/ materials	Ordinary	100.00	

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/(Loss)	Capital and Reserves
	£	£

29 Analysis of changes in net funds

The Charity had no material debt during the year.

30 Cash generated from operations	2025	2024
	£	£
(Deficit)/surpus for the year	(3,164,829)	516,839
Adjustments for:		
Investment income recognised in statement of financial activities	(238,632)	(724,209)
Fair value gains and losses on investments	177,051	(1,727,213)
Amortisation and impairment of intangible assets	23,009	18,462
Depreciation and impairment of tangible fixed assets	14,324	9,273
Movements in working capital:		
Decrease in stocks	14,399	5,086
Decrease in debtors	293,660	133,482
(Decrease)/increase in creditors	(41,577)	261,214
Cash absorbed by operations	(2,922,595)	(1,507,066)

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Police Care UK
Nova Scotia House
70 Goldsworth Road
Woking
Surrey
GU21 6LQ

Alliotts LLP
3 London Square
Cross Lanes
Guildford
Surrey
GU1 1UJ

Dear Sirs

During the course of your audit of the financial statements of the charitable company for the year ended 31 March 2025, the following representations were made to you by management and trustees.

1. We have fulfilled our responsibilities as directors/trustees under the Companies Act 2006 for preparing financial statements, in accordance with the applicable financial reporting framework, that give a true and fair view and for making accurate representations to you as our auditors and for the financial statements which we have prepared for the charitable company.

2. We confirm that all accounting records have been made available to you for the purpose of your audit, in accordance with your terms of engagement, and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management, trustees' and members' meetings, have been made available to you. We have given you unrestricted access to persons within the charity in order to obtain audit evidence and have provided any additional information that you have requested for the purposes of your audit.

3. We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

4. We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to the auditor and accounted for and disclosed in accordance with the applicable financial reporting framework.

5. We confirm that there had been no events since the balance sheet date which require disclosure or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.

6. We confirm that we are aware that a related party of the charity is a person or organisation which either (directly or indirectly) controls, has joint control of, or significantly influences the charity or vice versa and as a result will include trustees/directors, other key management, close family and other business interests of the previous. We confirm that all relationships and transaction as confirmed to you during the course of your audit are a complete list of such relationships and transactions and we are not aware of any further related parties or transactions.

7. We confirm that all related party relationships and transactions have been accounted for and disclosed in accordance with the applicable financial reporting framework.

8 We confirm that the charity has had, at no time during the year, any arrangement, transaction or agreement to provide credit facilities (including loans, quasi-loans or credit transactions) for trustees, nor to guarantee nor provide guarantees of any kind on behalf of the trustees.

9. We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.

10. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its activities, and which are central to the charity's ability to conduct its activities.

11. We acknowledge our responsibility for the design and implementation of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our own risk assessment that the financial statements may be misstated as a result of fraud.

12. We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by former trustees, employees, regulators or others.

13. We confirm that, having considered our expectations and intentions for the next 12 months and the availability of unrestricted reserves, the charity is a going concern.

14. We confirm that in our opinion the effects of unadjusted misstatements are immaterial, both individually and in aggregate, to the financial statements as a whole.

15. We confirm that all grants, donations and other income, including that subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.

16. The Trust has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets.

17. We confirm that we are not aware of any matters of material significance that should be reported to the Charity Commission.

18. We confirm the following specific representations made to us during the course of your audit relating to:

    - The valuation of investments included within the accounts is considered to be materially correct.
    - All legal disputes have been finalised and the charity has no liability in relation to any legal action arising.

19. We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that:

    - so far as each trustee is aware, there is no relevant audit information of which you as auditors are unaware; and
    - each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that you are aware of that information.

We confirm that the above representations are made on the basis of enquiries of management and staff with relevant knowledge and experience (and, where appropriate of supporting documentation) sufficient to satisfy us that we can properly make each of the above representations to you and that to the best of our knowledge and belief they accurately reflect the representations made to you by the trustees during the course of your audit.

Yours faithfully,

Ravi Rana (Dec 11, 2025, 9:38am)

Signed on behalf of the Board of Trustees

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Police Care UK

England & Wales - Charity number 1151322

Accounts

Charity registration number 1151322 (England and Wales)

Charity registration number SC0047767 (Scotland)

Company registration number 08426630 (England and Wales)

POLICE CARE UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

POLICE CARE UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	S Crane	(Appointed 22 February 2024)
	A Threadgold	(Appointed 18 May 2023)
	L Kelly	
	A Basu	
	S Ockham	
	K Lowes	
	D Ray-Hill	
	J Tolfrey	
	G Stephens	
	B Goodwin	(Appointed 16 May 2024)
Charity number (England and Wales)	1151322	
Charity number (Scotland)	SC0047767	
Company number	08426630	
Auditor	Alliotts LLP 3 London Square Cross Lanes Guildford GU1 1UJ	
Bankers	Royal Bank of Scotland plc London Drummonds Branch 49 Charing Cross London SW1A 2DX	
Solicitors	BDB Pitmans LLP 50 Broadway Westminster London SW1H 0BL	
Investment advisors	Independent Investment Reviews 88 Kingsway London WC2B 6AA	

POLICE CARE UK

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POLICE CARE UK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report and financial statements for the year ended 31 March 2024.

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, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 1 January 2019).

Objectives and activities
Objects of the Charity

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependents arising through injury, death as a result of duty, illness, hardship and old age.

Police Care UK is the Charity for the entirety of policing doing our utmost to improve the mental health and wellbeing of police personnel. We are there for serving, veteran police officers, staff, and their families and police forces throughout the UK from local to national.

How the Charity operates

Police Care UK provides a comprehensive programme of counselling, emotional support & advice, grant funding, training and research. We improve awareness and understanding of the harms of policing, enable police forces to better look after their people and, most importantly, help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service.

We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Activities for Public Benefit

In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's General guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for assistance and be considered as a potential beneficiary. The impact of the Charity's work goes beyond those helped directly as we help reduce the distress experienced by the family and friends of those who are injured, and, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

Fundraising

We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We do not undertake any door-to-door or street fundraising, and do not use any third-party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements. We do not sell any personal data for use by any external organisation.

We report and monitor on a regular basis through our Senior Leadership Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we are continuously improving the overall experience provided to vulnerable supporters.

Complaints

We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

Achievements and performance

Police Care UK continues to deliver transformational support to people injured in the service of policing and their families.

Helped by a nationwide movement of volunteers who give long hours in support of this mission and our ongoing relationships across the service, we have been able to expand our support while continuing to design and test innovative new treatments and clinical programmes.

The demanding nature of police work often leads to physical and mental health challenges, the effects of which can last long beyond policing careers. With 1 in 5 serving personnel living with symptoms of Post Traumatic Stress Disorder and around 11,000 officers injured each year as a result of assaults alone, the need for dedicated support is crucial.

Dedicated support is crucial, not only due to the unique role of policing and the inherent risks they face but also the intense public, media and political scrutiny under which they perform their duties, often in incredibly challenging circumstances.

The year to March 2024 saw us provide assistance to over 1,400 requests for help, with 400 people given access to more than 4,000 sessions of psychotherapy, predominantly due to the trauma they witnessed or experienced whilst on duty. Grants, peer support and general advice and signposting formed the majority of our other sources of help to individuals. Our activities covered all four nations of the UK.

Having evolved in recent years from a benevolent welfare and grant-based organisation to include the delivery of mental health clinical support services, the way we operate continues to evolve. This includes investing in our internal clinical capacity and capabilities to make sure we deliver services that assess, protect and support beneficiaries appropriately.

Our combination of research, innovation and evidence-based support, enhances the wellbeing and resilience of serving and veteran police officers, staff and their families and helps to create a resilient and healthier police force. Together we enable them to continue their essential work and make a lasting impact on the lives of those who serve and protect our communities.

Financial review

The results of the Charity are set out in the financial statements on pages 11 to 31.

The Charity remains in a robust financial position and continues to be well placed to support its charitable activities. The Charity however continues to be heavily reliant on its investments as its primary source of income with ongoing calls on reserves to fund increasing beneficiary needs. Our planned underlying deficit is in the region of £2.5m to £3m per year which needs to be addressed through generating new sources of income to place our activities on a sustainable footing.

The Charity's net deficit was £516,839 compared to a deficit of £2,452,638 in 2022/23. The Charity's agreed strategy, as stated in previous annual reports, is to expand activities and assist more beneficiaries and to grow our staff team to help meet this objective.

Expenditure on charitable activities totaled £3,218,681 (2022/23 £2,720,666). The Trustees are developing a strategic plan to diversify our income with a particular focus on fundraising and ultimately increase our offer to our beneficiaries over the next 5 years to guarantee the future of the Charity.

Whilst we consider that face-to-face has always been the gold standard for several of our initiatives, we are pleased that we are now able to be more flexible in our approach with the development of Digital.

Reserves Policy

The Trustees being cognisant of the requirements of the Charity Commission (cc19) reviewed their reserves policy in March 2023.

Our reserves policy aims to ensure that the Charity continues to holds sufficient funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to our beneficiaries if unexpected events occur.

The Charity undertook an exercise in September 2017, with the support of our investment advisors and experts, to model the potential impact of a significant market fall on investments. This was based on the experience of global investment markets over the previous 10 years.

Trustees review levels of reserves annually as part of the annual budget and strategic planning processes taking into account projections of:

- Alternative sources of voluntary income;
- Anticipated income and capital growth of the investment portfolio;
- Existing grant programme commitments and anticipated applications from registered beneficiaries; and,
- Agreed commitments to new initiatives, research and services designed to improve the support of our beneficiary base.

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries.

The strategy includes reduced reliance on investment income to reduce our current annual deficit to break even. The overall reserves balance will in turn reduce over this period but maintain sufficient value to meet unforeseen events and enable the Charity to continue into perpetuity at a scale, seen in recent years.

Trustees are satisfied that the current level of free reserves of £30.7m are in line with the agreed policy.

Investment Management

Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR), to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

Overall, the combined value of our investments as at 31st March 2024 was £29.8m, compared to £27.6m in March 2023. Trustees are pleased to report that CCLA and BNY Newton performance has continued to rank very highly against their peers.

Trustees have taken steps to manage and mitigate risks in our financial performance and position in accordance with the latest available information and guidance. This includes regular review of our risk register by the Trustees

Risk Management

The Senior Leadership Team maintain a detailed risk register which is reviewed by the Audit & Investment Committee quarterly. The Trustees are satisfied that systems are in place to mitigate exposure to major risks.

Future Plans

The Trustees met in October 2024 to consider the Charity's strategic direction for the next 5 years.

This work is ongoing.

Structure, governance and management

The Charity is a company limited by guarantee without share capital. The Trustees are also the directors for the purpose of company law.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

S Crane	(Appointed 22 February 2024)
R Hay	(Appointed 22 February 2024 and resigned 17 October 2024)
A Threadgold	(Appointed 18 May 2023)
L Kelly	
A Basu	
S Ockham	
K Lowes	
D Ray-Hill	
J Tolfrey	
G Stephens	
B Goodwin	(Appointed 16 May 2024)

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Trust's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future. Additionally, they meet annually to consider strategy and to plan for the future and to assess Board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

(a) The National Police Chiefs Council;
(b) The Chief Police Officers' Staff Association;
(c) The Police Superintendents' Association of England and Wales;
(d) The Association of Scottish Police Superintendents;
(e) The Superintendents' Association of Northern Ireland;
(f) The Police Federation of England and Wales;
(g) The Scottish Police Federation;
(h) The Police Federation of Northern Ireland;
(i) The National Association of Retired Police Officers;
(j) The Retired Police Officers' Association Scotland; and
(k) The Northern Ireland Retired Police Officers' Association.

In order to strengthen the skills and diversity of the Board, the Trust may also appoint co-opted trustees.

New Trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed three sub-committees to help with the execution of the Board's responsibilities.

- The Audit & Investment Committee to support the Trustees on financial, control, risk and investment matters.
- The Remuneration & Nomination Committee supports the Trustees on staff matters, trustee appointments and tenure.
- The Clinical Risk Management and Quality Assurance Committee advises the Trustees on clinical matters

Other committees and working groups are formed on a temporary basis as and when needed.

Day to day management of the Charity is delegated to the Chief Executive Officer, who has authority to approve expenditure within the framework of delegations. The Trustees regularly review the scheme of delegation.

All Trustees give of their time freely and no Trustee received remuneration in the year.

Remuneration policy

The pay of all staff is reviewed annually and includes reference to market comparisons and with market rates, ensuring that Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We do not employ interns without pay and we pay the real living wage for all of our staff.

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 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 estimates that are reasonable and prudent; 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

In accordance with the company's articles, a resolution proposing that Alliotts LLP be reappointed as auditor of the company will be put at a General Meeting.

The Trustees' report was approved by the Board of Trustees.

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D Ray-Hill
Chairman
Dated: 18 December 2024

POLICE CARE UK

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF POLICE CARE UK

Opinion

We have audited the financial statements of Police Care UK (the 'Charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the 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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://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 trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF POLICE CARE UK

Stephen Meredith BA FCA DChA (Senior Statutory Auditor)
for and on behalf of Alliotts LLP ...19 December 2024.....

Chartered Accountants
Statutory Auditor

3 London Square
Cross Lanes
Guildford
GU1 1UJ

Alliotts LLP is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

POLICE CARE UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	**3**	631,117	169,422	800,539	601,263	140,000	741,263
Other trading activities	**4**	35,114	-	35,114	25,315	-	25,315
Investments	**5**	724,209	-	724,209	767,840	-	767,840
Total income		1,390,440	169,422	1,559,862	1,394,418	140,000	1,534,418
Expenditure on:							
Raising funds							
Fundraising and publicity	**6**	348,585	-	348,585	246,677	-	246,677
Trading costs	**6**	9,442	-	9,442	10,153	-	10,153
Investment management	**6**	4,629	-	4,629	172,239	-	172,239
		362,656	-	362,656	429,069	-	429,069
Charitable activities	**8**	2,681,471	174,554	2,856,025	2,271,598	20,000	2,291,598
Total expenditure		3,044,127	174,554	3,218,681	2,700,667	20,000	2,720,667
Operating result		(1,653,687)	(5,132)	(1,658,819)	(877,180)	120,000	(757,180)
Net gains/(losses) on investments	**13**	2,175,658	-	2,175,658	(1,266,390)	-	(1,266,390)
Net income/(expenditure)		521,971	(5,132)	516,839	(2,572,639)	120,000	(2,452,639)
Transfers between funds		-	-	-	500	(500)	-
Net movement in funds	**9**	521,971	(5,132)	516,839	(2,572,139)	119,500	(2,452,639)
Reconciliation of funds:							
Fund balances at 1 April 2023		30,022,467	120,000	30,142,467	32,594,606	500	32,595,106
Fund balances at 31 March 2024		30,544,439	114,868	30,659,307	30,022,467	120,000	30,142,467

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

POLICE CARE UK

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Intangible assets	**15**		29,270		73,976
Tangible assets	**16**		16,356		14,734
Investments	**17**		29,775,053		27,599,395
			29,820,679		27,688,105
Current assets					
Stocks	**18**	14,401		19,487	
Debtors	**19**	501,941		635,423	
Cash at bank and in hand		918,442		2,134,395	
		1,434,784		2,789,305	
Creditors: amounts falling due within one year	**20**	(596,156)		(334,943)	
Net current assets			838,628		2,454,362
Total assets less current liabilities			30,659,307		30,142,467
Net assets excluding pension liability			30,659,307		30,142,467
The funds of the Charity					
Restricted income funds	**22**		114,868		120,000
Unrestricted funds			30,544,439		30,022,467
			30,659,307		30,142,467

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 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, 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 16 December 2024

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D Ray-Hill
Chairman

Company registration number 08426630 (England and Wales)

POLICE CARE UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash absorbed by operations	**30**		(1,507,066)		(2,531,727)
Investing activities					
Proceeds from disposal of intangibles		26,244		(2,880)	
Purchase of tangible fixed assets		(10,895)		(9,510)	
Purchase of investments		(25,675,899)		(7,237,425)	
Proceeds from disposal of investments		25,227,453		7,429,949	
Investment income received		724,209		767,840	
Net cash generated from investing activities			291,112		947,974
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(1,215,954)		(1,583,753)
Cash and cash equivalents at beginning of year			2,134,396		3,718,149
Cash and cash equivalents at end of year			918,442		2,134,396

1 Accounting policies

Charity information

Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is 70 Goldsworth Road, Nova Scotia House, Woking GU21 6LQ.

1.1 Accounting convention

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 1 January 2016). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. 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 certain financial instruments at fair value. The principal accounting policies adopted are set out below.

The charity has a 100% owned subsidiary company, PCUK Trading Ltd, which is immaterial in size and therefore consolidated accounts have not been prepared. The results of this company are shown in note 17.

1.2 Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a 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.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors 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.

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.

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.

Subscriptions are the amounts collected by the individual forces through their payroll schemes. Donations are where individuals send money directly to the Trust.

1 Accounting policies **(Continued)**

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

1.5 Expenditure

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Trust to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Trust. The grants are accounted for where either the Trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

Support costs include the central function are allocated on the basis of headcount at the year end as follows:

Cost of raising funds - 18% (2023: 7%)
Charitable activities - 82% (2023: 93%)

Irrecoverable VAT is charged against the category or resources expended for which it was incurred.

Tax recovered from donations received under gift aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

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

Website & Software	over 3 years on a straight line basis

1.7 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.

Individual fixed assets costing £500 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Equipment	over 3 years on a straight line basis
Furniture & Fittings	over 4 years on a straight line basis
Computer Equipment	over 3 years on a straight line 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 the statement of financial activities.

1 Accounting policies **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.9 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible and intangible 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).

1.10 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.11 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. Bank overdrafts are shown within borrowings in current liabilities.

1.12 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 Charity's balance sheet when the Charity 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.

1 Accounting policies **(Continued)**

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 Charity's contractual obligations expire or are discharged or cancelled.

1.13 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.

1.14 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.

Key sources of estimation uncertainty

Valuation of fixed asset investments

A key accounting estimate is the value at which trustees recognise investments. The risk of misstatement is mitigated by the use of investment managers who publish a portfolio valuation. Listed investments are valued by reference to their market value prevailing at the balance sheet date.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	72,818	84,000	156,818	64,189	66,000	130,189
Legacies receivable	327,715	-	327,715	285,116	-	285,116
Grants	-	85,422	85,422	-	74,000	74,000
Payroll giving from police forces	226,105	-	226,105	234,224	-	234,224
Gift Aid receivables	4,479	-	4,479	17,734	-	17,734
	631,117	169,422	800,539	601,263	140,000	741,263

During the year we received the following restricted income:
A grant of £57,470 from the Royal Foundation of the Prince and Princess of Wales to establish a Network of Emergency Services Therapists.
A grant of £27,953 from the Motorola Foundation for use on the Intensive Therapy Service pilot.
A single restricted donation of £84,000 to support the continuation of the Intensive Therapy Service.

4 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Sale of branded merchandise	22,409	7,497
Sale of training manuals	12,705	9,555
Management fees	-	8,263
Other trading activities	35,114	25,315

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income from listed investments	654,229	727,622
Interest receivable	69,980	40,218
	724,209	767,840

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Other fundraising costs	135,054	191,255
Support costs	213,531	55,422
	348,585	246,677
Trading costs		
Trading costs	9,442	10,153
Investment management	4,629	172,239
Total costs	362,656	429,069

7 Expenditure on charitable activities

	Charitable activities 2024	Institution Grants 2024	Maintenance Grants 2024	Assistance Grants 2024	Educational Bursaries 2024	Total 2024
	£	£	£	£	£	£
Direct costs						
Resilience Project	12,743	-	-	-	-	12,743
Pilot Scheme	15,600	-	-	-	-	15,600
Confidential Care Line	852,106	-	-	-	-	852,106
Clinical Support	51,605	-	-	-	-	51,605
Volunteer Program	73,644	-	-	-	-	73,644
Peer Support	1,290	-	-	-	-	1,290
TIPT	12,207	-	-	-	-	12,207
Employment Costs	613,412	-	-	-	-	613,412
Other	36,251	-	-	-	-	36,251
	1,668,858	-	-	-	-	1,668,858
Grant funding of activities (see note 8)	-	31,997	39,000	104,418	39,000	214,415
Share of support and governance costs (see note 10)						
Support	972,752	-	-	-	-	972,752
	2,641,610	31,997	39,000	104,418	39,000	2,856,025
Analysis by fund						
Unrestricted funds	2,467,056	31,997	39,000	104,418	39,000	2,681,471
Restricted funds	174,554	-	-	-	-	174,554
	2,641,610	31,997	39,000	104,418	39,000	2,856,025

7 Expenditure on charitable activities **(Continued)**

Previous year:	Charitable activities 2023	Institution Grants 2023	Maintenance Grants 2023	Assistance Grants 2023	Educational Bursaries 2023	Christmas Grants 2023	Total 2023
	£	£	£	£	£	£	£
Direct costs							
Resilience Project	17,844	-	-	-	-	-	17,844
Confidential Care Line	713,355	-	-	-	-	-	713,355
Clinical Support	12,480	-	-	-	-	-	12,480
Volunteer Program	73,141	-	-	-	-	-	73,141
Peer Support	2,014	-	-	-	-	-	2,014
TIPT	2,618	-	-	-	-	-	2,618
Employment Costs	516,502	-	-	-	-	-	516,502
Other	5,254	-	-	-	-	-	5,254
	1,343,208	-	-	-	-	-	1,343,208
Grant funding of activities (see note 8)	-	116,241	52,500	16,134	26,000	1,200	212,075
Share of support and governance costs (see note 10)							
Support	736,315	-	-	-	-	-	736,315
	2,079,523	116,241	52,500	16,134	26,000	1,200	2,291,598
Analysis by fund							
Unrestricted funds	2,059,523	116,241	52,500	16,134	26,000	1,200	2,271,598
Restricted funds	20,000	-	-	-	-	-	20,000
	2,079,523	116,241	52,500	16,134	26,000	1,200	2,291,598

8 Grants payable

	Institution Grants 2024 £	Institution Grants 2023 £
Major Grants		
RPOAS	-	26,954
1 in 4 Grants		
PCC North Wales	-	15,120
PCC Suffolk	-	(33,836)
Met Police	31,997	49,565
West Mercia & Warwickshire	-	55,938
Recovery Days		
North Yorkshire	-	2,500
	31,997	116,241

9 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	20,000	17,580
Depreciation of owned tangible fixed assets	9,273	9,213
Amortisation of intangible assets	18,462	8,254

10 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	411,507	307,540
Depreciation	27,735	17,467
Computer running costs	152,415	73,240
Rent and service charges	133,732	123,677
Energy and rates	10,696	11,550
Insurance	18,607	16,618
Legal and Professional	116,968	72,653
Telecoms, Printing, postage and stationary	8,607	8,530
Training and subscriptions	26,107	9,322
Marketing and communications	89,352	71,953
Travel, Repairs, cleaning and office sundries	21,056	20,312
HR Consultancy	138,792	29,051
Governance costs	30,709	29,824
	1,186,283	791,737
Analysed between:		
Fundraising	213,531	55,422
Charitable activities	972,752	736,315
	1,186,283	791,737

	2024	2023
Governance costs comprise:	£	£
Audit fees	20,000	17,580
Accountancy	4,861	5,016
Trustee expenses and meeting costs	5,848	7,228
	30,709	29,824

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year, but 9 of them were reimbursed a total of £12,540 for travelling expenses (2023 - 8 were reimbursed £6,670).

No Trustee or other person connected to the charity had any personal interest in any contract or transaction entered into by the charitable company during this year.

12 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Average number of staff	24	23

Employment costs	2024 £	2023 £
Wages and salaries	974,009	829,385
Social security costs	100,193	84,776
Other pension costs	62,966	58,130
Restructuring costs	49,058	-
	1,186,226	972,291

During the year redundancy costs of £49,058 were made as part of a contractual agreement.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
60,000 - 70,000	3	1
90,000 - 100,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	435,586	309,550

13 Gains and losses on investments

	Unrestricted funds 2024	Unrestricted funds 2023
Gains/(losses) arising on:	£	£
Revaluation of investments	2,175,658	(1,266,390)

14 Taxation

The Trust is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

15 Intangible fixed assets

	Website & Software
	£
Cost	
At 1 April 2023	104,718
Disposals	(26,244)
At 31 March 2024	78,474
Amortisation and impairment	
At 1 April 2023	30,742
Amortisation charged for the year	18,462
At 31 March 2024	49,204
Carrying amount	
At 31 March 2024	29,270
At 31 March 2023	73,976

16 Tangible fixed assets

	Equipment	Furniture & Fittings	Computer Equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	4,728	10,075	45,504	60,307
Additions	-	-	10,895	10,895
Disposals	-	-	(15,270)	(15,270)
At 31 March 2024	4,728	10,075	41,129	55,932
Depreciation and impairment				
At 1 April 2023	2,622	6,918	36,033	45,573
Depreciation charged in the year	953	1,242	7,078	9,273
Eliminated in respect of disposals	-	-	(15,270)	(15,270)
At 31 March 2024	3,575	8,160	27,841	39,576
Carrying amount				
At 31 March 2024	1,153	1,915	13,288	16,356
At 31 March 2023	2,106	3,157	9,471	14,734

17 Fixed asset investments

	Portfolio	Other investments	Total
	£	£	£
Cost or valuation			
At 1 April 2023	27,599,394	1	27,599,395
Additions	25,675,899	-	25,675,899
Valuation changes	1,727,212	-	1,727,212
Disposals	(25,227,453)	-	(25,227,453)
At 31 March 2024	29,775,052	1	29,775,053
Carrying amount			
At 31 March 2024	29,775,052	1	29,775,053
At 31 March 2023	27,599,394	1	27,599,395

Other investments comprise:	Notes	2024 £	2023 £
Investments in subsidiaries	27	1	1

Fixed asset investments revalued

Fixed asset investments include listed investments of £29,775,053.

The historic cost of the portfolio is £28,075,213 (2023: £27,931,009).

The above investments include a £1 investment at cost in the 100% subsidiary PCUK trading Ltd, a company incorporated in June 2022 an registered in England and Wales, company number 14179796. The company sells training courses/materials.

18 Stocks

	2024	2023
	£	£
Finished goods and goods for resale	14,401	19,487

19 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	1,242	2,730
Amounts owed by subsidiary undertakings	500	-
Other debtors	503	20,416
Prepayments and accrued income	499,696	612,277
	501,941	635,423

20 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	107,159	47,099
Other creditors	30,184	10,422
Accruals and deferred income	458,813	277,422
	596,156	334,943

21 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	62,966	58,130

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Donations	66,000	84,000	(66,000)	-	84,000
Restricted Funding	54,000	85,422	(108,554)	-	30,868
	120,000	169,422	(174,554)	-	114,868

Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
Warwickshire	500	-	-	(500)	-
Donations	-	66,000	-	-	66,000
Restricted Funding	-	74,000	(20,000)	-	54,000
	500	140,000	(20,000)	(500)	120,000

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
1 in 4 Fund	33,834	-	(31,997)	-	-	1,837
Investment Fund	23,396,760	-	-	-	-	23,396,760
Mental Health Fund	976,990	-	-	-	-	976,990
Planned call on reserves	4,845,894	-	-	650,000	-	5,495,894
General funds	768,988	1,390,440	(3,012,130)	(650,000)	2,175,658	672,956
	30,022,467	1,390,440	(3,044,127)	-	2,175,658	30,544,437

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2023 £
Welfare fund	250,000	-	-	(250,000)	-	-
1 in 4 Fund	157,200	-	(86,787)	-	(36,579)	33,834
Investment Fund	23,969,258	-	-	-	(572,498)	23,396,760
Mental Health Fund	1,000,000	-	(23,010)	-	-	976,990
Planned call on reserves	4,754,487	-	-	-	91,407	4,845,894
General funds	2,463,661	1,394,418	(2,590,870)	250,500	(748,720)	768,989
	32,594,606	1,394,418	(2,700,667)	500	(1,266,390)	30,022,467

1 in 4 Fund
Following the publication of our Injury on Duty report in 2016, The Trustees set side a total on £3m to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded. This fund has now closed to new applicants.

Investment Fund
Reserves are designated so that the value of investments is appropriate to support the income target for the year ahead.

Mental Health Fund
The Trustees set aside a fund to improve access to intensive psychological care.

Planned Call On Reserves
The charity is currently undertaking a period of transformation and an operational deficit of approx. £5.5m is expected over the next two years.

24 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Intangible fixed assets	29,270	-	29,270
Tangible assets	16,356	-	16,356
Investments	29,775,053	-	29,775,053
Current assets/(liabilities)	723,760	114,868	838,628
	30,544,439	114,868	30,659,307

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Intangible fixed assets	73,976	-	73,976
Tangible assets	14,734	-	14,734
Investments	27,599,395	-	27,599,395
Current assets/(liabilities)	2,334,362	120,000	2,454,362
	30,022,467	120,000	30,142,467

25 Operating lease commitments

Lessee

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	96,314	96,314
Between two and five years	128,098	240,786
	224,412	337,100

26 Contingent asset

The Trust has attached a number of liens to the special grants awarded to dependants; these expire within 10 years of issue of the grant awarded.

27 Subsidiaries

Details of the Charity's subsidiaries at 31 March 2024 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
PCUK Trading Ltd	Nova Scotia House, 70 Goldsworth Road, Woking, GU21 6LQ	Sale of training courses/ materials	Ordinary	100.00	

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/(Loss)	Capital and Reserves
	£	£
PCUK Trading Ltd	3,131	13,351

28 Related party transactions

Transactions with related parties

Accounting software services to the value of £6,360 (2023: £6,360) were provided to the Charity by a company under control of a member of key management personnel. There were no other related party transactions.

29 Analysis of changes in net funds

The Charity had no material debt during the year.

30	Cash generated from operations	2024 £	2023 £
	Surplus/(deficit) for the year	516,839	(2,452,639)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(724,209)	(767,840)
	Fair value gains and losses on investments	(1,727,213)	1,266,390
	Amortisation and impairment of intangible assets	18,462	8,254
	Depreciation and impairment of tangible fixed assets	9,273	9,213
	Movements in working capital:		
	Decrease in stocks	5,086	100
	Decrease/(increase) in debtors	133,482	(340,758)
	Increase/(decrease) in creditors	261,214	(254,448)
	Cash absorbed by operations	(1,507,066)	(2,531,728)

Police Care UK

England & Wales - Charity number 1151322

Accounts

Police Care UK

Trustees' Annual Report 2022-23

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

Charity Registration number: 1151322 (England and Wales), SC0047767 (Scotland)
Company Registration number: 08426630 (England and Wales)

Police Care UK

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Police Care UK makes sure both serving and former colleagues who suffer harm, and their families, have someone to turn to when things get tough.

We provide practical, emotional, and financial support that is confidential, independent, and accessible.

Charity Registration number: 1151322 (England and Wales), SC0047767 (Scotland)
Company Registration number: 08426630 (England and Wales)

Vision

The welfare needs of the police family are upheld and members are supported to achieve their full potential.

Mission

To reduce the impact of harm on police and their families.

Aims and objectives

Ensuring everyone is aware of the harm police experience as part of their role.

Enabling people to recover and rebuild their lives.

Engaging with the police service to do all they can to reduce or prevent harm.

Values

Caring

Our approach is one built around understanding the difficult environment in which the police operate in. We demonstrate empathy, respect, and understanding in everything we do.

Independent

We effectively support the service whilst being outside it. This means we can wholeheartedly champion the needs of our beneficiaries free from conflicts of interest.

Open

We share our expertise, experience, and resources with others because we understand that collaboration is the only way we can help improve the lives of our beneficiaries.

Responsible

We use our resources wisely to best support our beneficiaries, both now and in the future, while upholding the highest ethical and professional standards possible.

Innovative

We constantly seek new ways to improve our working practices, support programmes, and welfare options to better support our beneficiaries.

Chair's Statement

Police Care UK continues to deliver transformational support to people injured in the service of policing and their families. Our long-standing tradition of policing by consent means that the way the police service keeps our communities safe places even further risk and burden on its people. Beyond the iconic 'bobbies' on our streets, policing in the modern world demands a wide range of less visible enforcement with similar psychological and physical risks.

The small team at Police Care UK, operating on an equally small annual budget, continue to deliver life-changing support to serving and retired police officers, staff and their families. Helped by a nationwide movement of volunteers who give long hours in support of this mission and our ongoing relationships across the service, we have been able to expand our support while continuing to design and test innovative new treatments and clinical programmes.

This is made possible by the leadership of Gill Scott-Moore as CEO over the last ten years and my predecessor as Chair of Trustees Mark Lindsay (18th July 2018 - 27th May 2022). During this time, The Police Dependent's Trust was transformed into Police Care UK. With the new name came an expanded mission to address the huge gap in treatment of psychological trauma that leads to so many unhappy lives. While continuing to provide welfare and assistance, the team has delivered ground-breaking studies and turned them into action through innovative trauma treatment and prevention programmes.

As we say goodbye and thank you to Gill after 10 years of excellent service, we remain committed to continuing our work, expanding our support and developing the innovative treatments that will keep many more people in happy and successful lives through policing.

On behalf of all my fellow Trustees, thank you to our staff, our volunteers and all our partners.

Derek Ray-Hill

Chair of Trustees

CEO's Foreword

I write this foreword with mixed emotions. I have a huge amount of pride in the achievements of Police Care UK during my time as Chief Executive, but also some sadness as I prepare to leave the Charity that I have been privileged to lead for almost 10 years.

The demanding nature of police work often leads to physical and mental health challenges, the effects of which can last long beyond policing careers. With 1 in 5 serving personnel living with symptoms of Post Traumatic Stress Disorder and around 11,000 officers injured each year as a result of assaults alone, the need for dedicated support is crucial.

Dedicated support is crucial, not only due to the unique role of policing and the inherent risks they face but also the intense public, media and political scrutiny under which they perform their duties, often in incredibly challenging circumstances. One event in particular was the policing operations surrounding the sad death of Her Majesty Queen Elizabeth II whom the Charity was honoured to have as its Patron since 1968.

"Our combination of research, innovation and evidence-based support, enhances the wellbeing and resilience of serving and veteran police officers, staff and their families and helps to create a resilient and healthier police force".

Over the last 10 years, Police Care UK has evolved from a traditional benevolent charity to one which is now recognised as a leader and innovator in police wellbeing. The challenge for the future will be to maintain and build on this reputation whilst avoiding the risk of transference of duty of care from police forces and government as public finances continue to be squeezed. Finding new sources of funding and growing our supporter base to reduce the Charity's reliance upon its reserves, is key to long term sustainability.

Our combination of research, innovation and evidence-based support, enhances the wellbeing and resilience of serving and veteran police officers, staff and their families and helps to create a resilient and healthier police force. Together we enable them to continue their essential work and make a lasting impact on the lives of those who serve and protect our communities.

Gill Scott-Moore

Chief Executive Officer

Charitable Activities Report

This year saw us provide assistance to over 1,000 requests for help with 339 people given access to more than 3,900 sessions of psychotherapy, predominantly due to the trauma they witnessed or experienced whilst on duty. Grants, peer support and general advice and signposting formed the majority of our other sources of help to individuals. Our activities covered all four nations of the UK. A total of these individual 140 requests for help were from members of the policing community in Scotland.

Reflecting our commitment to innovation during the year, we began a pilot project focussed on the needs of serving officers with Complex-PTSD. This mental health condition is notoriously difficult to treat, however, the early results of this service evaluation are incredibly encouraging with 93% of the three cohorts of delegates able to return to work. This Intensive Therapy Service project will continue to run for the forseeable future to help build an evidence base. Assuming results continue to be positive, we hope it will be adopted by the police service as a meaningful treatment option for C-PTSD. The Charity will also look at how the project could be further developed beyond its current residential-only format to be delivered online thereby increasing its accessibility and making it more cost effective.

Having evolved in recent years from a benevolent welfare and grant-based organisation to include the delivery of mental health clinical support services, the way we operate continues to evolve. This includes investing in our internal clinical capacity and capabilities to make sure we deliver services that assess, protect and support beneficiaries appropriately.

To help increase the resilience of those police officers and staff exposed to trauma we also continue to work with forces to deliver training in our Trauma Impact Prevention Techniques (TIPT). This included an intensive week in June where we delivered training across the Highlands and Islands division of Police Scotland. Our ambition is that these techniques are routinely available to all those in frontline policing roles.

POLICE CARE UK

LEGAL & ADMINISTRATIVE INFORMATION FOR THE YEAR END 31 MARCH 2023

Trustees

N Basu
L Kelly
K Lowes
S Ockham
D Ray-Hill
G Stephens
D Threadgold
J Tolfrey

The list of Trustees above are those serving at the time these accounts were signed. During the year and up to the date of the accounts being signed the Trustee movements were:

N Basu	Appointed 19th May 2022
P Fotheringham	Appointed 19th May 2022 Retired 26th October 2023
D Hamilton	Retired 16th February 2023
S Hartshorn	Retired 12th June 2023
M Lindsay	Retired 27th May 2022
S Mertes	Retired 31st August 2023
A Orchard	Retired 12th April 2023
D Pond	Retired 17th July 2023
D Threadgold	Appointed 18th May 2023

Charity Number (England & Wales) 1151322

Charity Number (Scotland) SC0047767

Company Number 08426630

Auditor

Alliotts LLP
Friary Court
13-21 High Street
Guildford
GU1 3DL

Bankers

Royal Bank of Scotland PLC
London Drummonds Branch
49 Charing Cross
London
SW1A 2DX

LEGAL & ADMINISTRATIVE INFORMATION
FOR THE YEAR END 31 MARCH 2023 (continued)

Solicitors	BDB Pitmans LLP 50 Broadway Westminster London SW1H 0BL
Investment advisors	Independent Investment Reviews 88 Kingsway London WC2B 6AA

The Trustees present their report and financial statements for the year ended 31 March 2023.

TRUSTEES' REPORT
FOR THE YEAR END 31 MARCH 2023

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

STRUCTURE GOVERNANCE & MANAGEMENT

The Charity is a company limited by guarantee without share capital. The Trustees are also the directors for the purpose of company law.

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees met four times during the year to consider the Charity's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future. Additionally, they meet annually to consider strategy and to plan for the future and to assess board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

(a) The National Police Chiefs Council;

(b) The Chief Police Officers' Staff Association;

(c) The Police Superintendents' Association of England and Wales;

(d) The Association of Scottish Police Superintendents;

(e) The Superintendents' Association of Northern Ireland;

(f) The Police Federation of England and Wales;

(g) The Scottish Police Federation;

(h) The Police Federation of Northern Ireland;

(i) The National Association of Retired Police Officers;

(j) The Retired Police Officers' Association Scotland; and

(k) The Northern Ireland Retired Police Officers' Association

In order to strengthen the skills and diversity of the Board the Charity may also appoint co-opted Trustees.

TRUSTEES' REPORT

FOR THE YEAR END 31 MARCH 2023

New trustees attend an induction and meet employees and attend training to support their role. Trustees are routinely updated with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed two sub-committees to help with the execution of the Board's responsibilities. The Audit & Investment Committee met 4 times during the year to support the Trustees on financial, control, risk and investment matters. The Remuneration & Nomination Committee met once and supports the Trustees on staff matters, trustee appointments and tenure.

Other committees and working groups are formed on a temporary basis as and when needed.

Day to day management of the Charity is delegated to the Chief Executive, who has authority to approve expenditure within the framework of delegations. The Trustees regularly review the scheme of delegation.

All Trustees give of their time freely and no Trustee received remuneration in the year.

Remuneration policy

The Trustees consider that the Chief Executive, Director of Research, Head of Operations and the Head of Finance & Resources comprise the key management personnel of the Charity, in charge of directing and controlling, running and operating the Charity on a day-to-day basis.

The pay of all staff is reviewed annually and includes reference to comparisons with other charities ensuring the Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We aim to recruit at the lower medium point with comparable organisations, providing scope to reward excellence whilst taking into account the Charity's ability to attract and retain committed and motivated employees. We do not employ interns without pay and we pay the real living wage for all of our staff.

OBJECTIVES AND ACTIVITIES

Objects of the Charity

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependants arising through injury, death as a result of duty, illness, hardship and old age.

Police Care UK is the Charity for the entirety of policing doing our utmost to improve the mental health and wellbeing of police personnel. We are there for serving, veteran police officers, staff, and their families and police forces throughout the UK from local to national.

TRUSTEES' REPORT
FOR THE YEAR END 31 MARCH 2023

How the Charity operates

Police Care UK provides a comprehensive programme of counselling, emotional support & advice, grant funding, training and research. We improve awareness and understanding of the harms of policing, enable police forces to better look after their people and, most importantly, help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service

We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Framework for success

Trustees have agreed a Framework for Success which helps focus our activities on those areas where we consider we can have the greatest impact. The framework sets out our core aims and objectives.

For further information on the specific grants programmes and other services for both individuals and organisations, our Framework for Success and our Impact Report, visit the Charity's website https://www.policecare.org.uk/about-us

Activities for Public Benefit

In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for assistance and be considered as a potential beneficiary. The impact of the Charity's work goes beyond those helped directly as we help reduce the distress experienced by the family and friends of those who are injured, and, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

TRUSTEES' REPORT
FOR THE YEAR END 31 MARCH 2023

Fundraising

We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We do not undertake any door-to-door or street fundraising, and do not use any third party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements. We do not sell any personal data for use by any external organisation.

We report and monitor on a regular basis through our Senior Leadership Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we are continuously improving the overall experience provided to vulnerable supporters.

Complaints

We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

TRUSTEES' REPORT
FOR THE YEAR END 31 MARCH 2023

ACHIEVEMENTS AND PERFORMANCE

1530
enquiries were received by our Welfare and Therapeutics Team.

71%
of all enquiries passed to our Therapeutics services went on to receive trauma therapy.

3900
counselling sessions were accessed by our beneficiaries, via our Therapeutic services.

96%
is the improvement rate from the Internal Trauma Questionnaire scores, pre and post therapy.

74%
of all grants were approved.

104
therapy sessions have been delivered through the Thrive App with a success rate of 88.2%.

1000
hours have been dedicated to Police Care UK by our volunteers, who supported events and offered support to our beneficiaries.

Enquiries by country

85% England
10% Scotland
3% Northern Ireland
2% Wales

TRUSTEES' REPORT
FOR THE YEAR END 31 MARCH 2023

Future Plans

The Trustees met in March 2023 to consider the Charity's strategic direction for the next 10 years, Trustees' reaffirmed their commitment to:

- Continue to be the leading voice in identifying, quantifying and evidencing solutions for police officers, staff and their families harmed as a result of policing.
- Continue to provide support - both clinical and non-clinical - to our beneficiaries helping them to rebuild their lives.
- Invest in the specialist clinical skills and capabilities needed to support innovation and increase the number of beneficiaries we can help.
- Focus on fundraising and engagement with new audiences who support policing.

Financial Review

The results of the Charity are set out in the financial statements on pages 22 to 45.

The Charity remains in a robust financial position and continues to be well placed to support its charitable activities. The Charity however continues to be heavily reliant on its investments as its primary source of income with ongoing calls on reserves to fund increasing beneficiary needs. Our planned underlying deficit is in the region of £2.5m per year which needs to be addressed through generating new sources of income to place our activities on a sustainable footing.

The Charity's net deficit (before other recognised gains and losses) was £1,186,248 compared to a deficit of £1,680,496 in 2021/22. The Charity's agreed strategy, as stated in previous annual reports, is to expand activities and assist more beneficiaries and to grow our staff team to help meet this objective. Accordingly, our headcount grew from 22 to 23.

Total income of £1,534,417 saw an increase of £408,514 due to two significant legacies totalling £227k and restricted income (£140k) for funding our Intensive Therapy Service and the settling up of our Network of Emergency Service Therapists.

Expenditure on charitable activities totalled £2,291,597 (2021/22 £2,360,873), a decrease of £69,276. The Trustees have developed a strategic plan to diversify our income, with a particular focus on fundraising and ultimately increase our offer to our beneficiaries over the next 5-10 years to guarantee the future of the Charity. A new Head of Fundraising was appointed in July 2023.

We continued to deliver project activity on-line, where feasible, as part of our strategy following Covid, for example our Veteran Peer Support Service and training in our Trauma Impact Prevention Techniques. Whilst we consider that face-to-face will always be the gold standard for several of our initiatives, we are pleased that we are now able to be more flexible in our approach.

TRUSTEES' REPORT
FOR THE YEAR END 31 MARCH 2023

Investment Management

Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR) to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms

Overall, the combined value of our investments as at 31st March 2023 was £27.6m, compared to £29.06m in March 2022, a decrease of 5%. Trustees' are pleased to report that CCLA and BNY Newton performance has continued to rank very highly against their peers.

Trustees have taken steps to manage and mitigate risks in our financial performance and position in accordance with the latest available information and guidance. This includes regular review of our risk register by the Trustees'.

Risk Management

The Senior Leadership Team maintain a detailed risk register which is reviewed in detail by the Audit & Investment Committee quarterly. The Trustees' are satisfied that systems are in place to mitigate exposure to major risks.

TRUSTEES' REPORT

FOR THE YEAR END 31 MARCH 2023

Reserves Policy

The Trustees being cognisant of the requirements of the Charity Commission (cc19) reviewed their reserves policy in March 2023.

Our reserves policy aims to ensure that the Charity continues to hold sufficient funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to our beneficiaries if unexpected events occur.

The Charity undertook an exercise in September 2017, with the support of our investment advisors and experts, to model the potential impact of a significant market fall on investments. This was based on the experience of global investment markets over the previous 10 years.

Trustees review levels of reserves annually as part of the annual budget and strategic planning processes taking into account projections of:

- Alternative sources of voluntary income;
- Anticipated income and capital growth of the investment portfolio;
- Existing grant programme commitments and anticipated applications from registered beneficiaries; and,
- Agreed commitments to new initiatives, research and services designed to improve the support of our beneficiary base.

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries.

As part of the review in March 2023, the Trustees agreed a new strategy that over a 10 year period the Charity will invest a proportion of its reserves to grow fundraising income and support the delivery of agreed priorities within its charitable objectives.

This will deliver a reduced reliance on investment income and reduce our current annual deficit to break even. The overall reserves balance will in turn reduce over this period but maintain sufficient value to meet unforeseen events and enable the Charity to continue into perpetuity at a scale, seen in recent years.

Trustees are satisfied that the current level of free reserves of £768,990 are in line with the agreed policy.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 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 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Companies Provisions

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees on 16 November 2023.

Derek Ray-Hill
Derek Ray-Hill (Dec 2, 2023 15:00 GMT)

D Ray-Hill
Chair

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF POLICE CARE UK

FOR THE YEAR END 31 MARCH 2023

We have audited the financial statements of Police Care UK (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF POLICE CARE UK

FOR THE YEAR END 31 MARCH 2023

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF POLICE CARE UK FOR THE YEAR END 31 MARCH 2023

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws. and regulations;
- We identified the laws and regulations applicable to the company through discussions with Trustees and other management, and from our knowledge and experience of the sector;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF POLICE CARE UK
FOR THE YEAR END 31 MARCH 2023

Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011, the Charities SORP, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Audit response to risks identified

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Reviewed all transactions listed;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and,
- Investigated the rationale behind significant or unusual transactions.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF POLICE CARE UK FOR THE YEAR END 31 MARCH 2023

Audit response to risks identified (continued)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation; and,
- Enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

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

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Stephen Meredith BA FCA DChA (Senior Statutory Auditor)

for and on behalf of Alliotts LLP 04/12/2023

Chartered Accountants
Statutory Auditor

Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income and endowments from					
Donations and legacies	3	601,263	140,000	741,263	465,115
Other trading activities	4	25,315	-	25,315	3,660
Investments	5	767,840	-	767,840	657,128
Total Income		**1,394,418**	**140,000**	**1,534,418**	**1,125,903**
Expenditure on:					
Raising funds					
Fundraising and publicity	6	246,677	-	246,677	267,256
Trading costs	6	10,153	-	10,153	-
Investment management	6	172,239	-	172,239	178,269
		429,069	-	429,069	445,525
Charitable activities	7	2,271,597	20,000	2,291,597	2,360,873
Total expenditure		**2,700,666**	**20,000**	**2,720,666**	**2,806,399**
Net expenditure before investment gains/(losses)		(1,306,248)	120,000	(1,186,248)	(1,680,496)
Loss on disposal of fixed assets	4	(0)	-	(0)	207
Loss on sale of investment property	4	-	-	-	4,497
Net gains/(losses) on investments	14	(1,266,390)	-	(1,266,390)	(2,874,020)
Net income/(expenditure) before transfers		(2,572,638)	120,000	(2,452,638)	1,188,821
Gross transfers between funds		500	(500)	-	
Net movement in funds		(2,572,138)	119,500	(2,452,638)	116,419
Fund balances at 1 April 2022		32,594,606	500	32,595,106	31,406,286
Fund balances at 31 March 2023		**30,022,468**	**120,000**	**30,142,468**	**32,595,106**

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

All income and expenditure derive from continuing activities.

Details of comparative figures by fund are shown in note 24.

POLICE CARE UK

BALANCE SHEET AS AT 31 MARCH 2023

Company Registration number 08426630 (England and Wales)

	Notes	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS					
Fixed Assets	12		88,711		93,789
Investments	14		27,599,395		29,058,308
			27,688,106		29,152,096
CURRENT ASSETS					
Stocks		19,487		19,587	
Debtors	15	635,423		294,665	
Cash at bank and in hand		2,134,395		3,718,149	
		2,789,305		4,032,400	
CREDITORS: amounts falling due within one year	16	(334,943)		(589,390)	
NET CURRENT ASSETS			2,454,362		3,443,010
NET ASSETS			30,142,468		32,595,106
INCOME FUNDS					
Unrestricted funds					
Designated funds	17	29,253,479		30,130,945	
General funds	17	768,889		2,463,661	
			30,022,468		32,594,606
Restricted funds	18		120,000		500
TOTAL FUNDS			**30,142,468**		**32,595,106**

The notes on pages 24-45 form part of these financial statements.

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies

The financial statements were approved by the Board of Trustees on 16 November 2023 and are signed on it's behalf.

D Ray-Hill Derek Ray-Hill

Derek Ray-Hill (Dec 2, 2023 15:00 GMT)

Chair

POLICE CARE UK

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from operations	23		(2,531,727)		(2,000,316)
Cash flows from investing activities					
Purchase of intangible fixed assets		(2,880)		(75,810)	
Purchase of tangible fixed assets		(9,510)		(11,335)	
Purchase of investments		(7,237,425)		(4,820,398)	
Proceeds from sale of tangible fixed assets		-		260,503	
Proceeds from sale of investments		7,429,949		4,976,432	
Dividends and interest from investments		767,840		657,128	
Net cash provided by/(used in) investing activities			947,973		986,520
Net increase in cash and cash equivalents			(1,583,754)		(1,013,796)
Cash and cash equivalents at beginning of year			3,718,149		4,731,945
Cash and cash equivalents at end of year			**2,134,395**		**3,718,149**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting polices

Charity information
Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is Nova Scotia House, 70 Goldsworth Road, Woking, Surrey, GU21 6LQ.

1.1 Accounting convention
The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. 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 listed investments at fair value. The principal accounting policies adopted are set out below.

The Charity has a 100% owned subsidiary company, PCUK Trading Limited, which is immaterial in size and therefore consolidated accounts have not been prepared. The results of this company are shown in note 14.

1.2 Going concern
The Trustees consider there are no material uncertainties about the Charity's ability to continue as a 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 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.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution. Legacies are accrued when the Charity is entitled to the receipt, receipt is probable and it can be measured or estimated with sufficient reliability.

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Charity. The grants are accounted for where either the Trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

In 2020-21 support cost allocation was changed from an arbitrary 30:70 split to a basis of head count at the year end. Support costs which include the central function are allocated on the basis of headcount at the year-end as follows

Cost of raising funds – 7% (2020-21: 15%)

Charitable activities – 93% (2020-21: 85%)

Irrecoverable VAT is charged against the category or expenditure on which it was incurred.

Tax recovered from donations received under Gift Aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

1.5 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. Individual fixed assets costing £300 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Leasehold Property	over 50 years on a straight line basis on the estimated cost of the building;
Computer Equipment	over 3 years on a straight line basis;
Furniture & Fittings	over 4 years on a straight line 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1.6 Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

The valuation of the investments was performed by the investment managers. The market value of listed investments is publicly available.

1.8 Stock

Stock is stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 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.

1.10 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.
Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes of uses of the designated funds are set out in the notes to the financial statements.

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.

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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1.11 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 Charity's balance sheet when the Charity 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 asst 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 financial 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 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 Charity's contractual obligations expire or are discharged or cancelled.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1.12 Employee benefits

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.

1.13 Retirement benefits

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

1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight-line basis over the term of the relevant lease.

1.15 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. The estimates included in the accounts generally relate to accrued legacies and the Woodford Fund held in investments.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

3. DONATIONS AND LEGACIES	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Donations and gifts	64,190	66,000	130,190	139,066
Legacies receivable	285,116	-	285,116	76,022
Payroll giving from police forces	234,224	-	234,224	238,314
Gift Aid receivables	17,734	-	17,734	11,713
Government Grants	-	74,000	74,000	
	601,263	**140,000**	**741,263**	**465,115**

During the year we received the following restricted income:

- A grant of £24,000 from Wates Family Charities for research into the effects on police officers who respond to members of the public experiencing poor mental health within the community.
- A grant of £30,000 from the Royal Foundation of the Prince and Princess of Wales to establish a Network of Emergency Services Therapists.
- Funding of £20,000 from the National Police Wellbeing Service to support the pilot of our Intensive Therapy Service for CPTSD.
- A single restricted donation of £66,000 to support the continuation of the Intensive Therapy Services pilot.

Comparative figures:	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations and gifts	139,066	-	139,066	58,517
Legacies receivable	76,022	-	76,022	653,807
Payroll giving from police forces	238,314	-	238,314	242,074
Gift Aid receivable	11,713	-	11,713	11,184
Restricted funds	-	-	-	11,105
	465,115	**-**	**465,115**	**976,687**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Sale of branded merchandise	7,497	-	7,497	184
Other trading activities	-	-	-	41
Sales of training manuals	9,555	-	9,555	3,435
Management fees	8,263	-	8,263	-
	25,315	-	25,315	3,660
Loss on disposal of fixed assets	-	-	-	(207)
Loss on sale of investment property	-	-	-	(4,497)
	-	-	-	(4,704)

Comparative figures:	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Sales of branded merchandise	184	-	184	504
Sales of training manuals	3,486	-	3,486	2,063
	3,660	-	3,660	2,567

5. INVESTMENT INCOME

	Total Unrestricted Funds 2023 £	Total Unrestricted Funds 2022 £
Income from listed investments	727,622	655,454
Interest receiveable	40,218	1,674
	767,840	657,128

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

6. RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Funding and publicity				
Other fundraising costs	191,255	-	191,255	162,390
Support costs	55,422	-	55,422	104,866
Fundraising and publicity	246,677	-	246,677	267,256
Trading costs	10,153	-	10,153	-
Investment Management	172,239	-	172,239	178,269
	429,069	**-**	**429,069**	**445,525**

Comparative figures:	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Funding and publicity				
Other fundraising costs	162,390	-	162,390	170,877
Support costs (note 8)	104,867	-	104,867	137,448
Fundraising and publicity	267,257	-	267,257	308,325
Investment management	178,269	-	178,269	168,531
	445,526	-	445,526	476,856

7. CHARITABLE ACTIVITIES

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2023 £	Total 2022 £
Grants to institutions:							
Major grants	26,954	-	-	-	-	26,954	22,683
1 in 4 grants	86,787	-	-	-	-	86,787	106,280
Wellbeing grants	-	-	-	-	-	-	35,363
Recovery Days	2,500	-	-	-	-	2,500	923
	116,241	-	-	-	-	116,241	165,250
Grants to individuals	-	52,500	16,134	26,000	1,200	95,834	168,625
	116,241	**52,500**	**16,134**	**26,000**	**1,200**	**212,075**	**333,874**

Other charitable activities	**Unrestricted £**	**Restricted £**	**2023 £**	**2022 £**
Resilience Project	17,843	-	17,843	10,824
Confidential Care Line	693,355	20,000	713,355	887,610
Clinical Support	12,480	-	12,480	1,865
Volunteer Program	73,141	-	73,141	116,624
Peer Support	2,014	-	2,014	8,918
Wolf book & video	-	-	-	24,020
TIPT	2,618	-	2,618	1,518
Employment Costs	516,502	-	516,502	367,939
Other	5,254	-	5,254	13,440
Allocation of support and governance costs (note 8)	736,315	-	736,315	594,242
	2,059,522	20,000	2,079,522	2,026,999
Total charitable activities	**2,271,597**	**20,000**	**2,291,597**	**2,360,873**

Charitable Activities continued - comparative figures

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2022 £	Total 2021 £
Grants to institutions:							
Major grants	22,683	-	-	-	-	22,683	2,250,000
1 in 4 grants	106,280	-	-	-	-	106,280	190,079
Wellbeing grants	35,363	-	-	-	-	35,363	3,058
Recovery Days	923	-	-	-	-	923	-
	165,249	-	-	-	-	165,249	2,443,137
Grants to individuals	-	41,500	40,025	85,000	2,100	168,625	191,062
	165,249	**41,500**	**40,025**	**85,000**	**2,100**	**333,874**	**2,634,199**

Other charitable activities	2022 £	2021 £
Resilience Project	10,824	17,291
In Patient Stays	-	7,829
Confidential Care Line	887,610	787,767
Clinical Support	1,865	200
Volunteer Program	116,624	103,822
Peer Support	8,918	10,674
Wolf book & video	24,020	7,312
TIPT	1,518	5,814
Employment Costs	367,939	326,917
Other	13,439	4,137
Allocation of support and governance costs (note 8)	594,242	470,728
Total charitable activities	**2,360,873**	**4,376,690**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

7. CHARITABLE ACTIVITIES (continued)

Grants made to institutions	£	2023 £	£	2022 £
Major Grants				
RPOAS	26,954		22,683	
		26,954		**22,683**
1 in 4 Grants				
PCC North Wales	15,120		37,620	
PCC Suffolk	(33,835)		-	
PCC Humberside	-		35,144	
PCC Devon & Cornwall	-		32,386	
SPA	-		21,679	
Met Police	49,565		50,000	
West Mercia & Warwickshire	55,937		-	
Less accruals brought forward no longer needed as projects cancelled for operational reasons by forces.	-		(70,549)	
		86,787		**106,280**
Wellbeing Grants				
Scottish Police Authority	-		13,805	
Met Police	-		2,565	
PCC Lincolnshire	-		1,200	
PCC Sussex	-		5,880	
PCC Cheshire	-		1,817	
PCC Nottingham	-		500	
PCC Surrey/Sussex	-		3,000	
PCC Devon and Cornwall			3,000	
City of London Police	-		1,833	
PCC North Yorkshire	-		1,200	
British Transport Police	-		1,200	
GMP	-		940	
Less accruals written off	-		(1,577)	
		-		**35,363**
Recovery Days				
North Yorkshire	2,500		-	
PCC Essex	-		498	
Scottish Police Authority	-		2,046	
PCC - Cheshire	-		180	
Less grant accruals written off	-		(1,800)	
		2,500		**924**
Total grants payable to institutions		**116,241**		**165,250**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

8. SUPPORT COSTS

	Support costs £	Governance costs £	Total 2023 £	Total 2022 £
Staff costs	307,540	-	307,540	255,721
Depreciation	17,467	-	17,467	13,049
Computer running costs	73,240	-	73,240	68,947
Travel	4,160	-	4,160	2,534
Energy and rates	11,550	-	11,550	9,818
Rent	97,587	-	97,587	60,996
Service charge	26,090	-	26,090	22,088
Insurance	16,618	-	16,618	13,187
Telecommunications	6,052	-	6,052	9,946
Printing, postage and stationary	2,477	-	2,477	4,133
Training and subscriptions	9,322	-	9,322	3,396
Marketing and communications costs	71,953	-	71,953	51,699
Repairs, cleaning and office sundries	15,194	-	15,194	13,356
Bank charges	956	-	956	1,225
Relocation costs	-	-	-	25,692
Audit fees	-	17,580	17,580	15,420
Accountancy	-	5,016	5,016	4,110
Legal and professional	-	101,705	101,705	118,294
Trustees	-	7,228	7,228	5,948
	660,208	**131,529**	**791,736**	**699,109**
Analysed between				
Fundraising (note 6)	46,215	9,207	55,422	104,866
Charitable activities (note 7)	613,993	122,322	736,315	594,242
	660,208	**131,529**	**791,736**	**699,109**

Governance costs include payments to the auditors of £16,800 (2022: £13,080) for the audit of the financial statements and £nil (2022: £3,120) for accountancy services. Amounts include VAT.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

8. SUPPORT COSTS (Continued)

Comparative figures for 2022	Support costs £	Governance costs £	Total 2022 £	Total 2021 £
Staff costs	255,720	-	255,721	234,760
Depreciation	13,049	-	13,049	12,230
Computer running costs	68,947	-	68,947	58,389
Travel	2,534	-	2,534	1,033
Energy and rates	9,818	-	9,818	16,086
Rent	60,996	-	60,996	74,698
Service Charge	22,088	-	22,088	19,150
Insurance	13,187	-	13,187	11,256
Telecommunications	9,946	-	9,946	9,670
Printing. postage and stationary	4,133	-	4,133	3,055
Training and subscriptions	3,668	-	3,668	8,769
Marketing and communications costs	51,699	-	51,699	53,070
Repairs, cleaning and office sundries	13,356	-	13,356	11,036
Bank charges	1,225	-	1,225	1,300
New Ground Floor Offices - fit out	25,692	-	25,692	118
Audit fees	-	13,080	13,080	12,300
Accountancy	-	6,450	6,450	6,852
Legal and professional	-	118,022	118,022	74,357
Trustees	-	5,498	5,498	47
	556,059	**143,050**	**699,109**	**608,176**
Analysed between				
Fundraising (note 6)	83,409	21,458	104,867	137,448
Charitable activities (note 7)	472,650	121,592	594,242	470,728
	556,059	**143,050**	**699,109**	**608,176**

9. TRUSTEES

None of the Trustees (or any persons connected with them) received any remuneration during the year. Eight trustees had their expenses reimbursed or met by the Charity totalling £3,618 (2022: £2,689) for travel, subsistence and accommodation. Donations received from Trustees during the year was £Nil (2022: £Nil).

No Trustees had a personal interest in any contract or transaction entered into by the charitable company during the current or preceding year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

10. EMPLOYEES

	2023 Average Number	2022 Average Number
Average number of staff	23	22

Employment costs	2023 £	2022 £
Wages and salaries	829,385	735,575
Social security costs	84,776	69,503
Average number of staff	58,130	53,279
	972,291	**858,358**

The number of employees whose annual remuneration was £60,000 or more were as follows:

	2023	2022
60,000-70,000	1	-
70,000-80,000	-	1
80,000-90,000	-	-
90,000-100,000	1	-
	2	**1**

Remuneration of key management personnel

The remuneration of key management personnel is as follows:	2023 £	2022 £
Aggregate compensation including NI and pension contributions	**309,550**	**263,440**

11. TAXATION

The Charity is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

12. FIXED ASSETS

	Computer Equipment £	Furniture & Fittings £	Equipment £	Total £
Cost				
At 1 April 2022	146,007	9,322	2,884	158,213
Additions	9,486	1,078	1,844	12,390
Disposals	(5,252)	(325)	-	(5,577)
At 31 March 2023	**150,223**	**10,075**	**4,728**	**165,026**
Depreciation				
At 1 April 2022	57,323	5,091	2,011	64,425
Depreciation charged in the year	14,705	2,152	610	17,467
Disposals	(5,252)	(325)	-	(5,577)
At 31 March 2023	**66,776**	**6,918**	**2,621**	**76,315**
Net book value				
At 31 March 2023	83,447	3,157	2,107	88,711
At 31 March 2023	**88,684**	**4,231**	**873**	**93,788**

13. INVESTMENT PROPERTY

	2023 £	2022 £
Fair value		
At 1 April 2022	-	265,000
Disposals	-	(265,000)
At 31 March 2023	**-**	**-**

Investment property comprised a property in Southampton. The property was sold on 3rd December 2021 for £265,000.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

14. FIXED ASSET INVESTMENTS

	Portfolio £	Subsidiary £	Total £
Market value at 1 April 2022	29,058,308	-	29,058,308
Additions	7,237,425	1	7,237,426
Disposals	(7,429,949)	-	(7,429,949)
Net investment losses	(1,266,390)	-	(1,266,390)
Market value at 31 March 2023	**27,599,394**	**1**	**27,599,395**

Fixed assets investments include listed investments of £27,249,394 and cash of £349,869.

The historic cost of the portfolio is £27,931,009 (2022: £29,389,923).

The above investments include a £1 investment at a cost in the 100% subsidiary PCUK Trading Limited, a company incorporated in June 2022 and registered in England and Wales, company number 14179796. The company sells training courses/materials.

The results for the first period of trading to 31 March 2023 were as below:

Profit and loss account	**£**
Income	31,808
Expenditure	15,326
Retained profit for the year	**16,482**

Balance sheet	
Net current assets	**16,482**
Retained profits	**16,482**

Post year end, the trading subsidiary company gifted its profits to the Charity.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

15. DEBTORS

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	2,730	242
Other debtors	20,415	30,697
Prepayments and accrued income	612,277	263,725
	635,423	**294,665**

16. CREDITORS

Amounts falling due within one year	2023 £	2022 £
Trade creditors	47,099	210,526
Accruals	277,422	366,141
Other creditors	10,422	12,723
	334,943	**589,390**

Included within other creditors are grants payable, figures stated below

	2023 £	2022 £
Grants payable	**3,604**	**11,496**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

17. UNRESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes.

	Balance at 1 April 2022	Movement in funds Income	Expenditure	Other gains and transfers	Balance at 31 March 2023
	£	£	£	£	£
Designated funds					
Welfare fund	250,000	-	-	(250,000)	-
1 in 4 Fund	157,200	-	(86,787)	(36,579)	33,835
Investment Fund	23,969,258	-	-	(572,498)	23,396,760
Mental Health Fund	1,000,000	-	(23,010)	-	976,990
Planned call on reserves	4,754,487	-	-	91,407	4,845,894
	30,130,944	-	(109,797)	(767,669)	29,253,479
General Funds	2,463,662	1,394,418	(2,590,869)	(498,221)	768,989
	32,594,607	**1,394,418**	**(2,700,666)**	**(1,265,890)**	**30,022,468**

Welfare Fund
The Trustees set aside £250,000 to support members of the police service impacted by a major terrorist or other large scale critical event, to assist in the provision in access to appropriate and timely psychological support. Although welcomed at the time, the fund has never been required by any force. The Trustees have agreed to release the Welfare Fund back to general funds.

1 in 4 Fund
Following the publication of our Injury on Duty report in 2016, Trustees set aside a total fund of £3m to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded. This fund has now closed to new applications.

Investment Fund
Reserves are designated to reflect the Charity's requirement to hold in reserve the value of investments to support the income target for the year ahead.

Mental Health Fund
The Trustees set aside a fund to improve access to intensive psychological care. During the year, 3 sessions were undertaken, some external funding was received to help finance the sessions leaving £23,010 to be released from the mental health fund.

Planned Call on Reserves
The Charity is currently planning on an operational deficit over the next two years of approximately £2.5 million per year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

17. UNRESTRICTED FUNDS (continued)

Comparative Designated Funds for 2022

	Balance at 1 April 2021 £	Movement in funds Income £	Expenditure £	Other gains and transfers £	Balance at 31 March 2022 £
Designated funds					
Welfare fund	250,000	-	-	-	250,000
1 in 4 Fund	341,747	-	(106,280)	(78,267)	157,200
Investment Fund	21,682,094	-	-	2,287,164	23,969,258
Mental Health Fund	1,000,000	-	-	-	1,000,000
Planned call on reserves	5,074,090	-	-	(319,603)	4,754,487
	28,347,931	-	(106,280)	1,889,294	30,130,945
General Funds	3,057,855	1,125,903	(2,700,119)	980,024	2,463,661
	31,405,786	**1,125,903**	**(2,806,399)**	**2,869,316**	**32,594,606**

18. RESTRICTED FUNDS

	Balance at 1 April 2022 £	Movement in funds Income £	Expenditure £	Other gains and transfers £	Balance at 31 March 2023 £
Warwickshire	500	-	-	(500)	-
Donations	-	66,000	-	-	66,000
Restricted Funding	-	74,000	(20,000)	-	54,000
	500	**140,000**	**(20,000)**	**(500)**	**120,000**

See note 3 above.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

Comparative figures:

	Balance at 1 April 2021	Movement in funds			Balance at 31 March 2022
		Income	Expenditure	Transfers	
	£	£	£	£	£
Welfare fund	500	-	-	-	500

19. ANALYSIS OF ASSETS BETWEEN FUNDS

	General Funds	Designated Funds	Restricted Funds	Total 2023
	£	£	£	£
Fund balances at 31 March 2023 are represented by:				
Fixed assets	-	88,711	-	88,711
Investments	-	27,599,394	-	27,599,395
Current assets	768,989	1,565,373	120,000	2,454,362
	768,989	29,253,479	120,000	**30,142,468**

Comparative Analysis of net Assets Between Funds for 2022

	General Funds	Designated Funds	Restricted Funds	Total 2023
	£	£	£	£
Fund balances at 31 March 2022 are represented by:				
Fixed assets	-	93,788	-	93,788
Investments	-	29,058,308	-	29,058,308
Current assets	2,463,662	978,848	500	3,443,010
	2,463,662	**30,130,944**	**500**	**32,595,106**

20. RETIREMENT BENEFIT SCHEMES

Defined contribution schemes
The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to Statement of Financial Activities in respect of defined contribution schemes was £58,130 (2022: £53,279).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

21. OPERATING LEASE COMMITMENTS

At the reporting end date, the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land & Buildings 2023 £	Fittings & equipment 2023 £	Total 2023 £	Land & Buildings 2022 £	Fittings & equipment 2022 £	Total 2022 £
Amounts payable:						
Within one year	96,314	-	96,314	96,314	498	96,812
Between two and five years	240,786	-	240,786	337,100	-	337,100
	337,100	-	**337,100**	**433,414**	498	**433,912**

22. RELATED PARTY TRANSACTIONS

Accounting software services to the value of £6,360 were provided to the Charity by a company under the control of a member of key management personnel. There were no other related party transactions.

23. CASH GENERATED FROM OPERATIONS

	2023 £	2022 £
Net income/(expenditure) for the year	(2,452,638)	1,188,821
Adjustments for:		
Dividends and interest income from investments	(767,840)	(657,128)
(Gains)/Losses on investments	1,266,390	(2,874,020)
Amortisation charges	8,254	-
Depreciation charges	9,213	13,049
Losses/(gains) on sales of tangible fixed assets	-	4,704
Movements in working capital:		
Decrease in stocks	100	(19,587)
(Increase)/decrease in debtors	(340,758)	336,709
Increase/(decrease) in creditors	(254,448)	7,137
Net cash provided by/ (used in) operations	**(2,531,727)**	**(2,000,316)**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

24. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations and legacies	3	465,115	-	465,115	976,687
Other trading activities	4	3,660	-	3,660	2,567
Investments	5	657,128	-	657,128	683,594
Total income		**1,125,903**	**-**	**1,125,903**	**1,662,848**
Expenditure on:					
Raising funds					
Fundraising and publicity	6	267,257	-	267,257	308,325
Investment management	6	178,269	-	178,269	168,531
		445,526	-	445,526	476,856
Charitable activities	7	2,360,873	-	2,360,873	4,376,690
Total expenditure		2,806,399	-	2,806,399	4,853,546
Net expenditure before investment gains/ (losses)		(1,680,496)	-	(1,680,496)	(3,190,698)
Loss on disposal of fixed assets		(207)	-	(207)	-
Revaluation of investment	4	-	-	-	40,000
Loss on property held for resale		-	-	-	(12,636)
Loss on leasehold property	4	(4,497)	-	(4,497)	-
Net gains on investments	14	2,874,020	-	2,874,020	4,960,190
Net income before transfers		1,188,820	-	1,188,820	1,796,856
Gross transfers between funds		-	-	-	-
Net movement in funds		1,188,820	-	1,188,820	1,796,856
Fund balances at 1 April 2021		31,405,786	500	31,406,286	29,609,430
Fund balances at 31 March 2022		**32,594,606**	**500**	**32,595,106**	**31,406,286**

Police Care UK makes sure both serving and former colleagues who suffer harm, and their families, have someone to turn to when things get tough.

We provide practical, emotional, and financial support that is confidential, independent, and accessible.

Vision

The welfare needs of the police family are upheld and members are supported to achieve their full potential.

Mission

To reduce the impact of harm on police and their families.

Values

Caring
Our approach is one built around understanding the difficult environment in which the police operate in. We demonstrate empathy, respect, and understanding in everything we do.

Independent
We effectively support the service whilst being outside it. This means we can wholeheartedly champion the needs of our beneficiaries free from conflicts of interest.

Open
We share our expertise, experience, and resources with others because we understand that collaboration is the only way we can help improve the lives of our beneficiaries.

Responsible
We use our resources wisely to best support our beneficiaries both now and in the future while upholding the highest ethical and professional standards possible.

Innovative
We constantly seek new ways to improve our working practices, support programmes, and welfare options to better support our beneficiaries.

Aims and objectives

Ensuring everyone is aware of the harm police experience as part of their role.

Research and share learning on harm and the ways to prevent or reduce the impact of harm experienced.

Advocating for the wellbeing of serving and former police colleagues.

Enabling people to recover and rebuild their lives.

Increase our reach and connect with people who have suffered harm as a result of their policing role.

Provide mechanisms for individuals to recover and rebuild their lives.

Engaging with the police service to do all they can to reduce or prevent harm.

Proactively interact with policing organisations across the UK.

Fund new and innovative projects aimed at reducing or preventing harm.

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policecare.org.uk

Alliotts LLP
Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

02/12/2023

Dear Sirs

During the course of your audit of the financial statements of the charitable company for the year ended 31 March 2023, the following representations were made to you by management and trustees.

1. We have fulfilled our responsibilities as trustees under the Companies Act 2006 for preparing financial statements, in accordance with the applicable financial reporting framework, that give a true and fair view and for making accurate representations to you as our auditors and for the financial statements which we have prepared for the charitable company.

2. We confirm that all accounting records have been made available to you for the purpose of your audit, in accordance with your terms of engagement, and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management, trustees' and members' meetings, have been made available to you. We have given you unrestricted access to persons within the charity in order to obtain audit evidence and have provided any additional information that you have requested for the purposes of your audit.

3. We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

4. We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to the auditor and accounted for and disclosed in accordance with the applicable financial reporting framework.

5. We confirm that there had been no events since the balance sheet date which require disclosure or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.

6. We confirm that we are aware that a related party of the charity is a person or organisation which either (directly or indirectly) controls, has joint control of, or significantly influences the charity or vice versa and as a result will include trustees/directors, other key management, close family and other business interests of the previous. We confirm that all relationships and transaction as confirmed to you during the course of your audit are a complete list of such relationships and transactions and we are not aware of any further related parties or transactions.

7. We confirm that all related party relationships and transactions have been accounted for and disclosed in accordance with the applicable financial reporting framework.

8 We confirm that the charity has had, at no time during the year, any arrangement, transaction or agreement to provide credit facilities (including loans, quasi-loans or credit transactions) for trustees, nor to guarantee nor provide guarantees of any kind on behalf of the trustees.

9. We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.

Patron HM The Queen
Police Care UK is a registered charity in England and Wales (1151322) and Scotland (SC047767).
Company limited by guarantee registered in England and Wales (08426630).
Police Care and the Police Care UK logo are registered trademarks.

POLICE CHARITIES UNITED KINGDOM
Registered with FUNDRAISING REGULATOR

10. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its activities, and which are central to the charity's ability to conduct its activities.

11. We acknowledge our responsibility for the design and implementation of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our own risk assessment that the financial statements may be misstated as a result of fraud.

12. We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by former trustees, employees, regulators or others.

13. We confirm that, having considered our expectations and intentions for the next 12 months and the availability of unrestricted reserves, the charity is a going concern.

14. We confirm that in our opinion the effects of unadjusted misstatements are immaterial, both individually and in aggregate, to the financial statements as a whole.

15. We confirm that all grants, donations and other income, including that subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.

16. The Trust has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets.

17. We confirm that we are not aware of any matters of material significance that should be reported to the Charity Commission.

18. We confirm the following specific representations made to us during the course of your audit relating to:

    - The valuation of investments included within the accounts is considered to be materially correct.

19. We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that:

    - so far as each trustee is aware, there is no relevant audit information of which you as auditors are unaware; and
    - each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that you are aware of that information.

We confirm that the above representations are made on the basis of enquiries of management and staff with relevant knowledge and experience (and, where appropriate of supporting documentation) sufficient to satisfy us that we can properly make each of the above representations to you and that to the best of our knowledge and belief they accurately reflect the representations made to you by the trustees during the course of your audit.

Yours faithfully,

Derek Ray-Hill
Derek Ray-Hill (Dec 2, 2023 15:00 GMT)

Signed on behalf of the board of Trustees

Police Care statutory accounts signature

Final Audit Report 2023-12-04

Created:	2023-11-24
By:	Alliotts Guildford Support (Guildfordsupport@alliotts.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5Ky62be-avmLyTiEEGE2bhbIjEr7D2Fv

"Police Care statutory accounts signature" History

Document created by Alliotts Guildford Support (Guildfordsupport@alliotts.com)
2023-11-24 - 11:55:48 GMT- IP address: 88.98.47.65

Document emailed to dsarayhill@hotmail.com for signature
2023-11-24 - 12:26:00 GMT

Email viewed by dsarayhill@hotmail.com
2023-12-02 - 14:57:00 GMT- IP address: 81.151.52.141

New document URL requested by dsarayhill@hotmail.com
2023-12-02 - 14:57:13 GMT- IP address: 81.151.52.141

Signer dsarayhill@hotmail.com entered name at signing as Derek Ray-Hill
2023-12-02 - 15:00:50 GMT- IP address: 81.151.52.141

Document e-signed by Derek Ray-Hill (dsarayhill@hotmail.com)
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Document emailed to Stephen Meredith (stephen.meredith@alliotts.com) for signature
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Email viewed by Stephen Meredith (stephen.meredith@alliotts.com)
2023-12-04 - 09:44:24 GMT- IP address: 139.28.120.99

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Signature Date: 2023-12-04 - 09:45:28 GMT - Time Source: server- IP address: 88.98.47.65

Agreement completed.
2023-12-04 - 09:45:28 GMT

Police Care UK

England & Wales - Charity number 1151322

Accounts

Charity Registration number: 1151322 (England and Wales), SC0047767 (Scotland)

Company Registration number: 08426630 (England and Wales)

POLICE CARE UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

POLICE CARE UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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POLICE CARE UK

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 MARCH 2022

Trustees	N Basu D Fotheringham D Hamilton K Lowes S Mertes S Ockham A Orchard D Pond D Ray-Hill G Stephens J Tolfrey

The list of Trustees above are those serving at the time these accounts were signed. See page 15 for details of movements on the Board of Trustees during the year.

Charity number (England and	1151322
Charity number (Scotland)	SC0047767
Company number	08426630
Auditor	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG
Bankers	Royal Bank of Scotland plc London Drummonds Branch 49 Charing Cross London SW1A 2DX
Solicitors	BDB Pitmans LLP 50 Broadway Westminster London SW1H 0BL
Investment advisors	Independent Investment Reviews 88 Kingsway London WC2B 6AA

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

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objects of the Charity

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependants arising through injury, death as a result of duty, illness, hardship and old age.

Police Care UK is the Charity for the entirety of policing. We are there for serving veteran police officers, staff and their families and police forces throughout the UK from local to national. Providing a comprehensive programme of counselling, emotional support & advice, grant funding, training and research, we improve awareness and understanding of the harms of policing, enable police forces to better look after their people and most importantly help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service.

2021/22 Key Facts Summary

- We continued to operate throughout the Covid19 pandemic through a combination of remote working and where possible, adapting activities to be delivered online
- Total income for the year was £1,125,903
- £2,360,873 was spent on charitable activities, representing 84% of total expenditure
- The total funds of the Charity currently stand at £32.6m. Of this, £29.06m are under investment management to provide a sustainable source of income and ensure the longevity of the Charity
- We assisted over 1,400 families this year with 42% of families needing more than one form of support from us
- Our beneficiaries accessed more than 5,200 counselling sessions via our psychotherapy service
- 430 beneficiaries were given trauma focused psychotherapy, that's 52% of all approved counselling requests on specialist trauma therapy
- 94% of our beneficiaries we surveyed said their life was better after receiving support from Police Care UK
- We published our first Children's book; The Wolf was Not sleeping
- Our Peer Supporter volunteers completed 190 one to one sessions with beneficiaries this year
- In June we celebrated the opening of the new Clinical Services Wing at the Police Treatment Centre following our grant to expand the centre to enable expansion of their existing Psychological Wellbeing Programme enable our strategic partnership

How the Charity Operates

Every day the police find themselves in harm's way whilst protecting the public. We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Individuals who need our help complete a simple referral form via our website. Our welfare team then assess eligibility against published criteria. If accepted, registration automatically provides access to the Charity's confidential advice and counselling service. If financial help is needed, an application form will be provided following discussion with our welfare team with guidance on funding available on our website. Our network of volunteers can help beneficiaries apply for assistance and may visit applicants as part of the grant assessment process where necessary.

We also do our utmost to improve the mental health and wellbeing of serving and former police personnel through a combination of targeted research and grant funding and training to support those in need both now and in the future.

Further information on the specific grants' programmes and other services for both individuals and organisations are discussed in this report and our Impact Report and are also available on the Charity's website https://www.policecare.org.uk/about-us/success-framework/

ACHIEVEMENTS AND PERFORMANCE

This year again saw challenges that none of us could ever have imagined and different to the one we all hoped for. We are incredibly proud of all that we achieved as we continued to operate throughout the year, having adapted well to remote home working the previous year and helping yet more people.

Financial review

The results of the Charity are set out in the financial statements on pages 22 to 45.

The Charity's net deficit (before other recognised gains and losses) was £1,680,496 compared to a deficit of £3,190,698 in 2020/21. This reflects the Charity's agreed strategy, as stated in previous annual reports, to expand activities and assist more beneficiaries and to grow our staff team to help meet this objective. Accordingly, our headcount grew from 20 to 22.

Expenditure on charitable activities totalled £2,360,873 (2020/21 £4,376,690), a decrease of £2,015,817. This change is primarily due to charitable expenditure in 2020/21 including a one-off major grant of £2.25m to the Police Treatment Centre to establish a Psychological Wellbeing Centre of Excellence.

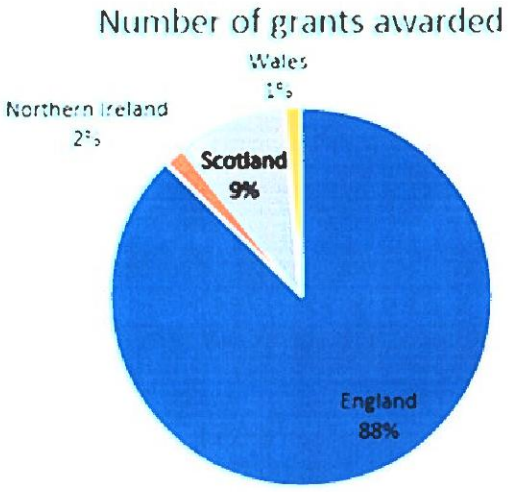
Our counselling service, now in its third full year of operation, continued to see significant activity and again, the delivery of counselling sessions was achieved, in the main, online. Expenditure totalled £887,610, an increase of £99,843. Feedback from users continues to be positive and we anticipate that the demand for this much needed service will continue to grow with increasingly more complex cases coming to the Charity for help.

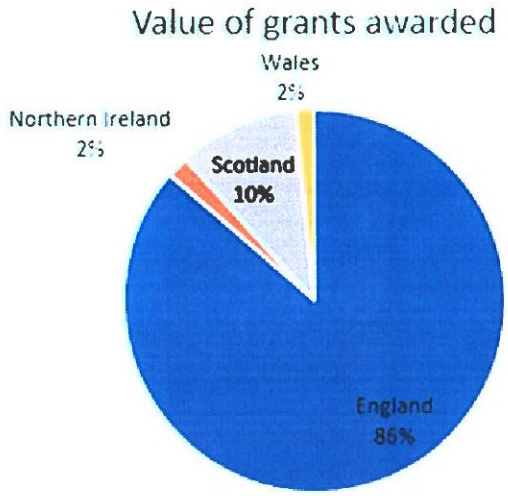
Our expenditure on grants to individuals totalled £168,625 to help those in need, a decrease of £22,437. We believe the level of activity is artificially low due to Covid19 and lockdown in particular affecting applications for home adaptation works.

Our institutional grants saw an overall decrease of £2,277,888 primarily as a result of the completion in 2020/21 (£2,250,000) of the grant awarded in 2019 to the Police Treatment Centres. Covid continued to impact on police forces ability to progress some of our 1in4 Programme grants resulting in some initiatives being paused or delayed. One project ended earlier than expected and unspent grant monies were returned. This programme is now closed to new applications and is winding down. At the year-end there were 3 projects still ongoing with funding commitments due in future years. Our Wellbeing Grants panel met twice in the year and agreed 19 grants totalling £35,363 as Covid restrictions eased and police forces are able to continue these projects. This Wellbeing Grants Programme closed on 31st March 2022 as the Police National Wellbeing Service is now established and able to fund wellbeing innovation initiatives nationally.

We continued to deliver project activity on-line, where feasible, as part of our strategy following Covid, for example our Veteran Peer Support Service and training in our Trauma Impact Prevention Techniques. Whilst we consider that face to face will always be the gold standard for several of our initiatives, we are pleased that we are now able to be more flexible in our approach. Volunteer activity still remained lower than pre-Covid however as restrictions were lifted we saw an increase in requests for volunteers to attend events and conferences. This slow return to activities saw an increase in expenditure of £12,802 on the previous year to a total of £116,624 for 2021/22

By region, grants awarded across all of our grant making programmes combined with funding for counselling are summarised as:





Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR) to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

During the year our investment portfolio was impacted by the recovery from the Covid-19 pandemic and by the difficult market conditions arising from the complex geo-political environment. Against this backdrop the Trustees are pleased that our investments performance and returns continue to perform well, despite some volatility during the year. Overall, the combined value of our investments as at 31st March 2022 was £29.06m, compared to £26.34m in March 2021, an increase of 10.32%.

Trustees are pleased to report that CCLA and Newtons performance has continued to rank very highly against their peers and that our overall portfolio has performed well in capital grown and dividend yield, despite the difficult environment.

Our investments still include a small balance from our holding in Woodford Equity Income Fund, which was suspended from trading on 6th June 2019 awaiting final disposal by Link Fund Solutions, appointed to administer the wind up of the fund. On 15th October 2019 it was announced that the fund would be liquidated with proceeds of sale being returned to investors. Trustees had been paying close attention to the performance of this fund with the assistance of our professional advisors which, whilst delivering reasonable income returns, was underperforming on capital growth. As at 31st March 2021 £3,112,408 had been returned to the Charity from the proceeds of sales, no funds were received during the year. The investment holding based on the latest available information as at 30th September 2022 stands at £97,849

The decision to appoint our three investment managers, including Woodford, was taken in 2016 following a detailed and rigorous selection process. We followed relevant Charity Commission guidance and were assisted by our professional investment advisors through a process which saw our investments moved from a single investment manager to three managers, CCLA, Newtons and Woodford, spreading our investments and associated risk.

With the growing instability in the economy, impacted by a series of world events the Trustees consider it prudent to hold in the region of £3m of readily available assets. This is to protect our ability to support our beneficiaries in the event of a major economic downturn, especially noting our beneficiaries are likely to be affected greatly by the cost of living crisis.

The significant market uncertainty, economic downturn and recovery from Covid-19 crisis has generated significant fundraising challenges across the charity sector as a whole. The Trustees have chosen to utilise reserves, in combination with reviewing our strategy and fundraising activities, to ensure that we can continue to meet the needs of our beneficiaries in the longer term.

Trustees have taken steps to manage and mitigate risks in our financial performance and position in accordance with the latest available information and guidance. This includes regular review of our risk register by the Trustees.

The Charity's income comes from four principal sources:

- Regular donations (payroll giving/Give as You Earn/individual fundraising);
- One off donations & community fundraising;
- Legacies; and
- Investment and interest income.

The Charity remains in a robust financial position and continues to be well placed to support officers who have been injured on duty and the families of those officers who have lost their lives as a result of their police work. The Charity however continues to be heavily reliant on its investments as its primary source of income with ongoing calls on reserves to fund increasing beneficiary needs. Our planned underlying deficit is in the region of £2.5m per year which needs to be addressed through generating new sources of income to place all of our activities on a sustainable footing.

The Trustees have developed a strategic plan to diversify our income, with a particular focus on fundraising and ultimately increase our offer to our beneficiaries over the next 5-10 years to guarantee the future of the Charity.

Activities for Public Benefit
In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for assistance and be considered as a potential beneficiary. The impact of the Charity's work goes beyond those helped directly as we help reduce the distress experienced by the family and friends of those who are injured, and, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

Framework for Success
Trustees have agreed our Framework for Success which helps focus our activities on those areas where we consider we can have the greatest impact. The framework sets out our core aims and objectives as:

Ensuring everyone is aware of the harm police experience as part of their role	*Engaging with the police service to do all they can to reduce or prevent harm*	*Enabling people to recover and rebuild their lives*
• Research and share learning on harm and the ways to prevent or reduce the impact of harm experienced	• Proactively interact with policing organisations across the UK	• Increase our reach and connect with people who have suffered harm as a result of their policing role
• Advocating for the wellbeing of serving and former police colleagues	• Fund new and innovative projects aimed at reducing or preventing harm	• Provide mechanisms for individuals to recover and rebuild their lives

Police Care UK strives to be a catalyst for change and active player in improving the health and well-being of serving and former UK police and their families. To this end our Trustees participate in dialogue and share new ideas with grantee organisations, service providers, other funders and government agencies. We aim to create opportunities to engage police stakeholders in collaborative problem-solving and programme development.

From time to time we award Major Grants to provide project and capital funding to established charitable organisations with significant track records of delivery who Trustees consider will help deliver against our 3 core aims of:

- Raising awareness of the harm police can experience as part of their role
- Enabling police and their families to recover and rebuild their lives after suffering harm
- Supporting police forces and agencies to do all that they can to reduce harm

All Major Grants are by invitation-only from Police Care UK and our Trustees prefer to support projects where we are providing match-funding.

Further details of how we have delivered activities for public benefit are set out in our Impact Report which is available on our website www.policecare.org.uk/wp-content/uploads/Impact-20_21.pdf

Aim 1 - Ensuring everyone is aware of the harm police experience as part of their role

Over the last 5 years, our work with the University of Surrey and the University of Cambridge has highlighted a number of key issues faced by injured police officers and staff that had not, until that point, been openly discussed by either UK police forces or government. In particular:

- High levels of physical & psychological injury experienced by police & staff with 1in 5 living with PTSD
- Psychological harm is the biggest single cause of officers leaving the service prematurely (47%)
- 15% of those who leave prematurely struggle to cope financially day to day
- Those who leave the service due to an injury have significantly lower levels of health with the lowest being experienced by those who experienced psychological injury
- 86% of serving personnel want to see improved support for mental health, particularly following traumatic incidents
- 80% of former officers would like to have support available from a local peer network
- 80% of former officers would like more support to help access work post their police career
- 70% of former officers would like access to formal emotional support and health advice
- 62% of former officers would like better access to mental health services

Last year we were honoured to be asked to join the Emergency Services Senior Leaders Board set up by His Royal Highness the Duke of Cambridge. This year we are pleased to be able to talk about the work of this group and how we have supported its recommendations including the first Emergency Services Mental Health Symposium held in November. Working with colleagues across policing, fire and ambulance we were delighted all three emergency services across the Four Nations of the United Kingdom signed up to the mental health at work commitment with the aim of improving mental health and wellbeing of those working in the sector. November also saw the launch of Blue Light Together, an online resource for families and personnel in police, ambulance, fire and search & rescue to go to access help and advice on a variety of topics. We were delighted to support the charity Mind, who host the site, by being part of the quality assurance process as well as providing information and resources for the police community.

Recognising the impact that policing can have on family members, particularly young children, we undertook a short research project and launched a new children's book. The Wolf Was Not Sleeping as a heart-warming story designed to encourage family conversation and help alleviate the fears and anxieties of children worried about loved ones who work in policing. 83% of participants reported that their children have expressed worry or concern about them or their partner going to work. After reading the book, 90% of those surveyed said The Wolf Was Not Sleeping helped them to have conversations with their children about their policing role, with 78% reporting that they felt more prepared and equipped to address concerns their children may have.

We continued to engage with government officials and key stakeholders both in policing and across the emergency services community, sharing our insights particularly in relation to the development of the proposed Policing Covenant. This included a qualitative survey of partners of police who have gone through ill-health retirement to better understand their needs, the findings of which will feed into our Ill-Health Retirement Commitment to be launched in 2022/23.

Aim 2 - Engaging with the police service to do all they can to reduce or prevent harm

We believe duty of care rests with individual police forces. Our role is to complement this and to assist in addressing identified gaps through the provision of targeted services, projects and grants.

Our research activities support police forces and aid understanding of the needs of their people and are always designed to be applied to meet the needs of our beneficiaries. The pressures of COVID meant that the planned trial of the Police Trauma Exposure Checklist (PTEC) was delayed. This is a new tool, developed in collaboration with the Police Federation of England & Wales research team, to assess exposure to potentially traumatic events. The tool is designed to help facilitate self-assessment, peer support and attempts by occupational health and police management to improve monitoring and treatment access. This will now be trialled in 2022/23 supported by the newly appointed Police Chief Medical Officer.

The Charity grants to police forces, sports associations and charities who specifically support our beneficiary base to support innovations and improvements in mental health and wellbeing were under 3 core funding streams; Wellbeing Grants, Recovery Day's and our 1 in 4 Grants which closed in 20/21 to new applications. 3 Recovery Days were approved to support teams in Cheshire, Essex and Scotland and 19 Wellbeing Grants were approved to provide wellbeing spaces, resilience training, suicide awareness and prevention training, fitness activities and bereavement peer support.

We also continued with some limited online delivery of our Trauma Impact Prevention Techniques (TIPT). We recruited a fulltime Training Coordinator and parttime (0.6 FTE) Trainer to make the roll

out of TIPT sustainable as more forces seek to train trainers and extend take-up of this trauma resilience training as police forces begin to remove restrictions on access to training. During the year an additional 600 people were trained in the techniques.

Aim 3 - Enabling people to recover and rebuild their lives

We assisted approximately 1,400 families across 48 force areas, a fall of 7% on the previous year, with trauma and/or trauma related anxiety being the primary reason for contact. Whilst the number and value of grants awarded to individuals was less than last year - which we attribute to the impact of lockdowns – our specialist counselling service continued to experience high and growing levels of activity. In total 643 people were matched with a therapist, an increase of 13% on last year, and, of those matched, 94% reported an increase in their mental health & wellbeing following completion of therapy. Over 5,200 sessions of therapy were provided.

Our Peer Support service for officers retired through ill-health, phone, face to face or online delivery, supported 64 people during the year and is an initiative we intend to grow in future years. Our volunteers completed 190 one to one sessions and 26 group sessions. This group of beneficiaries, who's career is cut short through no fault of their own, are often in need of significant support as they transition to life beyond policing. Learning from this project is also being used to inform the development of a new tool, to be launched in 2022/23, aimed at improving the experience of those going through the ill health retirement process.

During the year we helped 46 families with targeted grants totalling £168,625. We helped those in financial hardship and enabled injured police officers to adapt their homes, get the specialist equipment they need and access training. Grants are awarded after taking into account the financial status of applicants and many of our applicants come to us many years after their original injury as the impact takes an increasing toll on their quality of life. These grants are means tested and the Charity has adopted the independent Joseph Rowntree Foundations Minimum Income Standard as a guide against which to assess need, taking into account the additional costs incurred of living with a disability where appropriate. This allows the Charity to focus financial assistance on those in most need. Our research with the University of Surrey identified those officers who had left the service following either a physical or psychological injury were worried about paying for unexpected expenses with only 6% living comfortably. Our evidence is that help might have been sought sooner if only there was a greater knowledge of the assistance available from the Charity and we are continuing to try to raise awareness via a range of stakeholder engagement including attending and speaking at events, liaising with retired police officer associations and police staff associations and police force welfare leads.

Awareness and Fundraising Activities

Supporting those who are injured as a result of their policing role, including the families of those who are sadly killed, means Police Care UK has a duty to raise awareness of the Charity's existence, the support available, and how to access it. Whilst much of our traditional activities such as attending face to face events and conferences were curtailed due to lockdown, we provided input to online events and meetings where possible. This included:

- Delivering input into meetings of the National Association of Retired Police Officers
- Engaging and working with colleagues from other charities supporting and benefiting the UK police service

- Engaging directly with and informing Chief officers and specialist staff at all 48 police forces in England, Wales, Scotland, and Northern Ireland
- Working and engaging with, and informing, the wider police family on issues directly related to our charitable activities
- Producing regular newsletters and content for 3rd party publications e.g. London Police Pensioner

Fundraising

At Police Care UK, our supporters are at the heart of everything we achieve, and this year our fundraised income represents 41%. This represents a decrease of 18% compared to last year due to the impact of one significant legacy received in 2020/21. We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We are working towards meeting our commitment to implement the recommendations from the Commission on the Donor Experience and have reviewed our GPDR and Privacy policies.

In most instances, we rely on obtaining consent to contact supporters about future fundraising, and we have achieved this compliance by adopting a full opt-in model across our marketing and fundraising activities. If supporters choose not to opt-in, then they won't receive marketing or fundraising requests from us. This has put us in a strong place to ensure we are fundraising in a compliant manner with both the letter and spirit of the regulations in place.

In certain circumstances, we will rely on 'legitimate interest' as a legal basis for contacting our supporters. We will only do this where we have considered and balanced any potential impact on the support and their rights under data protection laws. Fundraising activity in support of our overall strategy is monitored by the Board of Trustees in exercise of their duties under CC20 Charity Commission guidance. They, together with the Audit and Investment Committee, monitor significant risks and ensure they are being properly addressed.

We do not undertake any door-to-door or street fundraising, and do not use any 3rd party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements We do not sell any personal data for use by any external organisation.

The Management Team has oversight of all fundraising activities and monitors performance against key indicators to identify any significant challenges or changes that are required.

Vulnerable supporters

Police Care UK is committed to fundraising appropriately from all of our supporters and we are particularly conscious of our responsibilities to vulnerable people. Our Vulnerable Supporters policy applies to all our fundraising activities and ensures that we are protecting the public from undue pressure and persuasion, as well as identifying and responding to potential vulnerabilities. Our Supporter Promise remains at the heart of all fundraising efforts.

We report and monitor on a regular basis through our Management Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we continuously improving the overall experience provided to vulnerable supporters.

Complaints

We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

Our fundraising activities

Gifts in wills

Many people choose to remember Police Care UK in their will. This year £76,022 (2020-21 £653,807) was left to Police Care UK as gifts in wills. Sometimes it is because they or a close family member served in policing, and sometimes it is because they value the role that Police Care UK plays in caring for police and families in need.

Donations

Donations from our individual supporters via police forces and associated benevolent organisations also help us continue caring for police and families in need. This year £238,314 (2020/21 £242,074) has been raised this way thanks to the dedication of our fabulous payroll givers.

Donations and gifts were boosted by the fundraising activities of Jamie Alcock, in memory of his brother who died as a result of injuries received on duty, along with a single donation from a supporter. The underlying fundraising background however remains challenging and Trustees have agreed a new 5 year fundraising strategy aimed at opening up new sources of income.

Our Fundraising Promise

Police Care UK will be:

- **Honest**. We will tell the truth and we will not exaggerate. We will be clear about who we are, what we do, and do what we say we are going to do with the donations we receive.
- **Clear.** We will be able to explain our fundraising costs and show how they are in the best interests of our cause if challenged. Where we ask a third party to fundraise on our behalf, we will make this clear and any financial arrangement transparent.
- **Accountable.** We will ensure our complaints process is clear and easily accessible.
- **Respectful.** We will respect your rights and privacy. We will not put undue pressure on you to make a gift and we will always respect your decision. We have a procedure for dealing with vulnerable circumstances which is available to read.
- **Responsible.** We will comply with the law as it applies to charities and fundraising. We will adhere to the Code of Fundraising Practice, and will monitor fundraisers, volunteers, and third parties working with us to raise funds to ensure that they comply with the Code.

Reserves policy

Our reserves policy aims to ensure that the Charity continues to set aside funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to beneficiaries if setbacks occur. The Charity undertook an exercise in September 2017 with the support of our investment advisors and managers to model the potential impact of a significant market fall on investments. This was based on the experience of global investment markets over the previous 10 years. As a result, the Trustees concluded that it is prudent to aim to hold in the region of £3m in readily available assets to protect against market volatility.

The Board approved policy is based upon three principle statements of intent:

- Reserves will be designated to reflect the Board's requirement to hold in reserve the value of investments held to support the income target for the years ahead (£23,969,258)
- Reserves are designated where appropriate to fund future plans where income from those future years is not expected to be sufficient to meet the expenditure requirements. These funds may be held in a combination of fixed and current assets as appropriate (£6,161,687)
- An appropriate level of general free reserves between 6-12 months expenditure will be held in readily available current assets.

Trustees review levels of reserves annually as part of the annual budget process taking into account projections of:

- Alternative sources of voluntary income
- Anticipated income and capital growth of the investment portfolio
- Existing grant programme commitments and anticipated applications from registered beneficiaries
- Agreed commitments to new initiatives, projects and services designed to better support beneficiaries

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries. The reliance on investment income is however a concern particularly in the current uncertain economic climate. There is a need for the Charity to diversify its income sources both as a response to this risk and also in response to the growing demand for our services particularly in relation to mental health to address an underlying funding gap of approximately £2.5m per annum.

Trustees are satisfied that the current level of free reserves of £2,463,661 are in line with the agreed policy.

Investment policy and performance

The Charity holds its investment portfolio in order to generate a return to fund its day-to-day running and grant making programme.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

As at 31 March 2022 the combined portfolio had an income yield of approximately 2.4%, a fall of 0.2% compared to the previous year. The value of the Charity's investments however increased from £26.34m to £29.06m, a gain of £2.72m. We continue to hold a small balance of £153,226 in the Woodford Equity Income Fund awaiting disposal by Link Fund Solutions. Against the backdrop of market volatility, our overall portfolio proved resilient, benefitted from continued strong outperformance by CCLA and Newtons, our two Fund Managers.

RISK MANAGEMENT

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity and COVID-19 and are satisfied that systems are in place to mitigate their exposure to major risks. Our risk register is reviewed on a quarterly basis by the Audit and Investment Committee.

Key Risk	*How we Manage it*
We are over-dependent on investment returns and unable to develop new sources of income	• We have a diverse portfolio of investments managed by two different external Investment Managers to minimise any impact of economic uncertainty • We use external, independent, professional advisors to manage our investments • Our investment portfolio performance is reported and reviewed on a regular basis by the Audit and Investment Committee • We continue to invest in our ability to grow fundraising income and employ experienced fundraisers • We have agreed an updated fundraising strategy against which performance is reviewed regularly by the Board
We do not meet the expectations of our beneficiaries and stakeholders following our research activity, our rebrand and introduction of our counselling service and the subsequent increase in demand	• *We consider and update our plans annually at a board away day* • *Where necessary, we invest in greater team resources to provide capacity with options presented to Trustees for decisions* • *Progress is regularly reviewed by the Board. We have agreed a framework for success with core aims and objectives* • *The Chief Executive has some flexibility to respond to immediate additional resource demands within designated authority and where necessary, we invest in greater team resources to provide capacity with options presented to Trustees for decisions*
The Charity reputation suffers due to a lack of resources to respond to demand driven by a competitive recruitment market	• A specific agenda item for the Nominations & Remuneration Committee and, where necessary, we invest in expert advice to support our response to this new challenge
Increasing levels of regulation and a broad regulatory landscape may result in a compliance failure	• Responsibilities are included in staff role descriptions • Trustees receive updates at each board meeting on regulatory changes • Compliance activity is included in our annual work plans

Origins

The Police Dependants' Trust was founded in 1966 as a response to the deaths of three police officers who, on the 12th August were shot while on duty in Shepherds Bush, London; Sergeant Christopher Head and Constables David Wombwell and Geoffrey Fox.

Such was the public response to this terrible tragedy which demonstrated the dangers police officers face in the line of duty, that an anonymous donation of £100,000 was offered to a Home Office Minister to establish a permanent trust to assist in cases where police officers were killed or injured on duty. Later it was made public that the anonymous donor was Sir Billy Butlin of Butlin's holiday camps. A public appeal was launched and more than £1 million was raised. The Police Dependants' Trust was founded and continues its vital work today under the new name of Police Care UK – supporting officers injured on duty and the families of those who have lost their lives in the line of their police work.

PLANS FOR THE FUTURE

The Trustees have agreed a strategy to 2025 with many of the priorities discussed in the previous section "Activities for Public Benefit". During 2022/23 areas of specific focus are as follows:

Priority for 2022/23	*Key Activities*
Beneficiaries	We will roll out **TIPT** training to support officers and staff exposed to trauma
	We will pilot Intensive EMDR Therapy for officers and staff with **C-PTSD**
	Building on the learning and success of our Northwest Peer Support pilot and the introduction of online provision during Covid19, provide peer support to 100 people
	We will review our access criteria and redesign our **counselling** provision in response to rising demand to streamline the process, introduce clinical triage and, place the service on a more sustainable footing
	We will provide targeted **resources** to enable self-help and self-care and support resilience
	We will increase our engagement with **families** and better understand their needs
Internal Processes	We will implement a replacement **CRM** database to optimise our engagement with supporters and donors in support of our fundraising activities and GDPR compliance
	We will implement a case management system CMS to improve beneficiary experience, support better feedback and case studies and, impact reporting
Financial	We will shift from reactive to **proactive fundraising** to diversify and grow our fundraised income; retain & uplift existing donors; grow supporter and potential donor base; improve donor experience
Strategic Enablers	We will develop a new Engagement Strategy to support implementation of Fundraising Strategy

Additionally, we will:

- Aim to engage more broadly across policing including with PCC's and HMICFRS to highlight the needs of our beneficiaries and gaps in provision
- Establish a trading company to facilitate provision of our TIPT offer to other sectors as an income source

- Work with police forces to test the Police Trauma Exposure Checklist (PTEC) in collaboration with the Police Federation of England & Wales
- Collaborate with other charities to establish a Network of Emergency Services Therapists
- Begin to work towards achieving Trusted Charity status, an outcome-focussed quality standard designed to help charities operate more effectively and efficiently
- Continue to work both formally and informally with other charities and stakeholders to meet the needs of our beneficiaries

Reflecting the substantial increase in support to individuals provided by our counselling service combined with the role of the Home Office funded National Police Wellbeing Service regarding innovation in police wellbeing, we will cease our Wellbeing Grants Programme.

STRUCTURE GOVERNANCE AND MANAGEMENT

The Charity is a company limited by guarantee without share capital. The Trustees, who are also the directors for the purpose of company law, and who served during the year and to the date the accounts were signed were:

J Apter	(Retired 31st March 2022)
N Basu	(Appointed 19th May 2022)
P Fotheringham	(Appointed 19th May 2022
C Greany	(Retired 12th August 2021)
P Griffiths	(Retired 18th March 2022)
D Hamilton	
M Lindsay	(Retired 27th May 2022)
K Lowes	(Appointed 13th May 2021)
S Mertes	
S Ockham	(Appointed 13th May 2021
A Orchard	
D Pond	(Appointed 13th May 2021)
S Purdy	(Retired 12th August 2021)
D Ray-Hill	
G Stephens	
J Tolfrey	

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Charity's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future. Additionally, they meet annually to consider strategy and to plan for the future and to assess board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

(a) The National Police Chiefs Council;

(b) The Chief Police Officers' Staff Association;

(c) The Police Superintendents' Association of England and Wales;

(d) The Association of Scottish Police Superintendents;

(e) The Superintendents' Association of Northern Ireland;

(f) The Police Federation of England and Wales;

(g) The Scottish Police Federation;

(h) The Police Federation of Northern Ireland;

(i) The National Association of Retired Police Officers;

(j) The Retired Police Officers' Association Scotland; and

(k) The Northern Ireland Retired Police Officers' Association

In order to strengthen the skills and diversity of the Board the Charity may also appoint co-opted trustees.

New trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed 3 sub-committees to help with the execution of the Board's responsibilities, the members of which are appointed by the Trustees

Audit & Investment

- Exercises general oversight concerning matters pertaining to the Charity's investment portfolios
- Oversees the selection and agrees the appointment of investment managers on behalf of the Trustees as a delegated responsibility
- Oversees the Charity's systems of internal control, risk management and financial reporting, and monitors the quality and effectiveness of external auditors.

Remuneration & Nominations

- Exercises general oversight of matters concerning the Charity's staff and makes recommendations to the Board
- Exercises general oversight of matters concerning trustee appointments and tenure.

1 in 4 Panel

- Considers and agrees applications for funding to the 1 in 4 Grants Programme and oversees the administration of these grants

The Audit & Investment Committee met four times in the year, the Remuneration & Nominations Committee met once in the year and the 1 in 4 Panel met twice.

Day to day management of the Charity is delegated to the Chief Executive who has authority to approve expenditure within the framework of delegations. The Trustees regularly review the scheme of delegation.

Remuneration policy

The Trustees consider that the Chief Executive, Director of Research, Head of Operations and the Head of Finance & Resources comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in notes 9 & 23 to the accounts.

The pay of all staff is reviewed annually and includes reference to comparisons with other charities ensuring the Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We aim to recruit at the lower medium point with comparable organisations, providing scope to reward excellence whilst taking into account the Charity's ability to attract and retain committed and motivated employees. We do not employ interns without pay and aim to pay the living wage for all of our staff.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 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 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Companies Provisions

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees on 17 November 2022

D Ray-Hill

Chair

Independent auditor's report to the members of Police Care UK

Opinion

We have audited the financial statements of Police Care UK for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of the charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' 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 by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

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

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

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to employment law, safeguarding regulations and Charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and the Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the recognition of income from legacies and donations. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals ;
- Reviewing valuations of investments; and
- Challenging assumptions and judgements made by management in their critical accounting estimates. These relate to accrued legacies, the valuation of investment property and the Woodford Fund held in investments.

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Lee Stokes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 21 November 2022

POLICE CARE UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations and legacies	3	465,115	-	465,115	976,687
Other trading activities	4	3,660	-	3,660	2,567
Investments	5	657,128	-	657,128	683,594
Total income		1,125,903	-	1,125,903	1,662,848
Expenditure on:					
Raising funds					
Fundraising and publicity	6	267,257	-	267,257	308,325
Investment management	6	178,269	-	178,269	168,531
		445,526	-	445,526	476,856
Charitable activities	7	2,360,873	-	2,360,873	4,376,690
Total expenditure		2,806,399	-	2,806,399	4,853,546
Net expenditure before investment gains/(losses)		(1,680,496)	-	(1,680,496)	(3,190,698)
Loss on disposal of fixed asset		(207)	-	(207)	-
Revaluation of investment property	13	-	-	-	40,000
Loss on property held for resale	15	-	-	-	(12,636)
Loss on leasehold property		(4,497)	-	(4,497)	-
Net gains on investments	14	2,874,020	-	2,874,020	4,960,190
Net income before transfers		1,188,820	-	1,188,820	1,796,856
Gross transfers between funds		-	-	-	-
Net movement in funds		1,188,820	-	1,188,821	1,796,856
Fund balances at 1 April 2021		31,405,786	500	31,406,286	29,609,430
Fund balances at 31 March 2022		32,594,606	500	32,595,106	31,406,286

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

All income and expenditure derive from continuing activities.

Details of comparative figures by fund are shown in note 25.

POLICE CARE UK

BALANCE SHEET AS AT 31 MARCH 2022

Company Registration number 08426630 (England and Wales)

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible assets	12		93,788		19,899
Investment property	13		-		265,000
Investments	14		29,058,308		26,340,322
			29,152,096		26,625,221
CURRENT ASSETS					
Stocks		19,587		-	
Debtors	16	294,664		631,373	
Cash at bank and in hand		3,718,149		4,731,945	
		4,032,400		5,363,318	
CREDITORS: amounts falling due within one year	17	(589,390)		(582,253)	
NET CURRENT ASSETS			3,443,010		4,781,065
TOTAL ASSETS LESS CURRENT LIABILITIES			32,595,106		31,406,286
INCOME FUNDS					
Unrestricted funds					
Designated funds	18		30,130,945		28,347,931
General funds	18		2,463,661		3,057,855
			32,594,606		31,405,786
Restricted Funds	19		500		500
TOTAL FUNDS			32,595,106		31,406,286

The notes on pages 25 to 45 form part of these financial statements.

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies.

The financial statements were approved by the Board of Trustees on 17 November 2022 and are signed on its behalf by:

D Ray-Hill
Chair of Trustees

POLICE CARE UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	24		(2,000,316)		(3,998,978)
Cash flows from investing activities					
Purchase of tangible fixed assets		(87,145)		(8,357)	
Purchase of investments		(4,820,398)		(10,603,929)	
Net proceeds from sale of tangible assets		260,503		537,364	
Proceeds from sale of investments		4,976,432		13,571,257	
Dividends and interest from investments		657,128		683,594	
Net cash provided by/(used in) investing activities			986,520		4,179,929
Net increase in cash and cash equivalents			(1,013,796)		180,951
Cash and cash equivalents at beginning of year			4,731,945		4,550,994
Cash and cash equivalents at end of year			3,718,149		4,731,945
Net Funds					
Cash at bank and in hand			3,718,149		4,731,945
			3,718,149		4,731,945

1. Accounting polices

Charity information

Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is Nova Scotia House, 70 Goldsworth Road, Woking, Surrey, GU21 6LQ.

1.1 Accounting convention

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. 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 listed investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The trustees consider there are no material uncertainties about the Charity's ability to continue as a 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 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.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution. Legacies are accrued when the Charity is entitled to the receipt, receipt is probable and it can be measured or estimated with sufficient reliability.

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

1.4 Expenditure (continued)

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Charity. The grants are accounted for where either the Trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

In 2020-21 support cost allocation was changed from an arbitrary 30:70 split to a basis of head count at the year end. Support costs which include the central function are allocated on the basis of headcount at the year-end as follows

Cost of raising funds – 15% (2020-21: 22.6%)

Charitable activities – 85% (2020-21: 77.4%

Irrecoverable VAT is charged against the category or expenditure or which it was incurred.

Tax recovered from donations received under gift aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

1.5 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.

Individual fixed assets costing £300 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Leasehold Property	over 50 years on a straight line basis on the estimated cost of the building
Computer Equipment	over 3 years on a straight line basis
Furniture & Fittings	over 4 years on a straight line 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.

1.6 Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

The valuation of the investments was performed by the investment managers. The market value of listed investments is publicly available

1. Accounting policies

1.8 Stock

Stock is stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 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.

1.10 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes of uses of the designated funds are set out in the notes to the financial statements.

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.

1.11 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 Charity's balance sheet when the Charity 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 asst 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 financial 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 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.

1. Accounting policies

1.11 Financial instruments (continued)

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 Charity's contractual obligations expire or are discharged or cancelled.

1.12 Employee benefits

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.

1.13 Retirement benefits

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

1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight-line basis over the term of the relevant lease.

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. The estimates included in the accounts generally relate to accrued legacies and the Woodford Fund held in investments.

3. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations and gifts	139,066	-	139,066	58,517
Legacies receivable	76,022	-	76,022	653,807
Payroll giving from Police Forces	238,314	-	238,314	242,074
Gift aid receivable	11,713	-	11,713	11,184
Government Grants	-	-	-	11,105
	465,115	-	465,115	976,687

Comparative figures:

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Donations and gifts	58,517	-	58,517
Legacies receivable	653,807	-	653,807
Payroll giving from Police Forces	242,074	-	242,074
Gift aid receivable	11,184	-	11,184
Government Grants	11,105	-	11,105
	976,687	-	976,687

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Sale of branded merchandise	184	-	184	504
Sales of training manuals	3,476	-	3,476	2,063
	3,660	-	3,660	2,567

Comparative figures:

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Sale of branded merchandise	504	-	504
Sales of training manuals	2,063	-	2,063
	2,567	-	2,567

5. INVESTMENT INCOME

	Total Unrestricted Funds 2022 £	Total Unrestricted Funds 2021 £
Income from listed investments	655,454	681,080
Interest receivable	1,674	2,514
	657,128	683,594

6. RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Funding and publicity				
Other fundraising costs	162,390	-	162,390	170,877
Support costs (note 8)	104,867	-	104,867	137,448
Fundraising and publicity	267,257	-	267,257	308,325
Investment Management	178,269	-	178,269	168,531
	445,526	-	445,526	476,856

6. **RAISING FUNDS (continued)**

Comparative figures:

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
Funding and publicity			
Other fundraising costs	170,877	-	170,877
Support costs	137,488	-	137,488
Fundraising and publicity	308,325	-	308,325
Investment Management	168,531	-	168,531
	476,856	-	476,856

7. Charitable Activities

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2022 £	Total 2021 £
Grants to institutions:							
Major grants	22,683	-	-	-	-	22,683	2,250,000
1 in 4 grants	106,280	-	-	-	-	106,280	190,079
Wellbeing grants	35,363	-	-	-	-	35,363	3,058
Recovery Days	923	-	-	-	-	923	-
	165,249	-	-	-	-	165,249	2,443,137
Grants to individuals	-	41,500	40,025	85,000	2,100	168,625	191,062
	165,249	41,500	40,025	85,000	2,100	333,874	2,634,199

Other charitable activities	2022 £	2021 £
Resilience Project	10,824	17,291
In Patient Stays	-	7,829
Confidential Care Line	887,610	787,767
Clinical Support	1,865	200
Volunteer Program	116,624	103,822
Peer Support	8,918	10,674
Wolf Book & Video	24,020	7,312
TIPT	1,518	5,814
Employment Costs	367,939	326,917
Other	13,439	4,137
Allocation of support and governance costs (note 8)	594,242	470,728
Total grants and charitable activities	2,360,873	4,376,690

7. Charitable Activities (continued)

Comparative figures for 2021

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2021 £	Total 2020 £
Grants to institutions:							
Major grants	2,250,000	-	-	-	-	2,250,000	297,410
1 in 4 grants	190,079	-	-	-	-	190,079	677,753
Wellbeing grants	3,058	-	-	-	-	3,058	66,310
Recovery Days	-	-	-	-	-	-	12,891
	2,443,137	-	-	-	-	2,443,137	1,054,364
Grants to individuals	-	79,000	52,162	57,000	2,900	191,062	629,305
	2,443,137	79,000	52,162	57,000	2,900	2,634,199	1,683,669

Other charitable activities	**2021 £**	**2020 £**
Resilience Project	17,291	90,254
In Patient Stays	7,829	186,157
Confidential Care Line	787,767	219,984
Clinical Support	200	-
Volunteer Program	103,822	199,531
Peer Support	10,674	12,471
Suicide Prevention Workshops	-	24,766
Return to Work	7,312	16,789
TIPT	5,814	-
Employment Costs	326,917	252,876
Other	4,137	2,445
Allocation of support and governance costs (note 8)	470,728	488,611
Total grants and charitable activities	4,376,690	3,177,553

7. CHARITABLE ACTIVITIES (CONTINUED)

Grants made to institutions

	2022 £	2021 £
Major grants		
RPOAS	22,683	-
Police Treatment Centres	-	2,250,000
	22,683	**2,250,000**
1 in 4 grants		
PCC North Wales	37,620	-
PCC Warwickshire	-	44,064
PCC West Yorkshire	-	40,000
PCC Suffolk	-	55,267
PCC Durham	-	22,917
PCC Humberside	35,144	35,144
PCC Devon & Cornwall	32,386	32,386
SPA	21,679	58,024
Met Police	50,000	-
Less accrued projects from last year cancelled	(70,549)	(97,723)
	106,280	**190,079**

7. CHARITABLE ACTIVITIES (CONTINUED)

Grants made to institutions (continued)

	2022 £	2021 £
Wellbeing grants		
Scottish Policy Authority	13,805	217
Met Police	2,565	2,982
PCC Lincolnshire	1,200	-
PCC Sussex	5,880	-
PCC Greater Manchester Police	940	-
PCC Cheshire	1,817	-
PCC Nottingham	500	-
PCC Surrey / Sussex	3,000	-
PCC North Yorkshire	1,200	-
PCC Devon & Cornwall	3,000	-
PCC City of London Police	1,833	-
British Transport Police	1200	-
Less grant accruals written off	(1,577)	(141)
	35,363	**3,058**
Recovery Days		
PCC Essex	497	-
Scottish Police Authority	2,046	-
PCC Cheshire	180	-
Less grant accruals written off	(1,800)	-
	923	-
Total grants payable to institutions	**165,249**	**2,443,137**

8. SUPPORT COSTS

	Support costs £	Governance Costs £	Total 2022 £	Total 2021 £
Staff costs	255,721	-	255,721	234,760
Depreciation	13,049	-	13,049	12,230
Computer running costs	68,947	-	68,947	58,389
Travel	2,534	-	2,534	1,033
Energy and rates	9,818	-	9,818	16,086
Rent	60,996	-	60,996	74,698
Service Charge	22,088	-	22,088	19,150
Insurance	13,187	-	13,187	11,256
Telecommunications	9,946	-	9,946	9,670
Printing, postage and stationery	4,133	-	4,133	3,055
Training and subscriptions	3,668	-	3,668	8,769
Marketing and communications costs	51,699	-	51,699	53,070
Repairs, cleaning and office sundries	13,356	-	13,356	11,036
Bank charges	1,225	-	1,225	1,300
New Ground Floor Offices – fit out	25,692	-	25,692	118
Audit fees	-	13,080	13,080	12,300
Accountancy	-	6,450	6,450	6,852
Legal and professional	-	118,022	118,022	74,357
Trustees	-	5,498	5,498	47
	556,059	143,050	699,109	608,176
Analysed between				
Fundraising (note 6)	83,409	21,458	104,867	137,448
Charitable activities (note 7)	472,650	121,592	594,242	470,728
	556,059	143,050	699,109	608,176

Governance costs include payments to the auditors of £13,080 (2021: £12,300) for the audit of the financial statements and £3,120 (2021: £3,000) for accountancy services. Amounts include VAT.

8. SUPPORT COSTS (CONTINUED)

Comparative figures for 2021	Support costs £	Governance Costs £	Total 2021 £	Total 2020 £
Staff costs	234,760	-	234,760	219,187
Depreciation	12,230	-	12,230	14,389
Computer running costs	58,389	-	58,389	43,968
Travel	1,033	-	1,033	5,671
Energy and rates	16,086	-	16,086	18,937
Rent	74,698	-	74,698	73,186
Service Charge	19,150	-	19,150	23,124
Insurance	11,256	-	11,256	8,670
Telecommunications	9,670	-	9,670	10,218
Printing, postage and stationery	3,055	-	3,055	8,766
Training and subscriptions	8,769	-	8,769	10,812
Marketing and communications costs	53,070	-	53,070	156,861
Repairs, cleaning and office sundries	11,036	-	11,036	15,025
Bank charges	1,300	-	1,300	1,591
Relocation costs	118	-	118	-
Audit fees	-	12,300	12,300	11,880
Accountancy	-	6,852	6,852	5,933
Legal and professional	-	74,357	74,357	51,786
Trustees	-	47	47	18,012
	514,620	93,556	608,176	698,016
Analysed between				
Fundraising (note 6)	116,304	21,144	137,448	209,405
Charitable activities (note 7)	398,316	72,412	470,728	488,611
	514,620	93,556	608,176	698,016

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year. Ten trustees had their expenses reimbursed or met by the Charity totalling £2,689 (2021: £Nil) for travel, subsistence and accommodation. Donations received from Trustees during the year was £Nil (2021: £Nil).

No Trustee or other person connected to the Charity had any personal interest in any contract or transaction entered into by the charitable company during the current or preceding year.

10. EMPLOYEES

	2022 Average Number	2021 Average Number
Average number of staff	22	20

Employment costs

	2022 £	2021 £
Wages and salaries	735,575	680,114
Social security costs	69,503	65,315
Other pension costs	53,279	40,505
	858,357	785,934

The number of employees whose annual remuneration was £60,000 or more were as follows:

	2022 Number	2021 Number
£70,000 – 80,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation including NI and pension contributions	263,440	276,880

11. TAXATION

The Charity is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

12. FIXED ASSETS

	Computer Equipment £	Furniture & Fittings £	Equipment £	Total £
Cost				
At 1 April 2021	71,706	7,305	2,209	81,220
Additions	82,823	3,647	675	87,145
Disposals	(8,522)	(1,630)	-	(10,152)
At 31 March 2022	146,007	9,322	2,884	158,213
Depreciation				
At 1 April 2021	55,650	4,509	1,162	61,321
Depreciation charged in the year	10,090	2,110	849	13,049
Disposals	(8,417)	(1,528)	-	(9,945)
At 31 March 2022	57,323	5,091	2,011	64,425
Net book value				
At 31 March 2022	88,684	4,231	873	93,788
At 31 March 2021	16,056	2,796	1,047	19,899

13. INVESTMENT PROPERTY

	2021 £	2021 £
Fair value		
At 1 April 2021	265,000	225,000
Revaluation	-	40,000
Disposal	(265,000)	-
At 31 March 2022	-	265,000

Investment property comprises a property in Southampton. The fair value of the investment property was arrived at on the basis of a valuation carried out in 2021 by Now Chartered Surveyors. The valuation was made on an open market value basis by reference to market evidence to transaction prices for similar properties. The property was sold in 2021, completion date being 3rd December 2021 for £265,000.

14. FIXED ASSET INVESTMENTS

	Investments £
Cost or valuation	
Market value at 1 April 2021	26,340,322
Additions	4,820,398
Disposals	(4,976,432)
Net investment gains	2,874,020
Market value at 31 March 2022	29,058,308

Fixed Asset investments include listed investments of £27,353,726, unlisted investments of £447,702, and cash of £1,256,880. The historic cost of the portfolio is £29,389,923 (2021: £28,356,615).

15. PROPERTY HELD FOR RESALE

	2021 £
Fair value at 31 March 2020	550,000
Net proceeds from sale	(537,364)
Loss on sale	(12,636)
Fair value at 31 March 2021	-

In March 2019 the Charity relocated to Woking and placed its property at Mount Mews, Hampton on the market for resale. The property was sold in October 2020 for £550,000.

16. DEBTORS

Amounts falling due within one year:	2022 £	2021 £
Trade debtors	242	-
Other debtors	30,697	6,966
Prepayments and accrued income	263,725	624,407
	294,664	631,373

17. CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	210,526	137,429
Accruals and deferred income	366,141	309,426
Other creditors	12,723	135,398
	589,390	582,253

Included within other creditors are grants payable, figures stated below:

	2022 £	2021 £
Grants payable	11,496	134,602

18. UNRESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021 £	Movement in funds: Income £	Movement in funds: Expenditure £	Other gains and transfers £	Balance at 31 March 2022 £
Designated funds					
Welfare fund	250,000	-	-	-	250,000
1 in 4 Fund	341,747	-	(106,280)	(78,267)	157,200
Investment fund	21,682,094	-	-	2,287,164	23,969,258
Mental health fund	1,000,000	-	-	-	1,000,000
Planned call on reserves	5,074,090	-	-	(319,603)	4,754,487
	28,347,931	-	(106,280)	1,889,294	30,130,945
General funds	3,057,855	1,125,903	(2,700,119)	980,024	2,463,661
	31,405,786	1,125,903	(2,806,399)	2,869,316	32,594,606

Welfare Fund

The Trustees set aside £250,000 to support members of the police service impacted by a major terrorist or other large scale critical event, to assist in the provision in access to appropriate and timely psychological support. The need for this fund will be reviewed in the event of the national threat level dropping below Severe.

1 in 4 Fund

Following the publication of our Injury on Duty Report in 2016 Trustees set aside a total fund of £3m in to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded. This fund has now closed to new applications.

Investment Fund

Reserves are designated to reflect the Charity's requirement to hold in reserve the value of investments to support the income target for the year ahead.

Mental Health Fund

The Trustees have set aside a fund to improve access to psychological care.

Planned Call on Reserves

The Charity is currently planning on an operational deficit over the next two years of approximately £2.5 million per year.

18. UNRESTRICTED FUNDS (continued)

Comparative Designated Funds for 2021
The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020 £	Movement in funds Income £	Movement in funds Expenditure £	Other gains and transfers £	Balance at 31 March 2021 £
Designated funds					
Welfare fund	250,000	-	-	-	250,000
1 in 4 Fund	687,324	-	(190,079)	(155,498)	341,747
Investment fund	17,356,816	-	-	4,325,278	21,682,094
Mental health fund	3,250,000	-	(2,250,000)	-	1,000,000
Planned call on reserves	4,651,805	-	-	422,285	5,074,090
	26,195,945	-	(2,240,079)	4,592,065	28,347,931
General funds	3,412,985	1,662,848	(2,413,467)	395,489	3,057,855
	29,608,930	1,662,848	(4,853,546)	4,987,554	31,405,786

19. RESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021 £	Movement in funds Income £	Movement in funds Expenditure £	Transfers £	Balance at 31 March 2022 £
Warwickshire	500	-	-	-	500

Warwickshire relates to a legacy received which is restricted to activity in Warwickshire.

Comparative figures:

	Balance at 1 April 2020 £	Movement in funds Income £	Movement in funds Expenditure £	Transfers £	Balance at 31 March 2021 £
Warwickshire	500	-	-	-	500
	500	-	-	-	500

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds £	Designated Funds £	Restricted Funds £	**Total 2022 £**
Fund balances at 31 March 2022 are represented by:				
Tangible assets	-	93,788	-	93,788
Investments	-	29,058,308	-	29,058,308
Current assets/liabilities	2,463,662	978,848	500	3,443,010
	2,463,662	30,130,944	500	32,595,106

Comparative Analysis of net Assets Between Funds for 2021

	General Funds £	Designated Funds £	Restricted Funds £	**Total 2021 £**
Fund balances at 31 March 2021 are Represented by:				
Tangible assets	-	19,899	-	19,899
Investment property	265,000	-	-	265,000
Investments	-	26,340,322	-	26,340,322
Current assets	2,792,855	1,987,710	500	4,781,065
	3,057,855	28,347,931	500	31,406,286

21. RETIREMENT BENEFIT SCHEMES

Defined contribution schemes
The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £53,279 (2021: £40,505).

22. OPERATING LEASE COMMITMENTS

At the reporting end date, the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

Amounts payable:	Land & Buildings 2022 £	Fittings & equipment 2022 £	Total 2022 £	Land & Buildings 2021 £	Fittings & equipment 2021 £
Within one year	96,314	498	96,812	68,561	5,972
Between two and five years	337,100	-	337,100	102,841	498
	433,414	498	433,912	171,402	6,470

On 19th July 2021 the Charity acquired additional office space at Nova Scotia House, namely Unit 2 on the ground floor under a 10 year lease. At the same date, and as part of the negotiation, the existing lease for the first floor was reissued for 10 years to be coterminous with the ground floor.

23. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year (2021: none).

24. CASH GENERATED FROM OPERATIONS

	2022 £	2021 £
Net expenditure before investment gains	(1,680,496)	(3,190,698)
Adjustments for:		
Dividends and interest income from investments	(657,128)	(683,594)
Depreciation charges	13,049	12,230
(Increase)/Decrease in stocks	(19,587)	-
(Increase)/decrease in debtors	336,709	(131,864)
(Decrease)/increase in creditors	7,137	(5,052)
Net cash (used in) operations	(2,000,316)	(3,998,978)

25. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income and endowments from:			
Donations and legacies	976,687	-	976,687
Other trading activities	2,567	-	2,567
Investments	683,594	-	683,594
Total income	1,662,848	-	1,662,848
Expenditure on:			
Raising funds			
Fundraising and publicity	308,325	-	308,325
Investment management	168,531	-	168,531
	476,846	-	476,846
Charitable activities	4,376,690	-	4,376,690
Total expenditure	4,853,546	-	4,853,546
Net expenditure before investment (losses)/gains	(3,190,698)	-	(3,190,698)
Revaluation of investment property	40,000	-	40,000
Loss on property held for resale	(12,636)		(12,636)
Net (losses)/gains on Investments	4,960,190	-	4,960,190
Net (expenditure)/income before transfers	1,796,856	-	1,796,856
Gross transfers between funds	-	-	-
Net movement in funds	1,796,856	-	1,796,856
Fund balances at 1 April 2020	29,608,930	500	29,609,430
Fund balances at 31 March 2021	31,405,786	500	31,406,286

Police Care UK

England & Wales - Charity number 1151322

Accounts

Charity Registration number: 1151322 (England and Wales), SC0047767 (Scotland)
Company Registration number: 08426630 (England and Wales)

POLICE CARE UK

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

POLICE CARE UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

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POLICE CARE UK

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 MARCH 2021

Trustees	J Apter P Griffiths D Hamilton M Lindsay (Chair) K Lowes S Mertes S Ockham A Orchard D Pond D Ray-Hill G Stephens J Tolfrey

The list of Trustees above are those serving at the time these accounts were signed. See page 17 for details of movements on the Board of Trustees during the year.

Charity number (England and	1151322
Charity number (Scotland)	SC0047767
Company number	08426630
Auditor	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG
Bankers	Royal Bank of Scotland plc London Drummonds Branch 49 Charing Cross London SW1A 2DX
Solicitors	BDB Pitmans LLP 50 Broadway Westminster London SW1H 0BL
Investment advisors	Independent Investment Reviews 88 Kingsway London WC2B 6AA

The Trustees present their report and financial statements for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objects of the Charity

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependants arising through injury, death as a result of duty, illness, hardship and old age.

Police Care UK is the Charity for the entirety of policing. We are there for serving veteran police officers, staff and their families and police forces throughout the UK from local to national. Providing a comprehensive programme of counselling, emotional support & advice, grant funding, training and research, we improve awareness and understanding of the harms of policing, enable police forces to better look after their people and most importantly help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service.

2020/21 Key Facts Summary

- We continued to operate throughout the Covid19 pandemic through a combination of remote working and where possible, adapting activities to be delivered online
- Total income for the year was £1,662,848
- £4,376,690 was spent on charitable activities, representing 90.2% of total expenditure
- The total funds of the Charity currently stand at £31.41m. Of this, £26.34m are under investment management to provide a sustainable source of income and ensure the longevity of the Charity
- Following our decision last year to award a grant of £2.5m to the Police Treatment Centre to establish a Psychological Wellbeing Centre of Excellence and expand physical capacity at their site in Harrogate building work progressed well despite the challenges of Covid19 with building works completed in May 2020
- We assisted over 1,500 families, an increase of 36% compared to 2019/20
- Our beneficiaries accessed more than 5,300 counselling sessions via our psychotherapy service
- We provided grants to 105 families
- We published the full findings of our survey "The Job and the Life", working with the University of Cambridge, which identified that more than 90% of police officers will be exposed to multiple traumatic events during their career, that 1 in 5 serving police officers and staff are living with a form of Post-Traumatic Stress Disorder with Complex PTSD being most prevalent

How the Charity Operates

Every day the police find themselves in harm's way whilst protecting the public. We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Individuals who need our help complete a simple referral form via our website. Our welfare team then assess eligibility against published criteria. If accepted, registration automatically provides access to the Charity's confidential advice and counselling service. If financial help is needed, an application form will be provided following discussion with our welfare team with guidance on funding available on our website. Our network of volunteers can help beneficiaries apply for assistance and may visit applicants as part of the grant assessment process where necessary.

We also do our utmost to improve the mental health and wellbeing of serving and former police personnel through a combination of targeted research and grant funding and training to support those in need both now and in the future.

Further information on the specific grants' programmes and other services for both individuals and organisations are discussed in this report and our Impact Report and are also available on the Charity's website www.policecare.org.uk

ACHIEVEMENTS AND PERFORMANCE

This year saw challenges that none of us could ever have imagined and different to the one we all hoped for. We are incredibly proud of all that we achieved as we continued to operate throughout the year, quickly adapting to remote home working and helping more people than ever.

Financial review

The results of the Charity are set out in the financial statements on pages 23 to 46.

The Charity's net deficit (before other recognised gains and losses) was £3,190,698 compared to a deficit of £2,195,388 in 2019/20. This reflects the Charity's agreed strategy, as stated in previous annual reports, to expand activities and assist more beneficiaries and to grow our staff team to help meet this objective. Accordingly, our headcount grew from 16 to 20.

Expenditure on charitable activities totalled £4,376,690 (2019/20 £3,177,553), an increase of £1,199,137

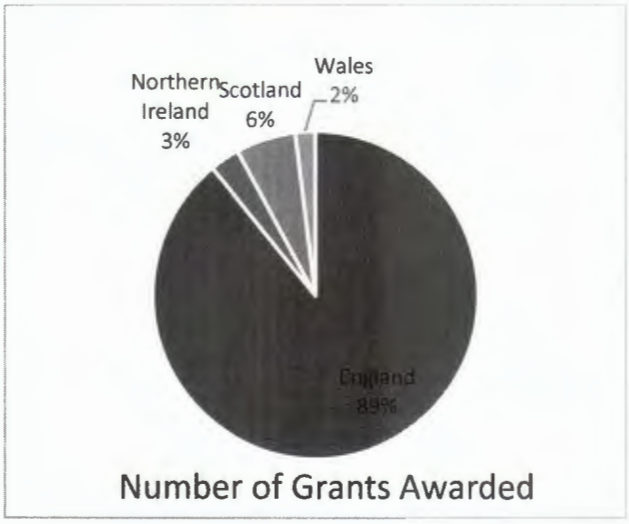
Our expenditure on grants to individuals totalled £191,062 to help those in need, a decrease of £438,243. We believe this is due to Covid19 and lockdown, in particular affecting applications for home adaptation works.

Our institutional grants saw an overall uplift of £1,388,773 which reflects the completion of the grant awarded last year to the Police Treatment Centres. Several of our 1in4 Programme grants were paused as police forces placed activity on hold due to Covid, as were our Wellbeing Grants and Recovery Days. All of these are expected to re-start as Covid restrictions ease and police forces are able to continue these projects.

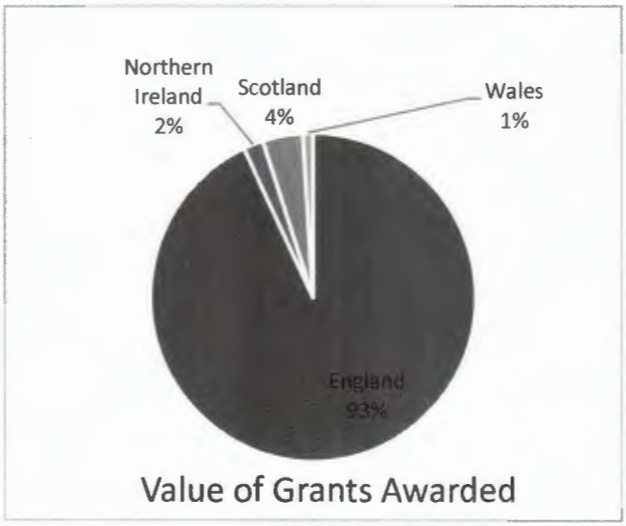
We continued to invest in project activity as part of our strategy where feasible during Covid by moving activities online - for example our Veteran Peer Support Service and training in our Trauma Impact Prevention Techniques. Whilst we consider that face to face will always be the gold standard for these initiatives, we are pleased that these could still continue during this challenging time. However much of our volunteer activity was curtailed meaning that expenditure across these activities totalled £103,822, a fall of £95,709 against the previous year.

As predicted last year, our counselling service, now in its second year of operation, continued to see significant increases in activity and again, the delivery of counselling sessions was achieved online. Expenditure totalled £787,767, an increase of £567,783 Feedback from users continues to be positive and we anticipate that the demand for this much needed service will continue to grow.

By region, grants awarded across all of our grant making programmes and funding for counselling are summarised as:



Number of Grants Awarded



Value of Grants Awarded

Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR) to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

During the year our investment markets continued to be affected by the Covid-19 pandemic with many companies either limiting or pausing dividend payments. Against this backdrop we are pleased that our investments performed well, recovering the fall experienced in March 2020 as the pandemic hit. Overall, the combined value of our investments as at 31st March 2021 was £26.340m after having released £2.5m to fund the grant to the Police Treatment Centre, compared to £24.347m in March 2020, an increase of 8.19%.

Our investments still include a small balance from our holding in Woodford Equity Income Fund, which was suspended from trading on 6th June 2019 awaiting final disposal by Link Fund Solutions, appointed to administer the wind up of the fund. On 15th October 2019 it was announced that the fund would be liquidated with proceeds of sale being returned to investors. Trustees had been paying close attention to the performance of this fund with the assistance of our professional advisors which, whilst delivering reasonable income returns, was underperforming on capital growth. As at 31st March £3,112,408 had been returned to the Charity from the proceeds of sales with £343,892 received during the year. The investment holding based on the latest available information stands at £161,290.

The decision to appoint our three investment managers, including Woodford, was taken in 2016 following a detailed and rigorous selection process. We followed relevant Charity Commission guidance and were assisted by our professional investment advisors through a process which saw our investments moved from a single investment manager to three managers, CCLA, Newtons and Woodford.

Trustees are pleased to report that CCLA and Newtons performance has continued to rank very highly against their peers and that our overall portfolio has performed well.

In advance of Brexit and against the background of wider global economic challenges in the US and China Trustees had concluded it prudent to hold in the region of £3m of readily available assets to protect our ability to support our beneficiaries in the event of a major economic downturn. The current COVID-19 crisis has added to both market uncertainty and continued to create significant fundraising challenges across the charity sector as a whole. Trustees have chosen to utilise this reserve, in combination with reviewing activities, to ensure that we can continue to meet the needs of our beneficiaries.

Trustees are aware of the challenges presented by the current COVID-19 crisis and have taken steps to manage these in accordance with the latest available information and guidance.

The Charity's income comes from four principal sources:

- Regular donations (payroll giving/Give as You Earn/individual fundraising);
- One off donations & community fundraising;
- Legacies; and
- Investment and interest income.

The Charity remains in a robust financial position and continues to be well placed to support officers who have been injured on duty and the families of those officers who have lost their lives as a result of their police work. The Charity however continues to be heavily reliant on its investments as its primary source of income with ongoing calls on reserves to fund increasing beneficiary needs. Our planned underlying deficit is in the region of £2.5m per year which needs to be addressed through generating new sources of income to place all of our activities on a sustainable footing.

Activities for Public Benefit
In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for grants and be considered as a potential beneficiary. Additionally, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

Framework for Success
Trustees have agreed our Framework for Success which helps focus our activities on those areas where we consider we can have the greatest impact. The framework sets out our core aims and objectives as:

Ensuring everyone is aware of the harm police experience as part of their role	*Engaging with the police service to do all they can to reduce or prevent harm*	*Enabling people to recover and rebuild their lives*
• Research and share learning on harm and the ways to prevent or reduce the impact of harm experienced	• Proactively interact with policing organisations across the UK	• Increase our reach and connect with people who have suffered harm as a result of their policing role
• Advocating for the wellbeing of serving and former police colleagues	• Fund new and innovative projects aimed at reducing or preventing harm	• Provide mechanisms for individuals to recover and rebuild their lives

Police Care UK strives to be a catalyst for change and active player in improving the health and well-being of serving and former UK police and their families. To this end our Trustees participate in dialogue and share new ideas with grantee organisations, service providers, other funders and government agencies. We aim to create opportunities to engage police stakeholders in collaborative problem-solving and programme development.

From time to time we award Major Grants to provide project and capital funding to established charitable organisations with significant track records of delivery who Trustees consider will help deliver against our 3 core aims of:

- Raising awareness of the harm police can experience as part of their role
- Enabling police and their families to recover and rebuild their lives after suffering harm
- Supporting police forces and agencies to do all that they can to reduce harm

All Major Grants are by invitation-only from Police Care UK and our Trustees prefer to support projects where we are providing match-funding.

Further details of how we have delivered activities for public benefit are set out in our Impact Report which is available on our website www.policecare.org.uk/wp-content/uploads/Impact-20_21.pdf

Aim 1 - Ensuring everyone is aware of the harm police experience as part of their role

Our work with the University of Surrey and the University of Cambridge has highlighted a number of key issues faced by injured police officers and staff that had not, until that point, been openly discussed by either UK police forces or government. In particular:

- High levels of physical & psychological injury experienced by police & staff with 1in 5 living with PTSD
- Psychological harm is the biggest single cause of officers leaving the service prematurely (47%)
- 15% of those who leave prematurely struggle to cope financially day to day
- Those who leave the service due to an injury have significantly lower levels of health with the lowest being experienced by those who experienced psychological injury
- 86% of serving personnel want to see improved support for mental health, particularly following traumatic incidents
- 80% of former officers would like to have support available from a local peer network
- 80% of former officers would like more support to help access work post their police career
- 70% of former officers would like access to formal emotional support and health advice
- 62% of former officers would like better access to mental health services

During the year we published the full findings of our work with the University of Cambridge, The Job and the Life - the UK's first survey to assess trauma management and working conditions in UK policing. This report highlighted that 12 % of serving personnel are living with symptoms consistent with Complex PTSD.

Building on this research we have also collaborated with the Police Federation of England & Wales research team to develop a Police Trauma Exposure Checklist (PTEC), a new tool to be trialled in 21/22 which can be used to assess exposure to potentially traumatic events to help facilitate self-assessment, peer support and attempts by Occupational Health and police management to improve monitoring and treatment access.

We continued to engage with government officials and key stakeholder both in policing and across the emergency services community, sharing our insights particularly in relation to the development of the proposed Policing Covenant.

Aim 2 - Engaging with the police service to do all they can to reduce or prevent harm

We believe duty of care rests with individual police forces. Our role is to complement this and to assist in addressing identified gaps through the provision of targeted services, projects and grants.

The Charity offers grants to police forces, sports associations and charities who specifically support our beneficiary base to support innovations and improvements in mental health and wellbeing under 3 core funding streams; Wellbeing Grants, 1 in 4 Grants and our Recovery Day Programme. The impact of Covid meant that police forces did not have the capacity to deliver these projects and the majority were either placed on hold or delayed.

We did however adapt our Trauma Impact Prevention Training (TIPT) to enable online delivery meaning that by the end of this financial year this training has now been delivered to circa 1,200 people in forces across the UK.

Aim 3 - Enabling people to recover and rebuild their lives

During the year we saw a significant increase in the number of people we helped. We assisted approximately 1,500 families, a rise of 36% on the previous year, with mental health needs representing 57% of cases. Whilst the number and value of grants awarded to individuals was significantly less than last year - which we attribute to the impact of lockdowns – our specialist counselling service, which was adapted to be delivered online, saw a massive increase in activity, delivering over 5,300 sessions of therapy, up from circa 600 sessions last year. In total 568 people were matched with a therapist and 91% reported an increase in their mental health & wellbeing following completion of therapy.

Our Peer Support service for officers retired through ill-health, which was also adapted to online delivery, supported 48 people during the year and is an initiative we will continue to grow in future years. This group of beneficiaries, who's career is cut short through no fault of their own, are often in need of significant support as they transition to life beyond policing.

During the year we awarded 112 targeted grants to individual beneficiaries totalling £191,062. We helped those in financial hardship and enabled injured police officers to adapt their homes, get the specialist equipment they need and access training. Grants are awarded after taking into account the financial status of applicants and many of our applicants come to us many years after their original injury as the impact takes an increasing toll on their quality of life. These grants are means tested and the Charity has adopted the independent Joseph Rowntree Foundations Minimum Income Standard as a guide against which to assess need, taking into account the additional costs incurred of living with a disability where appropriate. This allows the Charity to focus financial assistance on those in

most need. Our research with the University of Surrey those officers who had left the service following either a physical or psychological injury were worried about paying for unexpected expenses with only 6% living comfortably. Our evidence is that help might have been sought sooner if only there was a greater knowledge of the assistance available from the Charity and we are continuing to try to raise awareness via a range of stakeholder engagement including attending and speaking at events, liaising with retired police officer associations and police staff associations and police force welfare leads.

Awareness and Fundraising Activities

Supporting those who are injured as a result of their policing role, including the families of those who are sadly killed, means Police Care UK has a duty to raise awareness of the Charity's existence, the support available, and how to access it. Whilst much of our traditional activities such as attending face to face events and conferences were curtailed due to lockdown, we provided input to online events and meetings where possible. This included:

- Taking part in major police conferences across the country, e.g. The Police Foundation
- Delivering input into meetings of the National Association of Retired Police Officers
- Engaging and working with colleagues from other charities supporting and benefiting the UK police service
- Engaging directly with and informing Chief officers and specialist staff at all 48 police forces in England, Wales, Scotland, and Northern Ireland
- Working and engaging with, and informing, the wider police family on issues directly related to our charitable activities
- Producing regular newsletters and content for 3rd party publications e.g. London Police Pensioner

Fundraising

At Police Care UK, our supporters are at the heart of everything we achieve, and this year our fundraised income represents 59%. This represents an increase of 14% compared to last year due to the impact of one significant legacy. We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We are also working towards meeting our commitment to implement the recommendations from the Commission on the Donor Experience and have reviewed our GPDR and Privacy policies.

In most instances, we rely on obtaining consent to contact supporters about future fundraising, and we have achieved this compliance by adopting a full opt-in model across our marketing and fundraising activities. If supporters choose not to opt-in, then they won't receive marketing or fundraising requests from us. This has put us in a strong place to ensure we are fundraising in a compliant manner with both the letter and spirit of the regulations in place.

In certain circumstances, we will rely on 'legitimate interest' as a legal basis for contacting our supporters. We will only do this where we have considered and balanced any potential impact on the support and their rights under data protection laws. Fundraising activity in support of our overall strategy is monitored by the Board of Trustees in exercise of their duties under CC20 Charity Commission guidance. They, together with the Audit and Investment Committee, monitor significant risks and ensure they are being properly addressed.

We do not undertake any door-to-door or street fundraising, and do not use any 3rd party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements, and we do not sell any personal data for use by any external organisation.

The Management Team has oversight of all fundraising activities and monitors performance against key indicators to identify any significant challenges or changes that are required.

Vulnerable supporters

Police Care UK is committed to fundraising appropriately from all of our supporters and we are particularly conscious of our responsibilities to vulnerable people. Our Vulnerable Supporters policy applies to all our fundraising activities and ensures that we are protecting the public from undue pressure and persuasion, as well as identifying and responding to potential vulnerabilities. Our Supporter Promise remains at the heart of all fundraising efforts.

We report and monitor on a regular basis through our Management Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we continuously improving the overall experience provided to vulnerable supporters.

Complaints

We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

Our fundraising activities

Gifts in wills

Many people choose to remember Police Care UK in their will. This year £653,807 (2019-20 £262,231) was left to Police Care UK as gifts in wills. Sometimes it is because they or a close family member served in policing, and sometimes it is because they value the role that Police Care UK plays in caring for police and families in need.

Fundraising from within our communities

Whilst our planned activities were cancelled, the organisation adapted and developed a virtual challenge to harness the support still being offered by the generous fundraising community. During the 2020-21 financial year we held three Get Active Challenges, with our first Police Get Active Challenge in September attracting 781 participants and our 12 Days of Christmas giving everyone a festive boost in the lead up to Christmas in lockdown. The three challenges combined raised £16,065 in total, to help us continue supporting the increase in beneficiaries we've seen over the past 12 months.

Unfortunately, Covid meant that planned events such as our annual reception at New Scotland Yard for major donors could not go ahead and sadly a number of our supporters lost their lives due to the pandemic. Our thoughts and condolences are with their families and loved ones.

Donations

During 2020-21 we soft launched our Friends of Police Care UK regular giving scheme, to enable donors to donate £5 or more monthly. The scheme will be fully launched in 2022 in line with the delivery of the new CRM so that administration and communication can be automated. In the meantime, and with very little promotion, the scheme has over 50 members and this year raised over £2,600 and we are seeing new members joining it every month.

Donations from our individual supporters via police forces and associated benevolent organisations also help us continue caring for police and families in need. This year £242,074 (2019-20 £274,437) has been raised this way thanks to the dedication of our fabulous payroll givers.

Our Fundraising Promise

Police Care UK will be:

- **Honest**. We will tell the truth and we will not exaggerate. We will be clear about who we are, what we do, and do what we say we are going to do with the donations we receive.
- **Clear.** We will be able to explain our fundraising costs and show how they are in the best interests of our cause if challenged. Where we ask a third party to fundraise on our behalf, we will make this clear and any financial arrangement transparent.
- **Accountable.** We will ensure our complaints process is clear and easily accessible.

- **Respectful.** We will respect your rights and privacy. We will not put undue pressure on you to make a gift and we will always respect your decision. We have a procedure for dealing with vulnerable circumstances which is available to read.
- **Responsible.** We will comply with the law as it applies to charities and fundraising. We will adhere to the Code of Fundraising Practice, and will monitor fundraisers, volunteers, and third parties working with us to raise funds to ensure that they comply with the Code.

Reserves policy

Our reserves policy aims to ensure that the Charity continues to set aside funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to beneficiaries if setbacks occur. The Charity undertook an exercise in September 2017 with the support of our investment advisors and managers to model the potential impact of a significant market fall on investments. This was based on the experience of global investment markets over the previous 10 years. As a result, the Trustees concluded that it is prudent to aim to hold in the region of £3m in readily available assets to protect against market volatility.

The Board approved policy is based upon three principle statements of intent:

- Reserves will be designated to reflect the Board's requirement to hold in reserve the value of investments held to support the income target for the years ahead (£21,682,094)
- Reserves are designated where appropriate to fund future plans where income from those future years is not expected to be sufficient to meet the expenditure requirements. These funds may be held in a combination of fixed and current assets as appropriate (£6,665,837)
- An appropriate level of general free reserves between 6-12 months expenditure will be held in readily available current assets.

Trustees review levels of reserves annually as part of the annual budget process taking into account projections of:

- Alternative sources of voluntary income
- Anticipated income and capital growth of the investment portfolio
- Existing grant programme commitments and anticipated applications from registered beneficiaries
- Agreed commitments to new initiatives, projects and services designed to better support beneficiaries

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries and the impact of Covid-19. The reliance on investment income is however a concern particularly in the current uncertain economic climate. There is a need for the Charity to diversify its income sources both as a response to this risk and also in response to the growing demand for our services particularly in relation to mental health to address an underlying funding gap of approximately £2.5m per annum.

Trustees are satisfied that the current level of free reserves are in line with the agreed policy.

Investment policy and performance

The Charity holds its investment portfolio in order to generate a return to fund its day-to-day running and grant making programme.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

As at 31 March 2021 the combined portfolio had an income yield of approximately 2.6%, a fall of 1% compared to the previous year reflecting the suspension and/or reduced dividends across companies globally. The value of the Charity's investments however increased from £24.35m to £26.34m, a gain of £1.99m after having released £2.5m to fund the grant awarded to the Police Treatment Centre. We continue to hold a small balance of £161,290 in the Woodford Equity Income Fund awaiting disposal by Link Fund Solutions. Against the backdrop of market volatility following the outbreak of the Covid-19 pandemic, our overall portfolio proved reasonably resilient, benefitted from continued outperformance by CCLA and Newtons, our two Fund Managers.

RISK MANAGEMENT

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity and COVID-19 and are satisfied that systems are in place to mitigate their exposure to major risks.

In response to the COVID-19 pandemic the Charity adopted remote working practices with staff working from home. We have utilised government support schemes such as furlough where appropriate and reviewed activities, including adopting digital delivery where possible to ensure safe working whilst continuing to deliver support to our beneficiaries.

Key Risk	*How we Manage it*
We are over-dependent on investment returns and unable to develop new sources of income	• We have a diverse portfolio of investments managed by two different external Investment Managers to minimise any impact of economic uncertainty • We use external, independent, professional advisors to manage our investments • Our investment portfolio performance is reported and reviewed on a regular basis by the Audit and Investment Committee • We continue to invest in our ability to grow fundraising income and employ experienced fundraisers • We have a detailed fundraising plan against which performance is reviewed regularly by the Board

We do not meet the expectations of our beneficiaries and stakeholders following our research activity, our rebrand and introduction of our counselling service and the subsequent increase in demand	• We consider and update our plans annually at a board away day • Where necessary, we invest in greater team resources to provide capacity with options presented to Trustees for decisions • Progress is regularly reviewed by the Board. During the year as part of the strategic review the Board have agreed a framework for success with three core aims • The Chief Executive has some flexibility to respond to immediate additional resource demands within designated authority and where necessary, we invest in greater team resources to provide capacity with options presented to Trustees for decisions
Trustees may lack relevant skills as the Charity develops	• We have updated our governing document to allow greater flexibility to recruit trustees with specialist skills and experience • We have a Nominations Committee who oversee matters relating to trustee appointments and tenure • We review board performance and consider skills gaps at our annual board away day
Increasing levels of regulation and a broad regulatory landscape may result in a compliance failure	• Responsibilities are included in staff role descriptions • Trustees receive updates at each board meeting on regulatory changes • Compliance activity is included in our annual work plans and we will be investing more resources in this area

Origins

The Police Dependants' Trust was founded in 1966 as a response to the deaths of three police officers who, on the 12th August were shot while on duty in Shepherds Bush, London; Sergeant Christopher Head and Constables David Wombwell and Geoffrey Fox.

Such was the public response to this terrible tragedy which demonstrated the dangers police officers face in the line of duty, that an anonymous donation of £100,000 was offered to a Home Office Minister to establish a permanent trust to assist in cases where police officers were killed or injured on duty. Later it was made public that the anonymous donor was Sir Billy Butlin of Butlin's holiday camps. A public appeal was launched and more than £1 million was raised. The Police Dependants' Trust was founded and continues its vital work today under the new name of Police Care UK – supporting officers injured on duty and the families of those who have lost their lives in the line of their police work.

PLANS FOR THE FUTURE

The Trustees have agreed a strategy to 2025 with many of the priorities discussed in the previous section "Activities for Public Benefit". During 2021/22 areas of specific focus are as follows:

Priority for 2021/22	*Key Activities*
Beneficiaries	We will roll out **TIPT** training to support officers and staff exposed to trauma
	Following the award of a grant of £2.5m to the Police Treatment Centre we will work with the PTC to oversee the completion of capital build and; Agree a model of care to **enhance support for those with PTSD & CPTSD**
	Building on the learning and success of our North West Peer Support pilot and the introduction of online provision during Covid19 we will extend this to Hampshire and Thames Valley
	We will review our access criteria and redesign our **counselling** provision in response to rising demand to streamline the process, introduce clinical triage and, place the service on a more sustainable footing
	We will provide targeted **resources** to enable self-help and self-care and support resilience
	We will increase our engagement with **families** and better understand their needs
Internal Processes	We will implement a replacement **CRM** database to optimise our engagement with supporters and donors in support of our fundraising activities and GDPR compliance
	We will implement a case management system CMS to improve beneficiary experience, support better feedback and case studies and, impact reporting
Financial	We will shift from reactive to **proactive fundraising** to diversify and grow our fundraised income; retain & uplift existing donors; grow supporter and potential donor base; improve donor experience
Strategic Enablers	We will review our volunteer programme to ensure it remains fit for purpose and reflects the needs of the charity and our beneficiaries
	We will implement an online shop facility to enable charging for some materials and activities
	We will keep our IT systems & infra-structure under review to ensure that they continue to meet our needs
	We will recruit new trustees to address skills gaps and succession planning needs

Additionally, we will:

- Aim to engage more broadly across policing including with PCC's and HMICFRS to highlight the needs of our beneficiaries and gaps in provision
- Continue to support staff during Covid19 by providing homeworking equipment, regular communication and wellbeing initiatives
- Consider opportunities to extend our TIPT offer to other sectors as an income source
- Work with forces to test the Police Trauma Exposure Checklist (PTEC)
- Continue to work both formally and informally with other charities to meet the needs of our beneficiaries

STRUCTURE GOVERNANCE AND MANAGEMENT

The Charity is a company limited by guarantee without share capital. The Trustees, who are also the directors for the purpose of company law, and who served during the year and to the date the accounts were signed were:

J Apter	(Appointed 21st May 2020)
C Greany	(Retired 12th August 2021)
P Griffiths	
D Hamilton	(Appointed 21st May 2020)
M Lindsay	
K Lowes	(Appointed 13th May 2021)
A Macdonald	(Retired 4th April 2020)
N Massey	(Retired 31st March 2021)
S Mertes	(Appointed 21st May 2020)
S Ockham	(Appointed 13th May 2021
A Orchard	(Appointed 18th February 2021)
D Pond	(Appointed 13th May 2021)
S Purdy	(Retired 12th August 2021)
D Ray-Hill	
G Stephens	
J Tolfrey	

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Charity's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future. Additionally, they meet annually to consider strategy and to plan for the future and to assess board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

(a) The National Police Chiefs Council;

(b) The Chief Police Officers' Staff Association;

(c) The Police Superintendents' Association of England and Wales;

(d) The Association of Scottish Police Superintendents;

(e) The Superintendents' Association of Northern Ireland;

(f) The Police Federation of England and Wales;

(g) The Scottish Police Federation;

(h) The Police Federation of Northern Ireland;

(i) The National Association of Retired Police Officers;

(j) The Retired Police Officers' Association Scotland; and

(k) The Northern Ireland Retired Police Officers' Association

In order to strengthen the skills and diversity of the Board the Charity may also appoint co-opted trustees.

New trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed 3 sub-committees to help with the execution of the Board's responsibilities, the members of which are appointed by the Trustees

Audit & Investment

- Exercises general oversight concerning matters pertaining to the Charity's investment portfolios
- Oversees the selection and agrees the appointment of investment managers on behalf of the Trustees as a delegated responsibility
- Oversees the Charity's systems of internal control, risk management and financial reporting, and monitors the quality and effectiveness of external auditors.

Remuneration & Nominations

- Exercises general oversight of matters concerning the Charity's staff and makes recommendations to the Board
- Exercises general oversight of matters concerning trustee appointments and tenure.

1 in 4 Panel

- Considers and agrees applications for funding to the 1 in 4 Grants Programme and oversees the administration of these grants

The Audit & Investment Committee met four times in the year, the Remuneration & Nominations Committee met three times in the year and the 1 in 4 Panel met twice.

Day to day management of the Charity is delegated to the Chief Executive who has authority to approve expenditure within the framework of delegations. The Trustees regularly review the scheme of delegation.

Remuneration policy

The Trustees consider that the Chief Executive, Director of Research, Head of Operations and the Head of Finance & Resources comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in notes 9 & 23 to the accounts.

The pay of all staff is reviewed annually and includes reference to comparisons with other charities ensuring the Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We aim to recruit at the lower medium point with comparable organisations, providing scope to reward excellence whilst taking into account the Charity's ability to attract and retain committed and motivated employees. We do not employ interns without pay and aim to pay the living wage for all of our staff.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 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 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

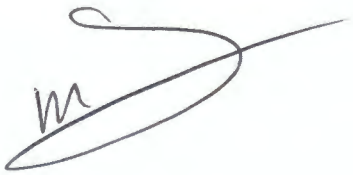
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Companies Provisions

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees on 11 November 2021



M Lindsay

Chair

Independent auditor's report to the members of Police Care UK

Opinion

We have audited the financial statements of Police Care UK for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of the charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' 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 by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

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

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

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to employment law, safeguarding regulations and Charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and the Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the recognition of income from legacies and donations. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions;
- Reviewing valuations of investments; and
- Challenging assumptions and judgements made by management in their critical accounting estimates. These relate to accrued legacies, the valuation of investment property and the Woodford Fund held in investments.

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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Lee Stokes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 11 November 2021

POLICE CARE UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income and endowments from:					
Donations and legacies	3	976,687	-	976,687	716,613
Other trading activities	4	2,567	-	2,567	80
Investments	5	683,594	-	683,594	876,552
Total income		1,662,848	-	1,662,848	1,593,245
Expenditure on:					
Raising funds					
Fundraising and publicity	6	308,325	-	308,325	425,656
Investment management	6	168,531	-	168,531	185,424
		476,856	-	476,856	611,080
Charitable activities	7	4,376,690	-	4,376,690	3,177,553
Total expenditure		4,853,546	-	4,853,546	3,788,633
Net expenditure before investment gains/(losses)		(3,190,698)	-	(3,190,698)	(2,195,388)
Revaluation of investment property	13	40,000	-	40,000	-
Loss on property held for resale	15	(12,636)	-	(12,636)	-
Net gains/(losses) on investments	14	4,960,190	-	4,960,190	(2,090,911)
Net (expenditure)/income before transfers		1,796,856	-	1,796,856	(4,286,299)
Gross transfers between funds		-	-	-	-
Net movement in funds		1,796,856	-	1,796,856	(4,286,299)
Fund balances at 1 April 2020		29,608,930	500	29,609,430	33,895,729
Fund balances at 31 March 2021		31,405,786	500	31,406,286	29,609,430

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

All income and expenditure derive from continuing activities.

Details of comparative figures by fund are shown in note 25.

POLICE CARE UK

BALANCE SHEET AS AT 31 MARCH 2021

Company Registration number 08426630 (England and Wales)

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible assets	12		19,899		23,772
Investment property	13		265,000		225,000
Investments	14		26,340,322		24,347,460
			26,625,221		24,596,232
CURRENT ASSETS					
Property held for resale	15	-		550,000	
Debtors	16	631,373		499,509	
Cash at bank and in hand		4,731,945		4,550,994	
		5,363,318		5,600,503	
CREDITORS: amounts falling due within one year	17	(582,253)		(587,305)	
NET CURRENT ASSETS			4,781,065		5,013,198
TOTAL ASSETS LESS CURRENT LIABILITIES			31,406,286		29,609,430
INCOME FUNDS					
Unrestricted funds					
Designated funds	18	28,347,931		26,195,945	
General funds	18	3,057,855		3,412,985	
		31,405,786		29,608,930	
Restricted Funds	19		500		500
TOTAL FUNDS			31,406,286		29,609,430

The notes on pages 26 to 46 form part of these financial statements.

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies.

The financial statements were approved by the Board of Trustees on 11 November 2021 and are signed on its behalf by:

M Lindsay
Chair of Trustees

POLICE CARE UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities					
Cash generated from operations	24		(3,998,978)		(2,685,259)
Cash flows from investing activities					
Purchase of tangible fixed assets		(8,357)		(16,166)	
Purchase of investments		(10,603,929)		(5,253,394)	
Net proceeds from sale of property for resale		537,364		-	
Proceeds from sale of investments		13,571,257		8,203,453	
Dividends and interest from investments		683,594		876,552	
			4,179,929		3,810,445
Net cash provided by/(used in) investing activities					
Net increase in cash and cash equivalents			180,951		1,125,186
Cash and cash equivalents at beginning of year			4,550,994		3,425,808
Cash and cash equivalents at end of year			4,731,945		4,550,994
Net Funds					
Cash at bank and in hand			4,731,945		4,550,994
			4,731,945		4,550,994

1. Accounting polices

Charity information

Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is Nova Scotia House, 70 Goldsworth Road, Woking, Surrey, GU21 6LQ.

1.1 Accounting convention

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. 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 listed investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The trustees consider there are no material uncertainties about the Charity's ability to continue as a 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 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.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution. Legacies are accrued when the Charity is entitled to the receipt, receipt is probable and it can be measured or estimated with sufficient reliability.

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

1.4 Expenditure (continued)

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Charity. The grants are accounted for where either the trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

In previous years support costs which include central functions have been allocated to activity cost categories on an arbitrary 30:70 basis

Cost of raising funds – 30%
Charitable activities – 70%

From 2020-21 the costs are allocated on the basis of headcount at the year-end as follows

Cost of raising funds – 22.6%

Charitable activities – 77.4%

In previous years support costs have included the total salary costs for the Charity. In 2021-20 the salary costs of fundraising staff and charitable activity staff have been separately identified and attributed directly to the activity categories. The figures for 2019-20 have been adjusted accordingly for comparison.

Irrecoverable VAT is charged against the category or expenditure or which it was incurred.

Tax recovered from donations received under gift aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

1.5 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.

Individual fixed assets costing £300 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Leasehold Property	over 50 years on a straight line basis on the estimated cost of the building
Computer Equipment	over 3 years on a straight line basis
Furniture & Fittings	over 4 years on a straight line 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.

1.6 Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in statement of financial activities.

1. Accounting policies

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

The valuation of the investments was performed by the investment managers. The market value of listed investments is publicly available

1.8 Stock

Stock is stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 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.

1.10 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes of uses of the designated funds are set out in the notes to the financial statements.

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.

1.11 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 Charity's balance sheet when the Charity 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 asst 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 financial 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.

1. Accounting policies

1.11 Financial instruments (continued)

Basic financial liabilities

Basic financial liabilities, including creditors 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 Charity's contractual obligations expire or are discharged or cancelled.

1.12 Employee benefits

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.

1.13 Retirement benefits

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

1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight-line basis over the term of the relevant lease.

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. The estimates included in the accounts generally relate to accrued legacies, valuation of investment property and the Woodford Fund held in investments.

3. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Donations and gifts	58,517	-	58,517	179,945
Legacies receivable	653,807	-	653,807	262,231
Payroll giving from Police Forces	242,074	-	242,074	274,437
Gift aid receivable	11,184	-	11,184	-
Government Grants	11,105	-	11,105	-
	976,687	-	976,687	716,613

Comparative figures:

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Donations and gifts	179,945	-	179,945
Legacies receivable	261,731	500	262,231
Payroll giving from Police Forces	274,437	-	274,437
	716,113	500	716,613

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Sale of branded merchandise	504	-	504	80
Sales of training manuals	2,063	-	2,063	-
	2,567	-	2,567	80

Comparative figures:

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Sale of branded merchandise	80	-	80
	80	-	80

5. INVESTMENT INCOME

	Total Unrestricted Funds 2021 £	Total Unrestricted Funds 2020 £
Income from listed investments	681,080	866,509
Interest receivable	2,514	10,043
	683,594	876,552

6. RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Funding and publicity				
Other fundraising costs	170,877	-	170,877	216,251
Support costs (note 8)	137,448	-	137,448	209,405
Fundraising and publicity	308,325	-	308,325	425,656
Investment Management	168,531	-	168,531	185,424
	476,856	-	476,856	611,080

6. RAISING FUNDS (continued)

Comparative figures:

	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£
Funding and publicity			
Other fundraising costs	216,251	-	216,251
Support costs	209,405	-	209,405
Fundraising and publicity	425,656	-	425,656
Investment Management	185,424	-	185,424
	611,080	-	611,080

7. Charitable Activities

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2021 £	Total 2020 £
Grants to institutions:							
Major grants	2,250,000	-	-	-	-	2,250,000	297,410
1 in 4 grants	190,079	-	-	-	-	190,079	677,753
Wellbeing grants	3,058	-	-	-	-	3,058	66,310
Recovery Days	-	-	-	-	-	-	12,891
	2,443,137	-	-	-	-	2,443,137	1,054,364
Grants to individuals	-	79,000	52,162	57,000	2,900	191,062	629,305
	2,443,137	79,000	52,162	57,000	2,900	2,634,199	1,683,669

Other charitable activities	2021 £	2020 £
Resilience Project	17,291	90,254
In Patient Stays	7,829	186,157
Confidential Care Line	787,767	219,984
Clinical Support	200	-
Volunteer Program	103,822	199,531
Peer Support	10,674	12,471
Suicide Prevention Workshops	-	24,766
Return to Work	7,312	16,789
TIPT	5,814	-
Employment Costs	326,917	252,876
Other	4,137	2,445
Allocation of support and governance costs (note 8)	470,728	488,611
Total grants and charitable activities	4,376,690	3,177,553

7. Charitable activities (continued)

Comparative figures for 2020

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2020 £
Grants to institutions:						
Major grants	297,410	-	-	-	-	297,410
1 in 4 grants	677,753	-	-	-	-	677,753
Wellbeing grants	66,310					66,310
Recovery Days	12,891					12,891
	1,054,364	-	-	-	-	1,054,364
Grants to individuals	-	100,000	455,105	65,000	9,200	629,305
	1,054,364	100,000	455,105	65,000	9,200	1,683,669

Other charitable activities	**2020 £**
Resilience Project	90,254
In Patient Stays	186,157
Confidential Care Line	219,984
Volunteer Program	199,531
Peer Support	12,471
Suicide Prevention Workshops	24,766
Return to Work	16,789
Employment Costs	252,876
Other	2,445
Allocation of support and governance costs (note 8)	488,611
Total grants and charitable activities	3,177,553

7. CHARITABLE ACTIVITIES (CONTINUED)

Grants made to institutions

	2021 £	2020 £
Major grants		
National Police Memorial Day	-	12,000
Scottish Police Memorial Day	-	660
RPOAS	-	30,000
Police Treatment Centres	2,250,000	250,000
M.A.P.S.	-	4,750
	2,250,000	**297,410**
1 in 4 grants		
PCC North Wales	-	24,420
PCC GMP	-	14,878
PCC Lancashire	-	55,680
PCC Warwickshire	44,064	-
PCC Gwent	-	50,000
PCC West Yorkshire	40,000	50,000
PCC for Northern Ireland	-	83,773
PCC Suffolk	55,267	27,265
PCC Kent	-	64,486
PCC Durham	22,917	75,832
PCC Humberside	35,144	68,910
PCC Devon & Cornwall	32,386	45,581
SPA	58,024	66,928
Met Police	-	50,000
Less accrued projects from last year cancelled	(97,723)	-
	190,079	**677,753**

7. CHARITABLE ACTIVITIES (CONTINUED)

Grants made to institutions (continued)

	2021 £	2020 £
Wellbeing grants		
Scottish Policy Authority	217	15,794
Met Police	2,982	1,784
PCC Lincolnshire	-	3,000
Dyfed Powys	-	420
PCC West Mercia	-	3,000
PCC Sussex	-	3,000
PCC Greater Manchester Police	-	2,117
PCC Cheshire	-	1,022
PSNI	-	3,000
PCC Nottingham	-	7,689
PCC Surrey / Sussex	-	3,000
PCC Humberside	-	6,000
PCC West Midlands	-	3,000
PCC Hertfordshire	-	3,000
PCC Devon & Cornwall	-	2,500
PCC Merseyside	-	3,000
PCC Leicestershire	-	1,089
PCC Bedfordshire	-	895
East Midlands Specialist Operations	-	3,000
Less grant accruals written off	(141)	-
	3,058	**66,310**
Recovery Days		
PCC Essex	-	2,784
Scottish Police Authority	-	8,307
PCC Hampshire	-	1,800
	-	**12,891**
Total grants payable to institutions	**2,443,137**	**1,054,364**

8. SUPPORT COSTS

	Support costs £	Governance Costs £	Total 2021 £	Total 2020 £
Staff costs	234,760	-	234,760	219,187
Depreciation	12,230	-	12,230	14,389
Computer running costs	58,389	-	58,389	43,968
Travel	1,033	-	1,033	5,671
Energy and rates	16,086	-	16,086	18,937
Rent	74,698	-	74,698	73,186
Service Charge	19,150	-	19,150	23,124
Insurance	11,256	-	11,256	8,670
Telecommunications	9,670	-	9,670	10,218
Printing, postage and stationery	3,055	-	3,055	8,766
Training and subscriptions	8,769	-	8,769	10,812
Marketing and communications costs	53,070	-	53,070	156,861
Repairs, cleaning and office sundries	11,036	-	11,036	15,025
Bank charges	1,300	-	1,300	1,591
Relocation costs	118	-	118	-
Audit fees	-	12,300	12,300	11,880
Accountancy	-	6,852	6,852	5,933
Legal and professional	-	74,357	74,357	51,786
Trustees	-	47	47	18,012
	514,620	93,556	608,176	698,016
Analysed between				
Fundraising (note 6)	116,304	21,144	137,448	209,405
Charitable activities (note 7)	398,316	72,412	470,728	488,611
	514,620	93,556	608,176	698,016

Governance costs include payments to the auditors of £12,300 (2020: £11,880) for the audit of the financial statements and £3,000 (2020: £2,940) for accountancy services. Amounts include VAT.

8. SUPPORT COSTS (continued)

Comparative figures for 2020

	Support costs £	Governance costs £	Total 2020 £
Staff costs	219,187	-	219,187
Depreciation	14,389	-	14,389
Computer running costs	43,968	-	43,968
Travel	5,671	-	5,671
Energy and rates	18,937	-	18,937
Rent	73,186	-	73,186
Service Charge	23,124	-	23,124
Insurance	8,670	-	8,670
Telecommunications	10,218	-	10,218
Printing, postage and stationery	8,766	-	8,766
Training and subscriptions	10,812	-	10,812
Marketing and communications costs	156,861	-	156,861
Repairs, cleaning and office sundries	15,025	-	15,025
Bank charges	1,591	-	1,591
Audit fees	-	11,880	11,880
Accountancy	-	5,933	5,933
Legal and professional	-	51,786	51,786
Trustees	-	18,012	18,012
	610,405	87,611	698,016
Analysed between			
Fundraising (note 6)	183,122	26,283	209,405
Charitable activities (note 7)	427,283	61,328	488,611
	610,405	87,611	698,016

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration during the year. No Trustees had their expenses reimbursed or met by the Charity totalling £Nil (2020: £7,422) for travel, subsistence and accommodation. Donations received from Trustees during the year was £Nil (2020: £1,031).

No Trustee or other person connected to the Charity had any personal interest in any contract or transaction entered into by the charitable company during the current or preceding year.

10. EMPLOYEES

	2021 Average Number	2020 Average Number
Average number of staff	20	16

Employment costs

	2021 £	2020 £
Wages and salaries	680,114	580,956
Social security costs	65,315	55,742
Other pension costs	40,505	25,867
Redundancy payments	-	12,600
	785,934	675,165

The number of employees whose annual remuneration was £60,000 or more were as follows:

	2021 Number	2020 Number
£70,000 – 80,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation including NI and pension contributions	276,880	204,263

11. TAXATION

The Charity is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

12. TANGIBLE FIXED ASSETS

	Computer Equipment £	Furniture & Fittings £	Equipment £	Total £
Cost				
At 1 April 2020	69,215	18,303	1,871	89,389
Additions	8,019	-	338	8,357
Disposals	(5,528)	(10,998)	-	(16,526)
At 31 March 2021	71,706	7,305	2,209	81,220
Depreciation				
At 1 April 2020	51,293	13,804	520	65,617
Depreciation charged in the year	9,885	1,703	642	12,230
Disposals	(5,528)	(10,998)	-	(16,526)
At 31 March 2021	55,650	4,509	1,162	61,321
Net book value				
At 31 March 2021	16,056	2,796	1,047	19,899
At 31 March 2020	17,922	4,499	1,351	23,772

13. INVESTMENT PROPERTY

	2021 £	2020 £
Fair value		
At 1 April 2020	225,000	225,000
Revaluation	40,000	-
At 31 March 2021	265,000	225,000

Investment property comprises a property in Southampton. The fair value of the investment property has been arrived at on the basis of a valuation carried out in 2021 by Now Chartered Surveyors. The valuation was made on an open market value basis by reference to market evidence to transaction prices for similar properties. The Trustees are of the opinion that there has been no material change in valuation since this date.

14. FIXED ASSET INVESTMENTS

	Investments £
Cost or valuation	
Market value at 1 April 2020	24,347,460
Additions	10,603,929
Disposals	(13,571,257)
Net investment gains	4,960,190
Market value at 31 March 2021	26,340,322

Fixed Asset investments include listed investments of £25,612,254, unlisted investments of £397,355, and cash of £330,713. The historic cost of the portfolio is £28,356,615 (2020: £28,574,981).

15. PROPERTY HELD FOR RESALE

	2021 £
Fair value at 31 March 2020	550,000
Net proceeds from sale	(537,364)
Loss on sale	(12,636)
Fair value at 31 March 2021	-

In March 2019 the Charity relocated to Woking and placed its property at Mount Mews, Hampton on the market for resale. The property was sold in October 2020 for £550,000.

16. DEBTORS

Amounts falling due within one year:	2021 £	2020 £
Other debtors	6,966	3,589
Prepayments and accrued income	624,407	495,920
	631,373	499,509

17. CREDITORS: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	137,429	25,553
Accruals and deferred income	309,426	203,561
Other creditors	135,398	358,191
	582,253	587,305

Included within other creditors are grants payable, figures stated below:

	2021 £	2020 £
Grants payable	134,602	338,934

18. UNRESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020 £	Movement in funds: Income £	Movement in funds: Expenditure £	Other gains and transfers £	Balance at 31 March 2021 £
Designated funds					
Welfare fund	250,000	-	-	-	250,000
1 in 4 Fund	687,324	-	(190,079)	(155,498)	341,747
Investment fund	17,356,816	-	-	4,325,278	21,682,094
Mental health fund	3,250,000	-	(2,250,000)	-	1,000,000
Planned call on reserves	4,651,805	-	-	422,285	5,074,090
	26,195,945	-	(2,440,079)	4,592,065	28,347,931
General funds	3,412,985	1,662,848	(2,413,467)	395,489	3,057,855
	29,608,930	1,662,848	(4,853,546)	4,987,554	31,405,786

Welfare Fund

The Trustees set aside £250,000 to support members of the police service impacted by a major terrorist or other large scale critical event, to assist in the provision in access to appropriate and timely psychological support. The need for this fund will be reviewed in the event of the national threat level dropping below Severe.

1 in 4 Fund

Following the publication of our Injury on Duty Report in 2016 Trustees set aside a total fund of £3m in to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded.. This fund has now closed to new applications.

Investment Fund

Reserves are designated to reflect the Charity's requirement to hold in reserve the value of investments to support the income target for the year ahead.

Mental Health Fund

The Trustees have set aside a fund to improve access to psychological care.

Planned Call on Reserves

The Charity is currently planning on an operational deficit over the next two years of approximately £2.5 million per year.

18. UNRESTRICTED FUNDS (continued)

Comparative Designated Funds for 2020
The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2019 £	Movement in funds Income £	Movement in funds Expenditure £	Other gains and transfers £	Balance at 31 March 2020 £
Designated funds					
Welfare fund	250,000	-	-	-	250,000
1 in 4 Fund	2,287,581	-	(677,753)	(922,504)	687,324
Investment fund	27,326,500	-	-	(9,969,684)	17,356,816
Mental health fund	3,500,000	-	(250,000)	-	3,250,000
Planned call on reserves	-	-	-	4,651,805	4,651,805
	33,364,081	-	(927,753)	(6,240,383)	26,195,945
General funds	514,724	1,592,745	(2,843,956)	4,149,472	3,412,985
	33,878,805	1,592,745	(3,771,709)	(2,090,911)	29,608,930

19. RESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020 £	Movement in funds Income £	Movement in funds Expenditure £	Transfers £	Balance at 31 March 2021 £
Warwickshire	500	-	-	-	500

Warwickshire relates to a legacy received which is restricted to activity in Warwickshire.

19. RESTRICTED FUNDS (continued)

Comparative Restricted Funds for 2020

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2019	Movement in funds			Balance at 31 March 2020
		Income	Expenditure	Transfers	
	£	£	£	£	£
Hampshire	16,924	-	(16,924)	-	-
Warwickshire	-	500	-	-	500
	16,924	500	(16,924)	-	500

Hampshire relates to a legacy received which is restricted to activity in Hampshire.

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Designated Funds	Restricted Funds	Total 2021
	£	£	£	£
Fund balances at 31 March 2021 are represented by:				
Tangible assets	-	19,899	-	19,899
Investment property	265,000	-	-	265,000
Investments	-	26,340,322	-	26,340,322
Current assets/liabilities	2,792,855	1,987,710	500	4,781,065
	3,057,855	28,347,931	500	31,406,286

Comparative Analysis of net Assets Between Funds for 2020

	General Funds	Designated Funds	Restricted Funds	Total 2020
	£	£	£	£
Fund balances at 31 March 2020 are Represented by:				
Tangible assets	-	23,772	-	23,772
Investment property	225,000	-	-	225,000
Investments	-	24,347,460	-	24,347,460
Current assets	3,187,985	1,824,713	500	5,013,198
	3,412,985	26,195,945	500	29,609,430

21. RETIREMENT BENEFIT SCHEMES

Defined contribution schemes
The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £40,505 (2020: £25,867).

22. OPERATING LEASE COMMITMENTS

At the reporting end date, the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

Amounts payable:	Land & Buildings 2021 £	Fittings & equipment 2021 £	Total 2021 £	Land & Buildings 2020 £	Fittings & equipment 2020 £
Within one year	68,561	5,971	74,532	68,561	5,972
Between two and five years	102,841	498	103,339	171,402	6,469
	171,402	6,469	177,871	239,963	12,441

On 19th July 2021 the Charity acquired additional office space at Nova Scotia House, namely Unit 2 on the ground floor under a 10 year lease. At the same date, and as part of the negotiation, the existing lease for the first floor was reissued for 10 years to be coterminous with the ground floor.

23. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year (2020: none).

24. CASH GENERATED FROM OPERATIONS

	2021 £	2020 £
Net expenditure before investment gains	(3,190,698)	(2,195,388)
Adjustments for:		
Dividends and interest income from investments	(683,594)	(876,552)
Depreciation charges	12,230	14,389
Decrease in stocks	-	2,982
(Increase)/decrease in debtors	(131,864)	154,289
(Decrease)/increase in creditors	(5,052)	215,021
Net cash (used in) operations	(3,998,978)	(2,685,259)

25. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income and endowments from:			
Donations and legacies	716,113	500	716,613
Other trading activities	80	-	80
Investments	876,552	-	876,552
Total income	1,592,745	500	1,593,245
Expenditure on:			
Raising funds			
Fundraising and publicity	463,938	-	463,938
Trading costs	-	-	-
Investment management	185,424	-	185,424
	649,362	-	649,362
Charitable activities	3,122,347	16,924	3,139,271
Total expenditure	3,771,709	16,924	3,788,633
Net expenditure before investment (losses)/gains	(2,178,964)	(16,424)	(2,195,388)
Revaluation of property held for resale	-	-	-
Net (losses)/gains on Investments	(2,090,911)	-	(2,090,911)
Net (expenditure)/income before transfers	(4,269,875)	(16,424)	(4,286,299)
Gross transfers between funds	-	-	-
Net movement in funds	(4,269,875)	(16,424)	(4,286,299)
Fund balances at 1 April 2019	33,878,805	16,924	33,895,729
Fund balances at 31 March 2020	29,608,930	500	29,609,430