REES FOUNDATION

England & Wales · Charity number 1154019

Details

Other names	CORE ASSETS FOUNDATION, REES FOUNDATION
Status	Registered
Legal form	Charitable company
Company number	08216279
Registered	2013-10-01
Register	View on the Charity Commission register

Contact

Address	Rees Foundation Craftsman House De Salis Drive Hampton Lovett Droitwich Worceste
Phone	0330 094 5645
Email	contactus@reesfoundation.org
Website	www.reesfoundation.org

Activities

Objects: FOR THE PUBLIC BENEFIT, TO RELIEVE BY SUCH MEANS AS ARE CHARITABLE, CHILDREN AND ADULTS WHO HAVE HAD FOSTER CARE OR RESIDENTIAL CARE EXPERIENCE BY THE PROVISION OF SUPPORT, ADVICE, RESOURCES, ASSISTANCE (FINANCIAL OR OTHERWISE), GRANTS, PROGRAMMES AND OTHER ACTIVITIES TO:A) ADVANCE EDUCATION;B) RELIEVE UNEMPLOYMENT;C) PROMOTE THE SOCIAL INCLUSION AMONG THESE BENEFICIARIES WHO ARE EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, DUE TO THEIR SOCIAL OR ECONOMIC POSITION;D) DEVELOP THEIR CAPACITY AND SKILLS IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

Activities: For the public benefit, to relieve by such means as are charitable, children and adults who have had foster care or residential care experience by the provision of support, advice, resources, assistance (financial or otherwise), grants, programmes and other activities.

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Classification

- **How:** Makes Grants To Individuals, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£878,034	£855,938	£414,125	17
2023-12-31	£873,197	£851,637	£392,029	15
2022-12-31	£1,052,379	£780,143	£370,469	12
2021-12-31	£737,183	£752,026	£98,233	11
2020-12-31	£496,834	£486,898	-	-

Trustees

Name	Role	Appointed
Jim Robinson	Chair	2018-07-18
Hannah Howard-Jones		2026-04-30
Kirsty Jayne Watson		2024-07-10
Michael Patrick O'Hara		2024-07-10
Nicholas James Cook		2024-07-10
RUPERT CALVIN BERTIE		2013-04-19
Zoe Richardson Mrs		2024-07-10

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REES FOUNDATION

England & Wales - Charity number 1154019

Accounts

Company registration number: 08216279
Charity registration number: 1154019

Rees Foundation

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2024

Rees Foundation

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Rees Foundation

Reference and Administrative Details

Trustees	Mr P J Robinson Mr R C Bertie Mrs C Rock (resigned 17 October 2024) Mr M O'Hara (appointed 10 July 2024) Mrs Z Richardson (appointed 10 July 2024) Miss K J Watson (appointed 10 July 2024) Mr N J Cook (appointed 10 July 2024) Mr M Mikely (resigned 29 February 2024)
Principal Office	Craftsman House De Salis Drive Hampton Lovett Droitwich WR9 0QE
Company Registration Number	08216279
Charity Registration Number	1154019
Independent Examiner	Ballards LLP Oakmoore Court 11c Kingswood Road Hampton Lovett Droitwich Worcestershire WR9 0QH

REES FOUNDATION

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The aims and objectives of the Rees Foundation

Charitable objects:
The charity's objectives are for the public benefit, to relieve by such means as are charitable, children and adults who have had foster care or residential care experience by the provision of support, advice, resources, assistance (financial or otherwise), grants, programmes and other activities to:

- advance education;
- relieve unemployment;
- promote the social inclusion among these beneficiaries who are excluded from society, or parts of society, due to their social or economic position;
- develop their capacity and skills in such a way that they are better able to identify, and help meet, their needs to participate more fully in society.

Our vision is to ensure that care leavers are not left to face life's challenges alone.
Our mission is to help care leavers thrive.

Our strategic aims are to:

- Support Safer Homes – We offer advice, guidance, and practical support to help care-experienced individuals secure and maintain a safe, stable home.
- Build Community – We create opportunities for care-experienced individuals to connect with one another and with the wider community, fostering a sense of belonging and combatting isolation.
- Reach Potential – We empower care-experienced individuals to unlock their full potential, supporting them in accessing opportunities for personal growth, improved wellbeing, access to education, and career development
- Support Practice Improvement – We work to enhance the knowledge and skills of those who support care leavers, enabling them to provide the best possible care and support to care-experienced individuals.

Ensuring the work we undertake achieves our aims:
The wide-ranging projects and activities we deliver often support and achieve multiple objectives at once. Our initiatives help care-experienced individuals secure safer and more stable homes, build meaningful connections within their communities, and access opportunities for personal growth, education, and career development.

At the same time, we work to enhance the knowledge and skills of those who support care leavers, ensuring that care leavers receive the best possible guidance and assistance. This holistic approach allows us to respond to the varied and evolving needs of care-experienced individuals, making a meaningful and lasting impact on their lives.

We have seen an increase in the Charity's activities that serve to provide opportunities for all care experienced people including youth projects including the newly launched Future Me project, and Cost of Living programmes as well as projects designed to enhance the lives of those over the age of 25 through our Lets Connect, Parenting Support assistance through Start 4 Life project, notwithstanding our supported housing projects.

Public benefit
The Trustees have complied with their duty to have due regard to the guidance on public benefit as published by the Charity Commission and consider all the activities undertaken to further the charity's purposes to be of public benefit. We are delighted to provide a range of details across the report to

illustrate this commitment.

Our Thanks
We extend our heartfelt gratitude to the dedicated staff, supporters, volunteers, associates, and ambassadors of Rees Foundation. Their hard work and steadfast commitment have been invaluable in driving the Charity's success. The unwavering dedication and positive spirit of our community and networks continue to play a crucial role in helping us achieve our mission to help care experienced people thrive.

Achievements and Performance
This year has been a remarkable one for the Charity, with significant growth in beneficiary engagement. Despite a challenging economy and a highly competitive funding landscape, Rees Foundation has achieved an increase in financial income, driven by successful fundraising efforts.

We take great pride in the strides we have made in increasing the Charity's visibility through meaningful engagement with care leavers, care-experienced individuals, practitioners, and both public and private sector organisations at a national level. Our efforts have focused heavily on increasing care leaver engagement, and we have developed and implemented improved techniques to monitor the impact of our projects and services so that we can continuously develop the most meaningful opportunities for the Charity beneficiaries.

This year has seen significant growth in the Charity's commissionable services, driven by increased awareness among commissioners and a growing reputation for delivering high quality support. This reflects strengthened confidence from stakeholders.

Charity structure
We realigned Charity resources with the varying demands of the organisation. We continued to improve the operating processes to improve efficiency and accommodate a growing number of enquiries, engagements and activities along with several newly launched initiatives that gained momentum and created an increase in engagement and involvement in the wider projects within the Charity.

At year end, we employed 16 people compared to the previous year end when we employed 15 people on our staff team.

We continue to honour our commitment to the Armed Forces Covenant and have maintained close ties with the Ministry of Defence (MOD) Care Leaver Working Group. Looking ahead to 2025, we are actively exploring ways to develop meaningful and sustainable support for care-experienced individuals who are serving or have previously served in the Armed Forces.

Board Restructure
As part of our ongoing commitment to strengthening governance and ensuring the Charity remains truly representative of the community we support, we have restructured the Board to include additional trustees with a diverse range of expertise and lived experience.

This important development has helped shape a more care leaver-led organisation, ensuring that those with first-hand experience play a central role in guiding our mission and impact.

Trainers and Facilitators
We maintained our pool of self-employed trainers and facilitators to include a diverse group of care-experienced independent consultants who bring a wealth of skills and expertise to the Rees Foundation. Their contributions remain essential to the development and delivery of our

commissionable training courses and workshop. This ongoing approach supports our commitment to enhancing the economic status and career opportunities of care-experienced individuals and equips practitioners with lived-experience-led insights and practical strategies, our training directly contributes to better outcomes for care leavers and a more inclusive, informed society.

Staff Development
Rees Foundation remains dedicated to upskilling its staff and, this year, our team received training on updated Harassment laws that came into effect in October 2024, reinforcing best practices within the Charity. Safeguarding Adults and Children & Young People training was delivered across the organisation, ensuring staff remain up to date and confident in safeguarding beneficiaries.

Our commitment to staff, associates, and stakeholder wellbeing remains strong, Rees has upheld its pledge to the Mindful Employer charter, an NHS initiative supporting employers in fostering a positive approach to mental health in the workplace. Our staff team have renewed their Mental Health First Aid qualifications which promotes skills in self-care as well as the mental health care of others. Additionally, several team members achieved a Level 4 qualification in Trauma-Informed Care, supporting our goal of becoming a trauma-informed organisation.

IT & Infrastructure
We were pleased to renew our Cyber Essentials Security Certification following some minor updates to our systems, ensuring that our IT systems are secure against cyber-attacks. This certification offers reassurance to our beneficiaries, customers, and stakeholders that we are committed to maintaining a safe and secure environment for all

Fundraising and Financial Sustainability
Building on our registration with the Fundraising Regulator last year, our in-house Fundraising Manager has achieved significant success in expanding and diversifying fundraising efforts. Notably, there has been strong growth in trust and foundation applications, as well as crowdfunding initiatives, contributing to the Charity's ongoing financial sustainability.

Similarly to last year, the Charity did not engage third-party professional fundraising agencies for direct response fundraising, solicitation, or cultivation via phone, online, or face-to-face methods.

We are pleased to report that no complaints have been received regarding our fundraising activities. The Charity remains committed to ensuring that all fundraising efforts are carefully managed and targeted to safeguard vulnerable individuals. Donor details and preferences are securely recorded in compliance with GDPR standards, and we only contact supporters who have opted in. Additionally, all supporters have the flexibility to update their contact preferences at any time

Strategic Development and Impact
To further the Charity's strategic aims to support practice improvement, help support safer homes for care leavers, build community, and reach potential, this year saw a notable increase in consultative engagement with stakeholders, particularly those with lived experience of being in care. These efforts have been instrumental in developing new initiatives and strengthening existing projects, reinforcing our commitment to being a care leaver-led organisation and helping us to grow as an effective and sustainable organisation that offers tangible benefits and opportunities to help care experienced people thrive.

We are committed to making a meaningful impact on the lives of those with care experience and have revised our approach for measuring and reporting on the impact of the Charity's operations.

The achievements and performance set out below by the Charity Chief Executive complement this strategic vision and help set it up for future success.

Review of Charitable Activities by Melody Douglas, Chief Executive Officer

Our Success in 2024:
The demand for our charitable activities increased in 2024, highlighting the need for continued support. We received 2600 direct enquiries from 1542 care experienced individuals, compared to 1655 enquiries across 922 individuals during the previous year to our support services.

As well as our engagements and activities providing direct support, advice and guidance to individual care leavers, we further developed our partnerships with the John Lewis Foundation in their Building Happier Futures programme which aims to improve lives and harness the talents of individuals who have grown up in care.

Rees Foundation celebrated our 10th Anniversary hosting an event that successfully brought together around 80 individuals to help celebrate, collaborate and enjoy connecting. As part of our *Everyday People Project,* we took the opportunity to undertake consultation exercises engaging attendees in 'Minds' 'Hearts' and 'Heads' break out groups. We documented a detailed programme of consultation outputs along with prospective solutions to serve as an invaluable source in helping to influence our strategic aims

We were proud to partner Birmingham City Council to develop and deliver a comprehensive programme of easily accessible support and activities specifically focused on care experienced parents across Birmingham with the aim of helping them to achieve improved health, mental health, social networks, parenting capacity and overall well-being

We saw a 70% increase in followers across our social media channels. This significant growth in our online community reflects our growing recognition and has enabled us to reach more care-experienced individuals and strengthen engagement with key stakeholders across the care experienced community.

Collaboration
We maintained close links with the Information Commissioners Office (ICO), supporting their work to improve the area of Subject Access Requests (SAR) by care experienced people

We were pleased to participate in the Children's Commissioner for England's Care Experienced Advisory Board to support the development of a handbook for professionals working in higher education that was launched in October 2024.

We maintained strong relations with the National Leaving Care Benchmarking Forum representing at their Leaving Care Managers events and Children Looked After Young Peoples events throughout the year allowing Rees to share valuable information about the Charity's work and opportunities for care leavers along with a chance to learn and connect with stakeholders looking to improve services for young people.

During National Care Leavers Week, a recognised nationwide annual event during October each year; the Rees Foundation collaborated with other organisations to promote the 'All of Us, We Are One. We are always honored to be invited to present awards and to speak at Local Authority care leaver events and this year we also combined the launch of a new Rees *'Café Connections* in partnership with a popular café in the Midlands.

Overview of charitable activities and impact

Financial Assistance through grant-making

Rees Foundation was pleased to offer financial assistance through an Education/Employment/Training Grant making project. Care experienced adults who are not eligible for financial assistance elsewhere can apply for support with tuition fees and other associated costs to support their further education and training.

- In this period, we were pleased to support 23 care leavers with financial assistance to pursue their desired training or education including tuition fees for university. This meant that these care leavers were able to pursue the necessary qualifications towards their chosen career goals ranging from Social Work, Aesthetics, Electrician, Nursing, Global Health, Pharmaceutical, Computer Systems Engineering, Music and Sound, Real Estate, PhD in Arts & Humanities, PhD in Culture, Media and Creative industries, Art & Design, Health Psychology, Neuroscience, HGC Driving, Yoga Instruction.

The Charity was able to continue to offer financial assistance to care leavers who were in a financial crisis. We offered small crisis payments to help out in an emergency for things like gas, electric or essential travel costs and, if short of food, we provided grocery gift vouchers.

- We saw an increased number of crisis fund applications, reaching 1066 applications this year, and whilst all were supported with emotional support, those who may not have been eligible for financial support were signposted to food banks, provided advocacy with PA's, and introduced to local welfare schemes where appropriate.
- We were able to offer 370 individuals some financial help in a crisis to fund essential groceries or gas or electricity. This compares to 354 people being provided with financial assistance in the previous year.

Employability, Wellbeing and Careers Coaching including the Future Me and Uplift projects:

- 115 care leavers were supported either by an Employment Coach or by attending the "Future Me" or 'Uplift' programmes. As a result, 15% of care leavers moved into paid employment, 13% into training, and 10% went on to volunteer, become self-employed, commence an apprenticeship or a civil service internship. Many others continue their journey with continued support from the projects.
- The popular 'Future Me' youth-focused services with grants from Eveson Trust and John Lewis Foundation saw 157 enquiries and engagements in activities focused on connecting and engaging in employability sessions.
- Our Uplift project was extended from 2023 grant funding and between March and September 2024, employability focused support programme supported by Geoff Herrington Foundation. Across the project a total of 48 young people engaged and 62% of attendees stated that the project had improved their confidence and 59% of attendees stated that it had improved their motivation.
- Our cost-of-living events ran throughout the year, and we hosted an energy saving event at the Guildhall in Worcestershire with energy-related stalls and workshops attracting around 100 people.
- Panel Training: we were pleased to train and help equip 19 care experienced people for the paid role of fostering or adoption panel member.
- Rees Foundation were proud to launch the Start for Life project in September 2024. The programme runs until 31st March 2025 and aims to provide comprehensive support for care experienced parents residing in Birmingham to achieve improved health, mental health, social networks, parenting capacity and overall well-being. Rees Foundation Sessions were designed to empower care leavers with the information, advice, and training needed to support personal and parental success. By the end of the year around 15 care experienced parents had benefitted from the project and engagement strategies updated and increased to generate further care leaver involvement into 2025.

Projects that also helped the community grow, improve wellbeing, keep a safe home and increase motivation:

- Rees hosted 81 Let's Connect sessions compared to 74 last year. We were pleased to welcome 299 attendances by care experienced people who were supported in a range of ways including health, well-being, learning new skills and peer support.
- Generous funding from Charles Hayward Trust and The Welland Trust enabled the Rees Foundation to host workshops and breakfast clubs within a range of prisons across the UK. A total of 192 care leavers were supported in the custodial setting compared to 143 last year. Care leavers in custody were pleased to engage in meaningful sessions and learn about their rights and entitlements, discuss the benefits of forging positive connections, hear from experts in strengthening mental health and discuss future aspirations around their future employability.
- The Charity's guided A2R (Access to Records) support service for care experienced people accessing their files was commissioned by 4 Local Authorities meaning that 4 care leavers had access to an experienced 'guide' to support them through a process that can present a range of emotional and practical challenges.
- Popularity of the Charity's Ask Jan membership support package for care leavers has increased by 89%, thanks to the crucial care leaver membership that facilitates a wide range of health and wellbeing benefits. By year end, 2029 care leavers benefitted from the memberships compared to 1072 care leavers the previous year.
- This year our Café project was re-branded "Café Connections" and by year end we were proud to partner 10 community cafes spread across the UK. By year end 308 care leavers benefitted from Café Guest Cards compared to 242 last year, Café Guest Cards entitled care leavers to free drinks at the warm and welcoming Café Connections venues.
- This year, the Charity ran 9 creative arts projects welcoming 134 engagements compared to 7 activities and 113 engagements in a range of face-to-face and online activities and competitions last year.
- Rees Foundation sponsored 'Imagination Library' subscriptions for the children of care experienced parents and grandparents to receive a free children's book every month in the post. By year end 124 children were receiving compared to 63 at the end of the previous year and having some children 'age' out of the project upon reaching age 5.
- **Housing with Support:**
- Seven care experienced individuals continued to benefit from supported, affordable housing. During the year, 1 tenant reached their 4th year milestone in tenancy, whilst 4 tenants including a young child reached the 3rd year in their homes. One individual celebrated their first full year of tenancy and another an amazing 2 years.
  The success of this project is not only a testament to the Rees support model, but also the commitment and tenacity of the care leavers. With the high level of stability within the project and the tenants achieving a higher level of interdependence, the demand for the outreach support provided by the charity gradually reduced, leading to the tenants being able to adapt to a 'Reach Out' rather than having 'Outreach' as a model of ongoing support.
- A formal study was undertaken "Way beyond the care cliff, exploring the Rees Foundations housing and support service for care experienced people over 25" by an independent researcher. The study delves into the experiences of several care experienced people currently living in supported housing provided by the Charity. The research was published in the Journal of Children's Services highlighting a range of complex challenges faced by care leavers and concluding that Rees Foundations service has been pivotal in providing stability, improving living conditions and fostering a sense of community and security.

Supporting Practice Improvement:

- Rees Foundation has seen 85% growth in the attendance of our learning opportunities for

practitioners, having delivered 46 training courses and workshops attracting 425 attendances compared to 29 courses with 230 attendances the previous year. A range of organisations including prisons, universities, fostering agencies and Local Authority Leaving Care Teams have participated in these opportunities.

- The Rees Foundation proudly launched our Personal Advisor Skills Support (PASS) training programme and welcomed 78 Personal Advisors from 15 Local Authorities. An opportunity for PAs to come together and share the joys and challenges of the role and to expand or refresh their knowledge in areas including the health inequalities for care leavers, understanding the legal context, accessing of records, improving outcomes for care leavers in custody and in higher education. 98% of attendees reported that they would recommend the course to a colleague.

Risk Management

Rees Foundation upholds a strict commitment to safeguarding and the welfare of its beneficiaries. This risk is managed through regular policy reviews and updates, robust recruitment and vetting procedures, and comprehensive staff training, conducted annually and bi-annually. Safeguarding remains a standing agenda item in staff supervision, ensuring continuous awareness and accountability. The Charity also maintains clear reporting procedures and conducts thorough risk assessments across its operations to uphold the highest standards of safety and protection.

The stewardship of the Charity's financial and staff resources is reviewed quarterly, with any areas of concern reported to the Trustees within 14 days. A previously identified financial vulnerability provided key learning opportunities, leading to the implementation of enhanced risk prevention strategies across our grant-giving mechanisms.

Rees is committed to addressing and learning from the experiences of our beneficiaries and actively invites feedback and representation.

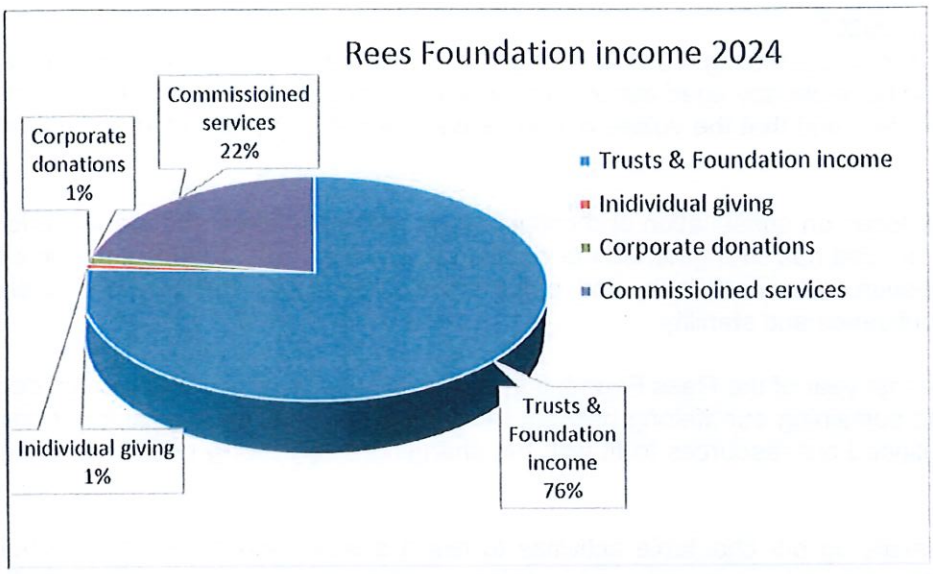
Financial Review

Rees Foundation income for 2024 was £878,034, an increase of £4,837(0.55%) from 2023. The Charity's continued efforts to diversify the Charity's income resulted in 76% being gratefully received from Trusts and Foundations, 22% from commissioned services and the remainder through events, crowdfunders and Individual and corporate donations.

Funding sources included: The Welland Trust, Garfield Weston Foundation, John Lewis Foundation, National Lottery, Charles Hayward Foundation, Eveson Trust, National Grid, Aviva Community, Geoff Herrington, Birmingham City Council and the Albert Hunt Trust.

With efforts concentrated on Trust and Foundation fundraising, Corporate and individual donations reached £15,702 compared to £36,394 in 2023.

Total income relating to commissioned services increased by 127% to £198,036 from the previous year of £87,347.



Charitable giving in the form of grants and crisis decreased slightly this year, with generous funding from the Welland Trust we awarded £95,466 to care leavers compared to £144,094 in the prior year. Of this figure, £60,056 was awarded across 23 individuals in pursuit of their higher education or training goals.

With the ongoing cost-of-living pressures, the Charity provided £35,409 in financial assistance for crisis payments for groceries and domestic energy costs which was fairly consistent with the previous year at £35,889, with a total number of individuals supported in crisis being 370 compared to the previous year of 354.

Total charitable expenditure increased from £851,637 in 2023 to £855,938, with staff costs increasing from £547,950 to £616,251 to accommodate the increase in project delivery and training and commissioned service facilitation.

There was a net surplus for the year of £22,096 compared to the previous year, which was £21,560, an overall result this year that was 2% greater than budget.

Reserves policy

The Trustees consider that general unrestricted funds should be targeted at a level equal to six months' essential expenditure to ensure that the charity has sufficient reserves to meet costs as they fall due, whilst continuing to deliver on the charitable objectives. Such reserves as of 31 December 2024 exceeded this level, the Trustees are confident that sufficient cash resources are available to continue to sustain the Charitable activities and withstand unexpected events. The Trustees will continue to monitor the level of reserves.

The charity reserves stood at £414,125 at the end of 2024 as at the start of the year they were at £392,029. Cash at bank has increased from £464,627 to £553,474.

What will we do in 2025?
Our commitment is to create lasting, positive changes for those transitioning out of the care system as well and those who have already aged out of care. We aim to ensure that our charitable activities are always care leaver led, and that the voices of care leavers are strongly reflected in the work that we carry out.

This year's heavy focus on consultation and collaboration with care leavers to identify priority areas where support is needed has strengthened our position to develop more impactful projects to ensure they have the resources, connections, and opportunities needed to navigate the challenges of adulthood with confidence and stability.

This year was the first year of the Rees Foundation's new five-year strategy. We remain dedicated to strengthening and sustaining our lifelong network of support, we undertook a range of cost, benefit analysis and re-aligned our resources to fit with the changing and growing needs of the care leaver community.

In 2025, we will scale up our charitable activities to reach a wider audience. We will build strong organisational networks and community partnerships, collaborate with more employers, healthcare providers, educational institutions, housing and statutory providers to help extend our reach and build pathways to success.

We will continue to diversify our income streams to ensure financial sustainability and scalability by expanding our fundraising activity to a broader range of trusts and foundations, government programs and work to grow our individual giving and fundraising events and campaigns. With improved monitoring and reporting systems we will use strong data and success stories to underpin our fundraising efforts.

By leveraging digital tools, partnerships, advocacy, and inclusive outreach, Rees Foundation can extend its reach, ensuring more young people access the resources, connections, and opportunities they need for a confident and stable future

Melody Douglas – Chief Executive Officer

Structure, governance and management

Governing document

The charity is governed by its Memorandum and Articles of Association dated 17th September 2012, as amended by special resolution registered at Companies House on 17th September 2013.

Trustees

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

Mr R C Bertie	
Mr P Robinson	
Mrs C Rock	(resigned October 2024)
Mr Mike O'Hara	(appointed July 2024)
Ms Zoe Richardson	(appointed July 2024)
Ms Kirsty Watson	(appointed July 2024)
Mr Nicholas Cook	(appointed July 2024)

Recruitment, appointment, and resignation of Trustees

The Trustees, who also serve as directors under company law, are appointed either by ordinary resolution or by the existing Trustees of the Charity. All Trustees generously volunteer their time, with none claiming remuneration during the year. We are deeply grateful for their dedication, expertise, and commitment to advancing the Charity's mission

The new Chair (R Bertie) and Vice-Chair (P Robinson) were appointed in post in March 2024 for an initial term of 1 year.

With one Trustee resigning in October and four new Trustees joining the Board in July, the Charity has strengthened its leadership by welcoming individuals with a diverse range of expertise and lived experience. This important development has further shaped a more care leaver-led organisation, ensuring that those with first-hand experience play a central role in guiding our mission and impact.

Organisational structure

The Trustees are responsible for leading the Charity and ensuring that all decisions are made in its best interests. While certain responsibilities are delegated to individuals as appropriate, the Trustees provide strategic direction and oversight. They also support and guide the Chief Executive, who is responsible for the Charity's day-to-day operations.

Induction and training of new trustees

New Trustees receive a comprehensive Trustee Handbook, which includes guidance from the Charity Commission on their duties and responsibilities, the terms of their engagement, and an overview of the Charity's key principles and aims.

Each Trustee is also provided with the Charity's Memorandum and Articles of Association, along with a recommended reading list to support their role and ongoing development. These resources remain readily available for reference.

Statement of trustees' responsibilities

The trustees, who are also the directors of Rees Foundation 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. 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.

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

.....

Mr P J Robinson

Chair of the Board of Trustees

Date: 14th May 2025

Rees Foundation

Independent Examiner's Report to the trustees of Rees Foundation

I report on the accounts of the charity for the year ended 31 December 2024 which are set out on pages 14 to 29 .

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW.
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
M A Skellum FCA
ICAEW

Oakmoore Court
11c Kingswood Road
Hampton Lovett
Droitwich
Worcestershire
WR9 0QH

Date: 3/6/2025

Rees Foundation

Statement of Financial Activities for the Year Ended 31 December 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	608,157	71,141	679,298
Charitable activities	4	198,205	-	198,205
Other income		531	-	531
Total Income		806,893	71,141	878,034
Expenditure on:				
Charitable activities	5	(646,143)	(103,776)	(749,919)
Other expenditure	6	(89,202)	(16,817)	(106,019)
Total Expenditure		(735,345)	(120,593)	(855,938)
Net income/(expenditure)		71,548	(49,452)	22,096
Transfers between funds		(667)	667	-
Net movement in funds		70,881	(48,785)	22,096
Reconciliation of funds				
Total funds brought forward		334,930	57,099	392,029
Total funds carried forward	17	405,811	8,314	414,125

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	684,584	101,233	785,817
Charitable activities	4	87,380	-	87,380
Total Income		771,964	101,233	873,197
Expenditure on:				
Charitable activities	5	(702,924)	(44,134)	(747,058)
Other expenditure	6	(104,579)	-	(104,579)
Total Expenditure		(807,503)	(44,134)	(851,637)
Net (expenditure)/income		(35,539)	57,099	21,560
Net movement in funds		(35,539)	57,099	21,560
Reconciliation of funds				
Total funds brought forward		370,469	-	370,469
Total funds carried forward	17	334,930	57,099	392,029

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 17.

Rees Foundation

(Registration number: 08216279)
Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	13	-	881
Tangible assets	14	6,427	10,717
		6,427	11,598
Current assets			
Debtors	15	27,661	16,011
Cash at bank and in hand		553,475	464,627
		581,136	480,638
Creditors: Amounts falling due within one year	16	(173,438)	(100,207)
Net current assets		407,698	380,431
Net assets		414,125	392,029
Funds of the charity:			
Restricted funds		8,314	57,099
Unrestricted income funds			
Unrestricted funds		405,811	334,930
Total funds	17	414,125	392,029

For the financial year ending 31 December 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 14 to 29 were approved by the trustees, and authorised for issue on 14/05/2025 and signed on their behalf by:

Mr P J Robinson
Trustee

Rees Foundation

Statement of Cash Flows for the Year Ended 31 December 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash income		22,096	21,560
Adjustments to cash flows from non-cash items			
Depreciation	6	4,644	5,003
Amortisation	6	881	1,489
Loss on disposal of tangible fixed assets		276	-
		27,897	28,052
Working capital adjustments			
Increase in debtors	15	(11,650)	(3,157)
Increase in creditors	16	1,682	22,503
Increase in deferred income		71,549	9,403
Net cash flows from operating activities		89,478	56,801
Cash flows from investing activities			
Purchase of tangible fixed assets	14	(630)	(3,684)
Net increase in cash and cash equivalents		88,848	53,117
Cash and cash equivalents at 1 January		464,627	411,510
Cash and cash equivalents at 31 December		553,475	464,627

All of the cash flows are derived from continuing operations during the above two periods.

1 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The charity has taken advantage of the exemption available to dispense with the word 'limited' after its name.

2 Accounting policies

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

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

Basis of preparation
Rees Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments
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.

Donations and legacies

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

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

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

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

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.

Amortisation
Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Software	25% straight line

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	25% straight line

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).

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds comprise funds set aside out of unrestricted income by the trustees for the furtherance of particular aspects of the charity's objects. The trustees may, at their discretion, reallocate these funds back to the general fund.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pensions and other post retirement obligations
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments
The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Other general grants	-	71,141	71,141	101,233
Other general grants	26,895	-	26,895	18,123
The Welland Trust	566,260	-	566,260	630,000
Grants	593,155	71,141	664,296	749,356
Corporate donations	8,771	-	8,771	22,998
Trust & Charity donations	1,000	-	1,000	-
Individual donations	5,231	-	5,231	13,395
Other	-	-	-	68
Donations and Gifts	15,002	-	15,002	36,461
	608,157	71,141	679,298	785,817

4 Income from charitable activities

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Other income	115,913	115,913	22,410
'Ask Jan' membership income	82,292	82,292	64,970
	198,205	198,205	87,380

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Crowd funding payments		-	-	-	27
Care experienced ambassadors		6,354	1,448	7,802	6,181
Panel work costs		1,430	-	1,430	12,725
Financial support		35,389	20	35,409	35,889
Arts project		-	-	-	86
Travel and subsistence		10,814	2,435	13,249	14,261
Wellbeing session costs		11,123	2,058	13,181	11,107
Volunteer expenses		-	-	-	200
'Ask Jan' membership costs		691	7,820	8,511	11,677
Grant funding of activities		59,631	425	60,056	106,955
Staff costs		520,711	89,570	610,281	547,950
		646,143	103,776	749,919	747,058

6 Other expenditure

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Allocated support and governance costs	7	89,202	16,817	106,019	104,579
		89,202	16,817	106,019	104,579

7 Analysis of support costs

	Basis of allocation	Governance costs £	Other support costs £	Total 2024 £	Total 2023 £
Staff costs	Allocated on time	-	6,820	6,820	605
Depreciation and amortisation	Use of assets	-	5,801	5,801	6,491
Rent, rates and utilities	Use of premises	-	12,096	12,096	15,144
Admin and sundry expenses	Estimated usage	-	38,713	38,713	36,279
Staff training and events	Personnel roles	-	3,274	3,274	5,594
Advertising, marketing and networking	Nature of cost	-	23,722	23,722	8,185
Books and publications	Usage of material	-	-	-	4,061
Insurance	Usage of premises	-	5,476	5,476	4,947
Bank charges	Pro rata to activity	-	3,133	3,133	4,005
Legal and professional	Governance	-	2,769	2,769	15,393
Accountancy fees	Governance	4,215	-	4,215	3,875
		4,215	101,804	106,019	104,579

8 Grant-making

Analysis of grants

	Grants to individuals 2024 £	2023 £
Analysis		
Grants payable	60,056	106,955

9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2024 £	2023 £
Loss on disposal of tangible fixed assets	276	-
Depreciation of fixed assets	4,644	5,003
Amortisation of goodwill	881	5,084
Independent examiners fees	4,215	3,875

10 Trustees remuneration and expenses

None of the trustees (or any persons connected with them) received any remuneration for the year (2023: £Nil).

3 trustees were reimbursed expenses during the year totalling £1,655 (2023: £752) relating to travel costs and sundry other costs.

Rees Foundation was reimbursed expenditure incurred during the year on behalf of trustees of £Nil (2023: £Nil). As at 31 December 2024, there is a balance of £Nil owed to Rees Foundation (2023: £Nil).

There were no other transactions with trustees during the current or prior year.

11 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Wages and salaries	535,901	477,269
Social security costs	49,798	49,934
Pension costs	24,582	20,747
	610,281	547,950

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Average monthly number of employees	17	15

The charitable company 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 the defined contribution scheme was £24,582 (2023: £20,747).

The number of employees whose annual remuneration (excluding employer pension costs and employer's national insurance costs) was £60,000 or more were:

	2024 No	2023 No
£60,001 - £70,000	1	1
£70,001 - £80,000	1	1

The total employee benefits of the key management personnel of the charity were £272,545 (2023 - £231,372).

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Intangible fixed assets

	Software £	Total £
Cost		
At 1 January 2024	5,965	5,965
At 31 December 2024	5,965	5,965
Amortisation		
At 1 January 2024	5,084	5,084
Charge for the year	881	881
At 31 December 2024	5,965	5,965
Net book value		
At 31 December 2024	-	-
At 31 December 2023	881	881

14 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 January 2024	22,868	22,868
Additions	630	630
Disposals	(603)	(603)
At 31 December 2024	22,895	22,895
Depreciation		
At 1 January 2024	12,151	12,151
Charge for the year	4,644	4,644
Eliminated on disposals	(327)	(327)
At 31 December 2024	16,468	16,468
Net book value		
At 31 December 2024	6,427	6,427
At 31 December 2023	10,717	10,717

15 Debtors

	2024	2023
	£	£
Trade debtors	20,519	7,413
Prepayments	4,382	7,398
Other debtors	2,760	1,200
	27,661	16,011

16 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	39,279	46,904
Other taxation and social security	14,212	14,013
Other creditors	5,944	4,724
Accruals	11,757	3,869
Deferred income	102,246	30,697
	173,438	100,207

Deferred income comprises income received in relation to future years from members who have subscribed to 'Ask Jan' memberships. These are variable in length from 175 days to 12 months.

17 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
General					
Unrestricted	334,930	806,893	(735,345)	(667)	405,811
Restricted funds					
National Lottery Community Org	676	29,054	(30,437)	707	-
John Lewis Foundation - Future Me	37,968	-	(40,503)	(40)	(2,575)
Eveson Trust	18,455	-	(18,445)	-	10
Charles Hayward	-	22,600	(15,771)	-	6,829
National Lottery Community Fund	-	19,487	(15,437)	-	4,050
Total restricted funds	57,099	71,141	(120,593)	667	8,314
Total funds	392,029	878,034	(855,938)	-	414,125

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
General					
Unrestricted	365,469	771,964	(807,503)	5,000	334,930
Designated					
Mr R C Bertie Fund	5,000	-	-	(5,000)	-
Total unrestricted funds	370,469	771,964	(807,503)	-	334,930
Restricted funds					
National Lottery Community Org	-	41,543	(40,867)	-	676
John Lewis Foundation - Future Me	-	39,690	(1,722)	-	37,968
Eveson Trust	-	20,000	(1,545)	-	18,455
Total restricted funds	-	101,233	(44,134)	-	57,099
Total funds	370,469	873,197	(851,637)	-	392,029

18 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds £
Tangible fixed assets	6,427	-	6,427
Current assets	572,822	8,314	581,136
Current liabilities	(173,438)	-	(173,438)
Total net assets	405,811	8,314	414,125

19 Analysis of net funds

	At 1 January 2024 £	Cash flow £	At 31 December 2024 £
Cash at bank and in hand	464,627	88,848	553,475
Net debt	464,627	88,848	553,475

20 Related party transactions

There were no related party transactions in the year.

REES FOUNDATION

England & Wales - Charity number 1154019

Accounts

Charity registration number 1154019

Company registration number 08216279 (England and Wales)

REES FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

REES FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr R C Bertie Mr P Robinson Mrs C Rock
Charity number	1154019
Company number	08216279
Registered office	Craftsman House De Salis Drive Hampton Lovett Ind. Est. Droitwich Worcestershire WR9 0QE
Independent examiner	Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY

REES FOUNDATION

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REES FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their report and financial statements for the year ended 31 December 2023.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) (effective 1 January 2019) in preparing the annual report and financial statements of the charity.

Charitable objectives and activities
The charity's objects are for the public benefit, to relieve by such means as are charitable, children and adults who have had foster care or residential care experience by the provision of support, advice, resources, assistance (financial or otherwise), grants, programmes and other activities to:

a) advance education;
b) relieve unemployment;
c) promote the social inclusion among these beneficiaries who are excluded from society, or parts of society, due to their social or economic position; and
d) develop their capacity and skills in such a way that they are better able to identify, and help meet, their needs to participate more fully in society.

Rees Foundation's provision of opportunities to care experienced adults with no upper age limit is somewhat unique as many organisations limit the projects and activities to care experienced people who are 25 and under.

We will continue to grow our relationships with care experienced people and strengthen our co-productive approach to the development and delivery of support, activities, services, and opportunities that will enhance the lives of those with care experience.

Public benefit
The Trustees have complied with their duty to have due regard to the guidance on public benefit as published by the Charity Commission and consider all the activities undertaken to further the charity's purposes to be of public benefit. We are delighted to provide a range of details across the report to illustrate this commitment.

Our thanks
We are thankful to all of the staff, supporters and volunteers (including our ambassadors) at Rees Foundation for their hard work and unwavering commitment. The relentless efforts and positive attitude of the community have been instrumental in helping the Charity to achieve its goals and continue to thrive.

Achievements and performance
This year the Charity performed exceptionally well, with considerable year on year increases both in terms of beneficiary engagement and financial income.

We are particularly delighted to have raised the profile of the Charity through our engagements with care leavers, care experienced people, practitioners, and public and private organisations at national level. There has been a continued effort by the Charity in marketing a range of our training and commissionable services. We continued to increase the charity's visibility through social media and our website which received 64,723 visits during 2023 an increase of 13,470 on the previous year.

As well as UK reach, the Charity was honoured to be invited to meet with and share our knowledge and expertise with officials from the Australian and German Leaving Care Departments.

Significantly, this year marked the agreement of a new five-year strategy for the Foundation which sets our ambitions to build community; support practice improvement; provide safe homes; and reach potential. Each of these four pillars contains a series of co-developed projects for implementation with all our activities underpinned by a commitment to being a care leaver-led organisation. The achievements and performance set out below complement this strategic vision and help set it up for future success.

Rees Foundation retains its pledge to the Mindful Employer charter; an NHS initiative that supports employers who take a positive approach towards mental health at work. Rees Foundation maintains its commitment to the mental health and wellbeing of our staff, associates, and stakeholders and almost all of our staff are Mental Health First Aid qualified. Four more staff members were trained in Level 4 in Trauma Informed Care helping to fulfill our aim to become a trauma informed organisation.

We were successful in renewing our Cyber Essentials Security Certification which will re-assure our beneficiaries, customers, and other stakeholders that Rees Foundation are committed to securing the Charity's IT systems against cyber-attacks.

New for 2023 was our investment to grow fundraising from charitable sources to complement our existing work with income from commissioned services. We registered with, and act in compliance with the Fundraising Regulator. We employed an in-house fundraiser (managed by the Charity Chief Executive) to begin to build our charity fundraising infrastructure plus pipeline. We did not engage the services of any third-party professional fundraising agencies to undertake direct response fundraising, solicitation or cultivation, either by phone, online or face-to-face. Primary activities have been trust and foundation applications, crowdfunding plus an increase in our corporate offerings, to work towards continued financial sustainability.

No complaints in respect of our fundraising activity have been received and we continue to ensure that the charity's fundraising efforts are carefully managed and targeted so as to protect vulnerable people. We record donor details and preferences on our secure database which complies with GDPR standards, and we ensure we only contact them if they opt in to this option. All supporters have the option to update their contact preferences at any time.

Review of Operational Activities

Our Success in 2023:

The demand for our services increased in 2023, highlighting the need for continued support. 2023 saw our database of care experienced people grow from **2280** to over **4523.** We had **1655** enquiries over the year, across **922** different care experienced people.

As well as individual support, we met with the Information Commissioners Officers (ICO) and a group of care experienced individuals to share their personal experiences of the Subject Access Request process in respect of their care records. It is hoped that the sharing of their experiences will influence change in policy and practice for care leavers in the future. We also actively championed National Care Leavers Week as a recognised nationwide annual event during October each year. This year we were honoured to present awards and to speak at Local Authority care leaver events. The charity's theme this year was to promote relationships & connections, and we ran a competition for care leavers to design the logo for the event.

Overview of services and impact

Grant-making support
Rees Foundation was pleased to offer financial assistance through an Educational Grant making project funded by the Welland Trust. Care experienced adults who are not eligible for student finance may apply for support with tuition fees and other associated costs to support their further education and training. Additionally we were pleased to be able to offer some help for those experiencing a financial crisis to aid the purchase of groceries and utility costs.

- In this period, we received 212 applications for grants – 129 of these were educational grants; we were able to help many with equipment, laptops and travel to aid their studies and 20 care experienced people were supported with larger grants for support such as tuition fees for university. This meant that these care leavers were able to pursue the necessary qualifications towards their chosen career goals ranging from Pharmacy, Social Work, Counselling, Barrister, to gas engineer to film making.
- In addition, we received 902 crisis fund applications, 523 which were supported financially, but all applicants were offered emotional support and those who may not have been eligible for financial support were signposted to foodbanks, advocacy with PA, local welfare schemes where appropriate.

- **Provide Safe Homes: -Housing with mentoring support**: We continued to provide supported, affordable housing for 7 care experienced adults and 2 children, with 2 additional children joining parents in the second half of the year. During the year 2 tenants reached their 2-year anniversary, one young family reached their 3-year anniversary and one x 3 generational family reached their 2-year anniversary with another individual being supported for 10 months and another achieving a full year or stability in their home despite facing multiple challenges along the way.

- **Reach Potential: -Employability**:
  - 87 care leavers were supported either by an Employment Coach or by attending the 'Uplift' programme, as a result 12 were supported directly into employment or self-employment.
  - Launched the 'Future Me' youth-focused services with grants from Eveson Trust and John Lewis Foundation.
  - Continued our Uplift, employability focused support programme supported by Geoff Herrington Foundation.
  - **Panel Training:** we were pleased to train and prepare 37 care experienced people for the paid role of panel member.

- **Building Community: Workshops and Support:**
  - Rees hosted 74 Let's Connect sessions that achieved 334 attendances by care experienced people who were supported in a range of ways including health, wellbeing, learning new skills and peer support.
  - This year we welcomed 4 more cafes to our affiliated cafe project in Bromsgrove, Wolverhampton, Cardiff and West Bromwich which brings our portfolio to 9 inviting spaces where care leavers will be welcome to use their Café Guest cards.
  - Expanded and developed 'Cost of Living' Support services with the generous support of Government and Corporate funding.
  - The Charity ran 7 creative arts projects with 113 care experienced people engaging in a range of face to face and online activities and competitions.
  - We launched an opportunity for care experienced parents and grandparents to apply to the Imagination Library in order for their children or grandchildren to receive a book every month in the post. By year end 63 children were receiving the books.

- **Supporting improved practice through learning and development - Commissionable services**
  - Rees Foundation delivered 29 individual learning and development sessions to a range of organisations including prisons, universities, fostering agencies and Local Authority Leaving Care Teams with over 230 practitioners in attendance.
  - The Charity was commissioned by a range of prisons to deliver workshops and host breakfast clubs where a total of 143 care leavers in custody were supported.
  - Developed and commenced marketing of our unique Rees Personal Advisor Skills Support (PASS) training programme.
  - The Charity's guided support service for care experienced people accessing their files was commissioned by 4 Local Authorities for 5 individuals.
  - The Charity's Ask Jan membership support package for care leavers continues to be actively marketed nationwide to organisations including Local Authorities, Universities, Prison and Probation services and others. At the end of the year 1072 care leavers were benefitting from the membership having been commissioned by over 40 organisations. We continue to develop this programme offering further methods of engagement including Whatsapp, Facebook sessions and a discounts website with an increased number of supplier discounts.

Risk Management
The Charity takes a strict view in the safeguarding and welfare of its beneficiaries. This risk is alleviated by annual review and update of organizational policies. Rigorous recruitment and vetting procedures. Bi-annual staff training and maintaining safeguarding as a fixed agenda item in staff supervision. The Charity has clear reporting procedures and undertakes risk assessments in relation to its operations.

An incident of financial risk within our grant giving processes underscored the critical importance of robust fraud detection and financial risk management mechanisms. The charity was able to learn key lessons from the incident and subsequent measures were implemented to strengthen our defence against similar threats in the future.

Stewardship of the charity's resources (financial and staff) to enable it to deliver its mission are reviewed quarterly, with any situations of concern flagged to the Trustees within 14 days.

Rees is committed to addressing and learning from the experiences of our beneficiaries and actively invites feedback and representation. An example of our commitment to continuous improvement includes changes and improvements made to the application process for the Imagination Library project following feedback received.

What will we do in 2024?
The recent extension of local authorities 'duty to provide Personal Advisor (PA) support' to all care leavers up to 25 where requested reflects the application of corporate parenting principles (despite many care leavers opting out of continued support). However, for those over 25, there is a lack of support, despite them being impacted by their experiences in the care system.

Rees is committed to exploring options to sustain our lifelong network and make a lasting impact on those who continue to navigate the challenges associated with aging out of the care system. We look forward to continuing to examine this issue as part of the delivery of our five-year strategy.

Financial review

Rees Foundation income for 2023 was £873,197, a reduction of £179,182 (17%) from 2022, with the Charity receiving a substantial grant from the Welland Trust albeit £225,000 less than had been applied for. Grants from other sources were £119,356 more than in 2022.

Funding sources included: John Lewis Foundation, National Lottery, Charles Hayward, Eveson Trust, National Grid, Aviva Community and Geoff Herrington.

Corporate and individual donations grew to £36,461 from £4,681 in 2022 which included donations from Barberry Group Ltd and Fine Fourteen.

Total income relating to invoiced services such as training and memberships declined by 45% from the previous year to £87,380.

Charitable giving in the form of grants increased to £106,955, from £66,542 in the prior year.

Financial assistance for crisis payments for groceries and domestic energy costs was significantly higher during 2023 by 80% to £35,889, with a total number of individuals supported rising from 232 to 353, also a notable increase in average support provided, from £86 to £102 due to ongoing cost of living increases.

Total charitable expenditure increased from £780,143 in 2022 to £851,637 in 2023, with staff costs increasing from £431,273 to £547,950.

There was a net surplus for the year of £21,560 an overall result that was 16% greater than budget. The positive budget variance was largely attributable to lower-than-expected general employment costs and the sizeable contribution received from grant providers and corporate and individual donations.

The charity reserves stood at £392,029 at the end of the year, with a cash balance of £464,627.

Reserves policy

The Trustees consider that general unrestricted funds should be targeted at a level equal to six months' essential expenditure to ensure that the charity has sufficient reserves to meet costs as they fall due, whilst continuing to deliver on the charitable objectives. Such reserves as of 31 December 2023 exceeded this level, the Trustees are confident that sufficient cash resources are available to continue to sustain the Charitable activities and withstand unexpected events. The Trustees will continue to monitor the level of reserves.

Structure, governance and management

Charity structure

Our staff resources have expanded to accommodate the growing number of enquiries, engagements and activities. Whatever the nature of the initial enquiry; it is essential that the Charity afford the time, care and attention for our care experienced people to develop trust and to know that Rees Foundation really care about what might be going on for them and where we can identify potential options to help them. At year end, we employed 15 people compared to the previous year end when we employed 13 people on our staff team.

We have maintained our pool of self-employed trainers/facilitators, this diverse group of care experienced independent consultants bring a whole range of valuable skills and knowledge to Rees Foundation and are instrumental in the development and delivery of our training services. This aligns with working towards our aim of improving economic status of care experienced individuals and improving their career opportunities.

Governing document

The charity is governed by its Memorandum and Articles of Association dated 17th September 2012, as amended by special resolution registered at Companies House on 17th September 2013.

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

Mr R C Bertie	
Ms J Rees	(Resigned 31 December 2023)
Mr I Frank	(Resigned 19 July 2023)
Mr M Mikely	(Resigned 29 February 2024)
Mr P Robinson	
Mrs C Rock	

Recruitment, appointment and resignation of Trustees

The Trustees, who are also directors under company law, are appointed by ordinary resolution or by the existing Trustees of the charity. All Trustees give of their time freely and none claimed remuneration in the year.

The founder and Chair of the Charity stepped down as from the 31st December 2023, and two long-standing Trustees resigned from the Charity, one in July 2023, and another in February 2024. both expressed their desire to remain supporters of the Charity on an informal basis. Our thanks to all for their service with particular recognition of Jan Rees's tremendous role in the Charity's initiation, growth and development.

The new Chair (R Bertie) and Vice-Chair (P Robinson) were appointed in post In March 2024.

The Board agreed a requirement for the Charity to recruit additional Trustees and a recruitment campaign began in September 2023 with a deliberate focus on expanding the diversity of the Board, including increasing the representation of people with lived experience. Four new Trustees were appointed to join the charity in spring 2024.

Organisational structure
The Trustees are responsible for managing the charity. Responsibilities for some functions are delegated to individuals as they see fit. The Trustees provide direction and decision making to the Charity Chief Executive who is responsible for the day to day running of the charity.

Induction and training of new trustees
New Trustees are provided with information in the form of a Trustees' Handbook including details from the Charity Commission explaining their duties and responsibilities as Trustees, the terms of their engagement as Trustee and details of the charity's key principles and aims for its work.

Each Trustee is also provided with a copy of the charity's Memorandum and Articles of Association and a recommended resource and reading list to assist their role and development; these are also available from the charity.

Statement of trustees' responsibilities

The trustees, who are also the directors of Rees Foundation 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. 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.

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

Mr R C Bertie
Chair of the Board of Trustees

Date: 27/7/2024

REES FOUNDATION

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF REES FOUNDATION

I report to the trustees on my examination of the financial statements of Rees Foundation (the charity) for the year ended 31 December 2023.

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

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

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

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

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Colm McGrory FCA
Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Dated: 31/7/2024

REES FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Total 2022 £
Income from:								
Donations and legacies	3	684,584	-	101,233	785,817	889,681	-	889,681
Charitable activities	4	87,380	-	-	87,380	162,698	-	162,698
Total income		771,964	-	101,233	873,197	1,052,379	-	1,052,379
Charitable activities	5	807,503	-	44,134	851,637	780,143	-	780,143
Net income/(expenditure)		(35,539)	-	57,099	21,560	272,236	-	272,236
Transfers between funds		5,000	(5,000)	-	-	-	-	-
Net movement in funds		(30,539)	(5,000)	57,099	21,560	272,236	-	272,236
Reconciliation of funds:								
Fund balances at 1 January 2023		365,469	5,000	-	370,469	93,233	5,000	98,233
Fund balances at 31 December 2023		334,930	-	57,099	392,029	365,469	5,000	370,469

All income and expenditure derive from continuing activities.

REES FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Intangible assets	11		881		2,369
Tangible assets	12		10,717		12,037
			11,598		14,406
Current assets					
Debtors	13	16,011		12,854	
Cash at bank and in hand		464,627		411,510	
		480,638		424,364	
Creditors: amounts falling due within one year	14	(100,207)		(68,301)	
Net current assets			380,431		356,063
Total assets less current liabilities			392,029		370,469
Income funds					
Restricted funds	16		57,099		-
Unrestricted funds					
Designated funds	17	-		5,000	
General unrestricted funds		334,930		365,469	
			334,930		370,469
			392,029		370,469

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 December 2023.

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 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 27/7/2024

Mr R C Bertie
Trustee

Company Registration No. 08216279

REES FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	23		56,801		268,911
Investing activities					
Purchase of tangible fixed assets		(3,684)		(7,087)	
Net cash used in investing activities			(3,684)		(7,087)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			53,117		261,824
Cash and cash equivalents at beginning of year			411,510		149,686
Cash and cash equivalents at end of year			464,627		411,510

1 Accounting policies

Charity information

Rees Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Craftsman House, De Salis Drive, Hampton Lovett Ind. Est., Droitwich, Worcestershire, WR9 0QE.

1.1 Accounting convention

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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 set aside out of unrestricted income by the trustees for the furtherance of particular aspects of the charity's objects. The trustees may, at their discretion, reallocate these funds back to the general fund.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1 Accounting policies **(Continued)**

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

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.

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:

Software	25% straight line

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.

Depreciation 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:

Office equipment	25% straight line

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.

1.8 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).

1.9 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.11 Retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the chartable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	36,461	-	36,461	4,681	-	4,681
Grants receivable	648,123	101,233	749,356	885,000	-	885,000
	684,584	101,233	785,817	889,681	-	889,681
Donations and gifts						
Corporate donations	22,998	-	22,998	3,235	-	3,235
Individual donations	13,395	-	13,395	1,446	-	1,446
Other	68	-	68	-	-	-
	36,461	-	36,461	4,681	-	4,681
Grants receivable for core activities						
The Welland Trust	630,000	-	630,000	885,000	-	885,000
Other	18,123	101,233	119,356	-	-	-
	648,123	101,233	749,356	885,000	-	885,000

4 Income from charitable activities

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
'Ask Jan' membership income	64,970	65,571
Other income	22,410	97,127
	87,380	162,698

5 Expenditure on charitable activities

	2023 £	2022 £
Direct costs		
Staff costs	547,950	431,273
Care experienced ambassadors	6,181	12,552
Panel work costs	12,725	31,723
Volunteer expenses	200	97
Crowd funding payments	27	-
Financial support	35,889	19,895
Direct staff : Travel & subsistence	14,261	10,954
Arts Project	86	68
Wellbeing session costs	11,107	35,111
'Ask Jan' membership costs	11,677	10,146
	640,103	551,819
Grant funding of activities (see note 6)	106,955	66,542
Share of support and governance costs (see note 7)		
Support	100,704	156,332
Governance	3,875	5,450
	851,637	780,143
Analysis by fund		
Unrestricted funds	807,503	780,143
Restricted funds	44,134	-
	851,637	780,143

6 Grants payable

	2023	2022
	£	£
Grants to individuals	106,955	66,542

7 Support costs

	Support costs	Governance costs	2023	2022	Basis of allocation
	£	£	£	£	
Staff costs	605	-	605	840	Allocated on time
Depreciation and amortisation	6,491	-	6,491	5,298	Use of assets
Rent, rates and utilities	15,144	-	15,144	15,144	Use of premises
Indirect staff:					
Admin and sundry expenses	36,279	-	36,279	35,865	Estimated usage
Staff training and events	5,594	-	5,594	12,770	Personnel roles
Advertising and marketing	8,185	-	8,185	4,368	Nature of cost
Books and publications	4,061	-	4,061	1,515	Usage of material
Insurance	4,947	-	4,947	4,026	Usage of premises
Bank charges	4,005	-	4,005	3,473	Pro-rata to activity
Management recharge	-	-	-	51,000	Allocated on time
Legal and professional	15,393	-	15,393	22,033	Governance
Accountancy charges	-	3,875	3,875	-	Governance
Auditors' remuneration	-	-	-	5,450	Governance
	100,704	3,875	104,579	161,782	
Analysed between					
Charitable activities	100,704	3,875	104,579	161,782	

The Independent Examiners' fee for the year was £3,875 (2022: £Nil).

The Auditors' fee for the year was £Nil (2022: £5,450).

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration for the year (2022: £Nil).

3 trustees were reimbursed expenses during the year totalling £752 (2022: £626) relating to travel costs and sundry other costs.

Rees Foundation was reimbursed expenditure incurred during the year on behalf of trustees of £Nil (2022: £1,737). As at 31 December 2022, there is a balance of £Nil owed to Rees Foundation (2022: £341).

There were no other transactions with trustees during the current or prior year.

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Staff	15	12

Employment costs	2023 £	2022 £
Wages and salaries	477,269	367,546
Social security costs	49,934	42,111
Pension costs	20,747	21,616
Other staff costs (non-payroll)	605	840
	548,555	432,113

The charitable company 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 the defined contribution scheme was £20,747 (2022: 21,616).

The number of employees whose annual remuneration (excluding employer pension costs and employer's national insurance costs) was £60,000 or more were:

	2023 Number	2022 Number
£60,001 to £70,000	1	-
£70,001 to £80,000	1	1

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Intangible fixed assets

	Software £
Cost	
At 1 January 2023 and 31 December 2023	5,965
Amortisation and impairment	
At 1 January 2023	-
Amortisation charged for the year	5,084
At 31 December 2023	5,084
Carrying amount	
At 31 December 2023	881
At 31 December 2022	2,369

12 Tangible fixed assets

	Office equipment £
Cost	
At 1 January 2023	19,184
Additions	3,684
Disposals	(2,908)
At 31 December 2023	19,960
Depreciation and impairment	
At 1 January 2023	7,148
Depreciation charged in the year	5,003
Eliminated in respect of disposals	(2,908)
At 31 December 2023	9,243
Carrying amount	
At 31 December 2023	10,717
At 31 December 2022	12,037

13 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	7,413	598
Other debtors	1,200	1,610
Prepayments and accrued income	7,398	10,646
	16,011	12,854

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	14,013	12,585
Trade creditors	46,904	23,187
Other creditors	4,724	4,910
Accruals and deferred income	34,566	27,619
	100,207	68,301

Included within accruals and deferred income is deferred income of £30,697 (2022: £21,294). This comprises income received in relation to future years from members who have subscribed to 'Ask Jan' memberships. These are variable in length from 175 days to 12 months.

	£
Balance as at 1 January 2022	21,294
Amount released to income (Ask Jan memberships)	(64,970)
Amount released to income (Training and other income)	(22,410)
Amount deferred in year	96,783
Balance as at 31 December 2022	30,697

16 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 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
National Lottery Community Org	-	41,543	(40,867)	676
John Lewis Foundation - Future Me	-	39,690	(1,722)	37,968
Eveson Trust	-	20,000	(1,545)	18,455
	-	101,233	(44,134)	57,099

16 Restricted funds **(Continued)**

National Lottery Community Org Cost of Living Fund - Let's Connect
Funds to provide support to community organisations with tackling the demands of the increase in the cost of living.

John Lewis Foundation (JLF) – Future Me
Restricted grant in that an impact evaluation report is required with clear monitoring of expenditure. To undertake activities that encourage and support youths into employment.

Eveson Trust - Let's Connect Youth Project
Funding for projects & activities designed to alleviate incidences of loneliness, isolation and mental health issues, by facilitating events and contact networks that also nurture friendship groups.

17 Designated 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:

		Movement in funds			
	Balance at 1 January 2022	Incoming resources	Balance at 1 January 2023	Transfers	Balance at 31 December 2023
	£	£	£	£	£
Mr R C Bertie fund	5,000	-	5,000	(5,000)	-
	5,000	-	5,000	(5,000)	-

18 Analysis of net assets between funds

	Unrestricted funds 2023	Designated funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Designated funds 2022	Total 2022
	£	£	£	£	£	£	£
Fund balances at 31 December 2023 are represented by:							
Intangible fixed assets	881	-	-	881	2,369	-	2,369
Tangible assets	10,717	-	-	10,717	12,037	-	12,037
Current assets/(liabilities)	323,332	-	57,099	380,431	351,063	5,000	356,063
	334,930	-	57,099	392,029	365,469	5,000	370,469

19 Related party transactions

Remuneration of key management personnel

The key management personnel are represented by the roles within management and finance. The total employee benefits (including employer pension contributions) received by key management personnel was as follows:

	2023	2022
	£	£
Aggregate compensation	231,372	134,938

Transactions with related parties

During the year, the charitable company had the following transactions with related parties through Ms J Rees, a trustee of the charity, also being a director of these companies:-

The Welland Trust

Donations given to the charity by The Welland Trust amounted to £630,000 (2022: £885,000).

Costs recharged by The Welland Trust amounted to £12,000 (2022: £63,276).

As at 31 December 2023, there are no balances owed by or to The Welland Trust (2022: £Nil).

Welland Residential Holdings Limited

Expenditure incurred on behalf of Welland Residential Holdings Limited amounted to £Nil (2022: £164).

As at 31 December 2023, there is a balance of £Nil owed by Welland Residential Holdings Limited (2022: £79).

Refugee Host Support Limited

Costs recharged to Refugee Host Support Limited amounted to £17,958 (2022: £24,634).

As at 31 December 2023, there are no balances owed by or to Refugee Host Support Limited (2022: £Nil).

20 Limited company

The charity is a limited company but has taken advantage of the exemption available to dispense with the word 'limited' after its name.

21 Members' liability

The liability of each member is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he, she or it is a member, or within one year after he, she or it ceases to be a member, for:

- payment of the charity's debts and liabilities incurred before he, she or it ceases to be a member;
- payment of the costs, charges and expenses on winding up; and
- adjust the rights of the contributories amongst themselves.

22 Share capital

The charity is a charitable company limited by guarantee, and as such does not have share capital.

23 Cash generated from operations

	2023	2022
	£	£
Surplus for the year	21,560	272,236
Adjustments for:		
Amortisation and impairment of intangible assets	1,488	1,488
Depreciation and impairment of tangible fixed assets	5,003	3,810
Movements in working capital:		
(Increase)/decrease in debtors	(3,156)	40,546
Increase/(decrease) in creditors	22,503	(33,046)
Increase/(decrease) in deferred income	9,403	(16,123)
Cash generated from operations	56,801	268,911

24 Analysis of changes in net funds

The charity had no material debt during the year.

REES FOUNDATION

England & Wales - Charity number 1154019

Accounts

Charity registration number 1154019

Company registration number 08216279 (England and Wales)

REES FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

REES FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr R C Bertie Ms J Rees Mr I Frank Mr M Mikely Mr P Robinson Mrs C Rock	 (Appointed 13 July 2022)
Secretary	Harrison Clark (Secretarial) Ltd	
Charity number	1154019	
Company number	08216279	
Registered office	Craftsman House De Salis Drive Hampton Lovett Ind. Est. Droitwich Worcestershire WR9 0QE	
Auditor	Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY	

REES FOUNDATION

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REES FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their report and financial statements for the year ended 31 December 2022.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) (effective 1 January 2019) in preparing the annual report and financial statements of the charity.

OBJECTIVES AND ACTIVITIES

Charitable objects and aims

The charity's objects are for the public benefit, to relieve by such means as are charitable, adults who have had foster care or residential care experience by the provision of support, advice, resources, assistance (financial or otherwise), grants, programmes and other activities to:

a) advance education;
b) relieve unemployment;
c) promote the social inclusion among these beneficiaries who are excluded from society, or parts of society, due to their social or economic position; and
d) develop their capacity and skills in such a way that they are better able to identify, and help meet, their needs to participate more fully in society.

The charity continues to grow our relationships with care experienced people and other stakeholders strengthening our co-productive approach to the development and delivery of a range of support, activities and services that will enhance the lives of those with care experience.

We continue to raise the profile of the Charity and this year we engaged with circa 1500 care experienced people across the UK. We actively promote that Rees Foundation exists to help adults of all ages and there is no upper age limit for people to reach out to Rees Foundation. Many of our activities bring individuals with care experience together to seek support and to offer their support to others.

The Charity worked on enhancing its range of training and support services available to our beneficiaries and increased the number of services for commission by local government, private sector and voluntary agencies. There has been a positive response and uptake of both training and other commissioned services which supports the learning and development of those who work with care leavers and helps to diversify the Charity's income and support its long-term sustainability.

We maintained a sufficient number of employed staff involved in the delivery of our expanding range of services and we also maintained the number self-employed care experienced individuals working with the Charity to co-develop and deliver many of our training courses and workshops upon commission by external organisations.

Public benefit

The Trustees have complied with their duty to have due regard to the guidance on public benefit as published by the Charity Commission and consider all the activities undertaken to further the charity's purposes to be of public benefit.

Use of volunteers

The charity is very grateful to all of the supporters and our volunteer who continue to engage with Rees Foundation and help to raise awareness for the charity and deliver our services.

ACHIEVEMENTS AND PERFORMANCE

This year the Charity performed exceptionally well, with considerable year on year increases both in terms of beneficiary engagement and income.

We were successful in renewing our Cyber Essentials Security Certification and only minor changes to our IT infrastructure were required. This will re-assure our beneficiaries, customers and other stakeholders that Rees Foundation are committed to securing our IT against cyber-attacks.

Rees Foundation retains its commitment to the Mindful Employer charter thus making a public declaration of our ambition to support the mental wellbeing of our staff. Mindful Employer NHS initiative supports employers who take a positive approach towards mental health at work. Rees Foundation maintains its commitment to the mental health and wellbeing of our staff, associates and stakeholders and almost all of our staff are Mental Health First Aid qualified.

We continued to increase the charity's visibility through our website which received 51,253 visits during 2022 a slight increase on the previous year where it received 51,000 visits. And, through increased presence across all of our social media channels, it has helped generate a continued high number in excess of 2,500 direct enquiries from care experienced people from a wider geographical spread. Around 1500 care experienced people engaged with Rees on multiple occasions seeking advice, support or information in a range of areas.

Through continuous monitoring and evaluation of our service enquiry response, and delivery of project activity; we are better able to monitor trends and patterns in stakeholder engagement. The level of staff activities relating to the engagements and interventions provided through the staff team at Rees includes the recording of outcomes enabling us to assess the impact of the Rees services which will help strengthen our future Charity strategy. Information gathered across the year indicates the ages of individuals reaching out to Rees Foundation extends from 16 to 72 with the average age of the care experienced people reaching out to Rees Foundation was 21 compared to the average age of 27 in the previous year.

We are grateful for the ongoing support and contributions from our care experienced Ambassadors and continue to work positively together utilising their invaluable input and feedback.

We hosted an open day at our offices in Worcestershire and welcomed around 50 guests including representatives from a number of leaving care teams, care leavers and other associates who had the opportunity to hear about the work of Rees Foundation and to hear from some of our care experienced people too about their lived experiences of being in care.

We increased our staff resources to accommodate the growing number of enquiries, engagements and activities. Whatever the nature of the initial enquiry; it is essential that we afford the time, care and attention for our care experienced people to develop trust and to know that Rees Foundation really care about what might be going on for them and where we can identify potential options to help them.

At year end we employed 13 people on our staff team with one staff member having been seconded to co-ordinate the delivery of a series of prisoner workshops delivered by the Charity through a partnership arrangement with another Charity on contract to the Ministry of Justice. We worked with 2 midland prisons throughout the year with 105 prisoners attending our workshops aimed at enhancing general wellbeing, positive connections, ultimately to help reduce re-offending.

Rees maintained their commitment to our staff professional development and commissioned comprehensive Trauma Informed Care training as well as Task Centered Model training.

We maintained our pool of self employed trainers/facilitators, with half of this group having experienced care; this diverse group of independent consultants bring a whole range of valuable skills and knowledge to Rees Foundation and are instrumental in the development and delivery of our training services.

Rees were commissioned by a range of organisations and delivered 46 training courses with over 485 practitioners attending.

Our financial assistance project provided 60 people with small grants for essentials for the home and travel. With the ever increasing cost of living; Rees saw a huge increase in requests for crisis support. We ensured that 250 individuals were supported to meet the costs of food and utilities. A further 8 individuals were provided with financial assistance to pursue their higher educational and career goals.

Review of Operational Activities

- We increased the number of online peer group sessions (Lets Connect') a mix of informal chat sessions and weekly courses. We maintained our commitment to diversity and difference through inclusion offering targeted peer groups resulting 387 attendances at our sessions throughout the year, compared to 110 the previous year.
- Due to the range of awareness raising activities highlighted earlier; more younger care leavers reached out to Rees Foundation resulting an increased level of advocacy support provided by Rees Foundation for those who are still entitled to a service from their Local Authority.
- We continued to develop existing relationships and build new partnerships with a range of stakeholders including a number of local government, voluntary and private sector agencies.
- We continued our bespoke careers coaching, offering one to one assistance to around 27 care leavers to explore employment and training opportunities with varying outcomes although a higher number of care experienced people sought advice around self-employment and starting their own businesses.
- Rees Foundation was very proud to work alongside John Lewis Partnership in supporting their 'Building Happier Futures for Young People from Care' campaign resulting in the successful recruitment of 12 care leavers being shortlisted across 2 geographical regions with 9 moving into employed positions within the retail environment.
- Our Panel training provided around 36 care leavers with learning to become equipped to become fostering or adoption panel members. An online support group for panel trained people to meet on a monthly basis to share experiences and offer ongoing support.
- We supported 9 adults and 2 children within 7 properties let and managed by Rees Foundation, our tenants may previously experienced homelessness or have been in custody. Rees Foundation offers support tailored to each tenant to help them to manage and maintain their home/tenancies. We have seen some truly wonderful outcomes over the past 18 months including families being able to stay together and historic cycles of homelessness being broken with many of our tenants gaining the skills to manage their tenancies.
- This year we worked alongside 7 Rees affiliated cafes located in Carlisle, Birmingham, Haverfordwest, Worcester, Manchester, Newton Abbot and Wolverhampton. Our community cafes are specifically selected to ensure that they provide a warm and welcoming environment in which our care experienced people can meet up and use their Guest cards.
- At year end 183 Rees Café Guest cards had been issued to care experienced individuals and the cardholders will benefit from discounted food and drink at these care leaver friendly venues across the UK.
- Our team have responded to an ongoing need for the provision of emotional support due largely, to the emergence from the global pandemic and the onset of a cost of living crisis.
- We maintained our commitment to encouraging creative engagements with our creative care leavers, running 5 projects and attracting 86 engagements including a competition to create a t-shirt design for National Care Leavers week. This year saw even more engagement in our end of year nominations for care experienced people to receive a 'Festive Friendship Bag' at Christmas.
- We partnered with Change Grow Live (CGL) Charity as a delivery partner where we designed and delivered our specialised workshops into 2 prisons in the Midlands during the year. We led on user involvement and project evaluation and 100 care experienced received 'Ask Jan' memberships upon release from custody.
- National Care Leavers Week is a recognised nationwide annual event during October each year. This year we were honoured to present awards and to speak at Local Authority care leaver events. Rees Foundation also took the opportunity to meet and celebrate the event with care leavers and Local Authority practitioners at our café venues.
- We delivered 46 training courses/workshops enhancing the learning and development for around 486 practitioners within a range of professional settings including prisons, universities and local authorities across the UK.
- We launched a guided personal support for care leavers accessing their care records and received our first Local Authority commission for this crucial support.
- Following the launch of our Ask Jan membership support package in 2021; our membership package which includes telephone counselling support, a wellbeing app, independent financial advice, information and advice on legal matters and a discount card offering reduced prices for days out and UK wide attractions. By the end of 2022, just under 1000 care leavers were in receipt of the memberships as commissioned through their respective Local Authorities or agency.

FINANCIAL REVIEW

Financial review

Rees Foundation achieved significant income growth again during 2022 with an increase of 43% to £1,052,379, the Charity benefitted from a large grant from the Welland Trust Charity along with some smaller individual and organisational donations.

Total income relating to invoiced services such as training and memberships was £162,698, an increase of 135% from 2021.

Charitable giving in the form of grants was £66,542, a decrease of £37,328.

Financial assistance for crisis payments was broadly similar to the previous year at £19,895, however 29% more people were supported, with a total of 250 for the year.

Total charitable expenditure increased from £752,026 in 2021 to £780,143 in 2022, of which staff costs decreased from £449,185 to £432,113.

There was a net surplus for the year of £272,236, the main areas of budget variance being lower grant giving and staff costs. Grant giving was lower due to amendments to the grant award criteria, enabling the charity to focus grants to individuals in the greatest need. Staff costs were lower due to several planned roles not being required and new posts generally taking longer to recruit than anticipated.

The charity reserves stood at £370,469 at the end of the year, with a cash balance of £411,510.

Reserves policy

The Trustees consider that general unrestricted funds should be targeted at a level equal to six months' essential expenditure to ensure that the charity has sufficient reserves to meet costs as they fall due, whilst continuing to deliver on the charitable objectives. Such reserves as of 31 December 2022 exceeded this level, the Trustees are confident that sufficient cash resources are available to continue to sustain the Charitable activities and withstand unexpected events. The Trustees will continue to monitor the level of reserves.

Future plans include (but are not limited to):

- We will maintain our commitment to helping care experienced people thrive keeping their support needs at the very heart of everything we do.
- We will continue to work closely with those who engage with our services in order to develop the Charity's 5 year strategy.
- We will remain committed to maintaining a healthy workplace culture in order to improve retention and maintain continuous improvement in performance.
- We will continue to monitor the uptake and outcomes of the work undertaken by Rees Foundation and adapt our processes where required.
- We will continuously seek feedback and evaluate the projects that we offer and review expenditure against these to ensure our services are delivered to maximum benefit in a cost effective way.
- We will expand our networking activities, build relationships and partnerships so that through multi-agency working our care experienced people have access a wide range of services and resources.
- We will endeavour to work with more care leavers on low incomes to help them make long term changes to their circumstances including help with budgeting and finding employment.
- We will endeavour to help more care experienced people pursue their educational and career goals.
- We will explore the potential for Rees Foundation to manage multiple occupancy accommodation and provide tailored support for CEP in areas of high demand.
- We will involve more care leavers in the co-production and delivery of our learning and development material, bringing authenticity and reflections through lived experienced.
- We will expand our training and support services portfolio to benefit those working with care leavers and in turn benefit more care leavers.
- We will improve our communications strategy in line with customer requirements ensuring that we reach those hard-to-reach care experienced people such as the over 25's.
- We will actively seek out more opportunities to support more care experienced people in and exiting custody.
- We will actively seek to raise awareness of the needs of care experienced people and will help share and celebrate all care leaver achievements through our channels.
- We will further enhance our support in line with many of the complex issues arising through our work with care leavers.
- We will expand our portfolio of Rees Foundation affiliated cafes across the UK so that more care leavers can access these community spaces and utilise the Rees Foundation café Guest cards.
- We will monitor government and other external agency contract and tender opportunities in order to gain more opportunities to support care leavers and care experienced people.
- We will explore the potential to grow a network of volunteer carer 'friends' who are committed to supporting care experienced people in the local communities.
- We will continue to diversify our Charity income and continuously expand our fundraising activity to ensure sustainability of our work and benefits to care experienced people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is governed by its Memorandum and Articles of Association dated 17th September 2012, as amended by special resolution registered at Companies House on 17th September 2013.

Trustees

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

Mr R C Bertie	
Ms J Rees	
Mr I Frank	
Mr M Mikely	
Mr P Robinson	
Ms A Foster-Brown	(Resigned 1 April 2022)
Mrs C Rock	(Appointed 13 July 2022)

Recruitment and appointment of new trustees

The Trustees, who are also directors under company law, are appointed by ordinary resolution or by the existing Trustees of the charity. One additional Trustee was recruited during the year and one Trustee resigned.

Organisational structure
The Trustees are responsible for managing the charity. Responsibilities for some functions are delegated to individuals as they see fit. The Trustees provide direction and decision making to the Charity Chief Executive who is responsible for the day to day running of the charity.

Induction and training of new trustees
New Trustees are provided with information in the form of a Trustees' Handbook including details from the Charity Commission explaining their duties and responsibilities as Trustees, the terms of their engagement as Trustee and details of the charity's key principles and aims for its work. Each Trustee is also provided with a copy of the charity's Memorandum and Articles of Association and a recommended resource and reading list to assist their role and development; these are also available from the charity.

Statement of trustees' responsibilities
The trustees, who are also the directors of Rees Foundation 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. 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 Ormerod Rutter Limited 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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Ms J Rees
Trustee
Dated: 29th June 2023

REES FOUNDATION

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF REES FOUNDATION

Opinion
We have audited the financial statements of Rees Foundation (the 'charity') for the year ended 31 December 2022 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 December 2022 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 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 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 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.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF REES FOUNDATION

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 report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the charitable company, we identified the principal risks of non-compliance with laws and regulations including those that have a direct impact on the preparation of the financial statements and the extent to which non-compliance might have a material effect on the financial statements. Audit procedures performed included discussions with management, review of board meeting minutes, testing of journals, designing and performing audit procedures and challenging assumptions and judgements made by management in relation to accounting estimates.

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.

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanne Baldwin ACA FCCA (Senior Statutory Auditor)
for and on behalf of Ormerod Rutter Limited

4/7/2023

Chartered Accountants
Statutory Auditor

The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Ormerod Rutter Limited 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.

REES FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	889,681	-	889,681	668,100	-	668,100
Income from charitable activities	4	162,698	-	162,698	69,083	-	69,083
Total income		1,052,379	-	1,052,379	737,183	-	737,183
Expenditure on:							
Charitable activities	5	780,143	-	780,143	752,026	-	752,026
Net income/(expenditure) for the year/ Net movement in funds		272,236	-	272,236	(14,843)	-	(14,843)
Fund balances at 1 January 2022		93,233	5,000	98,233	108,076	5,000	113,076
Fund balances at 31 December 2022		365,469	5,000	370,469	93,233	5,000	98,233

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

All income and expenditure derive from continuing activities.

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

REES FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Intangible assets	10		2,369		3,857
Tangible assets	11		12,037		8,760
			14,406		12,617
Current assets					
Debtors	12	12,854		53,400	
Cash at bank and in hand		411,510		149,686	
		424,364		203,086	
Creditors: amounts falling due within one year	13	(68,301)		(117,470)	
Net current assets			356,063		85,616
Total assets less current liabilities			370,469		98,233
Income funds					
Unrestricted funds					
Designated funds	15	5,000		5,000	
General unrestricted funds		365,469		93,233	
			370,469		98,233
			370,469		98,233

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 December 2022, 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 29th June 2023

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Ms J Rees
Trustee

Company Registration No. 08216279

REES FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	21		268,911		12,576
Investing activities					
Purchase of tangible fixed assets		(7,087)		(4,467)	
Net cash used in investing activities			(7,087)		(4,467)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			261,824		8,109
Cash and cash equivalents at beginning of year			149,686		141,577
Cash and cash equivalents at end of year			411,510		149,686

1 Accounting policies

Charity information

Rees Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Craftsman House, De Salis Drive, Hampton Lovett Ind. Est., Droitwich, Worcestershire, WR9 0QE.

1.1 Accounting convention

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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 set aside out of unrestricted income by the trustees for the furtherance of particular aspects of the charity's objects. The trustees may, at their discretion, reallocate these funds back to the general fund.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1 **Accounting policies** **(Continued)**

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

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.

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:

Software	25% straight line

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.

Depreciation 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:

Office equipment	25% straight line

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.

1.8 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).

1.9 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.11 Retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the chartable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Donations and gifts	4,681	5,100
Grants receivable	885,000	663,000
	889,681	668,100
Donations and gifts		
Corporate donations	3,235	360
Individual donations	1,446	4,740
	4,681	5,100
Grants receivable for core activities		
The Welland Trust	885,000	663,000
	885,000	663,000

4 Income from charitable activities

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
'Ask Jan' membership income	65,571	13,663
Other income	97,127	55,420
	162,698	69,083

5 Charitable activities

	2022	2021
	£	£
Staff costs	431,273	448,435
Care experienced ambassadors	12,552	6,345
Panel work costs	31,723	27,253
Volunteer expenses	97	245
Financial support	19,895	20,306
Direct staff : Vehicle expenses	-	4,671
Direct staff : Travel & subsistence	10,954	3,607
Arts Project	68	477
Wellbeing session costs	35,111	37,455
'Ask Jan' membership costs	10,146	7,459
	551,819	556,253
Grant funding of activities (see note 6)	66,542	103,870
Share of support costs (see note 7)	156,332	88,903
Share of governance costs (see note 7)	5,450	3,000
	780,143	752,026

6 Grants payable

	2022	2021
	£	£
Grants to individuals	66,542	103,870

7 Support costs

	Support costs	Governance costs	2022	2021	Basis of allocation
	£	£	£	£	
Staff costs	840	-	840	750	Allocated on time
Depreciation and amortisation	5,298	-	5,298	4,430	Use of assets
Rent, rates and utilities	15,144	-	15,144	3,934	Use of premises
Indirect staff:					
- Vehicle expenses	-	-	-	1,800	Prorata to staff
Admin and sundry expenses	35,865	-	35,865	32,402	Estimated usage
Staff training and events	12,770	-	12,770	5,288	Personnel roles
Advertising and marketing	4,368	-	4,368	5,759	Nature of cost
Books and publications	1,515	-	1,515	445	Usage of material
Insurance	4,026	-	4,026	3,213	Usage of premises
Bank charges	3,473	-	3,473	3,795	Pro-rata to activity
Management recharge	51,000	-	51,000	15,400	Allocated on time
Legal and professional	22,033	-	22,033	11,687	Governance
Accountancy charges	-	-	-	3,000	Governance
Auditors' remuneration	-	5,450	5,450	-	Governance
	156,332	5,450	161,782	91,903	
Analysed between					
Charitable activities	156,332	5,450	161,782	91,903	

The Auditors' fee for the year was £5,450.

The Independent Examiners' fee for the prior year was £2,772 plus a further £228 for tax services.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration for the year (2021: £Nil).

3 trustees were reimbursed expenses during the year totalling £626 (2021: £Nil) relating to travel costs.

Rees Foundation was reimbursed expenditure incurred during the year on behalf of trustees of £1,737 (2021: £1,573) relating to telephone costs. As at 31 December 2022, there is a balance of £341 owed to Rees Foundation.

There were no other transactions with trustees during the current or prior year.

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Staff	12	11

Employment costs	2022 £	2021 £
Wages and salaries	367,546	386,399
Social security costs	42,111	38,495
Pension costs	21,616	23,541
Other staff costs (non-payroll)	840	750
	432,113	449,185

The charitable company 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 the the defined benefit scheme was £21,616 (2021: 23,541).

The number of employees whose annual remuneration (including ex-gratia payments) was £60,000 or more were:

	2022 Number	2021 Number
£60,001 to £70,000	-	1
£80,001 to £90,000	1	-

10 Intangible fixed assets

	Software £
Cost	
At 1 January 2022 and 31 December 2022	5,965
Amortisation and impairment	
At 1 January 2022	2,108
Amortisation charged for the year	1,488
At 31 December 2022	3,596
Carrying amount	
At 31 December 2022	2,369
At 31 December 2021	3,857

11 Tangible fixed assets

	Office equipment
	£
Cost	
At 1 January 2022	15,006
Additions	7,087
At 31 December 2022	22,093
Depreciation and impairment	
At 1 January 2022	6,246
Depreciation charged in the year	3,810
At 31 December 2022	10,056
Carrying amount	
At 31 December 2022	12,037
At 31 December 2021	8,760

12 Debtors

	2022	2021
Amounts falling due within one year:	£	£
Trade debtors	598	40,864
Other debtors	1,610	4,413
Prepayments and accrued income	10,646	8,123
	12,854	53,400

13 Creditors: amounts falling due within one year

	2022	2021
	£	£
Other taxation and social security	12,585	8,627
Trade creditors	23,187	46,068
Other creditors	4,910	5,067
Accruals and deferred income	27,619	57,708
	68,301	117,470

Included within accruals and deferred income is deferred income of £21,294 (2021: £37,417). This comprises income received in relation to future years from members who have subscribed to 'Ask Jan' memberships. These are variable in length from 175 days to 12 months.

	£
Balance as at 1 January 2022	37,417
Amount released to income (Ask Jan memberships)	(62,120)
Amount released to income (Training and other income)	(20,900)
Amount deferred in year	66,897
Balance as at 31 December 2022	21,294

15 Designated 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 January 2021	Movement in funds: Incoming resources	Balance at 1 January 2022	Movement in funds: Incoming resources	Balance at 31 December 2022
	£	£	£	£	£
Mr R C Bertie fund	5,000	-	5,000	-	5,000
	5,000	-	5,000	-	5,000

The designated fund referred to as Mr R C Bertie, a trustee, has been designated by the trustees for certain project work. This will be utilised in forthcoming year.

16 Analysis of net assets between funds

	Unrestricted funds 2022 £	Designated funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Designated funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:						
Intangible fixed assets	2,369	-	2,369	3,857	-	3,857
Tangible assets	12,037	-	12,037	8,760	-	8,760
Current assets/(liabilities)	351,063	5,000	356,063	80,616	5,000	85,616
	365,469	5,000	370,469	93,233	5,000	98,233

17 Related party transactions

Remuneration of key management personnel

The key management personnel are represented by the roles within management and finance. The total employee benefits (including employer pension contributions) received by key management personnel was as follows:

	2022 £	2021 £
Aggregate compensation	134,938	78,967

Transactions with related parties

During the year, the charitable company had the following transactions with related parties through Ms J Rees, a trustee of the charity, also being a director of these companies:-

The Welland Trust

Donations given to the charity by The Welland Trust amounted to £885,000 (2021: £663,000).

Costs recharged by The Welland Trust amounted to £63,276 (2021: £15,723).

As at 31 December 2022, there are no balances owed by or to The Welland Trust (2021: £Nil).

Welland Residential Holdings Limited

Expenditure incurred on behalf of Welland Residential Holdings Limited amounted to £164 (2021: £106).

As at 31 December 2022, there is a balance of £79 owed by Welland Residential Holdings Limited (2021: £Nil).

Refugee Host Support Limited

Costs recharged to Refugee Host Support Limited amounted to £24,634 (2021: £Nil).

As at 31 December 2022, there are no balances owed by or to Refugee Host Support Limited (2021: £Nil).

18 Limited company

The charity is a limited company but has taken advantage of the exemption available to dispense with the word 'limited' after its name.

19 Members' liability

The liability of each member is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he, she or it is a member, or within one year after he, she or it ceases to be a member, for:

- payment of the charity's debts and liabilities incurred before he, she or it ceases to be a member;
- payment of the costs, charges and expenses on winding up; and
- adjust the rights of the contributories amongst themselves.

20 Share capital

The charity is a charitable company limited by guarantee, and as such does not have share capital.

21 Cash generated from operations

	2022	2021
	£	£
Surplus/(deficit) for the year	272,236	(14,843)
Adjustments for:		
Amortisation and impairment of intangible assets	1,488	1,488
Depreciation and impairment of tangible fixed assets	3,810	2,942
Movements in working capital:		
Decrease/(increase) in debtors	40,546	(44,553)
(Decrease)/increase in creditors	(33,046)	30,125
(Decrease)/increase in deferred income	(16,123)	37,417
Cash generated from operations	268,911	12,576

22 Analysis of changes in net funds

The charity had no debt during the year.

REES FOUNDATION

England & Wales - Charity number 1154019

Accounts

Charity Registration No. 1154019

Company Registration No. 08216279 (England and Wales)

REES FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

REES FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr R C Bertie Ms J Rees Mr I Frank Mr M Mikely Mr P Robinson
Secretary	Harrison Clark (Secretarial) Ltd
Charity number	1154019
Company number	08216279
Registered office	Craftsman House De Salis Drive Hampton Lovett Ind. Est. Droitwich Worcestershire WR9 0QE
Independent examiner	Joanne Baldwin Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY

REES FOUNDATION

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REES FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees present their report and financial statements for the year ended 31 December 2021.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) (effective 1 January 2019) in preparing the annual report and financial statements of the charity.

OBJECTIVES AND ACTIVITIES

Charitable objects and aims

The charity's objects are for the public benefit, to relieve by such means as are charitable, adults who have had foster care or residential care experience by the provision of support, advice, resources, assistance (financial or otherwise), grants, programmes and other activities to:

a) advance education;
b) relieve unemployment;
c) promote the social inclusion among these beneficiaries who are excluded from society, or parts of society, due to their social or economic position; and
d) develop their capacity and skills in such a way that they are better able to identify, and help meet, their needs to participate more fully in society.

The charity continues to grow our relationships with care experienced people and other stakeholders strengthening our co-productive approach to the development and delivery of a range of support, activities and services that will enhance the lives of those with care experience.

We continue to raise the profile of the Charity and are reaching more care experienced people across the UK. We actively promote that Rees Foundation exists to help adults of all ages and there is no upper age limit for people to reach out to Rees Foundation. Many of our activities bring individuals with care experience together to seek support and to offer their support to others.

The Charity developed a range of training and support services for commission by local government, private sector and voluntary agencies. There has been a positive response and uptake of both training and other commissioned services which supports the learning and development of those who work with care leavers and helps to diversify the Charity's income and support its long-term sustainability.

We expanded the number of employed, self-employed and voluntary supporters during 2021 to accommodate the growth in demand for our services.

Public benefit

The Trustees have complied with their duty to have due regard to the guidance on public benefit as published by the Charity Commission and consider all the activities undertaken to further the charity's purposes to be of public benefit.

Use of volunteers

The charity is very grateful to all of the supporters and volunteers who continue to engage with Rees Foundation and help to raise awareness for the charity.

ACHIEVEMENTS AND PERFORMANCE

This year, despite ongoing challenges brought about by the global pandemic, the charity worked in line with government safety guidance and performed well throughout the year.

We further adapted the charity policies and processes to strengthen and protect the charity and its stakeholders.

We achieved Cyber Essentials Security Certification following some improvements to our IT (Information Technology) infrastructure, this will help re-assure our beneficiaries, customers and other stakeholders that Rees Foundation are committed to securing our IT against cyber-attacks.

Rees Foundation signed up to the Mindful Employer charter thus making a public declaration of our ambition to support the mental wellbeing of our staff. Mindful Employer NHS initiative supports employers who take a positive approach towards mental health at work. Rees Foundation maintains its commitment to the mental health and wellbeing of our staff, associates and stakeholders and almost all of our staff are Mental Health First Aid qualified.

We continued to increase the charity's visibility through our website which received 51,000 visits during 2021. And, through increased presence across all of our social media has generated higher numbers of enquiries from more care experienced people from a wider geographical spread.

Following the implementation of a new database last year; we are better able to monitor trends and patterns in stakeholder engagement which will help inform the charity's future development strategy. This year we recorded and responded to 2,200 direct enquiries from circa 400 individuals, evidencing new and ongoing relationships with those we seek to support. The number of staff activities relating to these enquiries and the outcomes of those will be closely monitored to assess the outcomes of such engagements and interventions. Our information indicates the ages of individuals reaching out to Rees Foundation extends from 17 to 72 with the average age of the care experienced people reaching out to Rees Foundation is 27.

We are grateful for the ongoing support and contributions from our care experienced Ambassadors and continue to work positively together utilising their invaluable input and feedback.

We hosted an open day at our offices in Worcestershire and welcomed around 50 guests including our local Mayor who had the opportunity to hear about the work of Rees Foundation and to hear from some of our care experienced people too about their lived experiences of being in care.

We hosted the first of a series of 'innovation' sessions in order to offer dedicated time and space for the team and care experienced people to celebrate success and explore unlimited potential future possibilities for Rees Foundation to help care experienced people thrive.

We increased our staff resources to accommodate the growing number of enquiries, engagements and activities. Whatever the nature of the initial enquiry; it is essential that we afford the time, care and attention for our care experienced people to develop trust and to know that Rees Foundation really care about what might be going on for them and where we can identify potential options to help them.

We have 14 people on our staff team and recruited an additional full-time worker to co-ordinate the MOJ contract from September onwards.

A range of staff training and development events took place throughout the year; areas of need were identified through staff supervision and consultation including (but not limited to) fuel poverty, Adult Safeguarding, Caring for care leavers, GDPR Training and LGBTQ+ youth in care.

We increased our pool of self-employed workers from 8 to 20, with half of this group having experienced care; this diverse group of independent consultants bring a whole range of valuable skills and knowledge to Rees Foundation and are instrumental in the development and delivery of our training services.

Our financial assistance project provided 155 people with small grants for essentials for the home and travel. Our crisis support ensured that 195 individuals were supported to meet the costs of food and utilities. A further 7 individuals were provided with financial assistance to pursue their higher educational and career goals.

Our pilot driving project offered 135 people financial support to learn to drive, the various restrictions due to Covid 19 have disrupted participants' learning but an evaluation of this project is ongoing and will inform any future projects.

Review of Operational Activities

- We increased the number of online peer group sessions (Lets Connect') a mix of informal chat sessions and weekly courses. We maintained our commitment to diversity and difference through inclusion offering targeted peer groups resulting 110 attendances of our sessions throughout the year.
- Due to the range of awareness raising activities highlighted earlier; more younger care leavers reached out to Rees Foundation resulting an increased level of advocacy support provided by Rees Foundation for those who are still entitled to a service from their Local Authority.
- Through implementation of our marketing and communications strategy; we continued to develop existing relationships and build new partnerships with a range of stakeholders including a number of local government, voluntary and private sector agencies.
- We continued to provide crucial financial support during a crisis and small grants to individual care experienced people in need and this year we increased our charitable giving by 122% compared to last year.
- We continued our bespoke careers coaching, offering one to one assistance to around 39 care leavers to explore employment and training opportunities.
- Our Panel training provided around 42 people with learning to become equipped to become fostering or adoption panel members. An online support group for panel trained people to meet on a monthly basis to share experiences and offer ongoing support.
- We supported 9 adults and 2 children within 7 properties let and managed by Rees Foundation, our tenants may previously experienced homelessness or have been in custody. Rees Foundation offers support tailored to each tenant to help them to manage and maintain their home/tenancies. We have seen some truly wonderful outcomes over the past 18 months.
- This year we increased the number of affiliated cafes from 2 to 6 located in Carlisle, Birmingham, Haverfordwest, Worcester, Manchester and Newton Abbot. Our community cafes are specifically selected to ensure that they provide a warm and welcoming environment in which our care experienced people can meet up and use their Guest cards.
- We issued Rees Foundation Guest cards to 115 care experienced individuals and the cardholders will benefit from discounted food and drink at these care leaver friendly venues across the UK.
- Our team have responded to an increased need for the provision of emotional support due largely, to the ongoing negative effects of the pandemic with many people struggling with loneliness and isolation.
- We maintained our commitment to encouraging creative engagements with our Arts project facilitating 11 exciting opportunities throughout the year including a number of competitions to win prizes and concluding at the end of the year with nominations for CEP to receive a 'Festive Friendship Bags' at Christmas.
- We partnered with Change Grow Live (CGL) Charity in a bid for innovation funds from the Ministry of Justice (MOJ) to support care leavers in custody. The bid was successful and resulted in an opportunity for Rees Foundation to deliver our specialised workshops into 2 prisons in the Midlands during a 12-month period. We will lead on user involvement and around 100 care experienced people will receive 'Ask Jan' memberships upon release from custody.
- National Care Leavers Week is a recognised nationwide annual event during October each year. This year with less covid 19 restrictions than the previous year, Rees Foundation had the opportunity to utilise our café venues to engage with people face-to-face again. We were also pleased to attend a number of Local Authority events. Our theme this year was **C**elebrating **E**veryday **P**eople promoting the everyday successes and achievements of care experienced people on our social media, newsletter and website and a series of care leaver led podcasts.

1 By the end of the year, we had successfully co-produced 10 bespoke training courses and 5 specialist commissionable services by working closely with and embracing knowledge and lived experience of a number of care experienced individuals.

- We delivered 40 training courses/workshops enhancing the learning and development for around 500 practitioners within a range of professional settings including prisons, universities and local authorities across the UK.
- We delivered 38 commissioned support services including mentoring for Personal Advisors and well-being weeks.
- We launched the Ask Jan membership support package including telephone counselling support, a wellbeing app, independent financial advice, information and advice on legal matters and a discount card offering reduced prices for days out and UK wide attractions. By the end of 2021, around 600 care leavers were in receipt of the memberships as commissioned through their respective Local Authorities or agency.

FINANCIAL REVIEW

Financial review

Rees Foundation experienced significant growth again during 2021 both in terms of income and the support provided. Income increased by 48% from 2020 to £737,183 and the Charity benefitted from a large grant from the Welland Trust Charity along with some smaller individual and organisational donations.

The total income relating to invoiced services such as training and memberships was £69,083, compared to the total for 2020 which was £966.

Charitable giving in the form of grants was £103,870, an increase of 114% from the previous year.

Financial assistance for crisis payments reduced in 2021 to £20,306, a reduction of 26%, however 194 individuals were supported which is 20% more than in 2020.

Total charitable expenditure increased from £486,898 in 2020 to £752,026 in 2021, with staff costs increasing from £206,321 to £449,185.

There was a net deficit for the year of £14,843, the main areas of budget variance being higher grant giving and expenditure to deliver the commissioned services and training, primarily freelance trainers which were utilised throughout the year. Overheads were £14,754 higher than budgeted, which was generally the result of the charity growing and activity levels increasing. The charity reserves stood at £98,233 at the end of the year, with a cash balance of £149,686.

Reserves policy

The Trustees consider that general unrestricted funds should be targeted at a level equal to six month's expected expenditure in order to ensure that the charity has sufficient reserves to meet costs as they fall due. Such reserves as of 31st December 2021 were below this level but the Trustees are confident that sufficient cash resources will be available to the charity in the future. The Trustees will however continue to monitor the level of reserves.

Future plans include:

- We will continue to work closely with those who engage with our services in order to further develop our future strategy.
- We will remain committed to maintaining a healthy workplace culture in order to improve retention and increase performance.
- We will continue to monitor the uptake and outcomes of the work undertaken by Rees Foundation and adapt our processes where required.
- We will expand our networking activities, build relationships and partnerships so that through multi-agency working our care experienced people have access a wide range of services and resources.
- We will continue to offer financial assistance and with the cost of living increasing; we will endeavour to work with more care leavers on low incomes to help them make long term changes to their circumstances including help with budgeting and finding employment.
- We will help more care experienced people into higher education through our large grants project.
- We will expand our housing project to help reduce the number of care leavers experiencing homelessness.
- We will explore the potential for Rees Foundation to manage multiple occupancy accommodation and provide tailored support for CEP in areas of high demand.
- We will involve more care leavers in the co-production and delivery of our learning and development material, bringing authenticity and reflections through lived experienced.
- We will expand our training and support services portfolio to benefit those working with care leavers and in turn benefit more care leavers.
- We will improve our communications strategy in line with customer requirements ensuring that we reach those hard-to-reach care experienced people such as the over 25's.
- We will create more opportunities to deliver support to care experienced people in and exiting custody.
- We will actively seek to raise awareness of the needs of care experienced people and will help share and celebrate all care leaver achievements through our channels.
- We will further enhance our support in line with many of the complex issues arising through our work with care leavers.
- We will expand our portfolio of Rees Foundation affiliated cafes across the UK so that more care leavers can access these community spaces and utilise the Rees Foundation café Guest cards.
- We will monitor government and other external agency contract and tender opportunities in order to gain more opportunities to support care leavers and care experienced people.
- We will explore the potential to grow a network of volunteer carer 'friends' who are committed to supporting care experienced people in the local communities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is governed by its Memorandum and Articles of Association dated 17th September 2012, as amended by special resolution registered at Companies House on 17th September 2013.

Trustees

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

Mr R C Bertie	
Ms J Rees	
Mr I Frank	
Mr M Mikely	
Mr P Robinson	
Ms A Foster-Brown	(Resigned 1 April 2022)
Ms K Higgins	(Resigned 20 October 2021)

Recruitment and appointment of new trustees

The Trustees, who are also directors under company law, are appointed by ordinary resolution or by the existing Trustees of the charity. Two additional Trustees were recruited during the year and one Trustee resigned.

Organisational structure
The Trustees are responsible for managing the charity. Responsibilities for some functions are delegated to individuals as they see fit. The Trustees provide direction and decision making to the Charity Chief Executive who is responsible for the day to day running of the charity.

Induction and training of new trustees
New Trustees are provided with information in the form of a Trustees' Handbook including details from the Charity Commission explaining their duties and responsibilities as Trustees, the terms of their engagement as Trustee and details of the charity's key principles and aims for its work. Each Trustee is also provided with a copy of the charity's Memorandum and Articles of Association and a recommended resource and reading list to assist their role and development; these are also available from the charity.

Statement of trustees' responsibilities
The trustees, who are also the directors of Rees Foundation 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. 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.

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

Ms J Rees
Trustee
Dated: 14 September 2022

REES FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF REES FOUNDATION

I report to the trustees on my examination of the financial statements of Rees Foundation (the charity) for the year ended 31 December 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

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

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

Joanne Baldwin

FCCA ACA
Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Dated: 16/9/2022

REES FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Total 2021 £	Unrestricted funds general 2020 £	Unrestricted funds designated 2020 £	Total 2020 £
Income from:							
Donations and legacies	3	668,100	-	668,100	495,868	-	495,868
Income from charitable activities	4	69,083	-	69,083	966	-	966
Total income		737,183	-	737,183	496,834	-	496,834
Expenditure on:							
Charitable activities	5	752,026	-	752,026	486,898	-	486,898
Net (expenditure)/income for the year/ Net movement in funds		(14,843)	-	(14,843)	9,936	-	9,936
Fund balances at 1 January 2021		108,076	5,000	113,076	98,140	5,000	103,140
Fund balances at 31 December 2021		93,233	5,000	98,233	108,076	5,000	113,076

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

All income and expenditure derive from continuing activities.

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

REES FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Intangible assets	**10**		3,857		5,345
Tangible assets	**11**		8,760		7,235
			12,617		12,580
Current assets					
Debtors	**12**	53,400		8,847	
Cash at bank and in hand		149,686		141,577	
		203,086		150,424	
Creditors: amounts falling due within one year	**13**	(117,470)		(49,928)	
Net current assets			85,616		100,496
Total assets less current liabilities			98,233		113,076
Income funds					
Unrestricted funds					
Designated funds	**15**	5,000		5,000	
General unrestricted funds		93,233		108,076	
			98,233		113,076
			98,233		113,076

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 December 2021.

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 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 14 September 2022

Ms J Rees
Trustee

Company Registration No. 08216279

REES FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities					
Cash generated from operations	**22**		12,576		146,863
Investing activities					
Purchase of intangible assets		-		(5,965)	
Purchase of tangible fixed assets		(4,467)		(6,190)	
Net cash used in investing activities			(4,467)		(12,155)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			8,109		134,708
Cash and cash equivalents at beginning of year			141,577		6,869
Cash and cash equivalents at end of year			149,686		141,577

1 Accounting policies

Charity information

Rees Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Craftsman House, De Salis Drive, Hampton Lovett Ind. Est., Droitwich, Worcestershire, WR9 0QE.

1.1 Accounting convention

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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 set aside out of unrestricted income by the trustees for the furtherance of particular aspects of the charity's objects. The trustees may, at their discretion, reallocate these funds back to the general fund.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1 Accounting policies **(Continued)**

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

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.

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:

Software	25% straight line

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.

Depreciation 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:

Office equipment	25% straight line

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.

1.8 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).

1.9 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.11 Retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the chartable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds general 2021	Unrestricted funds general 2020
	£	£
Donations and gifts	5,100	2,368
Grants receivable	663,000	493,500
	668,100	495,868
Donations and gifts		
Corporate donations	360	230
Individual donations	4,740	2,138
	5,100	2,368
Grants receivable for core activities		
The Welland Trust	663,000	492,000
Other	-	1,500
	663,000	493,500

4 Income from charitable activities

	Unrestricted funds general 2021 £	Unrestricted funds general 2020 £
'Ask Jan' membership income	13,663	-
Other income	55,420	966
	69,083	966

5 Charitable activities

	2021 £	2020 £
Staff costs	448,435	205,250
Care experienced ambassadors	6,345	500
Panel work costs	27,253	32,232
Volunteer expenses	245	128
Financial support	20,306	27,311
Direct staff : Vehicle expenses	4,671	5,803
Direct staff : Travel & subsistence	3,607	2,408
Arts Project	477	1,623
Wellbeing session costs	37,455	884
'Ask Jan' membership costs	7,459	-
	556,253	276,139
Grant funding of activities (see note 6)	103,870	48,455
Share of support costs (see note 7)	88,903	159,504
Share of governance costs (see note 7)	3,000	2,800
	752,026	486,898

6 Grants payable

	2021 £	2020 £
Grants to individuals	103,870	48,455

7 Support costs

	Support costs	Governance costs	2021	2020	Basis of allocation
	£	£	£	£	
Staff costs	750	-	750	1,071	Allocated on time
Depreciation and amortisation	4,430	-	4,430	8,920	Use of assets
Rent, rates and utilities	3,934	-	3,934	9,957	Use of premises
Indirect staff:					
- Vehicle expenses	1,800	-	1,800	1,739	Prorata to staff
Admin and sundry expenses	32,402	-	32,402	32,227	Estimated usage
Staff training and events	5,288	-	5,288	2,515	Personnel roles
Advertising and marketing	5,759	-	5,759	438	Nature of cost
Books and publications	445	-	445	51	Usage of material
Insurance	3,213	-	3,213	2,561	Usage of premises
Bank charges	3,795	-	3,795	2,728	Pro-rata to activity
Management recharge	15,400	-	15,400	60,000	Allocated on time
Legal and professional	11,687	-	11,687	37,297	Governance
Accountancy charges	-	3,000	3,000	2,800	Governance
	88,903	3,000	91,903	162,304	
Analysed between					
Charitable activities	88,903	3,000	91,903	162,304	

The Independent Examiners' fee for the year was £2,772 (2020: £2,610) plus a further £228 (2020: £222) for tax services.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or were reimbursed expenses during the year (2020: £Nil).

There were no other transactions with trustees during the current or prior year.

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Staff	11	8

Employment costs	2021 £	2020 £
Wages and salaries	387,149	180,461
Social security costs	38,495	16,535
Other pension costs	23,541	9,325
	449,185	206,321

The charitable company 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 the the defined benefit scheme was £23,541 (2020: 9,325).

The number of employees whose annual remuneration (including ex-gratia payments) was £60,000 or more were:

	2021 Number	2020 Number
£60,001 to £70,000	1	-

10 Intangible fixed assets

	Software £
Cost	
At 1 January 2021 and 31 December 2021	5,965
Amortisation and impairment	
At 1 January 2021	-
Amortisation charged for the year	2,108
At 31 December 2021	2,108
Carrying amount	
At 31 December 2021	3,857
At 31 December 2020	5,345

11 Tangible fixed assets

	Office equipment
	£
Cost	
At 1 January 2021	10,539
Additions	4,467
At 31 December 2021	15,006
Depreciation and impairment	
At 1 January 2021	3,304
Depreciation charged in the year	2,942
At 31 December 2021	6,246
Carrying amount	
At 31 December 2021	8,760
At 31 December 2020	7,235

12 Debtors

	2021	2020
Amounts falling due within one year:	£	£
Trade debtors	40,864	50
Other debtors	4,413	4,861
Prepayments and accrued income	8,123	3,936
	53,400	8,847

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	8,627	6,123
Trade creditors	46,068	30,432
Other creditors	5,067	5,548
Accruals and deferred income	57,708	7,825
	117,470	49,928

Included within accruals and deferred income is deferred income of £37,417 (2020: £-). This comprises income received in relation to future years from members who have subscribed to 'Ask Jan' memberships. These are variable in length from 175 days to 12 months.

	£
Balance as at 1 January 2021	-
Amount released to income	(21,806)
Amount deferred in year	59,223
Balance as at 31 December 2021	37,417

15 Designated 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 January 2020	Movement in funds: Incoming resources	Balance at 1 January 2021	Movement in funds: Incoming resources	Balance at 31 December 2021
	£	£	£	£	£
Mr R C Bertie fund	5,000	-	5,000	-	5,000
	5,000	-	5,000	-	5,000

The designated fund referred to as Mr R C Bertie, a trustee, has been designated by the trustees for certain project work. This will be utilised in forthcoming year.

16 Analysis of net assets between funds

	Unrestricted funds 2021	**Designated funds 2021**	**Total 2021**	Unrestricted funds 2020	Designated funds 2020	Total 2020
	£	**£**	**£**	£	£	£
Fund balances at 31 December 2021 are represented by:						
Intangible fixed assets	3,857	-	3,857	5,345	-	5,345
Tangible assets	8,760	-	8,760	7,235	-	7,235
Current assets/(liabilities)	80,616	5,000	85,616	95,496	5,000	100,496
	93,233	5,000	98,233	108,076	5,000	113,076

17 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:

	2021	2020
	£	£
Within one year	-	4,707

18 Related party transactions

Transactions with related parties

During the year, the charitable company had the following transactions with related parties through Ms J Rees, a trustee of the charity, also being a director of these companies:-

The Welland Trust

Donations given to the charity by The Welland Trust amounted to £663,000 (2020: £492,000).

As at 31 December 2021, there are no balances owed by or to The Welland Trust.

19 Limited company

The charity is a limited company but has taken advantage of the exemption available to dispense with the word 'limited' after its name.

20 Members' liability

The liability of each member is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he, she or it is a member, or within one year after he, she or it ceases to be a member, for:

- payment of the charity's debts and liabilities incurred before he, she or it ceases to be a member;
- payment of the costs, charges and expenses on winding up; and
- adjust the rights of the contributories amongst themselves.

21 Share capital

The charity is a charitable company limited by guarantee, and as such does not have share capital.

22	**Cash generated from operations**	**2021**	**2020**
		£	**£**
	(Deficit)/surpus for the year	(14,843)	9,937
	Adjustments for:		
	(Gain)/loss on disposal of intangible assets	-	4,950
	Amortisation and impairment of intangible assets	1,488	2,195
	Depreciation and impairment of tangible fixed assets	2,942	1,775
	Movements in working capital:		
	(Increase)/decrease in debtors	(44,553)	104,148
	Increase in creditors	30,125	23,858
	Increase in deferred income	37,417	-
	Cash generated from operations	12,576	146,863

23 Analysis of changes in net funds

The charity had no debt during the year.

REES FOUNDATION

England & Wales - Charity number 1154019

Accounts

Charity Registration No. 1154019

Company Registration No. 08216279 (England and Wales)

REES FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

REES FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr R C Bertie	
	Ms J Rees	
	Mr I Frank	
	Mr M Mikely	
	Mr P Robinson	
	Ms A Foster-Brown	(Appointed 18 December 2020)
	Ms K Higgins	(Appointed 18 December 2020)
Secretary	Harrison Clark (Secretarial) Ltd	
Charity number	1154019	
Company number	08216279	
Registered office	Craftsman House De Salis Drive Hampton Lovett Ind. Est. Droitwich Worcestershire WR9 0QE	
Independent examiner	Joanne Baldwin Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY	

REES FOUNDATION

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REES FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees present their report and financial statements for the year ended 31 December 2020.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) (effective 1 January 2019) in preparing the annual report and financial statements of the charity.

OBJECTIVES AND ACTIVITIES

Charitable objects and aims

The charity's objects are for the public benefit, to relieve by such means as are charitable, children and adults who have had foster care or residential care experience by the provision of support, advice, resources, assistance (financial or otherwise), grants, programmes and other activities to:
a) advance education;
b) relieve unemployment;
c) promote the social inclusion among these beneficiaries who are excluded from society, or parts of society, due to their social or economic position; and
d) develop their capacity and skills in such a way that they are better able to identify, and help meet, their needs to participate more fully in society.

The charity aims to develop its relationships with care experienced people and other stakeholders in order to adopt a co-productive approach to the development and delivery of a range of support, activities and services that will enhance the lives of those care experienced people who engage with them.

We aim to raise the profile of the Charity and reach more care experienced people across the UK and to bring individuals with care experience together to seek support and to offer their support to others.

We seek to develop a range of training and support services that will be commissioned by local government, private sector and voluntary agencies to support their care leavers and the staff who work with care leavers.

By creating income generating services; the charity will become less reliant on grants and general fundraising activities which, in turn, will support the charity's long term sustainability.

In order to achieve our aims, we will grow our workforce and our network of care experienced people and this along with underpinning the foundations of the charity will enable us to deliver high quality support and income generating services so that we can continue our journey towards satisfying the Rees Foundation mission and meet its charitable objects.

Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit as published by the Charity Commission and consider all the activities undertaken to further the charity's purposes to be of public benefit.

Use of volunteers

The charity is very grateful to the volunteers who provide support and help to raise awareness for the charity.

ACHIEVEMENTS AND PERFORMANCE

Under new leadership from early 2020; a holistic review of the charity's performance was undertaken, and a revised business strategy was developed and reviewed by the Rees Foundation Trustees. From March 2020 the impact of the global Covid19 pandemic meant more than ever that the Charity had to adapt, innovate and communicate in order to deal with the challenges brought about by the pandemic. The charity worked in line with government safety guidance through the year, and, despite operating under challenging circumstances; the charity performed well.

We undertook a review of the charity infrastructure resulting in a number of revisions and updates to charity processes and policies; from employment through to health & safety, grant making policies and safeguarding procedures in order to help protect the charity and its stakeholders.

An IT and telephony audit was commissioned which resulted in a number of improvements to strengthen the charity's IT infrastructure and assist in our future application for Cyber Security Certification.

We increased the charity's accessibility which resulted in higher numbers of enquiries from more care experienced people from a wider geographical spread.

Staff resources were increased during the year to support the delivery of the new business plan. New posts were created including a Social Media and Marketing Manager, National Service Development Manager an additional Support Worker and additional Business Support.

We launched a new CRM (Customer Relations Management) system to enable the charity to manage stakeholder relationships and report effectively on it's activities and evidence the social value our services provide. We will be better able to monitor trends and patterns in stakeholder engagement which will help inform the charity's future development strategy.

Rees Foundation's new website was launched in July 2020, an easy to navigate site providing ease of access to all of Rees Foundation's activities.

We have widened our financial assistance project which now includes crisis support, grocery vouchers, small grants for essential home items, and larger grants for training and higher education. We also piloted a driving project providing opportunity for over 100 people to learn to drive and improve their employment and social opportunities.

A range of staff training and development events took place throughout the year; areas of need were identified through staff supervision and consultation. Some examples include Benefits and Universal Credit, Mental Health First Aid, Essential Helplines Training, Office 365 and OCRM (Open Customer Relations Management).

All above activities will help protect the Charity, its staff and beneficiaries going forward.

Review of Operational Activities

- We adapted to online peer to peer support groups, increased the number of groups available with a particular focus on wellbeing, and responded to diversity and difference through inclusion by offering targeted peer support groups. Attendance increased steadily throughout the year.
- We welcomed 4 more Rees care experienced Ambassadors and implemented working together agreements bringing the Ambassador team to 9.
- We developed a significant resource library of local and regional specialist support services to enhance our signposting service.
- We expanded the general support helpline to include light touch advocacy support as and when required by the individuals reaching out for help.
- We continued to develop existing relationships and build new partnerships with a range of stakeholders including a number of local government, voluntary and private sector agencies.
- We continued to provide crucial financial support and grants to individual care experienced people in need and increased our charitable giving significantly.
- We introduced a careers coaching service and assisted CEP to access further education, employment and training opportunities.
- We adapted the panel training to be delivered successfully online and increased the number of Panel Training events available. Maximum attendance was achieved and the project offers opportunities for trainees to become linked with paid panel roles.
- Rees had the opportunity to manage and let a small number of 1 bedroomed property in the Worcestershire area through our "Rees supported accommodation project. Properties are made available to care experienced people over 24 who may be on a low income, experiencing homelessness and/or exiting custody. Four out of the five properties were let, and all tenants were in receipt of tenancy management coaching from a Rees mentor along with a range of support provided by Rees.
- Rees affiliated with 2 cafes in the South West and introduced a 'Rees café guest card' for care leavers entitling them to discounted food and free drinks in Rees affiliated cafes.
- Due to the emotional impact of lockdown we introduced "Time to Talk" inviting care experienced people to talk to our team who are qualified mental health first aiders.
- We implemented a "check in" process whereby support workers systematically reached out to a large number of care experienced people on our system in order to check welfare and if necessary, offer strategies for self-care, keeping busy and managing emotions during the lockdown.
- We increased care leaver participation in a range of online art and creative activities. At the end of the year we delivered a project calling for nominations for care experienced people to receive Buddy Boxes containing a number of items to support their wellbeing.
- Our work with care experienced people in custody was negatively impacted during 2020 due to the limitations of online resources within the prisons. This meant that we were unable to deliver any peer networks to care experienced people in custody during the period.
- National Care Leavers Week is a recognised nationwide annual event during October each year. This year with the pandemic restrictions in place a range of online wellbeing sessions were offered by Rees and the event was marked across all social media channels.
- We commenced the development of a range of commissionable services including a range of training courses and workshops targeted to support the learning and development of staff from local authority, private sector and voluntary organsiations.
- We commenced the development of a membership support package to provide a range of crucial support direct to care experienced people. The support package includes telephone and face to face counselling support, a wellbeing app, independent financial advice, information and advice on legal and other general matters, a discount card offering reduced prices for days out and uk wide attractions. Memberships may be purchased individually although it is planned to market these to the local authority corporate parents to enhance their local offer to support their care leavers.

The Charity benefitted from a substantial grant of circa £500K which was awarded by the Welland Trust Charity following the submission of a grant application which outlined the Rees plans to further grow and develop the charity in order to reach more care leavers and develop income generating services. The charity was also grateful receive some individual donations.

FINANCIAL REVIEW

Financial review

The charity received incoming resources of £496,834 during the period and incurred expenses of £486,898 which led to a surplus for the year of £9,936.

Reserves policy

The trustees consider that general unrestricted funds should be targeted at a level equal to six month's expected expenditure in order to ensure that the charity has sufficient reserves to meet costs as they fall due. Such reserves as at 31st December 2020 were below this level but the trustees are confident that sufficient cash resources will be available to the charity in the future. The trustees will however continue to monitor the level of reserves.

Future plans include:

We will continue to adapt and evolve the Rees offer in line with the identified needs of the care experienced people we work with.
We will endeavour to develop further commissionable services that will ultimately benefit care experienced people and in line with demand from potential commissioners.
We will listen and work with those who engage with our services in order to obtain feedback from which we can learn and improve our offer.
We will continuously monitor the uptake and outcomes of all work undertaken by Rees and adapt our processes accordingly.
We will continuously improve our communications strategy in line with customer requirements ensuring that we reach those hard to reach groups.
We will expand our support work with care experienced people in and exiting custody (subject to the easing of Covid restrictions).
We will expand our portfolio of Rees affiliated cafes across the UK to extend the reach for CEP to access safe community spaces and utilise the Rees café Guest cards.
We will monitor government and other external agency contract and tender opportunities in order to identify those that may be appropriate for Rees to bid for.
We will work to increase the take up of our commissioned membership package.
We will explore the potential for Rees to manage multiple occupancy accommodation for CEP in areas of high demand.
We will routinely review all of the Charity policies and procedures to ensure all are up to date with the law and any other best practice guidance.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is governed by its Memorandum and Articles of Association dated 17th September 2012, as amended by special resolution registered at Companies House on 17th September 2013.

Trustees

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

Mr R C Bertie
Ms J Rees
Mr I Frank
Mr M Mikely
Mr P Robinson
Ms A Foster-Brown (Appointed 18 December 2020)
Ms K Higgins (Appointed 18 December 2020)

Recruitment and appointment of new trustees
The trustees, who are also directors under company law, are appointed by ordinary resolution or by the existing trustees of the charity. Two additional trustees were recruited during the year.

Organisational structure
The trustees are responsible for managing the charity. Responsibilities for some functions are delegated to individuals as they see fit. The Trustees provide direction and decision making to the Charity Chief Executive who is responsible for the day to day running of the charity. The Chief Executive is also responsible for managing the work of the Project Managers

Induction and training of new trustees
New trustees are provided with information in the form of a Trustees' Handbook including details from the Charity Commission explaining their duties and responsibilities as trustees, the terms of their engagement as trustee and details of the charity's key principles and aims for its work. Each trustee is also provided with a copy of the charity's Memorandum and Articles of Association and a recommended resource and reading list to assist their role and development; these are also available from the charity.
Rees Trustees all attended 5.5 hours of Trustee induction and refresher training provided by NVCO (National Council for Voluntary Organisations) in November 2020.

Statement of trustees' responsibilities
The trustees, who are also the directors of Rees Foundation 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. 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.

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

Ms J Rees
Trustee
Dated: 14 July 2021

REES FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF REES FOUNDATION

I report to the trustees on my examination of the financial statements of Rees Foundation (the charity) for the year ended 31 December 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

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

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

Joanne Baldwin

FCA
Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Dated: 23/7/2021

REES FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds general 2020 £	Unrestricted funds designated 2020 £	Total 2020 £	Unrestricted funds general 2019 £	Unrestricted funds designated 2019 £	Total 2019 £
Income from:							
Donations and legacies	3	495,868	-	495,868	386,620	-	386,620
Income from charitable activities	4	966	-	966	-	-	-
Income from other trading activities	5	-	-	-	838	-	838
Total income		496,834	-	496,834	387,458	-	387,458
Expenditure on:							
Raising funds	6	-	-	-	7,041	-	7,041
Charitable activities	7	486,898	-	486,898	353,368	4,381	357,749
Total resources expended		486,898	-	486,898	360,409	4,381	364,790
Net income for the year/ Net movement in funds		9,936	-	9,936	27,049	(4,381)	22,668
Fund balances at 1 January 2020		98,140	5,000	103,140	71,091	9,381	80,472
Fund balances at 31 December 2020		108,076	5,000	113,076	98,140	5,000	103,140

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

All income and expenditure derive from continuing activities.

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

REES FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Intangible assets	**12**		5,345		6,525
Tangible assets	**13**		7,235		2,821
			12,580		9,346
Current assets					
Debtors	**14**	8,847		112,995	
Cash at bank and in hand		141,577		6,869	
		150,424		119,864	
Creditors: amounts falling due within one year	**15**	(49,928)		(26,070)	
Net current assets			100,496		93,794
Total assets less current liabilities			113,076		103,140
Income funds					
Unrestricted funds					
Designated funds	**16**	5,000		5,000	
General unrestricted funds		108,076		98,140	
			113,076		103,140
			113,076		103,140

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 December 2020.

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

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

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

The financial statements were approved by the Trustees on 14 July 2021

Ms J Rees
Trustee

Company Registration No. 08216279

1 Accounting policies

Charity information

Rees Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is Craftsman House, De Salis Drive, Hampton Lovett Ind. Est., Droitwich, Worcestershire, WR9 0QE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's trust deed, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

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 set aside out of unrestricted income by the trustees for the furtherance of particular aspects of the charity's objects. The trustees may, at their discretion, reallocate these funds back to the general fund.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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.

1 Accounting policies **(Continued)**

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

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.

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:

Software	25% straight line

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.

Depreciation 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:

Office equipment	25% straight line

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.

1.8 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).

1.9 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.11 Retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the chartable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds general 2020 £	Unrestricted funds general 2019 £
Donations and gifts	2,368	77,620
Grants receivable	493,500	309,000
	495,868	386,620
Donations and gifts		
Corporate donations	230	-
Gift aid recovered	-	15,012
Individual donations	2,138	62,608
	2,368	77,620
Grants receivable for core activities		
The Welland Trust	492,000	308,500
Other	1,500	500
	493,500	309,000

4 Income from charitable activities

	Unrestricted funds general 2020 £	**2019 £**
Other income	966	-

5 Income from other trading activities

	Total	Unrestricted funds general
	2020	2019
	£	£
Fundraising events	-	838

6 Raising funds

	Total	Unrestricted funds general
	2020	2019
	£	£
Fundraising and publicity		
Staging fundraising events	-	7,041
	-	7,041

7 Charitable activities

	2020	2019
	£	£
Staff costs	205,250	234,439
Care experienced contributors	500	414
Panel work costs	32,232	4,222
Volunteer expenses	128	2,904
Financial support	27,311	11,247
Direct staff : Vehicle expenses	5,803	5,567
Direct staff : Travel & subsistence	2,408	5,115
Arts Project	1,623	2,729
Wellbeing session costs	884	-
	276,139	266,637
Grant funding of activities (see note 8)	48,455	14,613
Share of support costs (see note 9)	159,504	73,799
Share of governance costs (see note 9)	2,800	2,700
	486,898	357,749
Analysis by fund		
Unrestricted funds - general	486,898	353,368
Unrestricted funds - designated	-	4,381

8 Grants payable

	2020	2019
	£	£
Grants to individuals	48,455	14,613
	48,455	14,613

9 Support costs

	Support costs	Governance costs	2020	2019	Basis of allocation
	£	£	£	£	
Staff costs	1,071	-	1,071	1,774	Allocated on time
Depreciation and amortisation	8,920	-	8,920	3,787	Use of assets
Rent, rates and utilities	9,957	-	9,957	7,743	Use of premises
Indirect staff:					
- Vehicle expenses	1,739	-	1,739	4,912	Prorata to staff
- Travel and substance	-	-	-	101	Prorata to staff
Admin and sundry expenses	32,227	-	32,227	26,231	Estimated usage
Staff training and events	2,515	-	2,515	537	Personnel roles
Advertising and marketing	438	-	438	2,145	Nature of cost
Books and publications	51	-	51	183	Usage of material
Insurance	2,561	-	2,561	3,825	Usage of premises
Bank charges	2,728	-	2,728	2,474	Pro-rata to activity
Management recharge	60,000	-	60,000	13,200	Allocated on time
Legal and professional	37,297	-	37,297	6,887	Governance
Accountancy charges	-	2,800	2,800	2,700	Governance
	159,504	2,800	162,304	76,499	
Analysed between					
Charitable activities	159,504	2,800	162,304	76,499	

The Independent Examiners' fee for the year was £2,605 (2019: £2,520) plus a further £195 (2019: £180) for tax services.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or were reimbursed expenses during the year. In 2019, one was reimbursed a total of £101 for travel expenses.

Donations of £Nil (2019: £60,001) were received during the period from J Rees, trustee.

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2020 Number	2019 Number
Staff	8	5

Employment costs	2020 £	2019 £
Wages and salaries	180,461	149,436
Ex-gratia payments	-	62,500
Social security costs	16,535	17,058
Other pension costs	9,325	7,219
	206,321	236,213

The charitable company 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 the the defined benefit scheme was £9,325 (2019: £7,219).

During the year the charitable company paid termination ex-gratia payments of £Nil (2019: £62,500) to employees.

The number of employees whose annual remuneration (including ex-gratia payments) was £60,000 or more were:

	2020 Number	2019 Number
£80,001 to £90,000	-	1

12 Intangible fixed assets

	Software £
Cost	
At 1 January 2020	10,800
Additions	5,965
Disposals	(10,800)
At 31 December 2020	5,965
Amortisation and impairment	
At 1 January 2020	4,275
Amortisation charged for the year	2,195
Disposals	(5,850)
At 31 December 2020	620
Carrying amount	
At 31 December 2020	5,345
At 31 December 2019	6,525

13 Tangible fixed assets

	Office equipment £
Cost	
At 1 January 2020	4,349
Additions	6,190
At 31 December 2020	10,539
Depreciation and impairment	
At 1 January 2020	1,529
Depreciation charged in the year	1,775
At 31 December 2020	3,304
Carrying amount	
At 31 December 2020	7,235
At 31 December 2019	2,821

14 Debtors

Amounts falling due within one year:	2020 £	2019 £
Trade debtors	50	-
Other debtors	4,861	40,177
Prepayments and accrued income	3,936	72,818
	8,847	112,995

15 Creditors: amounts falling due within one year

	2020 £	2019 £
Other taxation and social security	6,123	5,418
Trade creditors	30,432	5,138
Other creditors	5,548	12,814
Accruals and deferred income	7,825	2,700
	49,928	26,070

16 Designated 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 January 2019	Resources expended	Balance at 1 January 2020	Movement in funds: Incoming resources	Balance at 31 December 2020
	£	£	£	£	£
Mr R C Bertie fund	5,000	-	5,000	-	5,000
Leman Fundraiser	4,381	(4,381)	-	-	-
	9,381	(4,381)	5,000	-	5,000

The designated fund referred to as Mr R C Bertie, a trustee, has been designated by the trustees for certain project work. This will be utilised in forthcoming year.

17 Analysis of net assets between funds

	Unrestricted funds 2020	**Designated funds 2020**	**Total 2020**	Unrestricted funds 2019	Designated funds 2019	Total 2019
	£	**£**	**£**	£	£	£
Fund balances at 31 December 2020 are represented by:						
Intangible fixed assets	5,345	-	5,345	6,525	-	6,525
Tangible assets	7,235	-	7,235	2,821	-	2,821
Current assets/ (liabilities)	95,496	5,000	100,496	88,794	5,000	93,794
	108,076	5,000	113,076	98,140	5,000	103,140

18 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:

	2020	2019
	£	£
Within one year	4,707	5,135
Between two and five years	-	4,707
	4,707	9,842

19 Related party transactions

Transactions with related parties

During the year, the charitable company had the following transactions with related parties through Ms J Rees, a trustee of the charity, also being a director of these companies:-

The Welland Trust

Donations given to the charity by The Welland Trust amounted to £492,000 (2019: £308,500).

As at 31 December 2020, there are no balances owed by or to The Welland Trust.

20 Limited company

The charity is a limited company but has taken advantage of the exemption available to dispense with the word 'limited' after its name.

21 Members' liability

The liability of each member is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he, she or it is a member, or within one year after he, she or it ceases to be a member, for:

- payment of the charity's debts and liabilities incurred before he, she or it ceases to be a member;
- payment of the costs, charges and expenses on winding up; and
- adjust the rights of the contributories amongst themselves.

22 Share capital

The charity is a charitable company limited by guarantee, and as such does not have share capital.