



# Birmingham Hospice

**The Hospice Charity Partnership  
Trading As Birmingham Hospice**

**Report and Financial Statements  
Year ended 31 March 2025**

**Charity number: 1156964**

**Company number: 08991245**

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## **THE HOSPICE CHARITY PARTNERSHIP**

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## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

#### EXECUTIVE SUMMARY

The Trustees are pleased to present this report on behalf of Birmingham Hospice for the financial year ending 31 March 2025.

This has been a year of both profound challenge and deeply inspirational. Like many hospices across the UK, we have faced significant financial pressures. Yet, throughout, our unwavering focus has remained on providing expert palliative and end of life care to some of the most diverse and economically deprived communities in the country. The need for our services has never been greater and neither has our commitment to delivering them with compassion, dignity, and professionalism.

At the beginning of the year, we set a planned deficit budget of £2.4 million. In response, we launched an organisational redesign programme to safeguard our future and ensure we can continue providing expert care to those who need us most.

While no services were withdrawn, we made the difficult decision to reduce our inpatient bed capacity. This change means we are currently caring for fewer people across our inpatient units. However, we remain focused on evolving our clinical model to better meet the changing needs of our population including through service redesign, digital innovation, and more flexible approaches to how and where we provide care.

To protect the quality and reach of our services for the long term, we are launching a three-year transformational plan. Rooted in our mission to care, this plan will enable us to extend our support to more people across Birmingham and Sandwell, while building a more financially and operationally sustainable hospice.

Even in the face of significant pressure, our teams continue to deliver the very highest standards of care. We are proud of our staff and volunteers, and we are investing in their wellbeing and professional development to ensure they feel supported, valued, and able to be their very best. Diversity, inclusion, and belonging remain central to our people strategy as they are to the care we provide.

This year's report is accompanied by an **Impact Report** launching our strategic plan for 2025–2028. This sets out four clear objectives that will guide Birmingham Hospice in the years ahead: to grow our reach, increase access to our care, improve equity, and secure long-term sustainability. Together, these goals will help us support more people in more places always with the compassion that defines us.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **OBJECTIVES AND ACTIVITIES**

##### **Business Priorities**

The current strategy has been built on the following core principles:

- **Build:** Building the foundations of the organisation, ensuring our infrastructure, systems integration and workforce are stable, adaptable and fit for the future.
- **Grow:** Growing our collective understanding of the needs of Birmingham's diverse communities, increase the number of hospice supporters and grow sustainable voluntary income.

##### **Maintaining statutory income:**

Significant focus has been given to working with the Integrated Care Board on ensuring the level of funding is maintained supporting our core services as a Hospice, the relationship is exploring new and innovative ways of working that will see our services support those greatest in need.

##### **Growing and maintaining voluntary income:**

Voluntary income is essential to delivery of holistic services that we provide; this includes, bereavement support, Living Well Centre services, family support. Our buildings and environment could not be maintained without public support and philanthropy, our communities during 2024/25 continued to support our Hospice, with fundraising, significant increase in legacies and supporting our retail outlets. We continue to bring back popular events and create new ones and through 2024, we have been preparing for our Bulls in the City fundraising event, which will launch in July and we are set to see our retail portfolio to grow to 27 shops during 2025 / 26.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **Hospice facilities and environment**

Following a successful fundraising campaign during 2024/2025, and the receipt of Hospice UK funds, our Erdington site has transitioned to single-occupancy rooms with ensuite facilities. These upgrades enhance dignity and privacy, whilst creating a more relaxing, personalised space for patients and their families.

Both sites require significant refurbishment, and in the coming year, we plan to develop an estates strategy that not only supports a modern and compassionate care environment but also prioritises environmental sustainability.

#### **Public benefit**

As part of the merger process, the Trustees reviewed the objects of the charity and agreed revised objectives as set out in the Articles of Association.

The charity's objectives are specifically restricted to promote the relief of illness or suffering by:

- 5.1 The expert care and support of people with palliative and end of life needs;
- 5.2 The provision of services to promote health and wellbeing for patients and carers;
- 5.3 The care and support of family and friends who have been bereaved;
- 5.4 The advancement of education and healthcare practice to raise awareness of potentially life limiting illness; and
- 5.5 The advancement of high-quality palliative and end of life care through the community.

Our services benefit a specific section of the public (adults and their families and carers within Birmingham and the surrounding counties, affected by progressive life-limiting illness) but there are no other restrictions on access to its services. We work with adults across the spectrum of illness that foreshortens life, and has a number of programmes to look at the prevention of illness itself.

The trustees believe the charity provides a public benefit through the work of Birmingham Hospice which offers palliative and end-of-life care to adult residents within its catchment area who are suffering from a terminal illness. All services provided by us are free of charge to patients and their carers or families, funded both by the taxpayer and directly by the public. We deliver services on behalf of various NHS Clinical Commissioning Groups (CCGs), and also works with other organisations, regulators, funders and community groups in its capacity as a charitable organisation.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

## ACHIEVEMENTS AND PERFORMANCE

This year, has remained difficult for us as an organisation with the significant organisational redesign and the impact that this has had on our people, we have continued to ensure that we provide high quality care and deliver on our objectives, despite the financial challenges that we have encountered, these include

### Exceptional Care, National Recognition

Our commitment to clinical excellence remains unwavering. With 99% patient and family satisfaction and safety metrics consistently in the top quartile nationally, we are proud to deliver the highest standards of care. The dedication of our people has also been recognised through prestigious awards for our people:

- **High Sheriff's Award** – Ed Blackwell
- **Order of Mercy** – Richard Green
- **Birmingham Chamber of Commerce Award** - Excellence in Inclusive People

We continue to receive acclaim from our innovative models of care, our pharmacy teams presenting at the Palliative care congress on the impact of pharmacology services in hospice care and our medical team presenting work at the Hospice UK national conference supporting medical education and supporting local universities across Birmingham.

### Leaders in Education and Research

As a teaching and research charity, we have strengthened our role in shaping the future of palliative and end of life care. Our education team expanded their impact, delivering hands-on training to medical students and doctors in training, and extending end of life care education across our NHS partnerships. We continue to receive acclaim with our pharmacy teams presenting at the Palliative care congress on the impact of pharmacology services in Hospice care and our medical team presenting work at national and international conferences.

### Unprecedented Community Support

We are deeply grateful to our incredible community, whose generosity continues to astound us. In Q4 alone, an astounding **34,738 bags of donations** were given to our retail shops—supporting our retail growth and helping us exceed our fundraising targets.

### 2024/25 Fundraising Highlights:

- A record-breaking **800 participants** took part in our Chocolate 10km fun run
- **40 Bulls sponsored** for our exciting "Bulls in the City" art trail, launching summer 2025
- Our **first-ever door-to-door campaign** brought in a remarkable rise in donor numbers
- Finalists in the **Midlands Marketing Awards** for our impact at New Street Station
- Continued expansion of our retail presence with the opening of new hospice shops

As we look ahead, we do so with pride in what we've achieved and renewed energy to serve even more people with compassion and excellence.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **Volunteers**

Our volunteers continue to be an integral part in delivering all aspects of our services, including our Trustees who support the governance and leadership of our organisation. We could not deliver our work free of charge without the generous donation of time from around 660 people who delivered over 70,000 hours of support this year.

People volunteer for many reasons and the benefits are wide-ranging: from the feeling of making a difference to people with life-limiting illness, to joining a team and making new friends, or learning new skills and gaining valuable career experience.

We have four fundraising groups including the Kings Norton group, the Birmingham Hospice Choir, the Edgbaston Ladies Committee and the Craft Fundraising Group. In total over the last 12 months these volunteer groups raised a wonderful £20,868. Sadly, the Birmingham Hospice Choir disbanded at the end of the financial year but we are now supported by the new Birmingham Hospice Knitters group.

This year we had the support of six dedicated Collection Box Coordinators who, supported by a further two office volunteers, processed 255 collection tins, raising £23,540 in change from various locations across Birmingham and Sandwell.

Our successful Big Brum Bucket campaign returned for July 2024 and raised £11,085.19. Tree-cycling remains our largest community campaign. In January 2025 the campaign raised £139,930.99 with the support of over 200 volunteers, including 55 corporate volunteers. There were also six operational partners; Fitzgerald Contractors Ltd, Acorn Environmental Management Group, Edgbaston Stadium, PTV Group, Birmingham City Council, and Mercian Skip Hire

The retail operation was supported by 287 retail volunteers, giving 57,976 hours to the hospice.

#### **Our approach to fundraising**

As a charity that relies on voluntary income, we take an active and responsible approach to fundraising. A high-quality supporter experience is key and as a member of the Fundraising Regulator we are firmly committed to ensuring we are compliant with their Code of Practice.

We endeavour to operate in a transparent and open manner, as well as to protect members of our community and supporters who may be vulnerable. To support this, the following fundraising policies are in place and regularly reviewed:

- Third Parties and Corporate Partnerships
- Acceptance and Refusal of Donations
- Grants and Trusts Policy
- The Receipt and Safe Handling of Donations
- Protection of Vulnerable People Whilst Fundraising
- Events Policy.

Our fundraising activity is carefully planned and monitored using set templates to ascertain campaign feasibility, plan income and expenditure budgets, arrange logistics and ensure all health and safety requirements are met.

All supporter data is stored on Donorflex (our fundraising database) and is governed by strict consent, unsubscribe and complaints processes in line with UK GDPR legislation. Oversight of these processes is carried out by an internal group of staff (Information Governance Steering Group), who ensure we

**TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

All our events are risk assessed and covered by professional insurers who we work closely with to ensure our supporters are properly protected when taking part in our events and community activities. All necessary venue permissions, temporary event notices, collection and music licenses, supplier public indemnity insurance and hygiene certificates are secured for every event hosted at external premises and using third party suppliers.

Alongside this, we launched two new income-generating initiatives: a face-to-face regular giving canvassing campaign to build long-term supporter income, and the Bulls in the City art trail – a major new fundraising and awareness event for summer 2025. The fundraising environment remains extremely competitive and uncertain, and the need to stay agile and adapt quickly has never been more important. The fundraising team continues to monitor performance closely, respond with mitigations, and explore new opportunities to protect and grow income in support of our vital hospice care.

**Key successes for the Income Generation team during 2024-25 include:**

- Expansion of our retail chain with two new shops opening in Marston Green and Boldmere. A further three shops are due to open early in the next financial year.
- In March 2025 we hosted its largest ever event welcoming over 800 runners to the Chocolate 5k, raising over £45k.
- 40 corporate sponsors and supporters were secured to support the delivery of the Bulls in the City art trail and 87 local schools and community groups were engaged in the campaign.
- We secured a generous donation of £50k from the Wolfson foundation for our Erdington IPU refurbishment project.
- Doocey Group once again chose Birmingham Hospice as charity of the year for their annual golf event raising an incredible £55k.



## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **Ensuring excellent fundraising customer service**

The charity is committed to providing an excellent service to supporters, but we recognise that as campaigns and supporter numbers grow, occasionally things do not go according to plan. With this in mind, we encourage complaints and feedback to help shape the ongoing development of our activity and the way in which we work with our supporters.

From April 2024 to March 2025 we received 3 complaints relating to fundraising. A communication to address each complaint was sent individually to the complainant and they were all resolved amicably.

The nature of the complaints were as follows:

1. A raffle ticket postal mailing was sent to one donor who had selected no marketing via postal as a preference.
2. A participant at the Rainbow Rush event complained that they couldn't easily remove the yellow powder paint from their hair.
3. A supporter was unhappy that she had not been communicated with about a Memory Tree Leaf renewal.

#### **Ongoing evaluation**

Complaints and feedback help us to monitor the effectiveness of our fundraising activities, and we actively review and analyse the complaints we receive to recognise trends and take appropriate action at an early stage. Once resolution of the complaint is achieved, learning outcomes are identified and shared to improve the quality of the service provided, improve relationships with service users, customers and supporters, and promote best practice with our people. Should the complainant not be satisfied with the response from the hospice, we refer them to the Fundraising Regulator for independent adjudication.

The Fundraising Team shares and reviews all feedback received and presents this information in a post campaign evaluation report. During the year, we worked hard to ensure that we were communicating with our supporters appropriately and thanking them in a timely manner for their kind donations.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Birmingham St Mary's Hospice and John Taylor Hospice progressed through to a full merger on 1 August 2021. John Taylor Hospice was then renamed as The Hospice Charity Partnership. All assets and liabilities of St Marys Hospice Limited (company number 01161308, charity number 503456) and St Mary's Hospice (Trading) Limited (company number 02696641) were transferred over to John Taylor Hospice., which became the Hospice Charity Partnership trading as Birmingham Hospice.

Reference and administrative information set out on page 20 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

### **The Articles of Association**

The Articles of Association is the governing document that sets out rules and requirements relating to Association Members; terms of office and election of Trustees and Honorary Officers; disqualification of Trustees; and proceedings of the Board.

### **Board of Trustees**

The Board of Trustees (the Board) is the governing body of the charity. The purpose of the Board is to agree the strategic direction of the charity and to ensure the organisation delivers on its plans and objectives as set out in the governing documents. The Board is accountable for the organisation's compliance with regulation and legislation, as well as ensuring that the values, ethos and reputation of the Hospice are upheld.

The Board also supports the Chief Executive and Executive Team in carrying out their executive responsibilities, and holds them to account for their delegated responsibility for the strategic and operational leadership and management of the hospice. There is a clear understanding of the distinction between governance and management.

The Trustees have delegated day-to-day management of the charity to the Executive Management Team as outlined on page 20 in this report. These personnel have delegated authority to make decisions on behalf of the charity. Formal meetings of the Executive Management Team are held on a monthly basis and a number of other committees form part of the decision-making structure for recommendations to the Board of Trustees or its subcommittees. These include an Information Governance Committee, Clinical Governance Committee, and Health and Safety Committee.

There can be up to 16 Trustees on the Hospice Board (with a quorum of four). The Board holds ultimate responsibility for the employment of all staff who are employees of the hospice. The Board meets at least four times a year with additional ad hoc meetings as and when required.

The Board is the final decision-making body for new policy, strategic planning and approval of financial budgets. The Board is also responsible for monitoring the implementation of the strategy and financial activity.

The Hospice Chief Executive and Executive Directors attend Board meetings. Trustee and Director Indemnity insurance has an indemnity limit of £2 million.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

The directors of the company are referred to as charity trustees for the purpose of charity law and under the company's articles are known as trustees. The method of appointing trustees is as governed by the Articles of Association, outlined below.

#### **Appointment of Trustees**

Appointment of Hospice Trustees is by decision of the Board of Trustees, who have the power to appoint any person who is able and willing to fulfil the role.

A Trustee shall hold office for three years from the date of their appointment, at the end of which they shall be eligible for re-appointment for up to two further terms of up to three years, but shall not be eligible for reappointment as a Trustee having served their maximum term of office of nine years.

Trustees are appointed following a recruitment process which may include advertisement or a recruitment event. An expression of interest form and curriculum vitae is requested followed by interview with an Appointments Panel of Trustees and Executive Directors. The panel will normally include the Chairman and Chief Executive. References are taken and appropriate suitability checks are made prior to appointment, as Trustees may be given power of inspection.

The role of Chair is for up to two terms of three years. This also follows a recruitment process supported by succession plan and/or advertisement and search. This includes interview with an Appointments Panel of Trustees and Executive Directors.

None of the trustees receive any employment benefits in relation to their role as trustees of the charity. The salaries of the Directors (Executive Management Team) of the company are set by the CEO, Director of People & Culture and specified trustees.

#### **Induction and training of Trustees**

New trustees receive induction to the charity that includes details of their legal obligations under charity and company law, the content of the Articles of Association, the work of the hospice and the Board of Trustees. Trustees have a bespoke induction programme put in place and are involved in staff mix and mingle sessions and visits to the hospice and within the community to speak with staff and triangulate evidence provided to them at board and subcommittee meetings. Trustees are encouraged to participate in Trustee 'walkabout' visits.

Trustees are also invited to attend a range of educational sessions including Hospice UK events, giving further opportunities for development. An annual Away Day of Trustees and Executive Directors also takes place, with a focus on the strategic direction of the charity.

#### **Meetings of Trustees**

The Board of Trustees meets quarterly during the year and the directors of the hospice are in attendance. At least four trustees have to be present in order for the meeting to be quorate.

The Board also has four subcommittees:

- Audit and Assurance Committee
- Quality Governance Committee
- Finance and Performance Committee
- People Committee.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

All are chaired by trustees and have senior management in attendance. The Audit and Assurance Committee, Quality Governance Committee, Finance and Performance Committee, and People Committee meet quarterly before the Board meetings. The CEO, Executive Directors and an agreed set of trustees meet as required to agree remuneration.

These meetings ensure that the charity is fulfilling the requirements of its commissioners and regulators, and has regard to charitable and company law.

#### **Strategic leadership and governance framework**

The Trustees have overall legal responsibility for administering The Birmingham Hospice. The Trustees are responsible for holding the CEO and Senior Management Team to account, for ensuring that the hospice is managed efficiently and effectively, and that the highest standards of care are provided. They are responsible for ensuring adequate accounting records are kept that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company, and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, and for the maintenance and integrity of the corporate and financial information included on the company's website.

The Chief Executive is responsible for the leadership of the Charity, which involves assisting the Board in determining the strategic vision and plans for the organisation, and for ensuring effective achievement of those plans. The Chief Executive and Executive Team also ensure that Trustees are actively engaged in exercising their accountabilities and assure effective and transparent governance across the whole organisation. This is provided through a leadership and governance framework of which there is a core leadership and governance structure.

#### **Leadership**

The Executive Director Team comprises:

- Chief Executive
- Clinical Services Director
- Director of Finance
- Income Generation Director
- Director of People & Culture

Meeting weekly, this team is engaged in looking at the wider strategic implications of changes that affect the charity sector and the operational environment. Executive Directors have powers to make decisions within the approved budget, operational plan and hospice policies and procedures, including standing financial instructions which set out delegated authority for financial decisions. Finance and Performance Committee, People Committee, Quality Governance Committee, and Audit and Assurance Committee (within given limits) or Board authority is required for investment or service changes outside these parameters.

The Executive Directors have specific responsibilities within the grievance and disciplinary procedures.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **Governance Committees**

The Executive Team is responsible for management and assurance of quality and risk through four additional Governance Committees. These aim to ensure that courses of action are taken to minimise and remedy identified risk and poor performance, and that systems are in place to share good practice and continually improve the quality of care, clinical effectiveness and leadership across the hospice.

Governance Committees have delegated responsibility to approve policies which are then recommended to the Board for ratification. Each committee meets at least once a quarter.

The Governance Committees are:

- Clinical Governance (reports to Quality Governance Committee)
- EMT Finance (reports to Finance and Performance Committee)
- Information Governance (reports to Audit and Assurance Committee)
- Health and Safety (reports to People Committee)
- Remuneration Committee (meets as required),

#### **The Charity Governance Code**

The hospice meets the outcomes of the Charity Governance Code and adheres to the seven principles as follows:

#### Organisational purpose

The Board is clear about the organisation's aims and objectives, ensuring decisions taken at board level are aligned with these aims. The organisation's aims and objectives are detailed in this report (see page 4) and reviewed at Board away days every year.

#### Leadership

The Board is responsible for the strategic direction of the hospice, ensuring the organisation delivers on its plans and objectives as set out in the governing documents, through governance committees, board meetings and regular Trustee walkabouts.

The objectives are embedded in the organisation, forming part of recruitment and appraisal systems. The Board also ensures the appropriate arrangements are in place for the recruitment and management of volunteers, with a volunteer manager in place and strong links to the workforce department.

The Chief Executive and Executive Team also ensure Trustees actively exercise their accountabilities through transparent governance across the whole organisation.

#### Integrity

The Board works to the Nolan Principles of Public Life and has in place registers of interests and a hospitality and gifts register which are shared with the Audit & Assurance Committee on a regular basis.

## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

#### Decision making risk and control

The Board has sound systems of delegation in place with oversight being given by the Governance Committees. Risk is monitored through regular review of the strategic/organisational risk registers at both committee and Board level. The Board publishes a statement of governance each year via the annual accounts and trustee statement, in line with the Strategic Leadership and Governance Framework which outlines its risk systems and internal controls.

#### Board effectiveness

Trustees are recruited specifically to bring a range of professional proficiency and sector backgrounds to the Board, in order to fill identified skill and expertise gaps. Trustees undergo regular training and development, and all serve set terms of office. The Board meets on a regular basis and has clear work plans and action logs in place. Skills analyses take place to determine the correct skill mix for the trustees, which informs recruitment, and regular appraisals are in place. All trustees have set terms of office and an induction process is in place for all new trustees. The chairman requests reflections from all Board members at the end of each meeting.

#### Diversity

The Board's approach to diversity supports its effectiveness, leadership and decision-making. The Board understands its responsibilities in this area, reviewing skills, experience and diversity of trustees. In 2020 an Equality and Diversity Action plan had been agreed and has now been implemented with accreditation for Investors in Diversity status achieved, and a staff Inclusion Group has been established.

#### Openness and accountability

The Board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be.

The Board ensures we are transparent in its reporting, publishing key documents on its website. The Board works with key stakeholders, particularly neighbouring hospices and NHS commissioners. We work with other providers in the local healthcare economy through the End of Life Care Board in the Birmingham and Solihull Integrated Care System (ICS).

## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

#### FINANCIAL REVIEW

There have been adequate controls in place over the collection and reporting of information and data collection conforms to specific data quality standards.

In addition to core NHS funding, the charity is required to raise funds by way of donations, grants and other activities. We had a number of activities in the period to increase awareness among the population served. Marketing campaigns across the city of Birmingham and other areas are designed to develop and maintain the profile of the hospice and to make it supporters' first choice charity to support. We have improved supported fundraising offers for corporate, other charity and individual supporters, including transparency on its costs.

Donation and legacy funding continues to be maintained, which is an essential addition to NHS funding to enable the hospice to fund services.

The Charity ended the 2024/25 financial 12-month period with a surplus of £325,186 (2022/24: deficit £1,494,186). Total funds as at 31 March 2025 stand at £13,163,884 (2022/24 £12,838,697), Restricted Funds as at 31 March 2025 £477,079 (2022/24: £183,211) and Unrestricted Funds as at 31 March 2025 £12,686,807 (2022/24: £12,655,486).

Charitable activities consisting of inpatient services, community palliative care, Living Well Centres, Hospice at Home and education accounted for 79% (2022/24: 84%) of expenditure for the year.

Of total income, 58% (2022/24: 63%) were generated directly by these charitable activities from the NHS, and therefore we continue to rely on non-statutory fundraising.

#### **Principal sources of funding – NOTE this year was 12 months compared to prior period of 18 months**

##### *Donations and gifts*

The Charity was pleased to receive donations and gifts of £1,060,063 (2022/24: £960,944), an increase of £99,119 (10%).

##### Legacies

Income of £1,537,426 (2022/24: £1,397,306) was received from gifts generously left by supporters in their wills. This was an increase of £140,120 (10%) year-on-year and represents 8% of the charity's total funding. Bequests remain vital to the hospice's continued financial viability, and sincere thanks are due to all those people who continue to remember the hospice in this way.

##### NHS grants

Income from the NHS was at £11,166,317 (12 months) from £15,730,665 (18 months), this included funding for HoBS/PHB and an inflationary increase.

This contracted income from Birmingham and Solihull CCG and Sandwell accounts for 58% of the charity's income.

## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

#### Trust and Grants

The Trustees remain very grateful for the extremely high level of support received from a range of charitable trusts and foundations. In 2024/25 this totalled £215,974 (2024: £467,301). This was a decrease of £251,327 (but is for 12 months compared to 18 months prior period).

#### Lotteries

The Charity now owns a one-third share of the equity of TLC Lotteries Ltd (TLC). This company is a joint venture between Birmingham hospice, Acorns Children's Hospice and Focus Birmingham. TLC is managed by a Lottery Manager. The TLC Board of Directors comprises two representatives from each of the three charities. The hospice representatives are a Company Director and the Director of Income Generation. TLC is a decision-making organisation unless Trustee approval is required from any of the owner charities.

During 2024/25 £78,656 (22/24: £168,302) was generated from lottery activity, but again 12 months compared to 18 months.

#### Trading activities

We operated 24 charity shops across the city and surrounding area. Income from trading was £3,099,001 (2022/24 £3,724,900) which is 12 months compared to 18 months in the previous period. Trading costs were £2,483,235 (2022/24: £3,286,973)

Trading income included £289,381 (2022/24: £272,020) relating to donations under the retail Gift Aid scheme, which operates in all of our charity shops.

#### Investment income

Investment income was £235,338 (2022/24: £344,938). This income was earned through the activities of listed investments of 63% and interest earned on short term cash deposits on the money market of 37%.

#### **Reserves Policy**

The reserves policy of the Hospice takes into account the nature of the income and expenditure streams and the need to provide against the uncertainty of voluntary income, especially the significant variability of legacy income.

The Trustees have reviewed the risks associated with each major income and expenditure stream and quantified potential variability to determine the value of reserves required. The trustees agree to maintain 6 to 9 months of operational cover in the form of unrestricted cash, the investment portfolio and assets that could be liquidated if necessary.

The Executive Team works closely with commissioners regarding future services and sustainability. The Finance and Performance Committee, a sub-committee of the Board, meets four times per year and closely monitors results and future forecasts.



## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

Restricted funds are monies given to the hospice for specific capital and project work within the overall aims of the organisation. The funds represent both capital and revenue funds and are detailed in note 16 to the accounts. Grants and donations received for capital purposes are accounted for as a restricted funds and the depreciation of the underlying fixed asset is charged to these funds over their lifetime. Revenue funds are received and will be expensed over the lifetime of the project.

Total reserves at the year-end stood at £13,168,983 (2022/24: £12,838,696). At the year-end the charity held unrestricted reserves of £12,691,905, that included free reserves (total reserves excluding fixed assets and funds held on investment) of £3,183,753 (2022/24: £3,155,287).

The current free reserves of £12.7 million which is above the minimum requirement of £9.9 million. This includes £4.1m in cash, designated reserves of £251k held for capital asset purchases and £4.7million in the investment portfolio.

#### Principal risks and uncertainties

Organisational risks are under constant review at the hospice. The Executive and Business Development Team maintain a 'live' risk register that assesses governance, operational activities and strategic risk.

On a quarterly basis the Governance Committees (as detailed on page 11) review and challenge the risks relevant to their committee to ensure the level of risk remains appropriate and that mitigating actions are in place to effectively manage the risk.

The risk register includes a Gross, Net and Residual Risk score, enabling Trustees and Executives to focus their attention accordingly.

The entire risk register is presented to the Board of Trustees on an annual basis, identifying the procedures and systems in place to manage those risks with high risk ratings.

A wide range of policies and procedures are in place to minimise and manage risk as well as ensure compliance with legislation and CQC standards.

The accounting records are maintained by the hospice and the system of internal control pertaining to the charity is in place. These are designed to provide reasonable assurance against material misstatement or loss. They include:

- an annual budget approved by the Board
- a clear income strategy for the charity
- progress against the charity budget is reported quarterly at Board meetings and by correspondence in the intervening months;
- delegation of authority and segregation of duties.

#### External environment

The economic climate has become more challenging, leading to the Charity funding a 2.5% pay rise for all staff.

Managing staffing during and post pandemic is extremely challenging and we have managed to maintain services throughout. Staff are exhausted but we continually look at new ways to support them through these difficult times. We have provided psychological support, counselling and supervision for staff.

## THE HOSPICE CHARITY PARTNERSHIP

### TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025

Merging during a pandemic has brought unique challenges that has been challenging for the workforce. The pandemic strengthened the case for change and in many ways has expedited new ways of working.

Recruiting clinical staff remains challenging; there is a lack of nurses and doctors and this is a national crisis that will go on for some time. We have had some wins in recruiting new staff but this often affects other services across the system. We are all recruiting from the same pool of people and the pool continues to shrink. We have begun to look at recruiting different types of allied health professionals with skills that are transferable to a hospice service. However, we will always be majorly reliant on a nursing and medical workforce which is currently depleted nationally. We hope that launching the new strategy and a major capital appeal will increase staff retention and recruitment.

#### Financial sustainability

The organisation receives 58% of its income from the NHS. This reflects the high level of NHS funding from the historic John Taylor site and the local challenges for fundraising in a very young, diverse city with significant health and economic inequalities. The release of NHS England guidance in July 2022 supports the long-term future sustainability of the charity as this states that the NHS and Local Authority must ensure ongoing sustainable funding sources for our activity by 2025/26.

We continue to be reliant on charitable giving and the unpredictability of legacy income remains; we do budget conservatively for this to mitigate the associated risks.

#### **Taxation Status**

HMRC has recognised Birmingham Hospice as a charity for tax purposes and as a charitable company. This means the charity can claim back basic rate Income Tax on certain donations received from individuals through the Gift Aid scheme. At present there is no taxable (non-exempt) income or gains in the charity and therefore no tax to pay.

#### **Investment policy and performance**

The investment policy, which was set in conjunction with the investment managers Quilter Cheviot remains unchanged. The objectives of that policy are as follows:

- To provide capital growth over the longer term and the portfolio will supplement the primary source of income for essential charitable expenditure.

Although generally, the interests of a charity's beneficiaries are best served by seeking to obtain a financial return from a suitably diverse portfolio of investments, the investment manager does have due regard to those assets which could be detrimental to the aims and objectives of Birmingham Hospice. Trustees aim to avoid directly investing in companies whose main business is in tobacco, alcohol and pharmaceutical companies that don't adhere to the ABPI code of conduct.

Performance targets have been set for the Investment Manager to achieve a return consistent with the objective set out above while maintaining an acceptable level of risk. Performance of the portfolio is reviewed quarterly with the Investment Manager.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **Remuneration policy**

We have published pay scales, which are reviewed annually by the Board of Trustees. All new employee job descriptions, and substantive changes, are subject to evaluation by an external HR specialist to determine pay level. All roles are reviewed annually as part of the standardised hospice-wide appraisal process, and re-evaluated if job descriptions have changed materially. The Remuneration Committee oversees the remuneration process for the Chief Executive and Executive Directors.

Trustees do not receive any form of remuneration for their roles.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **TRUSTEES' AND STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **Statement of Responsibilities of the Board of Trustees**

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities Statement of Recommended Practice (SORP)
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 ensuring adequate accounting records are maintained that disclose, with reasonable accuracy at any time, the financial position of the charitable company and enable assurance that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' annual report which includes the strategic report will be recommended by the audit and assurance committee on 11 August 2025 and approved by the Trustees at a full board meeting on 18 September 2025 and signed on their behalf by

**DAWN WARD**

Chair



## **THE HOSPICE CHARITY PARTNERSHIP**

### **REFERENCE AND ADMINISTRATION DETAILS**

#### **PATRONS**

Mrs Judy Dyke LLB, TEP

Mrs Llewela Bailey

#### **BOARD OF TRUSTEES**

Mr P Wainwright	appointed April 2019
Mr R Pickup	appointed July 2019
Mr M Goodwin	appointed April 2020
Mrs J Ward	appointed July 2021
Mrs H Breukelaar	appointed July 2022
Mrs Dawn Ward CBE DL (Chair)	appointed November 2022
Mr S Farmery-Vigus	appointed June 2023
Ms S G Owen	appointed February 2024
Mr JL F R Oliveira-Priez	appointed February 2024
Mr O J Nevel	appointed February 2024
Mr E Laird	appointed February 2024
Mr P Shanahan	Re-appointed July 2024
Ms L Clarke	appointed November 2024
Mrs Susan Nicholls	appointed February 2025
Mr P Bytheway	resigned July 2024
Mrs K Sharpe	resigned August 2024
Mr S N Suleman	resigned May 2025

#### **EXECUTIVE OFFICERS**

Chief Executive	Mr P Bytheway (appointed November 2024)
Director of Clinical Services	Miss S Mimmack
Director of Finance	Mrs J Armstrong
Director of Income Generation	Miss L Watkins
Director of People & Culture	Mrs M Stuteley
Chief Executive	Mr S Fuller (resigned December 2024)

## **THE HOSPICE CHARITY PARTNERSHIP**

### **REFERENCE AND ADMINISTRATION DETAILS**

#### **REGISTERED OFFICE**

76 Grange Road  
Erdington  
Birmingham  
B24 0DF

#### **AUDITOR**

Haysmac LLP  
10 Queen Street Place  
London  
EC4R 1AG

#### **BANKERS**

HSBC Bank  
6th Floor  
120 Edmund Street  
Birmingham  
B3 2QZ

#### **INVESTMENT MANAGERS**

Quilter Cheviot  
8th Floor  
Two Snowhill  
Birmingham  
B4 6GA

#### **REGISTERED CHARITY NUMBER**

1156964

#### **COUNTRY OF REGISTRATION**

England and Wales

#### **REGISTERED COMPANY NUMBER**

08991245

#### **COUNTRY OF INCORPORATION**

United Kingdom

## THE HOSPICE CHARITY PARTNERSHIP

### INDEPENDENT AUDITOR'S REPORT

#### Independent auditor's report to the members of The Hospice Charity Partnership

##### Opinion

We have audited the financial statements of Birmingham Hospice for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

##### Basis for opinion

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

##### Conclusions relating to going concern

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

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

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

##### Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## THE HOSPICE CHARITY PARTNERSHIP

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

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

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

### **Responsibilities of trustees for the financial statements**

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

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



## THE HOSPICE CHARITY PARTNERSHIP

### Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulatory requirements of the Care Quality Commission, Charity Commission, Fundraising regulations, employment law, and GDPR and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, payroll tax and VAT.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journals to revenue, management bias in accounting estimates and application of controls around authorisation of expenditure. Audit procedures performed by the engagement team included:

- Inspecting trustees' meeting minutes;
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

## THE HOSPICE CHARITY PARTNERSHIP

### Use of our report

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



**Lee Stokes (Senior Statutory Auditor)**

For and on behalf of HaysMac LLP, Statutory Auditor

**Date: 10 November 2025**

10 Queen Street Place

London

EC4R 1AG

## THE HOSPICE CHARITY PARTNERSHIP

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

	Notes	Unrestricted funds for the year ended 31 March 2025 £	Restricted funds for the year ended 31 March 2025 £	Total funds for the year ended 31 March 2025 £	Total funds for the 18 month period ended 31 March 2024 £
<b>INCOME FROM:</b>					
Donations and legacies	1	2,817,039	191,751	3,008,790	2,969,553
Charitable activities	2	10,954,960	211,357	11,166,317	15,730,665
Other trading activities	3	4,719,367	-	4,719,367	5,954,523
Investments	4	235,338	-	235,338	344,938
<b>Total</b>		<b>18,726,704</b>	<b>403,108</b>	<b>19,129,812</b>	<b>24,999,679</b>
<b>EXPENDITURE ON:</b>					
Raising funds	5	1,361,541	109,240	1,470,781	1,522,928
Charitable activities	5	14,835,346	-	14,835,346	22,549,698
Other Trading Activities	5	2,488,335	-	2,488,335	2,854,105
<b>Total</b>		<b>18,685,222</b>	<b>109,240</b>	<b>18,794,463</b>	<b>26,926,731</b>
Net income before net gains/(losses) on investments		41,482	293,868	335,349	(1,927,052)
Net gains/(losses) on investments	13	(10,164)	-	(10,164)	432,866
Transfers between funds	16	-	-	-	-
<b>Net Movement in funds</b>		<b>31,318</b>	<b>293,868</b>	<b>325,185</b>	<b>(1,494,186)</b>
Reconciliation of funds:					
Total funds brought forward	16	12,655,486	183,211	12,838,697	14,332,883
Write off of subsidiary shares (intangible)		-	-	-	-
<b>Total funds carried forward</b>	<b>16</b>	<b>12,686,805</b>	<b>477,079</b>	<b>13,163,883</b>	<b>12,838,697</b>

The notes on pages 35 to 48 form part of these financial statements.

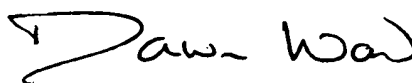
**THE HOSPICE CHARITY PARTNERSHIP**  
**BALANCE SHEET AS AT 31 MARCH 2025**

	Note	31 March 2025 £	31 March 2024 £
<b>FIXED ASSETS</b>			
Tangible assets	12	4,833,113	4,820,096
Investments	13	4,669,939	4,680,103
Investment in Joint Venture		-	5,100
		<u>9,503,052</u>	<u>9,505,299</u>
<b>CURRENT ASSETS</b>			
Stock		1,178	5,836
Debtors	14	908,513	800,027
Cash at bank and in hand		4,082,026	3,963,857
		<u>4,991,717</u>	<u>4,769,720</u>
<b>CURRENT LIABILITIES</b>			
Creditors: amounts due within one year	15	(1,330,886)	(1,436,322)
		<u>3,660,831</u>	<u>3,333,398</u>
<b>NET CURRENT ASSETS</b>			
		<u>13,163,883</u>	<u>12,838,697</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			
<b>NET ASSETS</b>			
<b>REPRESENTED BY</b>			
Restricted funds	16	477,079	183,211
Unrestricted funds	16	12,686,805	12,655,486
		<u>13,163,883</u>	<u>12,838,697</u>

The notes on pages 35 to 48 form part of these financial statements.

The financial statements were approved on behalf of the Trustees and authorised for issue and signed on their behalf by: **on 18 September 2025**

Dawn Ward  
Chair  
Registered Company no : 08991245



# THE HOSPICE CHARITY PARTNERSHIP

## STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 MARCH 2025

	For the year ended 31 March 2025 £	For the 18 month period ended 31 March 2024 £
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net income for the reporting period (as per the statement of financial activities)	325,185	(1,494,186)
Adjustments for:		
Prior year audit adjustment	-	-
Depreciation charges	519,983	440,822
(Gains)/losses on investments	167,954	(1,708,370)
(Gain)/Loss on the sale of fixed assets	14,846	(4,204)
Dividends and interest from investments	(235,338)	(344,938)
(Increase)/decrease in debtors	(108,486)	964,872
(Increase)/decrease in stock	4,658	15,777
Increase/(decrease) in creditors	(105,435)	(250,824)
Net cash provided by operating activities	<u>583,367</u>	<u>(2,381,051)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Dividends and interest from investments	235,338	344,938
Proceeds from the sale of property, plant and equipment	-	4,983
Purchase of property and equipment	(542,746)	(793,276)
Movements in investments	(157,790)	1,513,538
Net cash used in investing activities	<u>(465,198)</u>	<u>1,070,183</u>
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD</b>	118,169	(1,310,868)
<b>CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE REPORTING PERIOD</b>	3,963,857	5,274,725
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>	<u>4,082,026</u>	<u>3,963,857</u>

## **THE HOSPICE CHARITY PARTNERSHIP**

### **ACCOUNTING POLICIES FOR THE YEAR ENDED 31 MARCH 2025**

#### **GENERAL INFORMATION**

Birmingham Hospice ("the charity") is a charitable company limited by guarantee and is incorporated in England, UK (Company registration number 08991245 and charity number 1156964). The address of the charity's registered office and principal place of business is 76 Grange Road, Erdington, Birmingham B24 0DF.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### **BASIS OF ACCOUNTING**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019, FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), Charities Act 2011 and the Companies Act 2006.

Birmingham Hospice meets the definition of a public benefit entity under the Charities Act. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes. The financial statements are presented in sterling which is also the functional currency of the charity.

#### **GOING CONCERN**

Birmingham Hospice Directors/Trustees have prepared the charity accounts on a going concern basis because assurance has been gained from the main NHS funder that their contract to procure services from the hospice will run until 31 March 2026 at the earliest. There is no fundamental uncertainty about the charity's ability to pay debts as they fall due for at least a year after the financial statements have been signed.

#### **INCOME**

All income is included in the statement of financial activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy and will probably be received. The following specific policies are applied to particular categories of income:

- Donations receivable for the general purposes of the charity are credited to unrestricted funds. Donations subject to specific wishes of the donors are carried to relevant restricted funds.
- For legacies, entitlement is taken at the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

## **THE HOSPICE CHARITY PARTNERSHIP**

### **ACCOUNTING POLICIES FOR THE YEAR ENDED 31 MARCH 2025**

- Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- Investment income is recognised on an accruals basis.
- Grants receivable are recognised in the statement of financial activities when the conditions for receipt have been complied with.
- Other income is accounted for in the year in which the service is provided.
- The value of voluntary work is not included in the financial statements.
- Clothing and other items donated for resale through the charity shops are included as income when they are sold. They are not included at valuation prior to being sold as it has been deemed impractical to measure the fair value of the goods and the cost of valuation would outweigh the benefit to the users of the account.

### **EXPENDITURE**

Liabilities are recognised as expenditure or deferred on the balance sheet as soon as there is a legal or constructive obligation committing the charity to the expenditure. The following specific policies are applied to particular categories of expenditure:

- Expenditure on raising funds are those costs incurred in attracting voluntary income and those incurred in trading activities that raise funds.
- Charitable activities comprise expenditure including both direct costs and support costs relating to the activity together with governance costs.
- Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the trustees, professional indemnity insurance for trustees and officers, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.
- Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. staff costs by the time spent and other costs by their usage.

### **FUND ACCOUNTING**

General unrestricted funds comprise the accumulated surpluses and deficits on general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectives.

Restricted funds are created when grants and donations are received either for a particular area or purpose, the use of which is restricted to that area or purpose. Expenditure is charged to the statement of financial activities when incurred.

### **FINANCIAL INSTRUMENTS**

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

## THE HOSPICE CHARITY PARTNERSHIP

### ACCOUNTING POLICIES FOR THE YEAR ENDED 31 MARCH 2025

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument and are offset only when the charity currently has a legally enforceable right to set off the recognised amounts and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

#### FINANCIAL ASSETS

##### Trade debtors

Trade debtors which are receivable within one year and which do not constitute a financing transaction are initially measured at the transaction price. Trade debtors are subsequently measured at amortised cost, being the transaction price less any amounts settled and any impairment losses.

A provision for impairment of trade debtors is established when there is objective evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in Statement of Financial Activities for the excess of the carrying value of the trade debtor over the present value of the future cash flows discounted using the original effective interest rate. Subsequent reversals of an impairment loss that objectively relate to an event occurring after the impairment loss was recognised, are recognised immediately in Statement of Financial Activities.

##### Financial Liabilities

Financial instruments are classified as liabilities according to the substance of the contractual arrangements entered into.

##### Trade creditors

Trade creditors payable within one year that do not constitute a financing transaction are initially measured at the transaction price and subsequently measured at amortised cost, being the transaction price less any amounts settled.

#### OPERATING LEASES

Operating leases are charged to the Statement of Financial Activities equally over the period to which they relate.

#### PENSION COST

Past and present eligible employees are covered by the provision of the NHS Pension Scheme. Details of the benefits payable under the provisions can be found on the NHS Pensions website at [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions). The scheme is an unfunded, defined benefit scheme that covers these employers, GP Practices and other bodies allowed under the direction of the Secretary of State in England and Wales. The scheme is not designed to be run in a way that would enable those bodies to identify their share of the underlying scheme assets and liabilities. Therefore, the scheme is accounted for as if it were a defined contribution scheme: the cost to the company of participating in the scheme is taken as equal to the contributions payable to the scheme for the accounting period. For non-eligible employees, those who join the company and have not been previously part of the NHS Pension Scheme, the company offers a personal pension plan administered by Royal London (previously known as Scottish Life). This scheme is also accounted for as a defined contribution scheme with costs to the company of participating in the scheme taken as equal to the contributions payable to the scheme for the accounting period.



## **THE HOSPICE CHARITY PARTNERSHIP**

### **ACCOUNTING POLICIES FOR THE YEAR ENDED 31 MARCH 2025**

#### **TANGIBLE FIXED ASSETS**

Tangible assets are stated at cost less depreciation. Depreciation is provided on a straight line basis to write off fixed assets over their estimated useful lives as follows:

Freehold Buildings	over 50 years
Leasehold improvements	over 50 years
Computer Equipment	over 3 years
Fixtures, fittings, vehicles	over 2 to 6 years
Clinical	over 2-5 years
Retail fixtures and fittings	over 3-10 years

Freehold land and assets in the course of construction are not depreciated.

Assets costing less than £1,000 are written off in the year of acquisition unless they form part of a group of assets. All other assets are capitalised.

Leasehold improvements to the hospice are written down in line with the building policy over 50 years, as it is the opinion of the directors that the lease of the hospice is interlinked with the freehold buildings, and they should have the same period of depreciation.

#### **Impairment of Fixed Assets**

An assessment is made at each reporting date of whether there are indications that a fixed asset may be impaired or that an impairment loss previously recognised has fully or partially reversed. If such indications exist, the company estimates the recoverable amount of the asset. Shortfalls between the carrying value of fixed assets and the recoverable amount, being the higher of fair value less costs to sell and value-in-use, are recognised as impairment losses in the Statement of Financial Activities.

#### **INVESTMENTS**

Investments are stated at their market value at year end. All movements in value are shown in the Statement of Financial Activities.

#### **TAXATION**

The company has been granted exemption by HMRC from any corporation tax liability on its charitable activities.

#### **JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

Preparation of the financial statements may require management to make significant judgements and estimates.

## THE HOSPICE CHARITY PARTNERSHIP

### ACCOUNTING POLICIES FOR THE YEAR ENDED 31 MARCH 2025

#### Significant judgements

Donated goods for resale are not included at valuation prior to being sold as it has been deemed impractical to measure the fair value of the goods and the cost of valuation would outweigh the benefit to the users of the accounts.

#### Significant estimates

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectation of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. There are no significant estimates having a material effect on the financial statements.

**THE HOSPICE CHARITY PARTNERSHIP**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED**  
**31 MARCH 2025**

**1 INCOME FROM DONATIONS AND LEGACIES**

	Unrestricted Funds for the year ended 31 March 2025 £	Restricted Funds for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
Donations	868,312	191,751	1,060,063	960,944
Gift Aid on donations	195,327	-	195,327	144,002
Legacies	1,537,426	-	1,537,426	1,397,306
Grants	215,974	-	215,974	467,301
<b>Total 2025</b>	<u>2,817,040</u>	<u>191,751</u>	<u>3,008,791</u>	<u>2,969,553</u>
<b>Total 2024</b>	<u>2,677,428</u>	<u>292,125</u>	<u>2,969,553</u>	

**2 INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds for the year ended 31 March 2025 £	Restricted Funds for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
NHS grants and contracts for patient care	10,954,960	211,357	11,166,317	15,730,665
	-	-	-	-
<b>Total 2025</b>	<u>10,954,960</u>	<u>211,357</u>	<u>11,166,317</u>	<u>15,730,665</u>
<b>Total 2024</b>	<u>15,730,665</u>	<u>-</u>	<u>15,730,665</u>	

### 3 OTHER TRADING ACTIVITIES

	Unrestricted Funds for the year ended 31 March 2025 £	Restricted Funds for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
Other income	338,031	-	338,031	2,061,321
Fundraising income	1,203,679	-	1,203,679	-
Lottery income	78,656	-	78,656	168,302
Retail income	3,099,001	-	3,099,001	3,724,900
<b>Total 2025</b>	<b>4,719,367</b>	<b>-</b>	<b>4,719,367</b>	<b>5,954,523</b>
<b>Total 2024</b>	<b>5,954,523</b>	<b>-</b>	<b>5,954,523</b>	

### 4 INVESTMENT INCOME

	Unrestricted Funds for the year ended 31 March 2025 £	Restricted Funds for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
Bank interest	149,088	-	149,088	203,713
Dividends from Investments	86,250	-	86,250	141,225
<b>Total 2025</b>	<b>235,338</b>	<b>-</b>	<b>235,338</b>	<b>344,938</b>
<b>Total 2024</b>	<b>344,938</b>	<b>-</b>	<b>344,938</b>	

## 5 ANALYSIS OF EXPENDITURE

	Staff Costs for the year ended 31 March 2025 £	Depreciation for the year ended 31 March 2025 £	Other Costs for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
(a) <i>Costs of raising funds</i>					
Expenditure on raising voluntary income	735,431	-	735,350	1,470,781	1,522,929
(b) <i>Charitable activities</i>					
Expenditure relating to delivery of NHS grants and contracts for patient care	12,050,302	519,983	2,275,225	14,845,510	22,116,832
(c) <i>Trading Activities</i>					
Expenditure on Trading Activities	1,471,542	-	1,016,793	2,488,335	3,286,973
<b>Total 2025</b>	<b>14,257,276</b>	<b>519,983</b>	<b>4,027,368</b>	<b>18,804,627</b>	<b>26,926,734</b>
<b>Total 2024</b>	<b>20,843,800</b>	<b>678,885</b>	<b>5,404,049</b>	<b>26,926,734</b>	

## 6 EXPENDITURE ON RAISING VOLUNTARY AND TRADING INCOME

	Unrestricted Funds for the year ended 31 March 2025 £	Restricted Funds for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024
Fundraising costs				
Staff costs	2,206,973	-	2,206,973	2,806,134
Depreciation	-	-	-	-
Other costs	1,642,903	109,240	1,752,143	2,003,768
<b>Total 2025</b>	<b>3,849,876</b>	<b>109,240</b>	<b>3,959,116</b>	<b>4,809,902</b>
<b>Total 2024</b>	<b>4,700,987</b>	<b>108,915</b>	<b>4,809,902</b>	

## 7 ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly for the year ended 31 March 2025 £	Support costs for the year ended 31 March 2025 £	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
NHS grants and contracts for patient care	11,838,790	6,960,737	18,799,527	26,493,868
<b>Total 2024</b>	<u>12,723,867</u>	<u>13,770,001</u>	<u>26,493,868</u>	

## 8 DIRECT COSTS

	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
Drugs	140,504	152,267
Medicinal supplies	151,061	194,062
Covid Supplies	-	-
Cleaning and laundry	117,570	183,916
Catering	130,737	246,628
Small equipment	52,788	79,730
Training	71,380	103,152
Depreciation	242,174	201,339
Consultants & Agency	590,254	717,002
Wages and salaries	8,692,331	9,064,299
National insurance	801,706	886,432
Pension cost	848,285	895,040
	<u>11,838,790</u>	<u>12,723,867</u>

## 9 SUPPORT COSTS

	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
Premises costs	1,462,096	1,999,148
Travelling and subsistence	59,433	91,235
Office costs	512,275	266,703
Repairs and renewals	134,758	184,678
Legal and professional	63,881	243,047
Merger Costs	-	(25,878)
Other costs	1,125,786	1,252,494
Depreciation	277,810	477,546
Consultants / Agency	36,775	248,342
Wages and salaries	2,859,206	7,827,802
National insurance	256,036	679,227
Pension cost	172,682	525,656
	<u>6,960,737</u>	<u>13,770,000</u>

## 10 NET INCOME

	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
This is stated after charging:		
Depreciation of tangible fixed assets	519,983	678,885
Operating lease rentals	221,149	467,689
Auditors remuneration – audit	25,500	36,401
Auditors remuneration – non audit	-	9,950

## 11 STAFF COSTS

	Total for the year ended 31 March 2025 £	Total for the 18 month period ended 31 March 2024 £
Staff costs were as follows:		
Wages and salaries	11,551,537	16,892,112
Social security costs	1,057,742	1,565,659
Other pension costs	1,020,967	1,420,696
	<u>13,630,246</u>	<u>19,878,467</u>
Agency and contracted staff	627,030	965,333
	<u>14,257,276</u>	<u>20,843,800</u>

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

	Total 2025 No	Total 2024 No
Hospice	267	335
Management and administration	96	75
	<u>363</u>	<u>410</u>

The number of higher paid employees was:

	Total 2025 No	Total 2024 No
In the band £60,001 - £70,000	4	4
In the band £70,001 - £80,000	0	0
In the band £80,000- £90,000	4	4
In the band £90,000 -£100,000	2	2
	<u>10</u>	<u>10</u>

During the 12 month period to 31 March 2025, no Trustees received any remuneration (18 months ended 2024 - £NIL).

During the 12 month period to 31 March 2025, no Trustees received any benefits in kind (18 months ended 2024 - £NIL).

During the 12 month period to 31 March 2025, no Trustee received reimbursement of expenses for travel and subsistence for £0 (18 months ended 2024 - £0).

Included within the wages and salaries are staff termination costs of £582,040 (12 months ended 2024 - £153,774)

During the financial year volunteers made regular commitments to support Birmingham Hospice.



These roles include Living Well Centre hosts, drivers, photography, fundraising, gardening and finance. In addition volunteers gave corporate social responsibility time in projects including painting and gardening. No Trustee received any emolument or payment for professional or other services.

#### Key management remuneration

The key management personnel of the charity comprise the executive staff listed on page 21. The total employee benefits of the key management personnel of the Charity for the 12 month period were £564,267 (18 months ended 2024: £836,852 ).

## 12 TANGIBLE FIXED ASSETS

	Freehold Land & Buildings	Equipment	IT Equipment	Fittings	Motor Vehicles	Total
	£	£	£	£	£	£
Cost:						
01/04/2024	5,680,831	608,647	561,363	220,013	60,024	7,130,878
Additions	400,650	34,533	64,733	-	42,830	542,746
Disposals	(35,022)	(1,725)	(4,613)	(17,716)	-	(59,076)
31/03/2025	<u>6,046,460</u>	<u>641,455</u>	<u>621,483</u>	<u>202,297</u>	<u>102,854</u>	<u>7,614,548</u>
Depreciation:						
01/04/2024	1,537,048	334,302	292,660	104,842	41,930	2,310,782
Charged in the period	269,678	76,468	140,674	22,976	10,188	519,983
Eliminated on disposal	(24,696)	(1,599)	(4,613)	(17,716)	(706)	(49,330)
31/03/2025	<u>1,782,030</u>	<u>409,171</u>	<u>428,721</u>	<u>110,102</u>	<u>51,411</u>	<u>2,781,435</u>
Net Book Value						
01/04/2024	4,143,783	274,345	268,703	115,171	18,094	4,820,096
31/03/2025	<u>4,264,429</u>	<u>232,284</u>	<u>192,762</u>	<u>92,195</u>	<u>51,443</u>	<u>4,833,113</u>

## 13 INVESTMENTS

	31 March 2025 £	31 March 2024 £	
Valuation:			
01-Apr-24	4,680,103	4,247,237	30/09/2022
Additions	632,580	1,708,368	
Disposals	(474,790)	(1,758,129)	
Unrealised gain/loss	(167,954)	482,627	
31-Mar-25	<u>4,669,939</u>	<u>4,680,103</u>	31/03/2024

The Historical cost of investment is £4,124,150 (2024: £4,124,150).

#### 14 DEBTORS

	31 March 2025 £	31 March 2024 £
Trade debtors	156,053	191,609
Other Debtors	261,981	341,149
Prepayments and accrued income	490,478	267,269
	<u>908,513</u>	<u>800,027</u>

#### 15 CREDITORS

	31 March 2025 £	31 March 2024 £
Trade creditors	249,472	630,333
Other taxation and National Insurance	215,165	287,596
Corporation Tax	-	-
Other creditors	119,036	142,350
Accruals and Deferred income	747,212	376,042
	<u>1,330,886</u>	<u>1,436,321</u>

## 16 STATEMENT OF FUNDS

	Brought forward 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Carried forward 31 March 2025 £
<b>Unrestricted funds</b>	<b>12,655,486</b>	<b>18,726,705</b>	<b>(18,695,386)</b>	<b>-</b>	<b>12,686,805</b>
<b>Restricted funds</b>					
Spurs/Hobs data review project	29,000	-	(29,000)	-	-
CHATS	-	31,950	(31,950)	-	-
Child Bereavement	16,800	-	(16,800)	-	-
Curtains/chiller (Hive)	-	1,000	-	-	1,000
National Garden Scheme	-	4,426	(4,426)	-	-
Grant for equipment from donor	-	39,100	(7,416)	-	31,684
Hospice UK capex grant	-	211,357	(706)	-	210,651
Other	-	-	-	-	-
Room to Care	110,825	100,795	(3,443)	-	208,177
Child therapy	-	500	(500)	-	-
Well Being House	10,000	-	(10,000)	-	-
Sluice BSMH	11,586	-	-	-	11,586
Family project	-	13,980	-	-	13,980
Dementia Project	5,000	-	(5,000)	-	-
<b>Total Restricted funds</b>	<b>183,211</b>	<b>403,108</b>	<b>(109,240)</b>	<b>-</b>	<b>477,079</b>
<b>Total Funds</b>	<b>12,838,697</b>	<b>19,129,813</b>	<b>(18,804,627)</b>	<b>-</b>	<b>13,163,883</b>

	Brought forward 1 October 2022 £	Income £	Expenditure £	Transfers in/out £	Carried forward 31 March 2024 £
<i>2024 Comparative</i>					
Unrestricted funds	<u>11,051,047</u>	<u>24,677,681</u>	<u>(26,355,078)</u>	<u>3,281,836</u>	<u>12,655,486</u>
<b>Restricted Funds</b>					
SEIF	171,611	-	-	(171,611)	-
Spurs/Hobs data review project	-	67,000	(38,000)	-	29,000
League of Friends	261,089	-	-	(261,089)	-
Hospice Capital Projects	801,383	-	-	(801,383)	-
Extension Fund	592,994	-	-	(592,994)	-
Hospice Service fund	175,875	-	-	(175,875)	-
Henry Joseph Conservatory func	28,822	-	-	(28,822)	-
Freehold Property Fund	718,400	-	-	(718,400)	-
Roof Appeal	259,268	-	-	(259,268)	-
EOL	89,419	-	-	(89,419)	-
Other	182,975	100,000	(100,000)	(182,975)	-
Room to Care	-	110,825	-	-	110,826
Extended Bereavement Service	-	40,500	(40,500)	-	-
Child Bereavement	-	16,800	-	-	16,800
Well Being House	-	10,000	-	-	10,000
Sluice BSMH	-	27,000	(15,415)	-	11,585
Bedside Chairs	-	15,000	(15,000)	-	-
Dementia Project	-	5,000	-	-	5,000
Total Restricted funds	<u>3,281,836</u>	<u>392,125</u>	<u>(208,915)</u>	<u>(3,281,836)</u>	<u>183,211</u>
Total Funds	<u>14,332,883</u>	<u>25,461,931</u>	<u>(26,772,908)</u>	<u>-</u>	<u>12,838,697</u>

We have the following restricted funds, created as a result of conditions imposed by the funder:

- Curtains/chiller (hive) funds to cover improvements in the hive Cafe
- Grant for equipment from donor – this is various medical equipment for use on both sites
- Hospice UK capex grant: funds to cover the cost of purchasing specific approved capital items
- Room To Care: funds raised for the Erdington site for creating ensuite facilities for the patients
- Sluice: funds for improvement and maintenance of our Sluice systems
- Family project: funds specifically raised to provide suitable comfortable areas for families to use while visiting patients in the hospice

## 17 SPLIT OF NET ASSETS BY FUND

	Unrestricted funds for the year ended 31 March 2025 £	Restricted funds for the year ended 31 March 2025 £	Total funds for the year ended 31 March 2025 £	Total funds for the 18 month period ended 31 March 2024 £
Tangible fixed assets	4,833,113	-	4,833,113	4,820,096
Fixed asset investments	4,669,939	-	4,669,939	4,685,203
Current assets	4,514,638	477,079	4,991,717	4,769,720
Creditors due within one year	(1,330,886)	-	(1,330,886)	(1,436,322)
Creditors due after 1 year	-	-	-	-
	<u>12,686,805</u>	<u>477,079</u>	<u>13,163,884</u>	<u>12,838,697</u>

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total Funds 2022
<i>2024 comparative</i>				
Tangible fixed assets	4,820,096	-	4,820,096	4,706,455
Fixed asset investments	4,685,203	-	4,685,203	4,252,338
Current assets	4,586,509	183,211	4,769,720	7,061,236
Creditors due within one year	(1,436,322)	-	(1,436,322)	(1,687,146)
Creditors due after 1 year	-	-	-	-
	<u>12,655,486</u>	<u>183,211</u>	<u>12,838,697</u>	<u>14,332,883</u>

## 18 PENSION COSTS

The majority of past and present employees are covered by the provisions of the NHS Pensions Scheme. Details of the benefits payable under these provisions can be found on the NHS Pensions website at [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions). The scheme is an unfunded, defined benefit scheme that covers NHS employers, GP practices and other bodies allowed under the direction of the Secretary of State in England and Wales. The scheme is not designed to be run in a way that would enable these bodies to identify their share of the underlying scheme assets and liabilities. Therefore, the scheme is accounted for as if it were a defined contribution scheme: the cost to the company of participating in the scheme is taken as equal to the contributions payable to the scheme for the accounting period.

A number of employees fell outside the parameters of the direction provided by the Secretary of State, in England and Wales and as such do not qualify for the NHS Pensions Scheme. As such, an alternative pension scheme is provided on a defined contribution basis with Royal London. This scheme commenced in October 2013 and is also accounted for as a defined

contribution scheme: the cost to the company of participating in the scheme is taken as equal to the contributions payable to the scheme for the accounting period. The scheme complies with pensions auto-enrolment legislation.

Total contributions to all schemes amounted to 2025 £1,020,967 (2024: £1,420,696).

There are seven rates of member contribution in the NHS Pensions Scheme, ranging from 5.1% of pensionable pay for the lowest earners up to 13.5% for highest earners, based on the whole time equivalent pensionable pay. The thresholds at which the rates change are linked to nationally-agreed pay rates at set levels and are based on salaries equivalent to someone working full time. If the overall cost of the scheme increases, the amount both members and the company contribute may also increase. The costs of the scheme are determined by the Government and also the scheme actuary who performs periodic valuations of the scheme to determine how much needs to be paid in to provide the benefits paid out. These costs are shared between the employers and the NHS Pensions Scheme members.

In order that the defined benefit obligations recognised in the financial statements do not differ materially from those that would be determined at the reporting date by a formal actuarial valuation, the FReM (The Government Financial Reporting Manual) requires that "the period between formal valuations shall be four years, with approximate assessments in intervening years". An outline of these follows:

**a) Full actuarial (funding) valuation**

The purpose of this valuation is to assess the level of liability in respect of the benefits due under the scheme (taking into account its recent demographic experience) and to recommend the contribution rates.

The last published actuarial valuation undertaken for the NHS Pension Scheme was as at 31 March 2012 (published in June 2014), the previous actuarial valuation was carried out as at 31 March 2004. The primary purpose of the 2012 actuarial valuation was to set the employer contribution rate payable from April 2015, in light of the introduction of new pension arrangements from 1 April 2015 explained below, and the initial employer cost cap which is required by the Public Service Pensions Act 2013. Both the employer contribution rate and employer cost cap will be included in Scheme Regulations. The next actuarial valuation is expected to be carried out as at 31 March 2016. This will set the employer contribution rate payable from April 2019 and will consider the cost of the scheme relative to the employer cost cap. There are provisions in the Public Service Pension Act 2013 to adjust member benefits or contribution rates if the cost of the scheme changes by more than 2% of pay. Subject to this 'employer cost cap' assessment, any required revisions to member benefits or contribution rates will be determined by the Secretary of State for Health after consultation with the relevant stakeholders.

**b) Accounting valuation**

A valuation of the scheme liability is carried out annually by the scheme actuary at the end of the reporting period. Actuarial assessments are undertaken in intervening years between formal valuations using updated membership data, and are accepted as providing suitably robust figures for financial reporting purposes. However, as the interval since the last formal valuation now exceeds four years, the valuation of the scheme liability as at 31 March 2014 is based on detailed membership data as at 31 March 2013 updated to 31 March 2014 with summary global member and accounting data. In undertaking this actuarial assessment, the methodology prescribed in IAS 19, relevant FReM interpretations, and the discount rate prescribed by HM Treasury have also been used.

The latest assessment of the liabilities of the scheme is contained in the scheme actuary report which forms part of the annual NHS Pension Scheme (England and Wales) Pension Accounts published annually. These accounts can be viewed on the NHS Pensions website. Copies can also be obtained from The Stationery Office.

### **c) Scheme provisions**

The NHS Pension Scheme provided defined benefits, which are summarised below. This list is an illustrative guide only, and is not intended to detail all the benefits provided by the scheme or the specific conditions that must be met before these benefits can be obtained:

On 1 April 2008 a new section of the NHS Pension Scheme was introduced for new members. Most members of the Pension Scheme prior to 1 April 2008 are in the **1995 section**. New joiners on, or after, 1 April 2008 are members of the **2008 section**. The changes introduced new rules for NHS employees joining from 1 April 2008 and modified the rules for those already in the pension scheme prior to this date.

The scheme is a "average salary" scheme. Members in the **1995 Section** receive a pension worth 1/80th of the best of the last three year's pensionable pay for each year of membership. Members who are practitioners as defined by the Scheme Regulations have their annual pensions based upon 1.4% of total pensionable earnings over the relevant pensionable service. Members in the **2008 Section** receive a pension worth 1/60th of the average of the best three consecutive years' pensionable pay in the last ten for each year of membership. Members who are practitioners, as defined by the Scheme Regulations have their annual pensions based upon 1.87% of total pensionable earnings over the relevant pensionable service. Members in the **2015 section** receive 1/54<sup>th</sup> of the last year's pensionable pay for each year of membership.

With effect from 1 April 2008, members can choose to give up some of their annual pension for an additional tax-free lump sum up to a maximum amount permitted under HMRC rules. This new provision is known as "pension commutation".

Annual increases are applied to pension payments at rates defined by the Pensions (Increase) Act 1971, and are based on changes in retail prices in the twelve months ending 30 September in the previous calendar year. From 2011/12 the Consumer Price Index (CPI) will be used to replace the Retail Prices Index (RPI).

Early payment of a pension, with enhancement, is available to members of the scheme who are permanently incapable of fulfilling their duties effectively through illness or infirmity. A death gratuity of twice final year's pensionable pay for death in service and five times their annual pension for death after retirement is payable.

For early retirements other than those due to ill health, the additional pension liabilities are not funded by the scheme. The full amount of the liability for the additional costs is charged to the employer.

Members can purchase additional service in the NHS Scheme and contribute to money purchase AVCs run by the scheme's approved providers or by other Free Standing Additional Voluntary Contributions (FSAVC) providers. For the year to 30 September 2020 the employer contribution rate was 14.38% of pensionable pay with employee rates (before tax relief) varying between 5.1% and 13.5%.

## **19 RELATED PARTY TRANSACTIONS**

The Non-Executive Director Trustees were not paid or reimbursed any expenses in the current or preceding year. No Trustee received any emolument or payment for professional or other services.

## 20 FINANCIAL COMMITMENTS

### Operating Lease Commitments

Due to the merger increasing our charity shop portfolio to 24 units, as at 31 March 2024 the company had total commitments under non-cancellable operating leases as follows:

	31 March 2025 £	31 March 2024 £
Land and Buildings:		
Payable within 1 year	404,333	377,292
Payable within 2 and 5 years	<u>806,875</u>	<u>1,035,667</u>
	<u>1,211,208</u>	<u>1,412,958</u>