THE AMBULANCE STAFF CHARITY

England & Wales · Charity number 1163538

Details

Other names	THE AMBULANCE SERVICES CHARITY, TASC
Status	Registered
Legal form	CIO
Registered	2015-09-14
Register	View on the Charity Commission register

Contact

Address	12 Ensign Business Centre Westwood Way Coventry CV4 8JA
Phone	02477987922
Email	enquiries@theasc.org.uk
Website	theasc.org.uk

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Activities

Objects: The objects for which the CIO is established are—(1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items services or facilities.(2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually, of the Beneficiaries through—(a) direct provision of such services;(b) the acquisition, maintenance and operation of facilities to provide such services;(c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;(d) arrangement of access to other providers of such services;(e) provision of financial support to other providers of such services which are used by the Beneficiaries; or(3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:(a) Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or(b) Supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.(4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.(5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'(6) For the purpose of clauses 6(1) to 6(3) the Beneficiaries for whom the CIO is established are inter alia—(a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary—(i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;(ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";(iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by, or volunteered for an Ambulance Service for a period of not less than 12 consecutive calendar months.

Activities: TASC The Ambulance Staff Charity is here to support present and past ambulance staff and their families in time of need. Our services are independent and confidential, and include psychological rehabilitation and counselling including stress and PTSD support; physical rehabilitation; financial grants; debt advice; welfare and other support; and bereavement support.

Classification

- **How:** Makes Grants To Individuals, Provides Other Finance, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Other Defined Groups

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Geography

- Gibraltar
- Guernsey
- Isle Of Man
- Jersey
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£817,421	£971,737	£1,949,564	13
2024-03-31	£558,885	£800,210	£2,076,981	12
2023-03-31	£485,655	£764,772	-	-
2022-03-31	£676,450	£911,592	£2,728,664	14
2021-03-31	£1,049,334	£804,517	£2,931,508	15

Trustees

Name	Role	Appointed
Anthony Stanley Fossey		2024-05-21
Carl LEDBURY		2016-08-25
Edward WEISS		2017-10-03
GORDON CYRIL ENSTONE		2015-09-14
Gerald James Brown		2017-01-18
Peter Jonathan Evans		2024-03-05
Rebecca Allen		2023-12-05
Rev KEVIN CHARLES		2024-10-25
Tracy Lee Nicholls		2024-11-06

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THE AMBULANCE STAFF CHARITY

England & Wales - Charity number 1163538

Accounts

THE AMBULANCE STAFF CHARITY

The Ambulance Staff Charity

Annual Report and Accounts
for the year ended 31st March 2025

Registered Charity Numbers England and Wales 1163538, Scotland SC046384

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Report of the Trustees for the year ended 31 March 2025

Chair's Introduction to the Annual Report and Accounts

As the Chair of The Ambulance Staff Charity (TASC) I would like to say a huge thank you to Vice Chair, Gordon Enstone, and former Chair, Diane Scott QAM, for guiding the charity to this point and for their support.

Ambulance staff are astonishingly resilient but unsurprisingly, ongoing challenges continue to cause frontline and support staff to contact The Ambulance Staff Charity (TASC) to access support for their own mental health and wellbeing.

To address this challenge, TASC has continued to provide access to high-quality support and expanded our range of self-help guides and support tools. Our Ambulance Staff Crisis Line, which provides 24/7 support to ambulance staff experiencing a crisis, has completed its second full year. The service has been developed in conjunction with the Association of Ambulance Chief Executives and with funding provided by NHS England. Callers are assessed and immediately offered intensive support, which transitions into ongoing assistance for those who need it. In recognition of TASC's unique approach to supporting staff, TASC are now also providing a crisis line for the Fire Fighters and the Police Forces through our trading company, TASC Wellbeing Ltd.

The TASC Sexual Safety phoneline was launched in March 2025 to offer ambulance staff and student paramedics a safe space to talk if they have experienced sexually inappropriate behaviours, for example:

- Sexually inappropriate behaviour that is dismissed as "banter"
- Sexual coercion or bullying
- Sexually inappropriate due to sexuality

Staff provide a supportive, non-judgmental listening ear to help the caller to take back control and understand what options are available for them.

In summer 2025, we launched the TASC Gratitude page on our website, a dedicated platform for the public to share their personal stories and interactions with the Ambulance Service and its staff. It will offer an opportunity for individuals to express their appreciation to those who have cared for them, while also supporting the charity's ongoing work. The Gratitude page will serve as a central hub for acknowledging the vital contributions of ambulance staff, showcasing the impact of TASC's efforts, and encouraging donations to help sustain and expand support for these essential workers.

At the end of May 2025, Helen Poole resigned as trustee. We are grateful for the great support Helen provided to the Charity. TASC will be actively recruiting new Board members in 2025.

Every year is special due to the efforts of the many people who support us both from within the ambulance community and externally. When you read the stories behind these fundraising efforts, they truly are remarkable and deeply moving. I would like to personally thank all of those who have donated and raised funds for TASC: everyone at the charity and the people we help are truly grateful.

Tracy Nicholls OBE FCPara
Chair of The Ambulance Staff Charity and Trustee

Report of the Trustees for the year ended 31 March 2025

Objectives and Activities

Our Charitable Objects

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document and set out what we do, how we do it and most importantly who we support.

The objects for which the CIO is established are –

(1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items services or facilities.

(2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually, of the Beneficiaries through -
(a) direct provision of such services;
(b) the acquisition, maintenance and operation of facilities to provide such services;
(c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
(d) arrangement of access to other providers of such services;
(e) provision of financial support to other providers of such services which are used by the Beneficiaries; or

(3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:

(a) Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
(b) Supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.

(4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.

(5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'

(6) For the objects (1) to (3) above the Beneficiaries for whom the CIO is established are:

(a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary -

(i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;
(ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";
(iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by, or volunteered for, an Ambulance Service for a period of not less than 12 consecutive calendar months.

Report of the Trustees for the year ended 31 March 2025

TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

Main Activities

Mental Wellbeing

Support is offered to Ambulance staff who contact TASC's helpline and through a 24/7 Crisis phoneline, funded and supported by the Association of Ambulance Chief Executives (AACE). The aim of the crisis phoneline is to particularly support those whose mental wellbeing is so low that they are considering suicide. After the initial call, intensive support is offered which will then transition into ongoing counselling if appropriate.

Through TASC's trading subsidiary, TASC Wellbeing Ltd, a 24/7 crisis phoneline using the same model of intensive support after the initial call has been provided to the Fire Fighters. A proof-of-concept 24/7 crisis phoneline was launched for the Police in June 2024 and will be expanded to a national service from July 2025.

All TASC's mental wellbeing support is confidential and independent from employers. We provide funding for support with qualified counsellors, who understand the needs of ambulance staff, that is tailored to meet the specific needs of the individual. We have also started to use a coaching programme called SHAPE to particularly support those suffering from post-traumatic stress. The demand for the services continues to increase and as a result now we have a waiting list. Those on the waiting list are directed to online support modules and TASC staff maintained regular contact with them until counselling or coaching can be provided.

Support is also provided through the Rightsteps Wellbeing platform on our website which allows ambulance staff to access the latest information and advice for their minds, body and behaviour, and through our range of self-guide and toolkits.

Physical Wellbeing

Throughout the year we have been able to provide some physical rehabilitation for those who require a stay at a treatment centre. We are grateful to the support we receive from PC David Rathbone's Blue Lamp Foundation which helps us provide physical rehabilitation for those injured in the line of duty.

Financial Wellbeing

We provide financial advice, particularly support with benefits. From summer 2025 we are planning to partner with Community Money Advice to provide debt advice.

Bereavement Support

If a member of the ambulance service staff dies in service, either suddenly or if they die by suicide, it causes ripples throughout their station/hub. When this happens, we offer colleagues the opportunity to speak to our in-house counsellor either collectively

or individually to help them process their feelings; as well as providing copies of our Bereavement Grief and Loss booklet and online support modules.

Our Money Advisor can also work with the family of the deceased to ensure they claim any bereavement benefits and allowances they are entitled to. In addition to this our advisor will work with them to help them adjust to the consequent reduction in income. Grants are available to help with funeral costs.

Memorial service

A funded annual memorial service is held in September at the National Memorial Arboretum.

Raising Awareness

We have continued to develop a range of products, material, and information, available in both printed and digital formats that allow ambulance staff to access TASC's services - including the Crisis phoneline and the Sexual Safety phoneline.

TASC's presence in the news media has increased, by producing news articles and press releases that publicise the support that we provide, plus case studies that help build understanding of the issues facing the Ambulance Community.

Public benefit

The trustees have complied with the duty set out in Section 4 of the Charites Act 2011 to have due regard to the Charity Commission's guidance on public benefit. As explained above, those who benefit from TASC services are the ambulance community and more broadly the wider public who are supported by the ambulance community.

Volunteers

In 2023 we changed our approach to volunteers and now focus on volunteers to raise awareness of TASC as opposed to supporting their peers in the workplace. They do this by promoting our work and through the sale of badges and other merchandise to raise awareness of TASC and raise funds to support our work. These volunteer champions make a significant contribution, raising awareness and signposting people to us for support and contribute through their fund-raising activity to TASC's sustainability. We remain grateful and amazed by their energy and the time they give.

Fundraising

Our fundraising activities are managed by our income generation team, drawing on the expertise of external fundraising consultants for approaching trusts and grant-making organisations. We do not contract out main fundraising to third parties, but we do have a contract with a provider for clothing banks. The team maintain oversight of all third-party suppliers and have written agreements where necessary with them under the Data Protection Act 2018 and UK General Data Protection Regulation 2021. We are committed to the highest standards in fundraising practice. We are regulated by the Fundraising Regulator and abide by the Fundraising Code of Practice. In 2025 we had no fundraising complaints in 2024 the one complaint was resolved. We do not undertake donor profiling or sell data to third parties at any time.

Report of the Trustees for the year ended 31 March 2025

Achievements and Performance

There is further information about the impact of TASC and case studies from clients on our website www.theasc.org.uk. Below are the key achievements:

- Through TASC, the charity, we have supported 356 clients (2024: 798). The reduction in numbers was due to the increased complexity of cases, complex Post traumatic stress disorder (PTSD) and funding constraints.
- TASC launched a phoneline which provides a safe space for ambulance staff concerned about their sexual safety to call in February 2025.
- TASC continued to provide 24/7 crisis phoneline for Ambulance staff experiencing suicide ideation - (see mental Wellbeing section below). Through our trading subsidiary TASC Wellbeing Ltd we provided a 24/7 crisis phoneline for the Fire Fighters and from June 2024 a proof-of-concept 24/7 crisis phoneline for the Police, which will be expanded to a national service from July 2025.

Mental Wellbeing

In the year 2024-2025 the 24/7 crisis phoneline for Ambulance staff there were 1887 (April 2023 to March 2024, 1031) calls received.
From those calls 186 (April 2023 to Mar 2024: 188) people received support, 142 people (April 2023 to March 2024: 156) were experiencing suicide ideation at the time of the call and an additional 131 (April 2023 to March 2024:95) people had experienced suicide ideation in the weeks before they called.

86% (2024 90%) of people who used our mental health services saw an improvement in their mental wellbeing. There has been a significant decrease in the number of mental health applications we have been able to support with formal 1:1 counselling this year, due to funding constraints. To mitigate this, we have limited the support we offer to family members, enhanced our online wellbeing platform, and introduced a managed waiting list for our mental health work.

Physical Wellbeing

Ambulance staff have a very physically demanding job and last year we provided 5 in-house stays at the Police Treatment Centre in Harrogate (2024: 4) for staff injured in the line of duty.

Financial Wellbeing

We helped people to claim an additional £207,361 (2024: £101,621) annualised benefit payments. People who came to TASC for support with their finances were, on average, £494 (2024: £368) a month better off.

Bereavement Support

We made grants to families to help with funeral expenses totalling £15,000 (2024: £7,500). These families were also supported with bereavement counselling.

Memorial service

The annual memorial service was held on 19th September 2024 at the National Memorial Arboretum which was funded and supported by the Association of Ambulance Chief Executives (AACE). Over 200 people attended to remember colleagues.

Report of the Trustees for the year ended 31 March 2025

Raising Awareness

TASC continues to promote our work through a range of digital and printed channels. In March 2025, we launched the new Sexual Safety Support Service to support ambulance staff and student paramedics, which has been very well received by all. Throughout 2024/25 we've continued to publish regular podcasts on a range of topics featuring industry experts, including senior leaders from Welsh Ambulance Service and the Association of Ambulance Chief Executives. Our social media continues to highlight important issues of ambulance staff wellbeing, and we achieved over 1 million impressions in the last year alone. Finally, we've continued to raise awareness of key wellbeing issues in the ambulance service with our online self-care resources on our website which were accessed over 4,400 times last year.

The fundraising team have been working on a Gratitude page on the main website which will provide a platform for supporters and the public to share stories, give thanks to their local Ambulance services, and contribute to the charity's ongoing work by donating. The Gratitude page will serve as a central hub for expressing thanks, highlighting the impact of the charity's work, and encouraging donations to support it. It will be launched in 2025-26.

Financial Review

Review of the current year financial activities

TASC's gross income from all sources, including its wholly owned trading subsidiary, for this period totalled £817,421 (2024: £558,885), an increase of 46%. It was encouraging that all income streams have increased; donations and legacies by 3% to £222,949 (2024: £215,942), charitable activities by 10% to £196,473 (2024: £178,083) and trading subsidiary operations by 305% to £293,350 (2024: £72,370). We thank everyone who fundraised.

Expenditure increased to £971,737 (2024: £800,210) which included £182,809 (2024: £53,820) for the trading subsidiary operations. For the charity alone, expenditure increased to £788,928 (2024: £746,390). The net deficit for the year reduced by 36% £154,316 (2024: £241,325). The deficit in funds for the year after revaluations of investments totalled £127,417 (2024 £190,956).

In March 2025 legal advice provided to the trustees clarified that the endowment fund was a permanent, expendable endowment fund. A decision was made to use £300k from the endowment fund as described in the reserves policy below, which was transferred from the TASC endowment fund to the restricted endowment income fund.

Reserves policy

TASC has been rebuilding income streams after the initial substantial government grant funding ceased. The plan is to continue reducing the underlying budgeted deficit as income levels increase, while also seeking to reduce the waiting times for mental health support. To achieve this the trustees have agreed to use £300k of the endowment, which is restricted to supporting the physical and mental wellbeing of ambulance staff, to increase spending on mental health support and fund Wellbeing Team salaries. By funding Wellbeing Team salaries from the restricted endowment income fund the level of free unrestricted reserves will be rebuilt during 2025-26. On 31 March 2025 the reserves level should cover the planned deficit for 2025-26 of £61k, additional mental health support in 2025-26 and 2026-27 of £100k and three months ongoing expenditure (£150k). TASC's free unrestricted reserves together with restricted endowment income fund are

Reserves policy (continued)

£346k which is above this agreed level giving some margin for unforeseen circumstances. The trustees recognise that further action may need to be taken to reduce the level of the deficit if income doesn't increase as planned. The free unrestricted reserves on 31 March 2025 were £40,826 (2024: £71,761).

Investment policy and objectives

TASC holds all free funds as cash in interest-bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager. From 1st April 2024 the Department of Culture, Media and Sport has agreed that the endowment funds can be merged as long as a ring fenced amount of £6,000 is kept for bereavement grants.

Grant making policy

Each application for financial assistance is subject to a thorough assessment, taking into consideration the household income and expenditure and circumstances. Applicants are assessed to ensure they meet the criteria for residency, service, with evidence that there is financial need and that the support provided is beneficial to the service user.

If the grant application is for a bereavement grant, applicants are assessed to ensure that their loved one met the criteria for residency and service.

Future Plans

In 2025-26 we plan to:

- Expand support and training which aims to provide strategies and tools for Ambulance staff to increase their mental wellbeing.
- Continue providing support in moments of crisis through the crisis phoneline.
- Continue providing a safe space for those concerned about their sexual safety.
- Enhance our work with ambulance staff seeking our support to maximise their incomes and reduce their debt.
- Provide an annual memorial service to honour those who have worked for the ambulance service.

We aim to make TASC support more sustainable by:

- Raising the awareness of TASC to those who may benefit from TASC support.
- Providing an opportunity for the public to thank ambulance staff, who have supported them, by giving to TASC.
- Applying for grants from trusts and foundations.
- Building more corporate partnerships.
- Offer further fundraising opportunities including a will writing service and clothing collections.
- Continuing to expand and develop the services offered through the trading subsidiary, TASC Wellbeing Ltd.

Report of the Trustees for the year ended 31 March 2025

Structure, Governance and Management

The Ambulance Staff Charity (TASC) is a Charitable Incorporated Organisation. The CIO operates under a constitution which was updated in January 2017. A wholly owned subsidiary, TASC Wellbeing Ltd, was set up as a company in June 2023.

TASC is governed by its Board of Trustees which meets on a bi-monthly basis to; provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk. From April 2025 trustees will meet 5 times a year.

The Board is assisted in this role by its four sub-committees: Finance; Income Generation; Marketing, Communications and Digital; Human Resources, Operations and Clinical and Remuneration.

All the committees are chaired by Trustees and have their own terms of reference. The committee's functions are to provide scrutiny on behalf of the Board and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board. We regularly review the structure of the committees and their terms of reference to ensure that they provide the appropriate level of scrutiny to enable good governance of the Charity.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the trustees and the executives. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unremunerated Chair of the Board of Trustees.

The recruitment of trustees is led by an audit of the skills held by the members of the Board, who are appointed by an open recruitment process using both search and advertisement as appropriate, against an agreed person profile and job specification. Shortlisted candidates are interviewed by the Chair and Vice Chair of the Board who make a recommendation to the Board. The AGM of the Charity confirms all appointments. New trustees undergo a formal induction process covering, governance, risk management, financial systems and agreed procedures. The Board holds an annual away day to consider strategy and review Board performance. Diversity and Inclusion training was undertaken by Board members, and opportunities for training and knowledge development are raised with the Board, for example the training offered by our auditors and investment managers.

Remuneration

The trustees have well-established systems and internal controls in setting the pay and remuneration of all the charity's staff including key management personnel. The Remuneration Committee assists with advising the board with this process. Those systems and controls include a review of salaries each year to factor in cost of living and periodic benchmarking against salaries for the wider charity sector,

Risk Management

The charity has a risk register and risk policy with control systems designed to respond to and mitigate risks. High and emerging risks are reviewed at each Board meeting and the trustees discuss if any new risks have emerged or if any current risks have changed in severity. Each Committee is responsible for risks that are relevant to that Committee and the risks are monitored at every meeting. The full risk register is reviewed by the Board annually.

The charity's main risks are: being able to obtain sufficient income to ensure the sustainability of the charity and a reduction in support offers made compared to last year, which impacts our beneficiaries and could adversely impact our ongoing fundraising.

Report of the Trustees for the year ended 31 March 2025

Reference and Administrative details

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Tracy Nicholls	Chair (Appointed 19.11.2024)
	Gordon Enstone	Vice Chair
	Carl Ledbury	
	Gerald Brown	
	Edward Weiss	
	Anthony Arrowsmith	(Resigned 24.9.2024)
	Diane Scott	Chair (Resigned 30.4.2024)
	Helen Poole	(Resigned 31 May 2025)
	Rebecca Hughes (Allen)	
	Peter (Joey) Evans	
	Reverend Kevin Charles	(Returned from leave of absence from 23.01.24)
	Linda Millinchamp	(Resigned 22.04.24)
	Anna MacArthur	(Resigned 14.06.24)
	Anthony Fossey	(Appointed 21.05.24)
TASC Wellbeing Directors	Anthony Fossey	Chair
	Gordon Enstone	Director
	Mark Norton	Independent Director
	Karl Demian	CEO
	Imogen (Jenny) Cole	Director of Finance
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Staff	Karl Demian	CEO
	Imogen (Jenny) Cole	Director of Finance
	Jasmin Rana	Director of Income Generation

Auditors: Harrison Beale & Owen, Chartered Accountants Highdown House, 11 Highdown Road, Leamington Spa, CV31 1XT

Bankers: Lloyds Bank PLC 30 High Street, Coventry, CV1 5RA

Investment Managers: Rathbones incorporating Investec Wealth & Management Limited Quartermile One, 15 Lauriston Place, Edinburgh, EH3 9EN

Report of the Trustees for the year ended 31 March 2025

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of resources and application of resources, including the income and expenditure, of the charity for that affairs of the charity and of the incoming period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently:
- observe the methods and principles in the Charities Statement of Recommended Practice.
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Trustees

Tracy Nicholls
Chair of The Ambulance Staff Charity and Trustee

Date 2nd September 2025

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Independent Auditor's Report to the Trustees of TASC The Ambulance Staff Charity

Opinion
We have audited the financial statements of The Ambulance Staff Charity (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, Consolidated 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the group's and of the parent charity's affairs as at 31 March 2025, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's and the parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information
The other information comprises the information included in the Report of the Trustees, other than the financial statements and our Report of the Independent Auditors thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees 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 group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 152 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

The audit process includes an assessment of the group's and charity's risk environment, through enquiry of and discussion with management, including an assessment of any key laws and regulations with which the group and charity must comply in the ordinary course of its business. We have concluded that there are no such key laws and regulations that are particular to the group and charity's activities.

Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance.

Nevertheless, nothing has come to our attention that has given us significant cause for concern in the course of the procedures we have undertaken in order to give our opinion on whether the financial statements are free from material misstatement, as shown above.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Use of our report
This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

HB+O Ltd

Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditor
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 2/9/2025

Harrison Beale & Owen Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006

Consolidated Statement of Financial Activities for the year ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	**2025 Total funds £**	2024 Total funds £
Income and Endowments from:						
Donations & legacies	3	190,935	32,014	-	**222,949**	215,942
Charitable activities	4	60,009	136,464	-	**196,473**	178,083
Trading subsidiary operations	5	293,350			**293,350**	72,370
Other trading activities	6	27,215	-	-	**27,215**	22,191
Investments	5&7	2,874	74,560	-	**77,434**	70,299
Total		574,383	243,038	-	**817,421**	558,885
Expenditure on:						
Raising funds (charity)	8	182,590	15,788	-	**198,378**	195,527
Trading subsidiary operations	5	182,809	-	-	**182,809**	53,820
Charitable activities	9	242,550	348,000	-	**590,550**	550,863
Total		607,949	363,788	-	**971,737**	800,210
Net deficit before gains and losses		(33,566)	(120,750)	-	**(154,316)**	(241,325)
Net gains/(losses) on investments		0	10,118	16,781	**26,899**	50,369
Transfers between funds		-	300,000	(300,000)	**-**	-
Net movement in funds		(33,566)	189,368	(283,219)	**(127,417)**	(190,956)
Total funds brought forward		214,049	128,374	1,734,558	**2,076,981**	2,267,937
Total funds carried forward		180,483	317,742	1,451,339	**1,949,564**	2,076,981

All income and expenditure has arisen from continuing activities.

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

The allocation of communication costs between fundraising and charitable activities has been restated for year ended 31 March 2024 to reflect the work undertaken by the Communication Team.

The prior year Statement of Financial Activities is provided in note 23.

Consolidated Balance Sheet at 31 March 2025

	Notes	**Group 2025 £**	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Fixed assets					
Tangible assets	15	**139,644**	142,288	**139,644**	142,288
Investments	16	**1,752,897**	1,842,177	**1,752,997**	1,842,277
		1,892,540	1,984,465	**1,892,640**	1,984,565
Current assets					
Stocks	17	**2,554**	3,395	**2,554**	3,395
Debtors	18	**50,611**	58,785	**33,044**	55,185
Cash at bank and in hand		**149,220**	395,540	**92,961**	208,784
		202,385	457,720	**128,559**	267,364
Creditors:					
amounts falling due within one year	19	**(145,361)**	(365,204)	**(71,649)**	(174,948)
Net current assets		**57,024**	92,516	**56,910**	92,416
Total net assets		**1,949,564**	2,076,981	**1,949,550**	2,076,981
Represented by the funds of the charity:					
Endowment funds	21	**1,451,339**	1,734,558	**1,451,339**	1,734,558
Restricted income funds	21	**317,742**	128,374	**317,742**	128,374
Unrestricted funds	21	**180,483**	214,049	**180,469**	214,049
		1,949,564	2,076,981	**1,949,550**	2,076,981

The directors (trustees) have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006.

The notes on pages 19 to 32 form part of these financial statements.

The financial statements were approved by the Board of Trustees on 2nd September 2025 and were signed on its behalf by:

Tracy Nicholls
Chair of The Ambulance Staff Charity and Trustee

Statement of Cash Flows and Consolidated Statement of Cash Flows for the year ended 31 March 2025

	Notes	**Group 2025 £**	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Net cash used in operating activities	below	**(438,850)**	(14,635)	**(307,380)**	(201,221)
Cash flows from investing activities:					
Purchase of tangible fixed assets		**(1,083)**	(1,506)	**(1,083)**	(1,506)
Purchase of fixed asset investments		**(168,152)**	(592,655)	**(168,152)**	(592,755)
Sale of tangible fixed assets		**-**	-	**-**	-
Sale of fixed asset investments		**285,967**	671,780	**285,967**	671,780
Interest received		**3,135**	1,479	**2,162**	1,409
Dividends received		**74,299**	68,820	**74,299**	68,820
Net cash provided by (used in) investing activities		**194,166**	147,918	**193,193**	147,748
Change in cash and cash equivalents in period		**(244,685)**	133,283	**(114,188)**	(53,473)
Cash and cash equivalents as at 1 April 2024		**406,800**	273,517	**220,044**	273,517
Cash and cash equivalents as at 31 March 2025		**162,115**	406,800	**105,856**	220,044

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and cash held within the investment portfolio.

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

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Net movement in funds	**(127,417)**	(190,956)	**(127,431)**	(190,956)
Adjustments for:				
Depreciation charges	**3,728**	4,703	**3,728**	4,703
Losses/(gains) on investments	**(26,899)**	(50,369)	**(26,899)**	(50,369)
Interest received	**(3,135)**	(1,479)	**(2,162)**	(1,409)
Dividends received	**(74,299)**	(68,820)	**(74,299)**	(68,820)
Decrease/(increase) in stocks	**841**	1,875	**841**	1,875
(Increase)/Decrease in debtors	**8,174**	(16,287)	**22,141**	(12,687)
Increase/(Decrease) in creditors	**(219,843)**	306,698	**(103,299)**	116,442
Net cash provided by (used in) operating activities	**(438,850)**	(14,635)	**(307,380)**	(201,221)

Notes to the Financial Statements for the year ended 31 March 2025

1. Accounting Policies

1.1 Basis of preparing the financial statements
The financial statement of the Charitable Incorporated Organisation, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

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

1.2 Going concern
At the time of approving the financial statements, the trustees have assessed whether the use of going concern is appropriate and made this assessment for a period of at least one year from the date of approval of these financial statements. The trustees have given due consideration to the current risks facing TASC and are confident that there is a reasonable expectation that the charity has adequate resources to continue to meet its obligations as they fall due.

1.3 Group financial statements
The financial statements consolidate the results of the charity which is a Charitable Incorporated Organisation and its wholly owned subsidiary, TASC Wellbeing Ltd on a line-by-line basis.

1.4 Income
Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods;
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

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

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primary associated with constitutional and statutory requirements;

- 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.

1.6 Irrecoverable VAT
All resources expended, including irrecoverable VAT, are classified under activity headings that aggregate all costs related to the category.

1.7 Leased assets
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

1.8 Allocation and apportionment of costs
Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

1.8 Tangible fixed assets
Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives. Assets are depreciated on a straight line basis over:

Leasehold Improvements to property	the lease term 5 years	Fixtures and fittings Computer Equipment	3& 5 years 2 years

1.9 Investments
Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.10 Stock
Stock is valued at the lower of cost and net realisable value, after making allowance for obsolete and slow-moving items.

1.11 Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Endowment funds relate to Cabinet Office (now DCMS) awards made to TASC as the host charity for the operation of two distinct activities:

- Rehabilitation endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue;
- Bereavement endowment - the charity has the benefit of the income for the purpose of funding bereavement support.

The endowment funds were merged in April 2025 with DCMS agreement and legal advice confirmed the combined fund is a permanent, expendable endowment fund.
Costs relating to the management of the endowments are chargeable against the income of the fund.
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.12 Taxation
The charity is exempt from tax on its charitable activities.

1.13 Pensions
The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year. Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

1.14 Financial Instruments
The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Financial performance of the charity

The consolidated Statement of Financial Activities includes the results of the charity's wholly owned subsidiary which provides 24/7 crisis phonelines for beneficiaries that are not ambulance staff.

The summary financial performance for the charity alone is:

	2025	2024
	£	£
Income	**523,098**	486,445
Amount donated from trading subsidiary	**111,500**	18,620
Expenditure on fundraising charity	**198,378**	235,974
Expenditure on charitable activities	**590,550**	510,416
Net gains/losses on investments	**26,899**	50,369
Net income	**(127,431)**	(190,956)
Total funds brought forward	**2,076,981**	2,267,937
Total funds carried forward	**1,949,550**	2,076,981
Represented by		
Endowment funds	**1,451,339**	1,734,558
Restricted income funds	**317,742**	128,374
Unrestricted funds	**180,469**	214,049
	1,949,550	2,076,981

3. Donations and legacies

	Unrestricted funds	Restricted funds	Endowments funds	**2025 Total funds**	2024 Total funds
	£	£	£	**£**	£
Individual giving	54,083	3,200	-	**57,283**	42,495
Community fundraising	59,475	1,564	-	**61,039**	71,253
Corporations	34,494	-	-	**34,494**	22,924
Legacies	10,383	-	-	**10,383**	7,370
Trusts & grants	32,500	27,250	-	**59,750**	71,900
	190,935	32,014	-	**222,949**	215,942

Grants received, included in the above, are as follows:

Civil Service Insurance Society	**10,000**	10,000
Association of Ambulance Chief Executives	**15,000**	15,000
The General Charities of the City of Coventry	**4,000**	4,000
HA Holliday Charitable Settlement	**1,500**	2,000
Garfield Weston Foundation	**-**	25,000
Westfield Health	**-**	4,750
The Sir Bernard and Lady Schreier Foundation	**-**	2,500
The Hospital Saturday Fund	**-**	2,000
The Blue Lamp Foundation	**7,500**	-
Edith Murphy Foundation	**5,000**	-
The WO Street Charitable Foundation (Zedra UK Trusts)	**5,000**	-
O'Brien Charitable Trust	**4,000**	-
Frank Litchfield Charitable Trust	**3,000**	-
The 29th May 1961 Charitable Trust	**2,000**	
Other trusts	**2,750**	6,650
	59,750	71,900

4. Income from charitable activities

	Unrestricted funds	Restricted funds	Endowments funds	**2025 Total funds**	2024 Total funds
	£	£	£	**£**	£
Commissioned services	24,050	136,464	-	**160,514**	149,084
Wellbeing Training	35,959	-	-	**35,959**	28,999
	60,009	136,464	-	**196,473**	178,083

4. Income from trading subsidiary

The wholly owned trading subsidiary, TASC Wellbeing Ltd was incorporated in the United Kingdom (company number 14923687) on 8th June 2023 and pays all its profits to the charity. TASC Wellbeing operates 24/7 crisis phonelines for beneficiaries that are not ambulance staff.

The summary financial performance of the subsidiary alone is:

	2025	2024
	£	£
Turnover	**293,350**	72,370
Cost of Sales and administration costs	**(182,809)**	(53,820)
Interest receivable	**973**	70
Net profit	**111,514**	18,620
Amount donated to the charity	**(111,500)**	(18,620)
Retained in subsidiary	14	-
The assets and liabilities of the subsidiary were:		
Current assets	**73,826**	190,356
Current liabilities	**(73,712)**	(190,256)
Total net assets	**114**	100
Aggregated shares and reserves	**114**	100

6. Other trading activities

	Unrestricted funds	Restricted funds	Endowments funds	**2025 Total funds**	2024 Total funds
	£	£	£	**£**	£
Shop sales	20,546	-	-	**20,546**	15,380
Lottery	6,669	-	-	**6,669**	6,811
	27,215	-	-	**27,215**	22,191

7. Investment income for group

	Unrestricted funds	Restricted funds	Endowments funds	**2025 Total funds**	2024 Total funds
	£	£	£	**£**	£
Investment portfolio income	-	74,299	-	**74,299**	68,820
Deposit account interest charity	1,901	261	-	**2,162**	1,409
Deposit account interest subsidiary	973	-	-	**973**	70
	2,874	74,560	-	**77,434**	70,299

8. Raising funds

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2025 Total funds £**	2024 Total funds £
Fundraising costs	140,870	-	-	**140,870**	146,573
Communication and marketing costs	28,968	1,480	-	**30,448**	28,285
Shop costs	12,752	-	-	**12,752**	7,509
Investment management costs	-	14,308	-	**14,308**	13,160
	182,590	15,788	-	**198,378**	195,527

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 9 below, for Charitable Activities include apportionments of the amounts shown under Note 11 - Support Costs totalling £196,705 (2024 - £191,852), on a relevant basis, as decided by the charity. Some of the communication team costs directly support beneficiaries and therefore have been apportioned according, 2024 figures have been re-stated to reflect this change in apportionment.

9. Charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2025 Total funds £**	2024 Total funds £
Beneficiary support	242,550	335,664	-	**578,214**	536,684
Volunteer costs	-	-	-	**-**	484
Memorial service	-	12,336	-	**12,336**	13,695
	242,550	348,000	-	**590,550**	550,863

Some of the communication team costs directly support beneficiaries and therefore have been apportioned according, 2024 figures have been re-stated to reflect this change in apportionment.

10. Grants payable

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2025 Total funds £**	2024 Total funds £
Beneficiary support grants	-	15,000	-	**15,000**	8,480

11. Support costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2025 Total funds £**	2024 Total funds £
Property running costs	9,360	-	-	**9,360**	10,045
Information technology	9,788	1,000	-	**10,788**	10,414
Office expenses	126,099	2,100	-	**128,199**	120,270
Board & Committee	702	-	-	**702**	1,355
Finance function	36,701	-	-	**36,701**	43,870
Human resources	1,694	-	-	**1,694**	352
Professional fees	3,591	-	-	**3,591**	-
Staff training	1,132	810		**1,942**	843
Depreciation	3,728	-	-	**3,728**	4,703
Recharges	(23,393)	23,393	-	**-**	-
	169,402	27,303	-	**196,705**	191,852

Support costs considered to be governance costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2025 Total funds £**	2024 Total funds £
Auditors' remuneration	5,600	-	-	**5,600**	4,660

12. Net expenditure and net movement in funds

This is stated after charging:	**2025 £**	2024 £
Depreciation	**3,728**	4,703
Auditors' remuneration	**5,600**	4,660

13. Trustees remuneration and benefits

	2025 £	2024 £
Trustees' expenses	**702**	635

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor the period ended 31 March 2024.

14. Staff costs

	2025	2024
	£	£
Wages and salaries	**401,999**	372,625
Social security costs	**34,181**	30,878
Pension costs	**36,472**	29,529
Other employee benefits	**3,570**	2,957
	476,222	435,989
The average monthly number of employees during the year was as follows:		
Fundraising costs	**2**	2
Communication and marketing costs	**1**	1
Beneficiary support	**6**	5
Office administration	**2**	2
Finance function	**2**	2
	13	12
Full time equivalent staff - average for year	**11**	10
The number of higher paid employees were as follows:		
In the band £60,001 to £70,000	**1**	1

All staff are employed by the charity.

15. Tangible fixed assets

	Leasehold	Property improvements	Fixtures and	Computer equipment	Totals
	£	£	£	£	£
Cost					
At 1st April 2024	153,450	22,067	8,995	16,888	201,400
Additions	-	-	-	1,083	1,083
Disposals	-	-	(144)	(1,098)	(1,242)
At 31st March 2025	**153,450**	**22,067**	**8,851**	**16,873**	**201,241**
Depreciation					
At 1st April 2024	13,046	21,210	8,995	15,861	59,112
Charge for year	1,550	734	-	1,444	3,728
Eliminated on disposal	-	-	(144)	(1,098)	(1,242)
At 31st March 2025	**14,596**	**21,944**	**8,851**	**16,206**	**61,598**
Net book value					
At 31st March 2025	**138,854**	**123**	**-**	**667**	**139,644**
At 31st March 2024	140,404	857	-	1,028	142,288

16. Fixed asset investments

	Listed Investments
Market value	£
At 1st April 2024	**1,842,177**
Additions at cost	**168,152**
Disposals at market value	**(285,967)**
Unrealised gains	**26,899**
Movement in cash balances	**1,636**
At 31st March 2025	**1,752,897**
Net book value	
At 31st March 2025	**1,752,897**
At 31st March 2024	1,842,177

Fixed asset investments are all held in the charity and comprise a portfolio of equities and funds managed by Rathbones (incorporating Investec Wealth & Management Ltd) on behalf of the charity. The funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £12,897 (2024 - £11,261).

Notes to the Financial Statements for the year ended 31 March 2025

17. Stock

	Group		Charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
Stock	**2,554**	3,395	**2,554**	3,395

18. Debtors: amounts falling due within one year

	Group		Charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
Trade debtors	**8,215**	26,733	**4,615**	23,133
Prepayments and accrued income	**42,396**	32,052	**28,429**	32,052
	50,611	58,785	**33,044**	55,185

19. Creditors: amounts falling due within one year

	Group		Charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
Trade creditors	**10,952**	6,662	**10,382**	6,662
Social security and other taxes	**8,320**	8,813	**8,320**	8,813
Other creditors	**2,251**	2,146	**2,251**	2,146
Deferred income	**81,095**	304,759	**28,335**	149,569
Accrued expenses	**24,224**	9,801	**22,361**	7,758
VAT	**18,519**	33,023	**-**	-
	145,361	365,204	**71,649**	174,948

Deferred Income

	2025	2024	**2025**	2024
	£	£	**£**	£
At 1st April 2024	**304,759**	27,330	**149,569**	27,330
Amount released to income in the year	**(304,759)**	(27,330)	**(149,569)**	(27,330)
Amount deferred in the year	**81,095**	304,759	**28,335**	149,569
At 31st March 2025	**81,095**	304,759	**28,335**	149,569

Deferred income comprises work invoiced in advance of services/goods provided for in the following period mainly delivering 24/7 crisis phonelines.

Notes to the Financial Statements for the year ended 31 March 2025

20. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	4,162	4,846
Between one and five years	2,894	3,034
	7,056	7,880

All the leases agreements are with the charity.

21. Movement in funds

	1 April 2024	Net movement in funds	31 March 2025
	£	£	£
Unrestricted funds			
General fund	214,049	(33,579)	180,469
Restricted funds			
Bereavement fund	111,997	(105,943)	6,054
Rehabilitation fund	9,655	(9,655)	0
Endowment income fund	-	306,655	306,655
Memorial service	119	(96)	22
Mental health	2,904	74	2,978
Coventry ambulance staff fund	1,647	-	1,647
Crisis phoneline	2,052	(1,667)	385
	128,373	189,368	317,742
Endowment funds			
Bereavement fund	933,384	(933,384)	-
Rehabilitation fund	801,174	(801,174)	-
TASC endowment fund	-	1,451,339	1,451,339
	1,734,558	(283,219)	1,451,339
Total funds	2,076,980	(127,431)	1,949,550

21. Movement in funds - continued

Net movement in funds, included in note 21 are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General fund	391,561	(425,140)	-	-	(33,579)
Restricted Funds					
Bereavement fund	2,833	(16,740)	2,294	(94,329)	(105,943)
Rehabilitation fund	6,855	(39,683)	-	23,173	(9,655)
Endowment income fund	72,372	(144,697)	7,824	371,157	306,655
Memorial service	15,000	(15,096)	-	-	(96)
Mental health	9,514	(9,440)	-	-	74
Coventry ambulance staff fund	-	-	-	-	-
Crisis phoneline	136,464	(138,131)	-	-	(1,667)
	243,037	(363,787)	10,118	300,000	189,368
Endowment Funds					
Bereavement fund	-	-	4,062	(937,445)	(933,384)
Rehabilitation fund	-	-	8,082	(809,256)	(801,174)
TASC endowment fund	-	-	4,637	1,446,701	1,451,339
	-	-	16,781	(300,000)	(283,219)
Total funds	634,598	(788,927)	26,899	-	(127,431)

Restricted Funds

Bereavement fund

TASC acts as lead for a consortium of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. When it was agreed with Department of Culture Media and Sport (DCMS) that the endowment funds and associated income could be merged from April 2024 this was with the understanding that £6,000 would be ringfenced in a restricted fund to ensure it was available for bereavement grants.

Rehabilitation fund and Endowment income fund

From April 2024 the endowment funds and associated income were merged with the agreement of DCMS. The balances from the rehabilitation and bereavement fund, except for the ringfenced amount noted above, were combined into the endowment income fund and the rehabilitation fund has been discontinued. This is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health support and physical injuries incurred whilst on active service.

21. Movement in funds – continued

Memorial service
Funding from Association of Ambulance Chief Executives to enable memorial service to be an annual event.

Mental health fund
Funds to support ambulance staff with their mental health.

Coventry ambulance staff fund
The General Charities of the City of Coventry have awarded the charity a grant to support ambulance staff members in and around the Coventry area.

Crisis phoneline
The Crisis phoneline fund is a restricted fund created to record all income and costs related to the delivery of a 24/7 crisis phoneline for ambulance staff experiencing suicide ideation in accordance with the terms and conditions set out in the agreement with Association of Ambulance Chief Executives.

Endowment funds

From 1st April 2024 DCMS have agreed that the two endowments funds and their associated income can be merged as long as £6,000 is ring fenced for bereavement grants (see restricted bereavement fund note above).

In March 2025 legal advice was presented to the trustees which clarified that the now combined endowment fund was a permanent, expendable endowment fund. The income to be applied to the restricted purposes

- as lead for a consortium of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service and those who died by suicide.
- to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health support and physical injuries incurred whilst on active service

The endowment fund is invested with Rathbones (formerly Investec Wealth Management).

Bereavement fund
Merged and closed as described above.

Rehabilitation fund
Merged and closed as described above.

TASC Endowment fund
New merged endowment fund

22. Related Party Disclosures

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.

23. Prior year Statement of Financial Activities

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	**2024 Total funds £**	2023 Total funds £
Income and Endowments from:						
Donations & legacies	3	186,192	29,750	-	**215,942**	299,871
Charitable activities	4	36,479	141,604	-	**178,083**	87,952
Trading subsidiary operations	5	72,370			**72,370**	-
Other trading activities	6	22,191	-	-	**22,191**	27,880
Investments	5&7	1,777	68,522	-	**70,299**	69,952
Total		319,009	239,876	-	**558,885**	485,655
Expenditure on:						
Raising funds (charity)	8	180,986	14,541	-	**195,527**	228,325
Trading subsidiary operations	5	53,820	-	-	**53,820**	-
Charitable activities	9	255,798	295,065	-	**550,863**	536,447
Total		490,604	309,606	-	**800,210**	764,772
Net deficit before gains and losses		(171,595)	(69,729)	-	**(241,325)**	(279,117)
Net gains/(losses) on investments		(577)	8,018	42,928	**50,369**	(181,610)
Transfers between funds		-	-	-	**-**	-
Net movement in funds		(172,172)	(61,712)	42,928	**(190,956)**	(460,727)
Total funds brought forward		386,221	190,086	1,691,630	**2,267,937**	2,728,664
Total funds carried forward		214,049	128,374	1,734,558	**2,076,981**	2,267,937

Some of the communication team costs directly support beneficiaries and therefore have been apportioned according, 2024 figures have been re-stated to reflect this change in apportionment.

THE AMBULANCE STAFF CHARITY

England & Wales - Charity number 1163538

Accounts

THE AMBULANCE STAFF CHARITY

The Ambulance Staff Charity

Annual Report and Accounts
for the year ended 31st March 2024

Registered Charity Numbers England and Wales 1163538, Scotland SC046384

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Report of the Trustees for the year ended 31 March 2023

Chair's Introduction to the Annual Report and Accounts

As the acting Chair of TASC and I would like to say a huge thank you to former Chair, Diane Scott, for guiding the charity to this point and for her support.

Ambulance staff are astonishingly resilient but unsurprisingly, ongoing challenges are causing more frontline and support staff to contact The Ambulance Staff Charity (TASC) to access support for their own mental health and wellbeing.

To address this challenge, TASC has continued to provide access to high-quality support and expanded our range of self-help guides and support tools. Our Ambulance Staff Crisis Line, which provides 24/7 support to ambulance staff experiencing a crisis, has completed its first full year. The service has been developed in conjunction with the Association of Ambulance Chief Executives and with funding provided by NHS England. Callers are assessed and immediately offered intensive support, which transitions into ongoing assistance for those who need it.

Following this initiative, TASC launched a trading company, TASC Wellbeing Ltd, whose purpose is to expand the work we can do. In recognition of TASC's unique approach to supporting staff, TASC are now providing a crisis line for the Fire Fighters Charity and a proof-of-concept 24/7 crisis line service to the North East region of the Police Force.

TASC's Green Monday is our first annual flagship event, launched in April 2024. The event aimed to shine a light on the Ambulance staff working within the control rooms, fleet and property maintenance and administration as well as those serving on the frontlines, who have devoted their lives to ensuring the safety of others. It was a day to really support our Ambulance Staff. - a day to unite, celebrate and uplift and, most importantly, raise some money! Introducing a fundraising day for the team in green enables TASC to continue providing our vital services to Ambulance staff and offer the same level of care and devotion that they have shown us.

As another way of reaching the ambulance community and public, to raise more awareness of TASC, CEO Karl Demian has been taking part in podcasts, covering important topics such as sexual safety in the workplace and neurodiversity.

At the end of April 2024, trustee Linda Millinchamp resigned as trustee. Linda Chaired the Finance Committee and provided great support to the Charity. TASC have recently gained three new trustees, Becky Hughes, Joey Evans and Tony Fossey, all of whom have strong skills and experience, and are bringing new ideas and energy to the Board. I would like to thank all the staff and the trustees whose hard work and dedication allows us to support ambulance staff and their families.

Every year is special due to the efforts of the many people who support us both from within the ambulance community and externally. When you read the stories behind these fundraising efforts, they truly are remarkable and deeply moving. I would like to personally thank all of those who have donated and raised funds for TASC: everyone at the charity and the people we help are truly grateful.

Gordon Enstone
Acting Chair of The Ambulance Staff Charity and Trustee

Report of the Trustees for the year ended 31 March 2024

Objectives and Activities

Our Charitable Objects

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document and set out what we do, how we do it and most importantly who we support.

The objects for which the CIO is established are –

(1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items services or facilities.

(2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually, of the Beneficiaries through -
(a) direct provision of such services;
(b) the acquisition, maintenance and operation of facilities to provide such services;
(c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
(d) arrangement of access to other providers of such services;
(e) provision of financial support to other providers of such services which are used by the Beneficiaries; or

(3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:

(a) Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
(b) Supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.

(4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.

(5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'

(6) For the objects (1) to (3) above the Beneficiaries for whom the CIO is established are:

(a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary -

(i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;
(ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";
(iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by, or volunteered for, an Ambulance Service for a period of not less than 12 consecutive calendar months.

Report of the Trustees for the year ended 31 March 2024

TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

Main Activities

Mental Wellbeing

Support is offered to Ambulance staff who contact TASC's helpline and through a 24/7 Crisis phoneline, funded and supported by the Association of Ambulance Chief Executives (AACE). The aim of the crisis phoneline is to particularly support those whose mental wellbeing is so low that they are considering suicide. After the initial call, intensive support is offered which will then transition into ongoing counselling if appropriate. This has received wide-spread support across NHS Ambulance Trusts as we work together to provide an independent and confidential service for ambulance staff in crisis.

Through TASC's trading subsidiary, TASC Wellbeing Ltd, a 24/7 crisis phoneline using the same model of intensive support after the initial call has been launched to the Fire Fighters in November 2023. From May 2024 a proof-of-concept 24/7 crisis phoneline is being launched for the Police.

All TASC's mental wellbeing support is confidential and independent from employers. We provide funding for support with qualified counsellors, who understand the needs of ambulance staff, that is tailored to meet the specific needs of the individual. The demand for the services continues to increase and as a result now we have a small waiting list.

Support is also provided through the Rightsteps Wellbeing platform on our website which allows ambulance staff to access the latest information and advice for their minds, body and behaviour, and through our range of self-guide and toolkits.

Physical Wellbeing

Throughout the year we have been able to provide some physical rehabilitation for those who require a stay at a treatment centre. We are grateful to the support we receive from PC David Rathbone's Blue Lamp Foundation which helps us provide physical rehabilitation for those injured in the line of duty.

Financial Wellbeing

We provide financial advice, particularly support with benefits. We are currently applying to the Financial Conduct Authority for a licence to provide debt advice. Funding for grants has now been expended and we are continuing to look for alternative sources of funding.

Bereavement Support

If a member of ambulance service staff dies in service, either suddenly or if they take their own life, it can cause ripples throughout their station/hub. When this happens, we offer colleagues the opportunity to speak to our in-house counsellor either collectively

or individually to help them process their feelings; as well as providing copies of our Bereavement Grief and Loss booklet and online support modules.

Our Money Advisor can also work with the family of the deceased to ensure they claim any bereavement benefits and allowances they are entitled to. In addition to this our advisor will work with them to help them adjust to the consequent reduction in income. Grants are available to help with funeral costs.

Memorial service

An annual memorial service funded and supported by the Association of Ambulance Chief Executives (AACE) is held in September at the National Memorial Arboretum.

Raising Awareness

We have continued to develop a range of products, material, and information, available in both printed and digital formats that allow ambulance staff to access TASC's services - including the Crisis phoneline.

TASC's presence in the news media has increased, by producing news articles and press releases that publicise the support that we provide, plus case studies that help build understanding of the issues facing the Ambulance Community.

Public benefit

The trustees have complied with the duty set out in Section 4 of the Charites Act 2011 to have due regard to the Charity Commission's guidance on public benefit. As explained above, those who benefit from TASC services are the ambulance community and more broadly the wider public who are supported by the ambulance community.

Volunteers

We have changed our volunteer programme and are no longer recruiting new volunteers to TASC: following discussions with our trustees we created an alternative role of TASC Local Champion, to which active former volunteers were transferred. The purpose of the TASC Local Champion is primarily to raise awareness of TASC and what TASC can do to support colleagues, promoting us when possible. This is an important role because if people do not know about TASC we cannot support them. As non-active volunteers were not transferred to the Local Champion role, we saw a reduction in our active Local Champions to 26 (2023: 76 Volunteers). We are extremely thankful for the dedication of our Champions, most of whom work in the ambulance services, in supporting TASC and their colleagues.

Fundraising

Our fundraising activities are managed by our income generation team, drawing on the expertise of external fundraising consultants for approaching trusts and grant-making organisations. We do not contract out main fundraising to third parties, but we do have a contract with a provider for clothing banks. The team maintain oversight of all third-party suppliers and have written agreements where necessary with them under the Data Protection Act 2018 and UK General Data Protection Regulation 2021. We are committed to the highest standards in fundraising practice. We are regulated by the Fundraising Regulator and abide by the Fundraising Code of Practice. In 2024 we handled 1 fundraising complaint (2023: 2) which was resolved. We do not undertake donor profiling or sell data to third parties at any time.

Report of the Trustees for the year ended 31 March 2024

Achievements and Performance

There is further information about the impact of TASC and case studies from clients on our website www.theasc.org.uk. Below are the key achievements:

- The outcomes from our 24/7 crisis phoneline for Ambulance staff experiencing suicide ideation - launched in November 2022 - have been encouraging (see mental Wellbeing section below). As a result, through our trading subsidiary TASC Wellbeing Ltd we launched a 24/7 crisis phoneline for the Fire Fighters in November 20223. From May 2024 we will also be launching a proof-of-concept 24/7 crisis phoneline for the Police.
- Through TASC, the charity, we have supported 798 clients (2023: 882). The reduction in numbers was due to funding constraints.

Mental Wellbeing

In the first full year of the 24/7 crisis phoneline for Ambulance staff there were 1201 (Nov 22 to Mar 23: 531) calls received. From those calls 369 (Nov 22 to Mar 23: 130) people received support, 153 people (Nov 22 to Mar 23: 62) were experiencing suicide ideation at the time of the call and an additional 99 (Nov 22 to Mar 23: not captured) people had experienced suicide ideation in the weeks before they called.

90% (2023:85%) of people who used our mental health services saw an improvement in their mental wellbeing. There has been a slight decrease in the number of mental health applications we have been able to support with formal 1:1 counselling this year, due to funding constraints. To mitigate this we have limited the support we offer to family members, enhanced our online wellbeing platform, and introduced a managed waiting list for our mental health work.

Physical Wellbeing

Ambulance staff have a very physically demanding job and last year we provided 4 in-house stays at the Police Treatment Centre in Harrogate (2023: 3) for staff injured in the line of duty.

Financial Wellbeing

We helped people to claim an additional £101,621 (2023: £194,651) annualised benefit payments. People who came to TASC for support with their finances were, on average, £368 (2023: £512) a month better off.

Bereavement Support

We made grants to families to help with funeral expenses totalling £7,500 (2023: £4,500). These families were also supported with bereavement counselling.

Memorial service

The annual memorial service was held on 7th September 2023 at the National Memorial Arboretum. Over 200 people attended to remember colleagues.

Report of the Trustees for the year ended 31 March 2024

Raising Awareness

TASC's first podcast on reducing misogyny and improving sexual safety in the ambulance service was well received and further podcasts on issues that affect ambulance staff are planned for 2024-25. Our monthly e-newsletter and social media posts promote our free self-care resources, highlight issues of important to ambulance staff wellbeing and details about the impact we make, and suggest how people can support TASC.

TASC's Green Monday is The Ambulance Staff Charity's new annual flagship event. It was launched on 8th April 2024 and next year will be on 31st March 2025.The event aims to shine a light on the Ambulance staff working within the operations as well as those serving on the frontlines, who have devoted their lives to ensuring the safety of others. Introducing a fundraising day for the team in green enables TASC to raise awareness as well continuing to provide our vital services to Ambulance staff. It offers an opportunity to thank Ambulance staff for the care and devotion that they have shown us.

Financial Review

Review of the current year financial activities

TASC's gross income from all sources, including its wholly owned trading subsidiary, for this period totalled £558,885 (2023: £485,655), which is an increase from the previous year. As TASC sought alternative income streams it was encouraging that income from charitable activities increased by 102% to £178,083 (2023: £87,952). In contrast donations and legacies fell to £215,942 (2023: £299,871) mainly due to less legacies (2024: £7,370, 2023: £74,283) and grant income (2024: £71,900, 2023: £100,400). Community fundraising (2024: £71,253, 2023: £58,196) and corporate support (2024: £22,924, 2023: £21,095) also increased. We thank everyone who fundraised for TASC.

TASC set up a trading subsidiary in June 2023 which contributed £72,370 to the income of the group and donated £18,620 to the charity.

Expenditure increased to £800,210 (2023: £764,772) which included £53,820 for the trading subsidiary operations. For the charity alone, expenditure was reduced to £746,390 (2023: £764,772). The net deficit for the year was £241,325 (2023: £279,117). The deficit in funds for the year after revaluations of investments totalled £190,956 (2022 £460,727).

Reserves policy

After the initial substantial Department of Culture, Media and Sport (DCMS) grant funding ceased, TASC has been rebuilding income streams to ensure a sustainable future. There is a plan to gradually reduce the budgeted deficit allowing services to continue while income levels increase. At 31 March 2024 the reserves level should cover the planned deficit for 2024-25 (£73k) while no deficit is planned for 2025-26. The free reserve level should always allow for an orderly closure of the charity, which is currently costed at £80k. TASC's free unrestricted reserves are below these agreed levels. However, there is also £122k available as restricted income from the two endowment funds, which with the agreement of DCMS are being merged from April 2024. This restricted income can be used to fund wellbeing support which is the main activity of TASC. The trustees recognise that further action may need to be taken to reduce the level of the deficit if income doesn't increase as planned. The free reserves on 31 March 2024 were £71,761 (2023: £240,736).

Report of the Trustees for the year ended 31 March 2024

Investment policy and objectives

TASC holds all free funds as cash in interest-bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager. From 1st April 2024 the Department of Culture, Media and Sport has agreed that the endowment funds can be merged as long as a ring fenced amount of £6,000 is kept for bereavement grants.

Grant making policy

Each application for financial assistance is subject to a thorough assessment, taking into consideration the household income and expenditure and circumstances. Applicants are assessed to ensure they meet the criteria for residency, service, with evidence that there is financial need and that the support provided is beneficial to the service user.

If the grant application is for a bereavement grant, applicants are assessed to ensure that their loved one met the criteria for residency and service.

Future Plans

In 2024-25 we plan to:

- Expand training and support which aims to build resilience and increase the wellbeing of Ambulance staff.
- Continue providing support in moments of crisis through the crisis phoneline.
- Develop more digital self-help resources.
- Enhance our work with ambulance staff seeking our support to maximise their incomes and reduce their debt.
- Provide an annual memorial service to honour those who have worked for the ambulance service.

We aim to make TASC support more sustainable by:

- Raising the awareness of TASC to those who may benefit from TASC support and those who can fundraise for us, particularly through an annual TASC's Green Monday fundraising event.
- Providing an opportunity for the public to thank ambulance staff, who have supported them, by giving to TASC.
- Applying for grants from trusts and foundations.
- Building more corporate partnerships.
- Developing our training and other charitable activities offered to ambulance staff.
- Continuing to expand and develop the services offered through the trading subsidiary, TASC Wellbeing Ltd.

Report of the Trustees for the year ended 31 March 2024

Structure, Governance and Management

The Ambulance Staff Charity (TASC) is a Charitable Incorporated Organisation. The CIO operates under a constitution which was updated in January 2017. A wholly owned subsidiary, TASC Wellbeing Ltd, was set up as a company in June 2023.

TASC is governed by its Board of Trustees which meets on a bi-monthly basis to; provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk.

The Board is assisted in this role by its sub-committees: Finance and Investment; Income Generation; Marketing, Communications and Digital; Human Resources, Operations and Clinical, Remuneration; Audit and Risk

All the committees are chaired by Trustees and have their own terms of reference. The committee's functions are to provide scrutiny on behalf of the Board and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board. We regularly review the structure of the committees and their terms of reference to ensure that they provide the appropriate level of scrutiny to enable good governance of the Charity.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the trustees and the executives. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unremunerated Chair of the Board of Trustees.

The recruitment of trustees is led by an audit of the skills held by the members of the Board, who are appointed by an open recruitment process using both search and advertisement as appropriate, against an agreed person profile and job specification. Shortlisted candidates are interviewed by the Chair and Vice Chair of the Board who make a recommendation to the Board. The AGM of the Charity confirms all appointments. New trustees undergo a formal induction process covering, governance, risk management, financial systems and agreed procedures. The Board holds an annual away day to consider strategy and review Board performance. Diversity and Inclusion training was undertaken by Board members, and opportunities for training and knowledge development are raised with the Board, for example the training offered by our auditors.

Remuneration

The trustees have well-established systems and internal controls in setting the pay and remuneration of all the charity's staff including key management personnel. The Remuneration Committee assists with advising the board with this process. Those systems and controls include a review of salaries each year to benchmark them against salaries for the wider charity sector, and to factor in cost of living.

Risk Management

The charity has a risk register and risk policy with control systems designed to respond to and mitigate risks. High and emerging risks are reviewed at each Board meeting and the trustees discuss if any new risks have emerged or if any current risks have changed in severity. Each Committee is responsible for risks that are relevant to that Committee and the risks are monitored at every meeting. The full risk register goes to the Board annually.

The charity's main risks are: being able to obtain sufficient income to ensure the sustainability of the charity and a reduction in support offers made compared to last year, which impacts our beneficiaries and could adversely impact our ongoing fundraising.

Report of the Trustees for the year ended 31 March 2024

Reference and Administrative details

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Gordon Enstone	Acting Chair (1.5.2024)
	Carl Ledbury	
	Gerald Brown	
	Edward Weiss	
	Anthony Arrowsmith	
	Diane Scott	Chair (Resigned 30.4.2024)
	Helen Poole	
	Reverend Kevin Charles	(Leave of absence from 23.01.24)
	Linda Millinchamp	(Resigned 22.04.24)
	Anna MacArthur	(Resigned 14.06.24)
	Rebecca Allen (Becky Hughes)	(Appointed 05.12.23)
	Peter Evans (Joey Evans)	(Appointed 05.03.24)
	Anthony Fossey	(Appointed 21.05.24)
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Staff	Karl Demian	CEO
	Imogen (Jenny) Cole	Director of Finance
	Jasmin Rana	Director of Income Generation

Auditors: Harrison Beale & Owen, Chartered Accountants Highdown House, 11 Highdown Road, Leamington Spa, CV31 1XT

Bankers: Lloyds Bank PLC 30 High Street, Coventry, CV1 5RA

Investment Managers: Rathbones incorporating Investec Wealth & Management Limited Quartermile One, 15 Lauriston Place, Edinburgh, EH3 9EN

Report of the Trustees for the year ended 31 March 2024

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of resources and application of resources, including the income and expenditure, of the charity for that affairs of the charity and of the incoming period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently:
- observe the methods and principles in the Charities Statement of Recommended Practice.
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Trustees

Gordon Enstone
Acting Chair of The Ambulance Staff Charity and Trustee

Date 24th September 2024

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Independent Auditor's Report to the Trustees of TASC The Ambulance Staff Charity

Opinion

We have audited the financial statements of The Ambulance Staff Charity (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, Consolidated 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charity's affairs as at 31 March 2024, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's and the parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the Report of the Trustees, other than the financial statements and our Report of the Independent Auditors thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees 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 group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 152 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

The audit process includes an assessment of the group's and charity's risk environment, through enquiry of and discussion with management, including an assessment of any key laws and regulations with which the group and charity must comply in the ordinary course of its business. We have concluded that there are no such key laws and regulations that are particular to the group and charity's activities.

Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance.

Nevertheless, nothing has come to our attention that has given us significant cause for concern in the course of the procedures we have undertaken in order to give our opinion on whether the financial statements are free from material misstatement, as shown above.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Use of our report
This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditor
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 24/9/2024

Harrison Beale & Owen Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006

Consolidated Statement of Financial Activities for the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	**2024 Total funds £**	2023 Total funds £
Income and Endowments from:						
Donations & legacies	3	186,192	29,750	-	**215,942**	299,871
Charitable activities	4	36,479	141,604	-	**178,083**	87,952
Trading subsidiary operations	5	72,370			**72,370**	-
Other trading activities	6	22,191	-	-	**22,191**	27,880
Investments	5&7	1,777	68,522	-	**70,299**	69,952
Total		319,009	239,876	-	**558,885**	485,655
Expenditure on:						
Raising funds (charity)	8	221,433	14,541	-	**235,974**	228,325
Trading subsidiary operations	5	53,820	-	-	**53,820**	-
Charitable activities	9	215,351	295,065	-	**510,416**	536,447
Total		490,604	309,606	-	**800,210**	764,772
Net deficit before gains and losses		(171,595)	(69,729)	-	**(241,325)**	(279,117)
Net gains/(losses) on investments		(577)	8,018	42,928	**50,369**	(181,610)
Transfers between funds		-	-	-	**-**	-
Net movement in funds		(172,172)	(61,712)	42,928	**(190,956)**	(460,727)
Total funds brought forward		386,221	190,086	1,691,630	**2,267,937**	2,728,664
Total funds carried forward		214,049	128,374	1,734,558	**2,076,981**	2,267,937

All income and expenditure has arisen from continuing activities.

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

The prior year Statement of Financial Activities is provided in note 23.

Consolidated Balance Sheet at 31 March 2024

	Notes	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Fixed assets					
Tangible assets	15	**142,288**	145,485	**142,288**	145,485
Investments	16	**1,842,177**	1,885,446	**1,842,277**	1,885,446
		1,984,465	2,030,931	**1,984,565**	2,030,931
Current assets					
Stocks	17	**3,395**	5,270	**3,395**	5,270
Debtors	18	**58,785**	42,498	**55,185**	42,498
Cash at bank and in hand		**395,540**	247,744	**208,784**	247,744
		457,720	295,512	**267,364**	295,512
Creditors:					
amounts falling due within one year	19	**(365,204)**	(58,506)	**(174,948)**	(58,506)
Net current assets		**92,516**	237,006	**92,416**	237,006
Total net assets		**2,076,981**	2,267,937	**2,076,981**	2,267,937
Represented by the funds of the charity:					
Endowment funds	21	**1,734,558**	1,691,630	**1,734,558**	1,691,630
Restricted income funds	21	**128,374**	190,086	**128,374**	190,086
Unrestricted funds	21	**214,049**	386,221	**214,049**	386,221
		2,076,981	2,267,937	**2,076,981**	2,267,937

The directors (trustees) have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006.

The notes on pages 19 to 32 form part of these financial statements.

The financial statements were approved by the Board of Trustees on 24th September 2024 and were signed on its behalf by:

Gordon Enstone
Acting Chair of The Ambulance Staff Charity and Trustee

Statement of Cash Flows and Consolidated Statement of Cash Flows for the year ended 31 March 2024

	Notes	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Net cash used in operating activities	below	**(14,635)**	(331,912)	**(201,221)**	(331,912)
Cash flows from investing activities:					
Purchase of tangible fixed assets		**(1,506)**	(3,582)	**(1,506)**	(3,582)
Purchase of fixed asset investments		**(592,655)**	(151,321)	**(592,755)**	(151,321)
Sale of tangible fixed assets		**-**	-	**-**	-
Sale of fixed asset investments		**671,780**	109,397	**671,780**	109,397
Interest received		**1,479**	123	**1,409**	123
Dividends received		**68,820**	69,829	**68,820**	69,829
Net cash provided by (used in) investing activities		**147,918**	24,446	**147,748**	24,446
Change in cash and cash equivalents in period		**133,283**	(307,466)	**(53,473)**	(307,466)
Cash and cash equivalents as at 1 April 2023		**273,517**	580,983	**273,517**	580,983
Cash and cash equivalents as at 31 March 2024		**406,800**	273,517	**220,044**	273,517

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and cash held within the investment portfolio.

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

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Net movement in funds	**(190,956)**	(460,727)	**(190,956)**	(460,727)
Adjustments for:				
Depreciation charges	**4,703**	5,721	**4,703**	5,721
Losses/(gains) on investments	**(50,369)**	181,610	**(50,369)**	181,610
Interest received	**(1,479)**	(123)	**(1,409)**	(123)
Dividends received	**(68,820)**	(69,829)	**(68,820)**	(69,829)
Decrease/(increase) in stocks	**1,875**	2,969	**1,875**	2,969
(Increase)/Decrease in debtors	**(16,287)**	(5,546)	**(12,687)**	(5,546)
Increase/(Decrease) in creditors	**306,698**	14,013	**116,442**	14,013
Net cash provided by (used in) operating activities	**(14,635)**	(331,912)	**(201,221)**	(331,912)

Notes to the Financial Statements for the year ended 31 March 2024

1. Accounting Policies

1.1 Basis of preparing the financial statements
The financial statement of the Charitable Incorporated Organisation, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

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

1.2 Going concern
At the time of approving the financial statements, the trustees have assessed whether the use of going concern is appropriate and made this assessment for a period of at least one year from the date of approval of these financial statements. The trustees have given due consideration to the current risks facing TASC and are confident that there is a reasonable expectation that the charity has adequate resources to continue to meet its obligations as they fall due.

1.3 Group financial statements
The financial statements consolidate the results of the charity which is a Charitable Incorporated Organisation and its wholly owned subsidiary, TASC Wellbeing Ltd on a line-by-line basis.

1.4 Income
Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods;
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

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

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primary associated with constitutional and statutory requirements;

Notes to the Financial Statements for the year ended 31 March 2024

- 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.

1.6 Irrecoverable VAT
All resources expended, including irrecoverable VAT, are classified under activity headings that aggregate all costs related to the category.

1.7 Leased assets
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

1.8 Allocation and apportionment of costs
Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

1.8 Tangible fixed assets
Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives. Assets are depreciated on a straight line basis over:

Leasehold	the lease term	Fixtures and fittings	3& 5 years
Improvements to property	5 years	Computer Equipment	2 years

1.9 Investments
Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.10 Stock
Stock is valued at the lower of cost and net realisable value, after making allowance for obsolete and slow-moving items.

1.11 Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Endowment funds relate to Cabinet Office (now DCMS) awards made to TASC as the host charity for the operation of two distinct activities:

- Rehabilitation endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue;
- Bereavement endowment - the charity has the benefit of the income for the purpose of funding bereavement support.

Costs relating to the management of the endowments, as host, are chargeable against the income of the fund. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.12 Taxation
The charity is exempt from tax on its charitable activities.

1.13 Pensions
The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year. Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

1.14 Financial Instruments
The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Financial performance of the charity

The consolidated Statement of Financial Activities includes the results of the charity's wholly owned subsidiary which provides 24/7 crisis phonelines for beneficiaries that are not ambulance staff.

The summary financial performance for the charity alone is:

	2024 £	2023 £
Income	**486,445**	485,655
Amount donated from trading subsidiary	**18,620**	-
Expenditure on fundraising charity	**235,974**	228,325
Expenditure on charitable activities	**510,416**	536,447
Net gains/losses on investments	**50,369**	(181,610)
Net income	**(190,956)**	(460,727)
Total funds brought forward	**2,267,937**	2,728,664
Total funds carried forward	**2,076,981**	2,267,937
Represented by		
Endowment funds	**1,734,558**	1,691,630
Restricted income funds	**128,374**	190,086
Unrestricted funds	**214,049**	386,221
	2,076,981	2,267,937

Notes to the Financial Statements for the year ended 31 March 2024

3. Donations and legacies

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Individual giving	42,495	-	-	**42,495**	45,897
Community fundraising	71,253	-	-	**71,253**	58,196
Corporations	22,924	-	-	**22,924**	21,095
Legacies	7,370	-	-	**7,370**	74,283
Trusts & grants	42,150	29,750	-	**71,900**	100,400
	186,192	29,750	-	**215,942**	299,871

Grants received, included in the above, are as follows:

Civil Service Insurance Society	**10,000**	15,000
Covid Healthcare Support Appeal	**-**	30,000
Garfield Weston Foundation	**25,000**	20,000
Schroder Charity Trust	**-**	5,000
The Barratt Foundation	**-**	3,000
The Blue Lamp Foundation	**-**	3,000
The Edward Gosling Foundation	**-**	7,500
The General Charities of the City of Coventry	**4,000**	4,000
WPH Charitable Trust	**-**	4,000
Association of Ambulance Chief Executives	**15,000**	-
Westfield Health	**4,750**	-
The Sir Bernard and Lady Schreier Foundation	**2,500**	1,000
HA Holliday Charitable Settlement	**2,000**	-
The Hospital Saturday Fund	**2,000**	-
Other trusts	**6,650**	7,900
	71,900	100,400

4. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Commissioned services	7,480	141,604	-	**149,084**	81,952
Wellbeing Training	28,999	-	-	**28,999**	6,000
	36,479	141,604	-	**178,083**	87,952

4. Income from trading subsidiary

The wholly owned trading subsidiary, TASC Wellbeing Ltd was incorporated in the United Kingdom (company number 14923687) on 8th June 2023 and pays all its profits to the charity. TASC Wellbeing operates 24/7 crisis phonelines for beneficiaries that are not ambulance staff.

The summary financial performance of the subsidiary alone is:

	2024 **£**	2023 £
Turnover	**72,370**	-
Cost of Sales and administration costs	**(53,820)**	-
Interest receivable	**70**	-
Net profit	**18,620**	-
Amount donated to the charity	**(18,620)**	-
Retained in subsidiary	-	-
The assets and liabilities of the subsidiary were:		
Current assets	**190,356**	-
Current liabilities	**(190,256)**	-
Total net assets	**100**	-
Aggregated shares and reserves	**100**	-

6. Other trading activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Shop sales	15,380	-	-	**15,380**	20,101
Lottery	6,811	-	-	**6,811**	7,779
	22,191	-	-	**22,191**	27,880

7. Investment income for group

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Investment portfolio income	571	68,249	-	**68,820**	69,829
Deposit account interest charity	1,136	273	-	**1,409**	123
Deposit account interest subsidiary	70	-	-	**70**	-
	1,777	68,522	-	**70,299**	69,952

8. Raising funds

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Fundraising costs	146,075	498	-	**146,573**	145,367
Communication and marketing costs	67,753	979	-	**68,732**	57,079
Shop costs	7,509	-	-	**7,509**	11,971
Investment management costs	96	13,064	-	**13,160**	13,908
	221,433	14,541	-	**235,974**	228,325

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 9 below, for Charitable Activities include apportionments of the amounts shown under Note 11 - Support Costs totalling £196,512 (2023 - £203,450), on a relevant basis, as decided by the charity.

9. Charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Beneficiary support	214,867	263,370	-	**478,237**	505,993
Volunteer costs	484	-	-	**484**	1,019
Programme development	-	18,000	-	**18,000**	22,574
Memorial service	-	13,695	-	**13,695**	6,861
	215,351	295,065	-	**510,416**	536,447

10. Grants payable

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Beneficiary support grants	50	8,430	-	**8,480**	30,984

11. Support costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Property running costs	10,045	-	-	**10,045**	9,514
Information technology	10,414	-	-	**10,414**	13,889
Office expenses	117,751	2,519	-	**120,270**	110,417
Board & Committee	1,306	49	-	**1,355**	1,655
Finance function	43,480	390	-	**43,870**	48,724
Human resources	352	-	-	**352**	6,810
Professional fees	-	-	-	**-**	624
Staff training	843	-		**843**	996
Depreciation	4,703	-	-	**4,703**	5,721
Recharges	(23,060)	23,060	-	**-**	-
	165,834	26,018	-	**191,852**	198,350

Support costs considered to be governance costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2024 Total funds £**	2023 Total funds £
Auditors' remuneration	4,660	-	-	**4,660**	5,100

12. Net expenditure and net movement in funds

This is stated after charging:	**2024 £**	2023 £
Depreciation	**4,703**	5,721
Auditors' remuneration	**4,660**	5,100

13. Trustees remuneration and benefits

	2024 £	2023 £
Trustees' expenses	**635**	874

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor the period ended 31 March 2023.

14. Staff costs

	2024	2023
	£	£
Wages and salaries	**372,625**	352,300
Social security costs	**30,878**	30,231
Pension costs	**29,529**	27,323
Other employee benefits	**2,957**	2,616
	435,989	412,470
The average monthly number of employees during the year was as follows:		
Fundraising costs	**2**	2
Communication and marketing costs	**1**	1
Beneficiary support	**5**	6
Office administration	**2**	2
Finance function	**2**	1
	12	12
Full time equivalent staff - average for year	**10**	10
The number of higher paid employees were as follows:		
In the band £60,001 to £70,000	**1**	1

All staff are employed by the charity.

15. Tangible fixed assets

	Leasehold £	Property improvements £	Fixtures and £	Computer equipment £	Totals £
Cost					
At 1st April 2023	153,450	22,067	9,297	16,350	201,164
Additions	-	-	-	1,506	1,506
Disposals	-	-	(302)	(968)	(1,270)
At 31st March 2024	**153,450**	**22,067**	**8,995**	**16,888**	**201,400**
Depreciation					
At 1st April 2023	11,496	20,476	9,297	14,410	55,679
Charge for year	1,550	734	-	2,419	4,703
Eliminated on disposal	-	-	(302)	(968)	(1,270)
At 31st March 2024	**13,046**	**21,210**	**8,995**	**15,861**	**59,112**
Net book value					
At 31st March 2024	**140,404**	**857**	**-**	**1,028**	**142,288**
At 31st March 2023	141,954	1,591	-	1,940	145,485

16. Fixed asset investments

	Listed Investments £
Market value	
At 1st April 2023	**1,885,446**
Additions at cost	**592,655**
Disposals at market value	**(671,780)**
Unrealised gains	**50,369**
Movement in cash balances	**(14,513)**
At 31st March 2024	**1,842,177**
Net book value	
At 31st March 2024	**1,842,177**
At 31st March 2023	1,885,446

Fixed asset investments are all held in the charity and comprise a portfolio of equities and funds managed by Rathbones (incorporating Investec Wealth & Management Ltd) on behalf of the charity. The funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £11,261 (2023 - £25,774).

17. Stock

	Group		Charity	
	2024 £	2023 £	**2024** £	2023 £
Stock	**3,395**	5,270	**3,395**	5,270

18. Debtors: amounts falling due within one year

	Group		Charity	
	2024 £	2023 £	**2024** £	2023 £
Trade debtors	**26,733**	16,467	**23,133**	16,467
Prepayments and accrued income	**32,052**	26,031	**32,052**	26,031
	58,785	42,498	**55,185**	42,498

19. Creditors: amounts falling due within one year

	Group		Charity	
	2024 £	2023 £	**2024** £	2023 £
Trade creditors	**6,662**	12,317	**6,662**	12,317
Social security and other taxes	**8,813**	8,218	**8,813**	8,218
Other creditors	**2,146**	2,008	**2,146**	2,008
Deferred income	**304,759**	27,330	**149,569**	27,330
Accrued expenses	**9,801**	8,633	**7,758**	8,633
VAT	**33,023**	-	**-**	-
	365,204	58,506	**174,948**	58,506

Deferred Income

	2024 £	2023 £	**2024** £	2023 £
At 1st April 2023	**27,330**	3,472	**27,330**	3,472
Amount released to income in the year	**(27,330)**	(3,472)	**(27,330)**	(3,472)
Amount deferred in the year	**304,759**	27,330	**149,569**	27,330
At 31st March 2024	**304,759**	27,330	**149,569**	27,330

Deferred income comprises work invoiced in advance of services/goods provided for in the following period mainly delivering 24/7 crisis phonelines.

20. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024 £	2023 £
Within one year	4,846	5,314
Between one and five years	3,034	6,746
	7,880	12,060

All the leases agreements are with the charity.

21. Movement in funds

	1 April 2023 £	Net movement in funds £	31 March 2024 £
Unrestricted funds			
General Fund	386,221	(172,172)	214,049
Restricted funds			
Bereavement Fund	84,133	27,864	111,997
Rehabilitation Fund	101,345	(91,690)	9,655
Memorial service	0	119	119
Mental Health	0	2,904	2,904
Grants Fund	927	(927)	0
Coventry Ambulance Staff Fund	2,031	(384)	1,647
Crisis phoneline	1,650	402	2,052
	190,086	(61,712)	128,374
Endowment funds			
Bereavement Fund	908,929	24,455	933,384
Rehabilitation Fund	782,701	18,473	801,174
	1,691,630	42,928	1,734,558
Total funds	2,267,937	(190,956)	2,076,981

21. Movement in funds - continued

Net movement in funds, included in note 21 are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General Fund	265,189	(436,785)	(577)	-	(172,172)
Restricted Funds					
Bereavement Fund	37,248	(17,363)	7,979	-	27,864
Rehabilitation Fund	31,268	(122,998)	39	-	(91,690)
Memorial service	15,000	(14,881)	-	-	119
Mental Health	14,750	(11,846)	-	-	2,904
Grants Fund	5	(932)	-	-	(927)
Coventry Ambulance Staff Fund	-	(384)	-	-	(384)
Crisis Phoneline	141,605	(141,202)	-	-	402
	239,876	(309,606)	8,018	-	(61,712)
Endowment Funds					
Bereavement Fund	-	-	24,455	-	24,455
Rehabilitation Fund	-	-	18,473	-	18,473
	-	-	42,928	-	42,928
Total funds	505,065	(746,391)	50,369	-	(190,956)

Restricted Funds

Bereavement Fund

TASC acts as lead for a consortium of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Rehabilitation Fund

The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for physical injuries incurred whilst on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Memorial service

Funding from Association of Ambulance Chief Executives to enable memorial service to be an annual event.

21. Movement in funds – continued

Mental Health Funds
Funds to support ambulance staff with their mental health.

Grants Fund
The fund represents grants received from the Civil Service Insurance Society Charity Fund for ambulance personnel providing £10,000 for physical rehabilitation and £40,000 for financial support for those fleeing domestic violence.

Coventry Ambulance Staff Fund
The General Charities of the City of Coventry have awarded the charity a grant to support ambulance staff members in and around the Coventry area.

Crisis phoneline
The Crisis phoneline fund is a restricted fund created to record all income and costs related to the delivery of a 24/7 crisis phoneline for ambulance staff experiencing suicide ideation in accordance with the terms and conditions set out in the agreement with Association of Ambulance Chief Executives.

Endowment Funds

Bereavement Fund
TASC acts as lead for a consortium of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is as a permanent endowment, the sum of £1 million has been invested with Investec Wealth Management. It must be held in its entirety. TASC cannot utilise the capital invested.

Rehabilitation Fund
The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health issues and physical injuries incurred whilst on active service. Physical injury rehabilitation requests are prioritised to remain in line with the original intention of the grant.

From 1st April 2024 The Department of Culture, Media and Sport have agreed that the two endowments funds can be merged as long as £6,000 is ring fenced for bereavement grants.

22. Related Party Disclosures

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.

23. Prior year Statement of Financial Activities

In 2022-23 the trading subsidiary had not been set up and so the prior year Statement of Financial Activities is not consolidat

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	**2023 Total funds £**	2022 Total funds £
Income and Endowments from:						
Donations & legacies	2	266,871	33,000	-	**299,871**	541,435
Charitable activities	3	6,000	81,952	-	**87,952**	27,620
Other trading activities	4	27,880	-	-	**27,880**	37,840
Investments	5	951	69,001	-	**69,952**	69,555
Total		301,702	183,953	-	**485,655**	676,450
Expenditure on:						
Raising funds	6	208,139	20,186	-	**228,325**	278,007
Charitable activities	7	168,233	368,214	-	**536,447**	633,585
Total		376,372	388,400	-	**764,772**	911,592
Net deficit before gains and losses		(74,670)	(204,447)	-	**(279,117)**	(235,142)
Net gains/(losses) on investments		(2,269)	17,152	(196,493)	**(181,610)**	32,298
Transfers between funds		-	-	-	**-**	-
Net movement in funds		(76,939)	(187,295)	(196,493)	**(460,727)**	(202,844)
Total funds brought forward		463,160	377,381	1,888,123	**2,728,664**	2,931,508
Total funds carried forward		386,221	190,086	1,691,630	**2,267,937**	2,728,664

THE AMBULANCE STAFF CHARITY

England & Wales - Charity number 1163538

Accounts

THE AMBULANCE STAFF CHARITY

The Ambulance Staff Charity

Annual Report and Accounts
for the year ended 31st March 2023

Registered Charity Numbers England and Wales 1163538, Scotland SC046384

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Report of the Trustees for the year ended 31 March 2023

Chair's Introduction to the Annual Report and Accounts

In last year's report I talked about 2021-22 being a challenging year, little did I realise what 2022-23 would be like! As the Country emerged from the Covid-19 Pandemic, the relentless pressure on ambulance trusts and staff has not only continued but got much more severe. The huge rise in call numbers combined with long hospital handover delays at Emergency Departments has not surprisingly made it a difficult and challenging year for many ambulance staff.

Talking to ambulance colleagues around the Country, the one thing they all want to do is help people in their time of need. With one voice they talk about doing everything in their power to provide the best care for their patients, but the delays handing over patients at emergency departments has made that much more difficult. Staff working in Emergency Operation Control Centres often tell those calling that they will have to wait for help to arrive; this can result in abuse over the phone. When ambulance crews arrive at scene, they are too often faced with patients and families who have waited potentially many hours for help to arrive. In addition to treating the patient, they must deal with the strong emotions that often result from the long and often distressing delay.

Ambulance staff are astonishingly resilient but unsurprisingly these ongoing challenges are causing more staff to contact The Ambulance Staff Charity (TASC) to access support for their own mental health and wellbeing.

To address this challenge, TASC has continued to provide access to high-quality support and expanded our range of self-help guides and support tools. This year has also seen the launch of the Ambulance Staff Crisis Line which provides 24/7 support to ambulance staff experiencing a crisis. The service has been developed in conjunction with the Association of Ambulance Chief Executives and with funding provided by NHS England. Shockingly, we have had to make its focus on those considering suicide, such are the pressures ambulance staff face. Callers are assessed and immediately offered intensive support, which transitions into ongoing assistance for those who need it.

Since its launch in November 2022, this financial year the service has received in excess of 630 calls and supported 77 staff who had active suicide plans. While it is deeply saddening that we are in this position, I am incredibly proud that we have been able to provide this unique approach to supporting ambulance staff at their most vulnerable, those at high risk of taking their own lives. As the figures demonstrate, it has already proved its value through interventions and support that have likely saved lives.

The cost-of-living crisis is well known, and ambulance staff are equally affected. This year we have seen an increase in staff asking for help with their own financial situations. TASC has been able to assist with financial advice, particularly supporting staff to claim benefits. At present the funding available to provide small emergency grants has been used up and we are actively seeking alternative sources of funding as we are acutely aware of the needs of staff.

In September 2022 we hosted our largest ever National Ambulance Memorial Service at the National Arboretum. It was an opportunity to honour those colleagues who had died during the last year. I am delighted that TASC has been able to access funding from our UK Ambulance Services to make this an annual event, rather than biennial, and to expand the scope of the event.

Every year is special due to the efforts of the many people who support us both from within the ambulance community and externally. When you read of the stories behind these fundraising efforts, they truly are remarkable and deeply moving. I would like to personally thank all of those who have donated and raised funds for TASC. Everyone at the charity and the people we help are truly grateful.

TASC is here to support staff and their families within the ambulance sector, but without the amazing dedication of our Trustees, the hard work of our staff, and devoted volunteers and supporters we would simply not be able to provide the care, compassion and assistance to those who need us most. Thank you to each and every one of you.

Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Report of the Trustees for the year ended 31 March 2023

Objectives and Activities

Our Charitable Objects

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document and set out what we do, how we do it and most importantly who we support.

The objects for which the CIO is established are –

(1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items services or facilities.

(2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually, of the Beneficiaries through -
(a) direct provision of such services;
(b) the acquisition, maintenance and operation of facilities to provide such services;
(c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
(d) arrangement of access to other providers of such services;
(e) provision of financial support to other providers of such services which are used by the Beneficiaries; or

(3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:

(a) Awarding to such person's scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
(b) Supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.

(4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.

(5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'

(6) For the objects (1) to (3) above the Beneficiaries for whom the CIO is established are:

(a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary -

(i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;
(ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";
(iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by, or volunteered for, an Ambulance Service for a period of not less than 12 consecutive calendar months.

TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

Main Activities

Mental Wellbeing

In November 2022 we were proud to launch a 24/7 Crisis phoneline, funded and supported by the Association of Ambulance Chief Executives (AACE). The aim of the phoneline is to particularly support those whose mental wellbeing is so low that they are considering suicide. After the initial call intensive support is offered which will then transition into ongoing counselling if appropriate. This has received wide-spread support across NHS Ambulance Trusts as we work together to provide an independent and confidential service for ambulance staff in crisis.

All TASC's mental wellbeing support is confidential and independent from employers. We provide funding for support with qualified counsellors, who understand the needs of ambulance staff, that is tailored to meet the specific needs of the individual. The demand for the services continues to increase and as a result now we have a small waiting list.

Support is also provided through the Rightsteps Wellbeing platform on our website which allows ambulance staff to get latest information and advice for their minds, body and behaviour, and through our range of self-guide and toolkits.

Physical Wellbeing

Throughout the year we have been able to provide some physical rehabilitation and local physiotherapy support. We are grateful to the support we receive from PC David Rathbone's Blue Lamp Foundation which helps us provide physical rehabilitation for those injured in the line of duty.

From the beginning of 2023 we are only providing physical rehabilitation for those who need periods of onsite support, rather than funding local physiotherapy sessions.

Financial Wellbeing

We provide financial advice, particularly support with benefits. Through most of the year we were also able to provide small emergency grants. However, the funding for grants has now been expended and we are looking for alternative sources of funding.

Bereavement Support

If a member of ambulance service staff dies in service, either suddenly or if they take their own life, it can cause ripples throughout their station/hub. When this happens, we offer colleagues the opportunity to speak to our in-house counsellor either collectively or individually to help them process their feelings; as well as providing copies of our Bereavement Grief and Loss booklet and online support modules.

Our Money Advisor can also work with the family of the deceased to ensure they claim any bereavement benefits and allowances they are entitled to. In addition to this our

advisor will work with them to help them adjust to the subsequent reduction in income. Grants are available to help with funeral costs.

Raising Awareness

We have continued to develop a range of products, material, and information, available in both printed and digital formats that allow ambulance staff to access TASC's services - including the Crisis phoneline.

TASC's presence in the news media has increased, by producing news articles and press releases that publicise the support that we provide, plus case studies that help build understanding of the issues facing the Ambulance Community

Public benefit

The trustees have complied with the duty set out in Section 4 of the Charites Act 2011 to have due regard to the Charity Commission's guidance on public benefit. As explained above those who benefit from TASC services are the ambulance community and more broadly the wider public who are supported by the ambulance community.

Volunteers

We have looked at our volunteering programme and made some restructuring changes. We contacted our volunteers and completed an audit of those who are active and wish to continue volunteering, and those who felt they could no longer continue due to work commitments. This means that we have had a reduction in our number of current, active volunteers to 76 (2022: 288). We are extremely impressed by the dedication of our volunteers, most of whom work in the ambulance services, in supporting TASC and their colleagues.

We changed our Peer Support role to a Champion Plus role and contacted our volunteers to share what this means and what would be expected from them as part of this new role. Training will be provided in the near future.

Fundraising

Our fundraising activities are managed by our income generation team, drawing on the expertise of external fundraising consultants for approaching trusts, grant making organisation and corporate donors. We do not contract out fundraising to third parties. The team maintain oversight of all third-party suppliers and have written agreements where necessary with them under the Data Protection Act 2018 and UK General Data Protection Regulation 2021. We are committed to the highest standards in fundraising practice. We are regulated by the Fundraising Regulator and abide by the Fundraising Code of Practice. In 2023 we handled 2 fundraising complaints (2022: 3) which were all resolved. We do not undertake donor profiling or sell data to third parties at any time.

Achievements and Performance

As in previous years we are publishing, alongside the Trustees' Report and the Audited accounts, a brief impact report in which we set out in detail what we have achieved in the last year. Below are the key achievements:

- We supported 882 service users (2022: 897)

- We launched our 24/7 crisis phoneline for Ambulance staff experiencing suicide ideation in November 2022, and since its launch to March 2023, there have been 531 calls received.

Mental Wellbeing
85% of people who used our mental health services saw an improvement in their mental wellbeing. There has been a slight decrease in the number of mental health applications we have been able to support with formal 1:1 counselling this year, as both The Royal Foundation and CHSA funding ended in Autumn 2022. To mitigate this we have limited the support we offer to family members, enhanced our online wellbeing platform, and introduced a waiting list for our mental health work.

Physical Wellbeing
Ambulance staff have a very physically demanding job and last year we provided 42 rehabilitation sessions (2022: 168) for staff injured in the line of duty.

Financial Wellbeing
We helped people to claim an additional £194,651 (2022: £220,000) annualised benefit payments. People who came to TASC for support with their finances were, on average, £512 (2022: £374) a month better off.

Bereavement Support
We made grants to families to help with funeral expenses totalling £4,500 (2022: £6,000). These families were also supported with bereavement counselling.

Raising Awareness
Our main focus in 2022/23 was the launch of TASC's Ambulance Staff Crisis Phoneline which included developing the key messages for our stakeholders, liaising with ambulance trusts, and producing a wide-range of content to promote the service and TASC in-general. Last year we also diversified our communication channels by launching our monthly e-newsletter which included our latest news, free self-care resources, details about the impact we make, and how people can support TASC.

Financial Review

Review of the current year financial activities

TASC's gross income from all sources for the period totalled £485,655 (2022: £676,450), which is a fall from the previous year. As TASC sought alternative income streams it was encouraging that income from charitable activities increased by 218% to £87,952 (£27,620). In contrast donations and legacies fell to £299,871 (2022: £541,435) mainly due to less grant income. Expenditure was reduced to £764,772 (2022: £911,592) which meant that the net deficit for the year was £279,117 (2022: £235,142). The deficit in funds for the year after revaluations of investments totalled £460,727 (2022 £202,844).

Reserves policy

After the initial substantial DCMS grant funding ceased, TASC has been rebuilding income streams to ensure a sustainable future. There is a plan to gradually reduce the planned deficit allowing services to continue while income levels increase. At 31 March 2023 the reserves level should cover the planned deficit for 2023-24 (£160k) plus a further potential deficit for 2024/25 of £80k so £240k in total. The free reserve level should always allow for an orderly closure of the charity, which is currently costed at £70k. This reserves objective was achieved. The trustees recognise that further action may need to be taken to reduce the level of the deficit if income doesn't increase as planned. The free reserves on 31 March 2023 were £240,736 (2022: £315,535).

Investment policy and objectives

TASC holds all free funds as cash in interest-bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager.

Grant making policy

Each application for financial assistance is subject to a thorough assessment, taking into consideration the household income and expenditure and circumstances. Applicants are assessed to ensure they meet the criteria for residency, service, with evidence that there is financial need and that the support provided is beneficial to the service user.

If the grant application is for a bereavement grant, applicants are assessed to ensure their loved one met the criteria for residency and service.

Future Plans

In 2023-24 we plan to:

- Develop training and support which aims to build resilience and increase the wellbeing of Ambulance staff.
- Continue providing support in moments of crisis through the crisis phoneline.
- Develop more digital self-help resources.
- Continue supporting ambulance staff to maximise their incomes through the ongoing cost of living crisis.
- Provide an annual memorial service to honour those who have worked for the ambulance service.

We aim to make TASC support more sustainable by:

- Raising the awareness of TASC to those who may benefit from TASC support and so can fundraise for us.
- Applying for grants.
- Building more corporate partnerships.
- Developing our training and supporting charitable activities.

Structure, Governance and Management

The Ambulance Staff Charity (TASC) is a Charitable Incorporated Organisation. The CIO operates under a constitution which was updated in January 2017.

TASC is governed by its Board of Trustees which meets on a bi-monthly basis to provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk.

The Board is assisted in this role by its sub-committees:

- Finance and Investment
- Income Generation, Marketing, Communications and Digital
- Human Resources, Operation and Clinical
- Remuneration
- Audit and Risk

All the committees are chaired by Trustees and have their own terms of reference. The committee's functions are to provide scrutiny on behalf of the Board and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board. We regularly review the structure of the committees and their terms of reference to ensure that they provide the appropriate level of scrutiny to enable good governance of the Charity.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the Trustees and the executives. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unremunerated Chair of the Board of Trustees.

The recruitment of Trustees is led by an audit of the skills held by the members of the Board, who are appointed by an open recruitment process using both search and advertisement as appropriate, against an agreed person profile and job specification. Shortlisted candidates are interviewed by the Chair and Vice Chair of the Board who make a recommendation to the Board. The AGM of the Charity confirms all appointments.
New Trustees undergo a formal induction process covering, governance, risk management, financial systems and agreed procedures.
The Board holds an annual away day to consider strategy and review Board performance.
Diversity and Inclusion training was undertaken by Board members, and opportunities for training and knowledge development are raised with the Board, for example the training offered by our auditors.

Remuneration

The trustees have well-established systems and internal controls in setting the pay and remuneration of all the charity's staff including key management personnel. The Remuneration Committee assists with advising the board with this process. Those systems and controls include a review of salaries each year to benchmark them against salaries for the wider charity sector, and to factor in cost of living.

Risk Management

The charity has a risk register and risk policy with control systems designed to respond to and mitigate risks. High and emerging risks are reviewed at each Board meeting and the trustees discuss if any new risks have emerged or if any current risks have changed in severity. Each Committee is responsible for risks that are relevant to that Committee and the risks are monitored at every meeting. The full risk register goes to the Board annually.

The charity's main risks are: being able to obtain replacement funding for two grants awarded in 2020, totalling £526,864, and a reduction in support offers made compared to last year, which impacts our beneficiaries and could adversely impact our ongoing fundraising.

Reference and Administrative details

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Gordon Enstone	
	Carl Ledbury	
	Gerry Brown	
	Edward Weiss	
	Anthony Arrowsmith	
	Diane Scott	Chair
	Helen Poole	
	Reverend Kevin Charles	
	Linda Millinchamp	
	Anna MacArthur	
	Nicola Maher	Resigned 31.08.22
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Staff	Karl Demian	CEO
	Imogen (Jenny) Cole	Director of Finance (appointed 3 Jan 2023)
	Jasmin Rana	Director of Income Generation

Auditors: Harrison Beale & Owen, Chartered Accountants Highdown House, 11 Highdown Road, Leamington Spa, CV31 1XT

Bankers: Lloyds Bank PLC 30 High Street, Coventry, CV1 5RA

Investment Managers: Investec Wealth & Management Limited Quartermile One, 15 Lauriston Place, Edinburgh, EH3 9EN

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of resources and application of resources, including the income and expenditure, of the charity for that affairs of the charity and of the incoming period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently:
- observe the methods and principles in the Charities Statement of Recommended Practice.
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Trustees

Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Date 4th October 2023

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Independent Auditor's Report to the Trustees of TASC The Ambulance Staff Charity

Opinion

We have audited the financial statements of The Ambulance Staff Charity (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

The audit process includes an assessment of the entity's risk environment, through enquiry of and discussion with management, including an assessment of any key laws and regulations with which the company must comply in the ordinary course of its business. We have concluded that there are no such key laws and regulations that are particular to the company's activities.

Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance.

Nevertheless, nothing has come to our attention that has given us significant cause for concern in the course of the procedures we haven undertaken in order to give our opinion on whether the financial statements are free from material misstatement, as shown above.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditor
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 4/10/2023

Statement of Financial Activities for the year ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	**2023 Total funds £**	2022 Total funds £
Income and Endowments from:						
Donations & legacies	2	266,871	33,000	-	**299,871**	541,435
Charitable activities	3	6,000	81,952	-	**87,952**	27,620
Other trading activities	4	27,880	-	-	**27,880**	37,840
Investments	5	951	69,001	-	**69,952**	69,555
Other income		-	-	-	**-**	0
Total		301,702	183,953	-	**485,655**	676,450
Expenditure on:						
Raising funds	6	208,139	20,186	-	**228,325**	278,007
Charitable activities	7	168,233	368,214	-	**536,447**	633,585
Total		376,372	388,400	-	**764,772**	911,592
Net deficit before gains and losses		(74,670)	(204,447)	-	**(279,117)**	(235,142)
Net gains/(losses) on investments		(2,269)	17,152	(196,493)	**(181,610)**	32,298
Transfers between funds		-	-	-	**-**	-
Net movement in funds		(76,939)	(187,295)	(196,493)	**(460,727)**	(202,844)
Total funds brought forward		463,160	377,381	1,888,123	**2,728,664**	2,931,508
Total funds carried forward		386,221	190,086	1,691,630	**2,267,937**	2,728,664

All income and expenditure has arisen from continuing activities.

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

The notes form part of these financial statements.

Balance Sheet at 31 March 2023

	Notes	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	13		**145,485**		147,625
Investments	14		**1,885,446**		2,039,673
			2,030,931		2,187,298
Current assets					
Stocks	15	**5,270**		8,239	
Debtors	16	**42,498**		36,952	
Cash at bank and in hand		**247,744**		540,668	
		295,512		585,859	
Creditors:					
amounts falling due within one year	17	**(58,506)**		(44,493)	
Net current assets			**237,006**		541,366
Total net assets			**2,267,937**		2,728,664
Represented by the funds of the charity:					
Endowment funds	19		**1,691,630**		1,888,123
Restricted income funds	19		**190,086**		409,785
Unrestricted funds	19		**386,221**		430,756
			2,267,937		2,728,664

The notes form part of these financial statements.

The financial statements were approved by the Board of Trustees on 26th September 2023 and were signed on its behalf by on 4th October 2023:

Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Cashflow Statement for the year ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities:			
Cash generated from operations	below	**(331,912)**	(311,649)
Net cash provided by (used in) operating activities		**(331,912)**	(311,649)
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(3,582)**	0
Purchase of fixed asset investments		**(151,321)**	(637,254)
Sale of tangible fixed assets		**-**	0
Sale of fixed asset investments		**109,397**	709,551
Interest received		**123**	28
Dividends received		**69,829**	69,527
Net cash provided by (used in) investing activities		**24,446**	141,852
Change in cash and cash equivalents in the reporting period		**(307,466)**	(169,797)
Cash and cash equivalents at the beginning of the reporting period		**580,983**	750,780
Cash and cash equivalents at the end of the reporting period		**273,517**	580,983

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and also cash held within the investment portfolio.

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

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial actives)	**(460,727)**	(202,844)
Adjustments for:		
Depreciation charges	**5,721**	5,827
Losses/(gains) on investments	**181,610**	(32,298)
Interest received	**(123)**	(28)
Dividends received	**(69,829)**	(69,527)
Decrease/(increase) in stocks	**2,969**	5,892
(Increase)/Decrease in debtors	**(5,546)**	11,622
(Decrease)/Increase in creditors	**14,013**	(30,293)
Net cash provided by (used in) operating activities	**(331,912)**	(311,649)

Notes to the Financial Statements for the year ended 31 March 2023

1. Accounting Policies

1.1 Basis of preparing the financial statements
The financial statement of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

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

1.2 Going concern
At the time of approving the financial statements, the trustees have assessed whether the use of going concern is appropriate and made this assessment for a period of at least one year from the date of approval of these financial statements. The trustees have given due consideration to the current risks facing TASC and are confident that there is a reasonable expectation that the charity has adequate resources to continue to meet its obligations as they fall due.

1.3 Income
Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods;
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related goods and services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

Volunteer help is not included in the accounts but is described in the trustees' annual report.

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

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primary associated with constitutional and statutory requirements;
- 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.

1.5 Irrecoverable VAT
All resources expended, including irrecoverable VAT, are classified under activity headings that aggregate all costs related to the category.

1.6 Leased assets
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

1.7 Allocation and apportionment of costs
Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

1.8 Tangible fixed assets
Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives. Assets are depreciated on a straight line basis over:

Leasehold	the lease term
Improvements to property	5 years
Fixtures and fittings	3 & 5 years
Computer equipment	2 years

1.9 Investments
Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.10 Stock
Stock is valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

1.11 Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Endowment funds relate to Cabinet Office awards made to TASC as the host charity for the operation of two distinct activities:

- Rehabilitation endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue;
- Bereavement endowment - the charity has the benefit of the income for the purpose of funding bereavement support.

Costs relating to the management of the endowments, as host, are chargeable against the income of the fund. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.12 Taxation
The charity is exempt from tax on its charitable activities.

1.13 Pensions
The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year. Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

1.14 Financial Instruments
The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the Financial Statements for the year ended 31 March 2023

2. Donations and legacies

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Individual giving	45,897	-	-	**45,897**	75,173
Community fundraising	58,196	-	-	**58,196**	107,188
Corporations	21,095	-	-	**21,095**	12,655
Legacies	74,283	-	-	**74,283**	53,333
Trusts & grants	67,400	33,000	-	**100,400**	292,342
Gifts in kind	-	-	-	**-**	744
	266,871	33,000	-	**299,871**	541,435

Grants received, included in the above, are as follows:

Civil Service Insurance Society	**15,000**	10,000
Covid Healthcare Support Appeal	**30,000**	100,000
Garfield Weston Foundation	**20,000**	-
Schroder Charity Trust	**5,000**	-
The Barratt Foundation	**3,000**	-
The Blue Lamp Foundation	**3,000**	3,460
The Edward Gosling Foundation	**7,500**	-
The General Charities of the City of Coventry	**4,000**	3,600
WPH Charitable Trust	**4,000**	-
The Royal Foundation	**-**	134,182
The Orr Mackintosh Foundation	**-**	20,000
Other trusts	**8,900**	21,100
	100,400	292,342

3. Charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Commissioned services	-	81,952	-	**81,952**	3,620
WellbeingTraining	6,000	-	-	**6,000**	24,000
	6,000	81,952	-	87,952	27,620

Commissioned service in 2023 are the funding for the Crisis phoneline which is a grant from the Association of Ambulance Chief Executives.

Notes to the Financial Statements for the year ended 31 March 2023

3. Other trading activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Shop sales	20,101	-	-	**20,101**	31,157
Lottery	7,779	-	-	**7,779**	6,683
	27,880	-	-	**27,880**	37,840

5. Investment income

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Investment portfolio income	951	68,878	-	**69,829**	69,527
Deposit account interest	-	123	-	**123**	28
	951	69,001	-	**69,952**	69,555

6. Raising funds

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Fundraising costs	145,367	-	-	**145,367**	164,382
Communication and marketing costs	50,601	6,478	-	**57,079**	87,162
Shop costs	11,971	-	-	**11,971**	11,161
Investment management costs	200	13,708	-	**13,908**	15,302
	208,139	20,186	-	**228,325**	278,007

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 7 below, for Charitable Activities include apportionments of the amounts shown under Note 9 - Support Costs totalling £203,450 (2022 - £220,809), on a relevant basis, as decided by the charity.

7. Charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Beneficiary support	156,950	349,043	-	**505,993**	545,098
Volunteer costs	1,019	-	-	**1,019**	67,684
Programme development	3,403	19,171	-	**22,574**	12,991
Memorial service	6,861	-	-	**6,861**	7,812
	168,233	368,214	-	**536,447**	633,585

Notes to the Financial Statements for the year ended 31 March 2023

8. Grants payable

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Beneficiary support grants	1,786	29,198	-	**30,984**	57,596

9. Support costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Property running costs	9,514	-	-	**9,514**	10,736
Information technology	11,309	2,580	-	**13,889**	11,253
Office expenses	109,349	1,068	-	**110,417**	138,621
Board & Committee	1,655	-	-	**1,655**	2,677
Finance function	48,724	-	-	**48,724**	39,883
Human resources	6,810	-	-	**6,810**	5,577
Professional fees	-	624	-	**624**	-
Staff training	(85)	1,081		**996**	835
Depreciation	4,484	1,237	-	**5,721**	5,827
Recharges	(34,606)	34,606	-	**-**	-
	157,154	41,196	-	**198,350**	215,409

Support costs considered to be governance costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	**2023 Total funds £**	2022 Total funds £
Auditors' remuneration	5,100	-	-	**5,100**	5,400

10. Net expenditure and net movement in funds

This is stated after charging:

	2023 £	2022 £
Auditors' remuneration	**5,100**	5,400

Notes to the Financial Statements for the year ended 31 March 2023

11. Trustees remuneration and benefits

	2023 £	2022 £
Trustees' expenses	**874**	871

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor the period ended 31 March 2022. The Trustees' expenses for 2022 have been restated from £2,677 as this included room hire paid directed by TASC.

12. Staff costs

	2023 £	2022 £
Wages and salaries	**352,300**	405,839
Payments in respect of termination of employment	**-**	7,569
Social security costs	**30,231**	35,674
Pension costs	**27,323**	32,242
Other employee benefits	**2,616**	2,762
	412,470	484,086
The average monthly number of employees during the year was as follows:		
Fundraising costs	**2**	3
Communication and marketing costs	**1**	1
Beneficiary support	**6**	5
Volunteer costs	**-**	1
Office administration	**2**	3
Finance function	**1**	1
	12	14
Full time equivalent staff - average for year	**10**	12
The number of higher paid employees were as follows:		
In the band £60,001 to £70,000	**1**	1

Notes to the Financial Statements for the year ended 31 March 2023

13. Tangible fixed assets

	Leasehold £	Property improvements £	Fixtures and £	Computer equipment £	Totals £
Cost					
At 1st April 2022	153,450	22,067	9,297	16,470	201,284
Additions	-	-	-	3,582	3,582
Disposals	-	-	-	(3,702)	(3,702)
At 31st March 2023	**153,450**	**22,067**	**9,297**	**16,350**	**201,164**
Depreciation					
At 1st April 2022	9,946	19,742	9,297	14,674	53,659
Charge for year	1,550	734	-	3,438	5,722
Eliminated on disposal	-	-	-	(3,702)	(3,702)
At 31st March 2023	**11,496**	**20,476**	**9,297**	**14,410**	**55,679**
Net book value					
At 31st March 2023	**141,954**	**1,591**	**-**	**1,940**	**145,485**
At 31st March 2022	143,504	2,325	-	1,796	147,625

14. Fixed asset investments

	Listed Investments £
Market value	
At 1st April 2022	**2,039,673**
Additions at cost	**151,321**
Disposals at market value	**(109,397)**
Unrealised losses	**(181,610)**
Movement in cash balances	**(14,541)**
At 31st March 2023	**1,885,446**
Net book value	
At 31st March 2023	**1,885,446**
At 31st March 2022	2,039,673

Fixed asset investments comprise a portfolio of equities and funds managed by Investee Wealth on behalf of the Charity. The Funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £25,774 (2022 - £40,315).

Notes to the Financial Statements for the year ended 31 March 2023

15. Stock

	2023 £	2022 £
Stock	**5,270**	8,239

16. Debtors: amounts falling due within one year

	2023 £	2022 £
Trade debtors	**16,467**	**6,537**
Prepayments and accrued income	**26,031**	**30,415**
	42,498	36,952

17. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	**12,317**	17,719
Social security and other taxes	**8,218**	9,232
Other creditors	**2,008**	5,769
Deferred income	**27,330**	3,472
Accrued expenses	**8,633**	8,301
	58,506	44,493

Deferred Income

	2023 £	2022 £
At 1st April 2022	**3,472**	25,000
Amount released to income in the year	**(3,472)**	(25,000)
Amount deferred in the year	**27,330**	3,472
At 31st March 2023	**27,330**	3,472

Deferred income comprises work invoiced in advance of services/goods provided for in the following period.

Notes to the Financial Statements for the year ended 31 March 2023

18. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023 £	2022 £
Within one year	5,314	9,270
Between one and five years	6,746	10,999
	12,060	20,269

19. Movement in funds

	1 April 2022 £	Net movement in funds £	31 March 2023 £
Unrestricted funds			
General Fund	463,160	(76,939)	386,221
Restricted funds			
Bereavement Fund	61,297	22,836	84,133
Rehabilitation Fund	212,834	(111,489)	101,345
Grants Fund	2,329	(1,402)	927
Coventry Ambulance Staff Fund	2,075	(44)	2,031
The Royal Foundation	54,729	(54,729)	0
Covid Healthcare Support Appeal	44,117	(44,117)	0
Crisis phoneline	0	1,650	1,650
	377,381	(187,295)	190,086
Endowment funds			
Bereavement Fund	1,009,547	(100,618)	908,929
Rehabilitation Fund	878,576	(95,875)	782,701
	1,888,123	(196,493)	1,691,630
Total funds	2,728,664	(460,727)	2,267,937

After consideration of the original conditions of the capital grant awarded by the Cabinet Office in 2014 for expenditure on the office, the building and fittings fund valued £32,404 as at 31 March 2022 which represented part of the value of the office building, has been restated as part of unrestricted fund rather than a restricted fund.

Notes to the Financial Statements for the year ended 31 March 2023

19. Movement in funds - continued

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General Fund	301,702	(376,372)	(2,269)	-	(76,939)
Restricted Funds					
Bereavement Fund	33,276	(14,140)	3,700	-	22,836
Rehabilitation Fund	38,710	(163,651)	13,452	-	(111,489)
Grants Fund	2	(1,404)	-	-	(1,402)
Coventry Ambulance Staff Fund	-	(44)	-	-	(44)
The Royal Foundation	3	(54,732)	-	-	(54,729)
Covid Healthcare Support Appeal	30,010	(74,127)	-	-	(44,117)
Crisis Phoneline	81,952	(80,302)	-	-	1,650
	183,953	(388,400)	17,152	-	(187,295)
Endowment Funds					
Bereavement Fund	-	-	(100,618)	-	(100,618)
Rehabilitation Fund	-	-	(95,875)	-	(95,875)
	-	-	(196,493)	-	(196,493)
Total funds	485,655	(764,772)	(181,610)	-	(460,727)

Restricted Funds

Bereavement Fund
TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Rehabilitation Fund
The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for physical injuries incurred whilst on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Grants Fund
The fund represents grants received from the Civil Service Insurance Society Charity Fund for ambulance personnel providing £10,000 for physical rehabilitation and £40,000 for financial support for those fleeing domestic violence.

Notes to the Financial Statements for the year ended 31 March 2023

19. Movement in funds – continued

Coventry Ambulance Staff Fund
The General Charities of the City of Coventry has awarded the charity a grant to support ambulance staff members in and around the Coventry area.

The Royal Foundation
Restricted fund created in July 2020 for the £268,364 grant awarded to TASC for a 2 year period by The Royal Foundation of The Duke and Duchess of Cambridge. The grant will fund increased capacity for the TASC call taking function and counselling service and will fund provision of bereavement education.

Covid Healthcare Support Appeal
Restricted fund created in August 2020 for the grants awarded to TASC by the CHSA charity (£128,500 awarded in 2020 and £130,000 awarded in 2021). These grants fund mental health counselling and financial hardship grants for those working in the Ambulance Service across the UK, where they have been directly impacted by Covid-19.

Endowment Funds

Bereavement Fund
TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is as a permanent endowment, the sum of £1 million has been invested with Investec Wealth Management. It must be held in it entirety. TASC cannot utilise the capital invested.

Rehabilitation Fund
The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health issues and physical injuries incurred whilst on active service. Physical injury rehabilitation requests are prioritised to remain in line with the original intention of the grant.

20. Related Party Disclosures

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.

THE AMBULANCE STAFF CHARITY

England & Wales - Charity number 1163538

Accounts

THE AMBULANCE STAFF CHARITY

Annual Report and Accounts

for the year ended

31st March 2022

Registered Charity Numbers
England and Wales 1163538, Scotland SC046384

THE AMBULANCE STAFF CHARITY

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for the year ended 31 March 2022

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THE AMBULANCE STAFF CHARITY

REPORT OF THE TRUSTEES
for the year ended 31 March 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Gordon Enstone	
	Carl Ledbury	
	Gerry Brown	
	Edward Weiss	
	Anthony Arrowsmith	
	Roger Diggle	- resigned 06.09.21
	Diane Scott	- Chair
	Helen Poole	
	Reverend Kevin Charles	
	Linda Millinchamp	
	Anna MacArthur	- appointed 22.06.21
	Nicola Maher	- appointed 15.03.22
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Auditors	Harrison Beale & Owen, Chartered Accountants Highdown House 11 Highdown Road Leamington Spa CV31 1XT	
Bankers	Lloyds Bank PLC 30 High Street Coventry CV1 5RA	
Investment Managers	Investec Wealth & Management Limited Quartermile One 15 Lauriston Place Edinburgh EH3 9EN	

CHAIR'S INTRODUCTION TO THE ANNUAL REPORT AND ACCOUNTS

This is my second year as Chair of The Ambulance Staff Charity and like the first year of my tenure our Charity and the work of ambulance staff across our country has continued to be affected by the ongoing issues created by the Covid-19 pandemic.

In my last report I talked about 2020-21 being a challenging year, and that has also been true of the last twelve months. The problems associated with Covid-19 have continued with the impact on the country affected by successive waves with new variants spreading more quickly, though thankfully with a less severe impact on the majority of those unlucky enough to catch the virus. The pandemic has added considerable pressures to the ambulance sector with an unprecedented numbers of calls, staff absences and the often debilitating impact of 'Long Covid'. Add to that perhaps the greatest challenge we have faced in many years, hospital handover delays at Emergency Departments, and it is no surprise that ambulance trusts and their staff have had one of the toughest years ever.

Despite all of these challenges, what has struck me over the last few years is the fierce determination by ambulance staff to do everything in their power to continue providing the best care possible. The resilience to deal with challenges of these extraordinary times is nothing short of astounding. Without this hard work it is difficult to imagine where our country would have been, but there is no question it would have been much worse off than it is.

In September 2021 we were able to host our largest ever National Ambulance Memorial Service at the National Arboretum which gave the opportunity to honour those colleagues who had died during the last two years. This was such a moving event to attend along with the families, friends and colleagues to remember those who are no longer with us.

We are particularly honoured to be a part of the support that helps these remarkable people and their families in their time of need. Support for mental wellbeing is still the largest part of our work, however the number of people with trauma-based conditions and the complexity of the cases where we have provided support has increased. We have also seen a rise in the number of people seeking help with financial support and advice as families have been hit by the economic impacts of Covid-19, and this has only grown as a result of the cost of living increases we are all experiencing and the wider economic changes that affect us all.

As Chair I am also immensely proud of the work of the 288 registered volunteers and 10 Trustees who make sure the Charity is here when people need us. All give their time freely to ensure we can continue to provide free support and confidential advice to ambulance staff and their families when they ask for help. The small management team has worked hard in a changing environment even though their own lives and working conditions were affected by the pandemic.

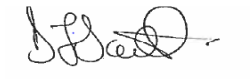
Every year is special due to the efforts of the many people who support us both from within the ambulance community and out. When you read of the stories behind these fundraising efforts they truly are remarkable and deeply moving. I would like to take this opportunity to personally thank all of those who have donated and raised funds for the Charity, we are truly so very grateful.

I also want to note the two grants that we have received from the Covid-19 Healthcare Support Appeal (CHSA) who provided funds to support those whose mental health and financial circumstances have been impacted by the pandemic. Equally our thanks go to the Royal Foundation (RF) who enabled us to fund more trauma-based support through extended opening hours of our contact lines and to provide training on supporting bereavement to our Peer Support Volunteers.

I would like to thank and acknowledge the work of my fellow Trustees through this difficult year and make particular mention of Roger Diggle who stood down as a Trustee in September 2021; thank you for your valued support.

CHAIR'S INTRODUCTION TO THE ANNUAL REPORT AND ACCOUNTS…continued

The Charity is here to support staff within the ambulance sector, but without the amazing work of our staff, volunteers and supporters we would simply not be able to provide the care, compassion and assistance to those who need us most in what again has been a difficult year for so many. You have truly stepped up to the challenge of meeting the ever increasing number of requests for help from our beneficiaries and that work has made such a difference to so many; thank you to each and every one of you.



Diane Scott QAM
Chair of The Ambulance Staff Charity

HOW TASC IS GOVERNED

TASC is governed by its Board of Trustees who meet on a bi-monthly basis to provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk.

The Board is assisted in this role by its sub-committees:

- Finance and Investment
- Income Generation, Marketing, Communications and Digital
- Human Resources, Operation and Clinical
- Governance
- Remuneration
- Audit and Risk

All the committees are chaired by Trustees and have their own terms of reference. The committee's functions are to provide on behalf of the Board scrutiny and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board. We regularly review the structure of the committees and their terms of reference to ensure that they provide the appropriate level of scrutiny to enable good governance of the Charity.

The effectiveness of the governance structure is formally reviewed by the Governance Committee every 12 months with recommendations to the Board on any required changes or potential improvements.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the Trustees and the executives. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unpaid Chair of the Board of Trustees.

The Board is assisted in their duties by Dr Jennifer Wild who provides clinical advice and support to not only the Board but also the staff team in relation to our work. We are grateful to Jennifer for her invaluable work throughout the year.

OBJECTIVES AND ACTIVITIES

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document and set out what we do, how we do it and most importantly who we support.

The objects for which the CIO is established are:

(1) The relief of financial hardship, either generally of individually, of the beneficiaries by making grants of money for providing or paying for items, services or facilities.

(2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually of the Beneficiaries through:
   (a) direct provision of such services;
   (b) the acquisition, maintenance and operation of facilities to provide such services;
   (c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
   (d) arrangement of access to other providers of such services;
   (e) provision of financial support to other providers of such services which are used by the Beneficiaries.

(3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:
   (a) awarding to such person's scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
   (b) supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.

OBJECTIVES AND ACTIVITIES…continued

(4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.

(5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'

(6) For the purpose of clauses 6(1) to 6(3) the Beneficiaries for whom the CIO is established are inter alia—

(a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary-

(i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;

(ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";

(iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by or volunteered for an Ambulance Service for a period of not less than 12 consecutive calendar months.

TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

OBJECTIVES FOR THE PERIOD

The trustees have set ambitious plans to grow the support available to the Ambulance Community and this was set out in the three-year strategy that runs up to March 2022. The objectives cover a range of themes that the trustees believe will enable TASC to grow the quality of what we do, the reach, the range of services and the numbers of people we support. This will be achieved by raising more funds, building deeper and more effective relevant partnerships and collaborations with Ambulance Trusts, ambulance services and other relevant bodies.

The objectives for 2021/22 were a continuation of our three-year plan agreed in 2019/20 which were:

RAISE AWARENESS

- Communicate effectively and regularly with the Ambulance Community and relevant stakeholders including the public about the challenges faced by the Ambulance Community and the support that TASC is able to provide;
- Continue to develop a range of products, material and information, available in both printed and digital formats that allow access to TASC services;
- Increase our presence on social media platforms such as Facebook, Twitter, LinkedIn and Instagram
- Continue to develop TASC's voice which provides easy to understand information, that is concise and targets all our stakeholders;
- Increase TASC's presence in the news media, by producing news articles, press releases that publicise the support that we provide, case studies that help build understanding of the issues facing the Ambulance Community and publicise the work and efforts of those that support us;
- Continue to drive brand awareness;
- Celebrate and promote TASC's successes and achievements;
- Continue to develop regional engagement, alongside constructive relationships with NHS Ambulance Trusts;
- Recruit Patrons and ambassadors to support us and raise awareness;
- Develop and deliver a programme of events to engage with volunteers and beneficiaries

RAISE FUNDS

TASC is registered with the Fundraising Regulator and will manage a diverse portfolio of fundraising activities which could include (but is not limited to) the following:

- Recruit significant numbers of regular donors and individual supporter as we believe that long-term this will be a principal source of long-term sustainable funding;
- Develop and implement a corporate support programme growing the number of corporate supporters;
- Secure increased funding from Charitable Trusts and other funders;
- Develop a programme of national and local challenge events;
- Promote the TASC lottery;
- Develop community fundraising and general donations;
- Work in a partnership to raise funds with a range of stakeholders;
- Explore joint ventures with charity partners, NHS Ambulance Trusts, other organisations and government;
- Ensure the supporter journey drives long term loyalty through positive engagement.

RECRUIT VOLUNTEERS

- Recruit and induct a range of volunteers across the UK to act as fundraisers, representatives and champions to raise money and raise awareness of TASC;
- Develop an interactive digital platform on social media to enable people to sign up as volunteers and to manage their volunteering activities.

REVIEW WORKING PRACTICES AND LONG-TERM STRATEGY

- Attract an independent consultancy service to carry out an independent review of TASC's working practices;
- Develop and agree an ambitious but achievable strategy for the long-term;
- Consult with ambulance staff to ensure that their voice is heard and that they get maximum value form the current service provision, identifying any needs or opportunities for developing alternative services.

TRAIN STAFF AND VOLUNTEERS

- Train staff and volunteers to ensure that they are equipped with the right skills and knowledge to deliver TASC's strategy;
- Ensure all staff are offered appropriate training and development opportunities and regular performance reviews;
- Ensure all staff and volunteers undertake mandatory training to achieve compliance with all relevant regulations;

DEVELOP PARTNERSHIPS FOR GREATER COLLABORATION

- Develop effective partnerships and collaborate with other support charities and organisations to improve the immediate and longer-term wellbeing of beneficiaries.

Below is a brief statement of the work undertaken in 2021/22.

ACTIVITIES UNDERTAKEN

2021/22 has to a large degree been a continuation of 2020/2021 as we continued to be impacted by Covid. The common theme of all the activities reported is the way that TASC was forced by the pandemic to change its plans, adopt new ways of working and respond to the incredible demands placed on our beneficiaries. The year has seen a large increase in the support we provide.

Organisationally we have remained mainly a remote working organisation moving most of systems and processes to secure on-line platforms and making use of digital technologies to deliver our work and support.

The staff team responded wonderfully well to the challenge of home working and throughout the year we were pleased to report that we managed to increase the levels of support we provided and have continued with our expanded contact hours of 8am to 6pm Monday to Friday.

MENTAL WELLBEING

As we entered 2021/22 and the restrictions as a result of Covid were eased and eventually lifted we thought that we might see a move back to a preference for face to face support, but this has not happened with in excess of 95% of our service users opting for digital support rather than face-to-face. The upshot of this has been greater flexibility in our ability to provide support across the UK in a timely fashion.

The main increase in our work has been in the provision of support with trauma-based conditions and we anticipate that this will continue.

As a result of funding provided by the Royal Foundation we were able to increase and maintain throughout the year our contact hours and along with funding received from the Royal Foundation and CHSA increase the amount of counselling support that we can provide.

PHYSICAL WELLBEING

Throughout the year we have slowly been able to provide physical rehabilitation and local physiotherapy support as restrictions were eased and we are grateful to the support we receive from PC David Rathbone's Blue Lamp Foundation which helps us provide physical rehabilitation for those injured in the line of duty. We have also continued to see a rise in people seeking support who are suffering from Long Covid.

FINANCIAL WELLBEING

The demand for support as can be seen below has continued to rise as the financial impacts of the pandemic have become apparent. We are grateful to CHSA who enabled us to expand our grant provision for those impacted by Covid.

IMPACT REPORT

As in previous years we are publishing, alongside the Trustees' Report and the Audited accounts, a brief impact report in which we set out in detail what we have achieved in the last year. Below are the key achievements:

- We provided 923 interventions in the year, supported mental, physical, emotional and financial support
- This is a 94% increase in the number of people supported
- Overall there was a 49% increase in demand for TASC's support services
- 80% of requests for support were from people concerned about their mental health
- People supported by TASC saw on average a 57% improvement in their mental health
- In 2017/18 we provided 276 interventions. In 2021/22 that has risen to 923; a year on year rise of 42%
- We helped people to claim an additional £220,000 annualised benefit payments
- 1 in 10 of the people we supported have a disability
- 40% of the people we supported had been affected by Covid either mentally or physically

FUTURE PLANS

Last year we intended to deliver a new strategic plan to start from April 2022 but we have focused on continuing to deliver our support and set out our new strategic plan during the course of 2022, which includes:

- Continue to expand the volume and the quality of the services and support we provide in the areas of mental, physical and personal wellbeing;
- Grow our social media presence, aiming for over 3.5 million impressions in the year;
- Grow our unrestricted funding in the year to £350k;
- Focus on bringing on board more corporate supporters;
- Continue to build on partnerships with the Royal Foundation, CHSA, NHS Ambulance Trusts, College of Paramedics, The Firefighters Charity, Police Care and Mind, and build new relationship to share and deepen our impact;
- Continue to respond flexibly and compassionately to the needs of our beneficiaries as they and families emerge from the impact on Covid;
- Develop new services and activities to support the recovery of all our ambulance people from the impacts of Covid.

This has been a year of unprecedented challenges and we are pleased to report on how well we have responded. However, the coming year is likely to bring many more, and we are focused on growing our charity and striving to meet the ever-increasing need for the support that we provide.

FINANCIAL REVIEW

Investment policy and objectives

TASC holds all free funds as cash in interest bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager.

Reserves policy

TASC has aspired to have the equivalent of 3 months' operating costs maintained as free reserves. This objective was achieved and maintained in the current financial year.

Review of the current year financial activities

TASC's gross income from all sources for the period totalled £676,450 (2020/21 £1,048,904), which is a fall from the previous year. As can be seen it represents a timing issue as grants were paid in 20/21 that also provided for 21/22 expenditure of £911,592 (2020/21 - £804,517) and although this is greater than the income received in year it is a result of the planned utilisation of grant funding received in 20/21 and planned reduction in unrestricted cash reserves in line with our reserves policy. The net deficit for the year after revaluations of investments totalled £202,844 (2020/21 net surplus of £552,356).

REPORT OF THE TRUSTEES
for the year ended 31 March 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

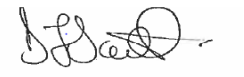
The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of resources and application of resources, including the income and expenditure, of the charity for that affairs of the charity and of the incoming period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

ON BEHALF OF THE TRUSTEES



Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Date: 6th September 2022

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE AMBULANCE STAFF CHARITY

Opinion

We have audited the financial statements of The Ambulance Staff Charity (the 'charity') for the period ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK) and applicable law. Our responsibilities under those standards are further described in the Auditors 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE AMBULANCE STAFF CHARITY

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act and in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Harrison Beale & Owen Limited Chartered Accountants and Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 6th September 2022

THE AMBULANCE STAFF CHARITY

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2022

	Notes	Unrestricted £	Restricted £	Endowments £	**1 April 2021 to 31 March 2022 TOTAL £**	1 April 2020 to 31 March 2021 TOTAL £
Income and Endowments from:						
Donations & legacies	2	303,793	237,642	-	**541,435**	925,437
Charitable activities	3	27,620	-	-	**27,620**	-
Other trading activities	4	37,840	-	-	**37,840**	50,899
Investments	5	922	68,633	-	**69,555**	72,998
Other income		-	-	-	**-**	(430)
Total		370,175	306,275	-	**676,450**	1,048,904
Expenditure on:						
Raising funds	6	262,785	15,222	-	**278,007**	321,793
Charitable activities	7	201,038	432,547	-	**633,585**	482,724
Total		463,823	447,769	-	**911,592**	804,517
Net gains/(losses) on investments		748	-	31,550	**32,298**	307,969
Transfers between funds		-	-	-	**-**	-
Net movement in funds		(92,900)	(141,494)	31,550	**(202,844)**	552,356
Total funds brought forward		523,656	551,279	1,856,573	**2,931,508**	2,379,152
Total funds carried forward		430,756	409,785	1,888,123	**2,728,664**	2,931,508

Continuing operations
All income and expenditure has arisen from continuing activities.

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

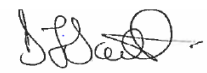
The notes form part of these financial statements

THE AMBULANCE STAFF CHARITY

BALANCE SHEET
at 31 March 2022

	Notes	Unrestricted £	Restricted £	Endowments £	**1 April 2021 to 31 March 2022 TOTAL £**	1 April 2020 to 31 March 2021 TOTAL £
Fixed assets						
Tangible assets	13	113,983	33,642	-	**147,625**	153,452
Investments	14	29,348	122,202	1,888,123	**2,039,673**	2,091,898
		143,331	155,844	1,888,123	**2,187,298**	2,245,350
Current assets						
Stocks	15	8,239	-	-	**8,239**	14,131
Debtors	16	27,466	9,486	-	**36,952**	48,574
Cash at bank and in hand		287,986	252,682	-	**540,668**	698,239
		323,691	262,168	-	**585,859**	760,944
Creditors:						
amounts falling due within one year	17	(38,909)	(5,584)	-	**(44,493)**	(74,786)
Net current assets		284,782	256,584	-	**541,366**	686,158
Total net assets		428,113	412,428	1,888,123	**2,728,664**	2,931,508
Represented by the funds of the charity:						
Endowment funds	19	-	-	1,888,123	**1,888,123**	1,856,573
Restricted income funds	19	-	409,785	-	**409,785**	551,279
Unrestricted funds	19	430,756	-	-	**430,756**	523,656
		430,756	409,785	1,888,123	**2,728,664**	2,931,508

The financial statements were approved by the Board of Trustees on 6th September 2022 and were signed on its behalf by:



Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

The notes form part of these financial statements

THE AMBULANCE STAFF CHARITY

CASH FLOW STATEMENT
for the year ended 31 March 2022

	Notes	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
		£	£
Cash flows from operating activities:			
Cash generated from operations	A	**(311,649)**	201,613
Net cash provided by (used in) operating activities		**(311,649)**	201,613
Cash flows from investing activities:			
Purchase of tangible fixed assets		**-**	(7,086)
Purchase of fixed asset investments		**(637,254)**	(264,189)
Sale of tangible fixed assets		**-**	5,000
Sale of fixed asset investments		**709,551**	218,274
Interest received		**28**	46
Dividends received		**69,527**	72,952
Net cash provided by (used in) investing activities		**141,852**	24,997
Change in cash and cash equivalents in the reporting period		**(169,797)**	226,610
Cash and cash equivalents at the beginning of the reporting period		**750,780**	524,170
Cash and cash equivalents at the end of the reporting period		**580,983**	750,780

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and also cash held within the investment portfolio.

THE AMBULANCE STAFF CHARITY

NOTES TO THE CASH FLOW STATEMENT
for the year ended 31 March 2022

A. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Net income for the reporting period (as per the statement of financial actives)	**(202,844)**	552,356
Adjustments for:		
Depreciation charges	**5,827**	23,386
Loss on tangible fixed asset disposals	**-**	4,382
Losses/(gains) on investments	**(32,298)**	(307,969)
Interest received	**(28)**	(46)
Dividends received	**(69,527)**	(72,952)
Decrease/(increase) in stocks	**5,892**	(5,921)
(Increase)/Decrease in debtors	**11,622**	(27,273)
(Decrease)/Increase in creditors	**(30,293)**	35,650
Net cash provided by (used in) operating activities	**(311,649)**	201,613

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statement of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

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

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

Income

Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related goods and services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

Volunteer help is not included in the accounts but is described in the trustees' annual report.

1. ACCOUNTING POLICIES - continued

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

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primary associated with constitutional and statutory requirements; and
- 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.

Irrecoverable VAT
All resources expended are classified under activity headings that aggregate all costs related to the category.
Irrecoverable VAT in respect of previous years was charged against the category of resources expended for which it was incurred.

Leased assets
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

Grants
Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Allocation and apportionment of costs
Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Leasehold	- Over the lease term
Improvements to property	- Over 5 years
Fixtures and fittings	- Over 3 & 5 years
Computer equipment	- Over 2 years
Motor vehicles	- 25% Reducing balance

Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives.

1. ACCOUNTING POLICIES - continued

Investments
Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

Endowment funds relate to Cabinet Office awards made to TASC as the host charity for the operation of two distinct activities:
- Rehabilitation Endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue; and
- Bereavement Endowment - the charity has the benefit of the Income for the purpose of funding a Bereavement Support

Costs relating to the management of the Endowments, as host, are chargeable against the income of the fund.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pensions
The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.
Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. ACCOUNTING POLICIES - continued

Creditors and provisions

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

Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Individual giving	75,173	-	-	**75,173**	79,133
Community fundraising	107,188	-	-	**107,188**	112,449
Corporations	12,655	-	-	**12,655**	27,109
Legacies	53,333	-	-	**53,333**	7,558
Trusts & grants	54,700	237,642	-	**292,342**	698,293
Gifts in kind	744	-	-	**744**	895
	303,793	237,642	-	**541,435**	925,437

Grants received, included in the above, are as follows:		
Department for Digital, Culture, Media & Sport	**-**	407,021
Civil Service Insurance Society	**10,000**	-
The Blue Lamp Foundation	**3,460**	6,000
The Royal Foundation	**134,182**	134,182
Covid Healthcare Support Appeal	**100,000**	128,500
The Orr Mackintosh Foundation	**20,000**	-
Other trusts	**24,700**	22,590
	292,342	698,293

The contribution of unpaid volunteers is not recognised in the accounts.

3. CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Commissioned services	27,620	-	-	**27,620**	-

4. OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Shop sales	31,157	-	-	**31,157**	45,215
Lottery	6,683	-	-	**6,683**	5,684
	37,840	-	-	**37,840**	50,899

5. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Investment portfolio income	922	68,605	-	**69,527**	72,952
Deposit account interest	-	28	-	**28**	46
	922	68,633	-	**69,555**	72,998

6. RAISING FUNDS

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Fundraising costs	164,294	88	-	**164,382**	175,432
Communication and marketing costs	87,116	46	-	**87,162**	104,369
Shop costs	11,161	-	-	**11,161**	28,089
Investment management costs	214	15,088	-	**15,302**	13,903
	262,785	15,222	-	**278,007**	321,793

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 7 below, for Charitable Activities include apportionments of the amounts shown under Note 9 - Support Costs totalling £220,809 (2021 - £250,062), on a relevant basis, as decided by the organisation.

7. CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Beneficiary support	118,193	426,905	-	**545,098**	347,305
Volunteer costs	62,042	5,642	-	**67,684**	133,276
Programme development	12,991	-	-	**12,991**	-
Memorial service	7,812	-	-	**7,812**	2,143
	201,038	432,547	-	**633,585**	482,724

8. GRANTS PAYABLE

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Beneficiary support grants	10,240	47,356	-	**57,596**	5,926

9. SUPPORT COSTS

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Vehicle costs	-	-	-	**-**	463
Property running costs	10,736	-	-	**10,736**	7,799
Information technology	10,963	290	-	**11,253**	13,645
Office expenses	138,621	-	-	**138,621**	120,615
Board & Committee	2,677	-	-	**2,677**	993
Finance function	39,883	-	-	**39,883**	49,025
Human resources	5,577	-	-	**5,577**	14,482
Professional fees	-	-	-	**-**	9,372
Depreciation	3,002	2,825	-	**5,827**	23,386
Loss on disposal of FA	-	-	-	**-**	4,382
Staff training	835	-		**835**	-
Recharges	(43,421)	43,421	-	**-**	-
	168,873	46,536	-	**215,409**	244,162

Analysis of support costs considered to be governance costs

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2021 to 31 March 2022**	1 April 2020 to 31 March 2021
	£	£	£	**£**	£
Auditors' remuneration	5,400	-	-	**5,400**	5,900

10. NET EXPENDITURE AND NET MOVEMENT IN FUNDS

This is stated after charging:

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Auditors' remuneration	**5,400**	5,900

11. TRUSTEES REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the period ended 31 March 2021.

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Trustees' expenses	**2,677**	993

12. STAFF COSTS

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Wages and salaries	**405,839**	428,466
Payments in respect of termination of employment	**7,569**	16,813
Social security costs	**35,674**	37,834
Pension costs	**32,242**	32,020
Other employee benefits	**2,762**	2,021
	484,086	517,154
The average monthly number of employees during the year was as follows:		
Fundraising costs	**3**	3
Communication and marketing costs	**1**	1
Beneficiary support	**5**	5
Volunteer costs	**1**	2
Office administration	**3**	2
Finance function	**1**	2
	14	15
The number of higher paid employees were as follows:		
In the band £60,001 to £70,000	**1**	-
In the band £70,001 to £80,000	**-**	1
	1	1

13. TANGIBLE FIXED ASSETS

	Leasehold	Property improvements	Fixtures and fittings	Computer equipment	Vehicles	Totals
	£	£	£	£	£	£
COST						
At 1st April 2021	153,450	22,067	9,297	16,470	-	201,284
Additions	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
At 31st March 2022	**153,450**	**22,067**	**9,297**	**16,470**	**-**	**201,284**
DEPRECIATION						
At 1st April 2021	8,396	19,008	9,297	11,131	-	47,832
Charge for year	1,550	734	-	3,543	-	5,827
Eliminated on disposal	-	-	-	-	-	-
At 31st March 2022	**9,946**	**19,742**	**9,297**	**14,674**	**-**	**53,659**
NET BOOK VALUE						
At 31st March 2022	**143,504**	**2,325**	**-**	**1,796**	**-**	**147,625**
At 31st March 2021	145,054	3,059	-	5,339	-	153,452

14. FIXED ASSET INVESTMENTS

	Listed Investments
	£
MARKET VALUE	
At 1st April 2021	**2,091,898**
Additions at cost	**637,254**
Disposals at cost	**(645,922)**
Unrealised losses	**(31,331)**
Movement in cash balances	**(12,226)**
At 31st March 2022	**2,039,673**
NET BOOK VALUE	
At 31st March 2022	**2,039,673**
At 31st March 2021	2,091,898

There were no investments assets outside the UK

Fixed asset investments comprise a portfolio of equities and funds managed by Investee Wealth on behalf of the Charity. The Funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £40,315 (2021 - £52,541).

15. STOCKS

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Stocks	**8,239**	14,131

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Trade debtors	**6,537**	25,819
Prepayments and accrued income	**30,415**	22,755
	36,952	48,574

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Trade creditors	**17,719**	11,969
Social security and other taxes	**9,232**	11,106
Other creditors	**5,769**	6,658
Deferred income	**3,472**	25,000
Accrued expenses	**8,301**	20,053
	44,493	74,786

Deferred Income

	£	£
At 1st April 2021	**25,000**	-
Amount released to income in the year	**(25,000)**	-
Amount deferred in the year	**3,472**	25,000
At 31st March 2022	**3,472**	25,000

Deferred income comprises work invoiced in advance of services/goods provided for in the following period.

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	1 April 2021 to 31 March 2022	1 April 2020 to 31 March 2021
	£	£
Within one year	**9,270**	19,355
Between one and five years	**10,999**	20,621
	20,269	39,976

19. MOVEMENT IN FUNDS

	1 April 2021	Net movement in funds	31 March 2022
	£	£	£
Unrestricted Funds			
General Fund	**523,656**	**(92,900)**	**430,756**
Restricted Funds			
Building and fittings fund	**32,754**	**(350)**	**32,404**
Bereavement Fund	**44,831**	**16,466**	**61,297**
Rehabilitation Fund	**310,133**	**(97,299)**	**212,834**
Grants Fund	**10,447**	**(8,118)**	**2,329**
Coventry Ambulance Staff Fund	**2,890**	**(815)**	**2,075**
The Royal Foundation	**78,539**	**(23,810)**	**54,729**
Covid Healthcare Support Appeal	**71,685**	**(27,568)**	**44,117**
	551,279	**(141,494)**	**409,785**
Endowment Funds			
Bereavement Fund	**1,003,554**	**5,993**	**1,009,547**
Rehabilitation Fund	**853,019**	**25,557**	**878,576**
	1,856,573	**31,550**	**1,888,123**
TOTAL FUNDS	**2,931,508**	**(202,844)**	**2,728,664**

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General Fund	**370,175**	**(463,823)**	**748**	**-**	**(92,900)**
Restricted Funds					
Building and Fittings Fund	**-**	**(350)**	**-**	**-**	**(350)**
Bereavement Fund	**32,470**	**(16,004)**	**-**	**-**	**16,466**
Rehabilitation Fund	**39,605**	**(136,904)**	**-**	**-**	**(97,299)**
Grants Fund	**1**	**(8,119)**	**-**	**-**	**(8,118)**
Coventry Ambulance Staff Fund	**-**	**(815)**	**-**	**-**	**(815)**
The Royal Foundation	**134,194**	**(158,004)**	**-**	**-**	**(23,810)**
Covid Healthcare Support Appeal	**100,005**	**(127,573)**	**-**	**-**	**(27,568)**
	306,275	**(447,769)**	**-**	**-**	**(141,494)**
Endowment Funds					
Bereavement Fund	**-**	**-**	**5,993**	**-**	**5,993**
Rehabilitation Fund	**-**	**-**	**25,557**	**-**	**25,557**
	-	**-**	**31,550**	**-**	**31,550**
TOTAL FUNDS	**676,450**	**(911,592)**	**32,298**	**-**	**(202,844)**

RESTRICTED FUNDS

Building and Fittings Fund

The fund represents expenditure on improvements to the office and costs attached to fitting out the office out of a capital grant awarded, by the Cabinet Office in 2014.

Bereavement Fund

TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Rehabilitation Fund

The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for physical injuries incurred whilst on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

19. MOVEMENT IN FUNDS - continued

Grants Fund
The fund represents grants received from the Civil Service Insurance Society Charity Fund for ambulance personnel providing £10,000 for physical rehabilitation and £40,000 for financial support for those fleeing domestic violence.

Coventry Ambulance Staff Fund
The General Charities of the City of Coventry has awarded the charity a grant to support ambulance staff members in and around the Coventry area.

The Royal Foundation

Restricted fund created in July 2020 for the £268,364 grant awarded to TASC for a 2 year period by The Royal Foundation of The Duke and Duchess of Cambridge. The grant will fund increased capacity for the TASC call taking function and counselling service and will fund provision of bereavement education.

Covid Healthcare Support Appeal
Restricted fund created in August 2020 for the grants awarded to TASC by the CHSA charity (£128,500 awarded in 2020 and £130,000 awarded in 2021). These grants fund mental health counselling and financial hardship grants for those working in the Ambulance Service across the UK, where they have been directly impacted by Covid-19.

ENDOWMENT FUNDS
Bereavement Fund
TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is as a permanent endowment, the sum of £1 million has been invested with Investec Wealth Management. It must be held in it entirety. TASC can not utilise the capital invested.

Rehabilitation Fund
The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health issues and physical injuries incurred whilst on active service. Physical injury rehabilitation requests are prioritised to remain in line with the original intention of the grant.

20. RELATED PARTY DISCLOSURES

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.

THE AMBULANCE STAFF CHARITY

England & Wales - Charity number 1163538

Accounts

THE AMBULANCE STAFF CHARITY

Annual Report and Accounts

for the year ended

31st March 2021

Registered Charity Numbers
England and Wales 1163538, Scotland SC046384

THE AMBULANCE STAFF CHARITY

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for the year ended 31 March 2021

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THE AMBULANCE STAFF CHARITY

REPORT OF THE TRUSTEES
for the year ended 31 March 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Gordon Enstone	
	Carl Ledbury	
	Gerry Brown	
	Edward Weiss	
	Anthony Arrowsmith	
	Roger Diggle	
	Kulvindar Naga	- resigned 22.02.21
	Diane Scott	- Chair
	Helen Poole	
	Reverend Kevin Charles	
	Linda Millinchamp	- appointed 22.09.20
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Auditors	Harrison Beale & Owen, Chartered Accountants Highdown House 11 Highdown Road Leamington Spa CV31 1XT	
Bankers	Lloyds Bank PLC 30 High Street Coventry CV1 5RA	
Investment Managers	Investec Wealth & Management Limited Quartermile One 15 Lauriston Place Edinburgh EH3 9EN	

THE AMBULANCE STAFF CHARITY

REPORT OF THE TRUSTEES
for the year ended 31 March 2021

CHAIR'S INTRODUCTION TO THE ANNUAL REPORT AND ACCOUNTS

It is my great pleasure to introduce this year's Annual Report and Accounts which should be read along with our Impact Report for 2020/2021.

I assumed the role of TASC Chair in April 2020 from my predecessor Sue Noyes to whom we are most grateful for her commitment and hard work for the Charity.

2020/21 has been an unprecedented year, and I am so proud of the way that our staff, volunteers and trustees have adapted to become a virtual organisation since the beginning of the Pandemic. We have continued to provide support tailoring it to the changing needs of our ambulance colleagues, whilst improving the access and speed with which we provide vital help.

What has been most remarkable throughout the year is the dedication and resilience shown by the ambulance staff in helping the UK through these extraordinary times. We are particularly honoured to be a part of the support that helps these remarkable people and their families in their time of need. Sadly, this been at great cost to a large number of individuals and their families with around 30 ambulance staff losing their lives to Covid.

Support for mental wellbeing is still the largest part of our work, however the number of people with trauma-based conditions and the complexity of the cases where we have provided support has increased. We have also seen a rise in the numbers of people seeking help with financial support as families have been hit by the economic impacts of Covid 19.

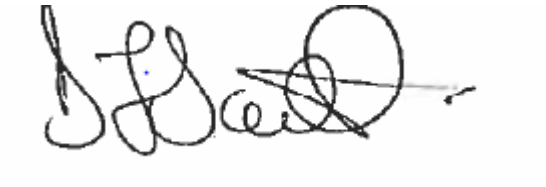
This has also been a year when the support we have received with fundraising has been astounding both from the public and the ambulance community, and I would like to take this opportunity to personally thank all of those that have donated and raised funds for which we are so grateful.

I would also to thank the Department for Digital, Culture, Media and Sport (DCMS) for providing funding for TASC this year, the Covid-19 Healthcare Support Appeal (CHSA) who provided funds to support those whose mental health and financial circumstances have been impacted by the Pandemic, and finally the Royal Foundation whose generous grant has enabled us to fund more trauma-based support through extended opening hours of our contact lines and to provide training on supporting bereavement to our Peer Support Volunteers.

I would like to thank and acknowledge the work of my fellow Trustees through this difficult year and to, Kulvinder Naga for her support who stood down as a Trustee in February.

Finally, I would like to thank the staff and volunteers who have worked tirelessly to provide support to our beneficiaries in this most difficult and unprecedented year.

Please read this report along the impact report and enjoy reading the information and the stories that demonstrate why we are needed, what we do, the impact we have and celebrates all those that have contributed throughout the year.



Diane Scott QAM
TASC Chair

HOW TASC IS GOVERNED

TASC is governed by its Board of Trustees who meet on a bi-monthly basis to provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk.

The Board is assisted in this role by its sub-committees:

- Finance
- Income Generation, Marketing, Communications and Digital
- Human Resources, Operation and Clinical
- Governance
- Remuneration
- Audit and Risk

All the committees are chaired by a Trustee and have their own terms of reference. The committees' functions are to provide, on behalf of the Board, scrutiny and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board.

The effectiveness of the governance structure is formally reviewed by the Governance Committee every 12 months with recommendations to the Board on any required changes or potential improvements.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the Trustees and the executive. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unpaid Chair of the Board of Trustees.

The Board is assisted in their duties by Dr Jennifer Wild who provides clinical advice and support.

OBJECTIVES AND ACTIVITIES

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document that sets out what we do, how we do it and who we support;

The objects for which the CIO is established are:

(1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items, services or facilities.

(2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually of the Beneficiaries through:
   (a) direct provision of such services;
   (b) the acquisition, maintenance and operation of facilities to provide such services;
   (c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
   (d) arrangement of access to other providers of such services;
   (e) provision of financial support to other providers of such services which are used by the Beneficiaries; or

(3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:
   (a) awarding to such person's scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
   (b) supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.

OBJECTIVES AND ACTIVITIES…continued

(4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.

(5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'

(6)

For the purpose of clauses 6(1) to 6(3) the Beneficiaries for whom the CIO is established are inter alia—

(a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary-

(i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;

(ii)

For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support".

(iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by or volunteered for an Ambulance Service for a period of not less than 12 consecutive calendar months.

TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

OBJECTIVES FOR THE PERIOD

The trustees have set ambitious plans to grow the support available to the Ambulance Community and this was set out in the three-year strategy that runs up to March 2022. The objectives cover a range of themes that the trustees believe will enable TASC to grow the quality of what we do, the reach, the range of services and the numbers of people we support. This will be achieved by raising more funds, building deeper and more effective relevant partnerships and collaborations with Ambulance Trusts, ambulance services and other relevant bodies The objectives for 20/21 were a continuation of our three-year plan agreed in 2019/20 which were.

RAISE AWARENESS

- Communicate effectively and regularly with the Ambulance Community and relevant stakeholders including the public about the challenges faced by the Ambulance Community, the support that TASC is able to provide;
- Continue to develop a range of products, material and information, available in both printed and digital formats that allow access to TASC services;
- Increase our presence on social media platforms such as Facebook, Twitter, LinkedIn and Instagram
- Continue to develop TASC's voice which provides easy to understand information, that is concise and targets all our stakeholders;
- Increase TASC's presence in the news media, by producing news articles, press releases that publicise the support that we provide, case studies that help build understanding of the issues facing the Ambulance Community an publicise the work and efforts of those that support us;
- Continue to drive brand awareness;
- Celebrate and promote TASC's successes and achievements;
- Continue to develop regional engagement, alongside constructive relationships with NHS Ambulance Trusts;

- Recruit Patrons and ambassadors to support us and raise awareness;
- Develop and deliver a programme of events to engage with volunteers and beneficiaries

RAISE FUNDS

TASC is registered with the Fundraising Regulator and will manage a diverse portfolio of fundraising activities which could include (but is not limited to) the following:

- Recruit significant numbers of regular donors and individual supporter as we believe that long-term this will be a principal source of long-term sustainable funding;
- Develop and implement a corporate support programme growing the number of corporate supporters;
- Secure increased funding from Charitable Trusts and other funders;
- Develop a programme of national and local challenge events;
- Promote the TASC lottery;
- Develop community fundraising and general donations;
- Work in a partnership to raise funds with a range of stakeholders;
- Explore joint ventures with charity partners, NHS Ambulance Trusts, other organisations and government;
- Ensure the supporter journey drives long term loyalty through positive engagement.

RECRUIT VOLUNTEERS

- Recruit and induct a range of volunteers across the UK to act as fundraisers, representatives and champions to raise money and raise awareness of TASC;
- Develop an interactive digital platform either on social media to enable people to sign up as volunteers and to manage their volunteering activities.

REVIEW WORKING PRACTICES AND LONG-TERM STRATEGY

- Attract an independent consultancy service to carry out an independent review of TASC's working practices;
- Develop and agree an ambitious but achievable strategy for the long-term;
- Consult with ambulance staff to ensure that their voice is heard and that they get maximum value form the current service provision, identifying any needs or opportunities for developing alternative services.

TRAIN STAFF AND VOLUNTEERS

- Train staff and volunteers to ensure that they are equipped with the right skills and knowledge to deliver TASC's strategy;
- Ensure all staff are offered appropriate training and development opportunities and regular performance reviews;
- Ensure all staff and volunteers undertake mandatory training to ensure compliance with all relevant regulations;
- Ensure all Trustees are offered an appropriate training programme

DEVELOP PARTNERSHIPS FOR GREATER COLLABORATION

- Develop effective partnerships and collaborate with other support charities and organisations to improve the immediate and longer-term wellbeing of beneficiaries.

The Trustees set out these objectives originally in 2017 to be delivered by 2020/21. During this period TASC has undergone a great deal of change and the main achievements for 2021 are set out in the Impact Report which accompanies this Annual Report.

Below is a brief statement of the work undertaken in 2020/21.

ACTIVITIES UNDERTAKEN

2020/21 has been a unique and very difficult year for the world, the country, the NHS, the ambulance community and for everyone. The common theme of all the activities reported is the way that TASC was forced by the pandemic to change its plans, adopt new ways of working and respond to the incredible demands placed on our Beneficiaries.

Organisationally our first challenge was to maintain our services during the pandemic. Moving to home working at the end of March 2020 we worked hard to upgrade and improve the use of our IT and digitalise as much as we could.

The staff team responded wonderfully well to the challenge of home working and throughout the year we are pleased to report that we have been able to continue to deliver the majority of our services despite the restrictions put in place to help manage the pandemic.

MENTAL WELLBEING

In 2019/20 all our mental health counselling was conducted on a face-to-face basis however due to Covid restrictions this was not possible for long periods of the year. Initially many people were reluctant to try either video or telephone counselling but very soon this changed and what we have seen is that it has improved access and ease of referral and the outcomes have been very good.

The main increase in our work has been in the provision of support with trauma-based conditions and we anticipate that this will continue.

We have as result of funding provided by the Royal Foundation been able to increase our opening hours and along with funding received from the Royal Foundation and CHSA increase the amount of counselling support that we can provide.

PHYSICAL WELLBEING

This is one area of support where we have been unable to work as normal. Access to physiotherapy was impossible during the lockdown periods and the provision of support for physical rehabilitation we provide in partnership with the Police and Firefighters Treatment Centres had to put on hold as they were closed or severely restricted throughout much of 20/21.

However, as things have started to open up, we are seeing the demand rise, in part because of the backlog but also because of the physical impacts of recovering from Covid and long-covid.

FINANCIALWELLBEING

The demand for support as can be seen below has continued to rise as the financial impacts of the pandemic have become apparent. We are grateful to CHSA who enabled us to expand our grant provision for those impacted by Covid.

IMPACT REPORT

As in previous years we are publishing, alongside the Trustees Report and the Audited accounts our impact report. In that report we set out in detail what we have achieved in the last year

- 1400 hours of counselling provided to members of our ambulance services
- 62% increase in the mental health of the people we supported
- 96% reduction in suicide ideation amongst those we supported
- 62% reduction in experiencing panic or terror in those we supported
- 57% reduction in people experiencing distressing memories or images
- We secured extra benefits (annulised) for our Beneficiaries of £333,000
- We gave grants and financial support totalling £68,000
- 23% of the people we supported needed help as a direct result of the pandemic

FUTURE PLANS

2021/22 will be the last year of the current three year plan and we will publish our new strategic plan in the spring of 2022. For 2021/22 our main focus will be

- Continue to expand the volume and the quality of the services and support we provide in the areas of mental, physical and personal wellbeing;
- Grow our social media presence and aim for over 3.5 million impressions in the year;
- Grow our unrestricted funding in the year to £350k of fundraised income;
- Focus on bringing on board more corporate supporters;
- Continue to build on partnerships with the Royal Foundation, CHSA, NHS Ambulance Trusts, College of Paramedics, The Firefighters Charity, Police Care and Mind, and build new relationships to share and deepen our impact;
- To continue to respond flexibly and compassionately to the needs of our Beneficiaries as they and families emerge from the impact on Covid;
- Develop new services and activities to support the recovery of all our ambulance people from the impacts of Covid.

This has been a year of unprecedented challenges and we are pleased to report on how well we have responded, however, the coming year is likely to bring many more and we are focused on growing our charity and striving to meet the ever-increasing need for the support that we provide.

REPORT OF THE TRUSTEES
for the year ended 31 March 2021

FINANCIAL REVIEW

Investment policy and objectives

TASC holds all free funds as cash in interest bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager.

Reserves policy

TASC has aspired to have the equivalent of 3 months operating costs maintained as free reserves. This objective was achieved and maintained in the current financial year.

Review of the current year financial activities

TASC's gross income from all sources for the period totalled £1,048,904 (2020 - £1,083,681) and total expenditure of £804,517 (2020 - £990,269). The net surplus for the year after revaluations of investments totalled £552,356 (2020 net deficit - £207,751)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

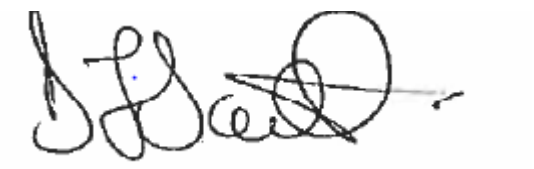
The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standard 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 charitable company will continue in business.

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended, and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

ON BEHALF OF THE TRUSTEES



Diane Scott QAM
TASC Chair and
Trustee

Date 08/10/2021

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE AMBULANCE STAFF CHARITY

Opinion

We have audited the financial statements of The Ambulance Staff Charity (the 'charity') for the period ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE AMBULANCE STAFF CHARITY

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act and in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Harrison Beale & Owen Limited Chartered Accountants and Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date:……08/10/2021……..

THE AMBULANCE STAFF CHARITY

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2021

	Notes	Unrestricted £	Restricted £	Endowments £	**1 April 2020 to 31 March 2021 TOTAL £**	1 April 2019 to 31 March 2020 TOTAL £
Income and Endowments from:						
Donations & legacies	2	249,574	675,863	-	**925,437**	992,259
Charitable activities	3	-	-	-	**-**	4,202
Other trading activities	4	50,899	-	-	**50,899**	5,541
Investments	5	884	72,114	-	**72,998**	81,279
Other income		(430)	-	-	**(430)**	400
Total		300,927	747,977	-	**1,048,904**	1,083,681
Expenditure on:						
Raising funds	6	138,119	183,674	-	**321,793**	391,557
Charitable activities	7	134,916	347,808	-	**482,724**	598,712
Total		273,035	531,482	-	**804,517**	990,269
Net gains/(losses) on investments		4,313	-	303,656	**307,969**	(301,163)
Transfers between funds		27,183	(27,183)	-	**-**	-
Net movement in funds		59,388	189,312	303,656	**552,356**	(207,751)
Total funds brought forward		464,268	361,967	1,552,917	**2,379,152**	2,586,903
Total funds carried forward		523,656	551,279	1,856,573	**2,931,508**	2,379,152

Continuing operations
All income and expenditure has arisen from continuing activities.

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

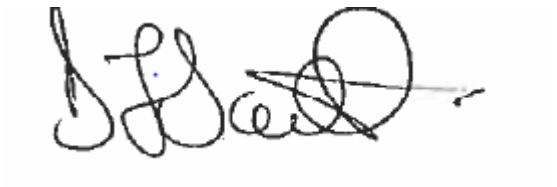
The notes form part of these financial statements

THE AMBULANCE STAFF CHARITY

BALANCE SHEET
at 31 March 2021

	Notes	Unrestricted £	Restricted £	Endowments £	**1 April 2020 to 31 March 2021 TOTAL £**	1 April 2019 to 31 March 2020 TOTAL £
Fixed assets						
Tangible assets	13	116,985	36,467	-	**153,452**	179,133
Investments	14	28,812	206,513	1,856,573	**2,091,898**	1,725,764
		145,797	242,980	1,856,573	**2,245,350**	1,904,897
Current assets						
Stocks	15	14,131	-	-	**14,131**	8,210
Debtors	16	45,765	2,809	-	**48,574**	21,301
Cash at bank and in hand		384,882	313,357	-	**698,239**	483,880
		444,778	316,166	-	**760,944**	513,391
Creditors:						
amounts falling due within one year	17	(66,919)	(7,867)	-	**(74,786)**	(39,136)
Net current assets		377,859	308,299	-	**686,158**	474,255
Total net assets		523,656	551,279	1,856,573	**2,931,508**	2,379,152
Represented by the funds of the charity:						
Endowment funds	19	-	-	1,856,573	**1,856,573**	1,552,917
Restricted income funds	19	-	551,279	-	**551,279**	361,967
Unrestricted funds	19	523,656	-	-	**523,656**	464,268
		523,656	551,279	1,856,573	**2,931,508**	2,379,152

The financial statements were approved by the Board of Trustees on 14/10/202 and were signed on its behalf by



Diane Scott QAM
TASC Chair and
Trustee

The notes form part of these financial statements

THE AMBULANCE STAFF CHARITY

CASH FLOW STATEMENT
for the year ended 31 March 2021

	Notes	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
		£	£
Cash flows from operating activities:			
Cash generated from operations	A	**201,613**	(235,073)
Net cash provided by (used in) operating activities		**201,613**	(235,073)
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(7,086)**	(6,989)
Purchase of fixed asset investments		**(264,189)**	(462,070)
Sale of tangible fixed assets		**5,000**	9,319
Sale of fixed asset investments		**218,274**	332,999
Interest received		**46**	399
Dividends received		**72,952**	80,880
Net cash provided by (used in) investing activities		**24,997**	(45,462)
Change in cash and cash equivalents in the reporting period		**226,610**	(280,535)
Cash and cash equivalents at the beginning of the reporting period		**524,170**	804,705
Cash and cash equivalents at the end of the reporting period		**750,780**	524,170

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and also cash held within the investment portfolio.

THE AMBULANCE STAFF CHARITY

NOTES TO THE CASH FLOW STATEMENT
for the year ended 31 March 2021

A. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Net income for the reporting period (as per the statement of financial actives)	**552,356**	(207,751)
Adjustments for:		
Depreciation charges	**23,386**	13,319
Loss on tangible fixed asset disposals	**4,382**	9,206
Losses/(gains) on investments	**(307,969)**	301,163
Interest received	**(46)**	(399)
Dividends received	**(72,952)**	(80,880)
Decrease/(increase) in stocks	**(5,921)**	(715)
(Increase)/Decrease in debtors	**(27,273)**	4,720
(Decrease)/Increase in creditors	**35,650**	(273,736)
Net cash provided by (used in) operating activities	**201,613**	(235,073)

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statement of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

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

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

Income
Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related goods and services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

Volunteer help is not included in the accounts but is described in the trustees' annual report.

1. ACCOUNTING POLICIES - continued

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

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primary associated with constitutional and statutory requirements; and
- 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.

Irrecoverable VAT
All resources expended are classified under activity headings that aggregate all costs related to the category.
Irrecoverable VAT in respect of previous years was charged against the category of resources expended for which it was incurred.

Leased assets
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

Grants
Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Allocation and apportionment of costs
Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Leasehold	- Over the lease term
Improvements to property	- Over 5 years
Fixtures and fittings	- Over 3 & 5 years
Computer equipment	- Over 2 years
Motor vehicles	- 25% Reducing balance

During the year under review, the charity revised it accounting estimates for improvements to property, Fixtures and fittings and Computer equipment. The revised accounting estimates will take effect from 2021 onwards and better reflect the depletion of economic benefit over the assets concerned. The effect of this change is the overall depreciation charge increased by £15,036.

Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives.

1. ACCOUNTING POLICIES - continued

Investments
Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

Endowment funds relate to Cabinet Office awards made to TASC as the host charity for the operation of two distinct activities:
- Rehabilitation Endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue; and
- Bereavement Endowment - the charity has the benefit of the Income for the purpose of funding a Bereavement Support

Costs relating to the management of the Endowments, as host, are chargeable against the income of the fund.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pensions
The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.
Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Financial Instruments
The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Individual giving	79,133	-	-	**79,133**	41,097
Community fundraising	112,449	-	-	**112,449**	36,033
Corporations	27,109	-	-	**27,109**	13,249
Legacies	7,558	-	-	**7,558**	368
Trusts & grants	22,430	675,863	-	**698,293**	900,768
Gifts in kind	895	-	-	**895**	744
	249,574	675,863	-	**925,437**	992,259

Grants received, included in the above, are as follows:		
Department for Digital, Culture, Media & Sport	**407,021**	870,488
Civil Service Insurance Society	**-**	20,000
The Blue Lamp Foundation	**6,000**	-
The Royal Foundation	**134,182**	-
Covid Healthcare Support Appeal	**128,500**	-
Other trusts	**22,590**	10,280
	698,293	900,768

During the year the charity received gifts in kind from Safestore in respect of a storage unit and Athene Systems Limited in respect of payment holiday for the finance system. The total value of this support was £895.

The contribution of unpaid volunteers is not recognised in the accounts.

3. CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Commissioned services	-	-	-	**-**	4,202

4. OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Shop sales	45,215	-	-	**45,215**	3,155
Room hire	-	-	-	**-**	50
Lottery	5,684	-	-	**5,684**	2,336
	50,899	-	-	**50,899**	5,541

5. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Investment portfolio income	884	72,068	-	**72,952**	80,880
Deposit account interest	-	46	-	**46**	399
	884	72,114	-	**72,998**	81,279

6. RAISING FUNDS

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Fundraising costs	77,172	98,260	-	**175,432**	233,217
Communication and marketing costs	32,665	71,704	-	**104,369**	137,877
Regional engagement costs	-	-	-	**-**	3,708
Shop costs	28,089	-	-	**28,089**	2,318
Investment management costs	193	13,710	-	**13,903**	14,437
	138,119	183,674	-	**321,793**	391,557

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 7 below, for Charitable Activities include apportionments of the amounts shown under Note 9 - Support Costs totaling £250,062 (2020 - £294,743), on a relevant basis, as decided by the organisation.

7. CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Beneficiary support	87,373	259,932	-	**347,305**	419,988
Volunteer costs	45,400	87,876	-	**133,276**	139,181
Programme development	-	-	-	**-**	39,543
Memorial service	2,143	-	-	**2,143**	-
	134,916	347,808	-	**482,724**	598,712

8. GRANTS PAYABLE

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Beneficiary support grants	6,330	(404)	-	**5,926**	55,278

During the year the charity received back unspent grants totaling £60,000 from Winston's Wish

9. SUPPORT COSTS

	Unrestricted funds	Restricted funds	Endowments funds	**1 April 2020 to 31 March 2021**	1 April 2019 to 31 March 2020
	£	£	£	**£**	£
Vehicle costs	-	463	-	**463**	3,743
Property running costs	7,799	-	-	**7,799**	27,146
Information technology	2,143	11,502	-	**13,645**	12,852
Office expenses	43,641	76,974	-	**120,615**	117,547
Board & Committee	993	-	-	**993**	10,108
Finance function	13,678	35,347	-	**49,025**	48,858
Human resources	14,032	450	-	**14,482**	28,357
Professional fees	3,900	5,472	-	**9,372**	17,067
Accounts and audit	5,900	-	-	**5,900**	6,540
Depreciation	2,077	21,309	-	**23,386**	13,319
Loss on disposal of FA	4,382	-	-	**4,382**	9,206
Recharges	(22,280)	22,280	-	**-**	-
	76,265	173,797	-	**250,062**	294,743

10. NET EXPENDITURE AND NET MOVEMENT IN FUNDS

This is stated after charging:

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Auditors remuneration	**5,900**	5,040
Secretarial fees	**-**	1,674
	5,900	6,714

11. TRUSTEES REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the period ended 31 March 2020.

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Trustees' expenses	**993**	8,435

12. STAFF COSTS

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Wages and salaries	**428,466**	370,479
Payments in respect of termination of employment	**16,813**	-
Social security costs	**37,834**	30,807
Pension costs	**32,020**	28,248
Other employee benefits	**2,021**	1,377
	517,154	430,911
The average monthly number of employees during the year was as follows:		
Fundraising costs	**3**	3
Communication and marketing costs	**1**	1
Beneficiary support	**5**	3
Volunteer costs	**2**	2
Office administration	**2**	2
Finance function	**2**	2
Programme development	**-**	1
	15	14
The number of higher paid employees were as follows:		
In the band £60,001 to £70,000	**-**	1
In the band £70,001 to £80,000	**1**	-
	1	1

13. TANGIBLE FIXED ASSETS

	Leasehold	Property improvements	Fixtures and fittings	Computer equipment	Vehicles	Totals
	£	£	£	£	£	£
COST						
At 1st April 2020	153,450	22,067	9,297	9,384	17,574	211,772
Additions	-	-	-	7,086	-	7,086
Disposals	-	-	-	-	(17,574)	(17,574)
At 31st March 2021	**153,450**	**22,067**	**9,297**	**16,470**	**-**	**201,284**
DEPRECIATION						
At 1st April 2020	6,846	8,947	4,385	5,870	6,590	32,638
Charge for year	1,550	10,061	4,912	5,261	1,602	23,386
Eliminated on disposal	-	-	-	-	(8,192)	(8,192)
At 31st March 2021	**8,396**	**19,008**	**9,297**	**11,131**	**-**	**47,832**
NET BOOK VALUE						
At 31st March 2021	**145,054**	**3,059**	**-**	**5,339**	**-**	**153,452**
At 31st March 2020	146,604	13,120	4,912	3,514	10,984	179,134

14. FIXED ASSET INVESTMENTS

	Listed Investments
	£
MARKET VALUE	
At 1st April 2020	**1,725,764**
Additions at cost	**264,189**
Disposals at cost	**(312,128)**
Unrealised gains	**401,822**
Movement in cash balances	**12,251**
At 31st March 2021	**2,091,898**
NET BOOK VALUE	
At 31st March 2021	**2,091,898**
At 31st March 2020	1,725,764

There were no investments assets outside the UK

Fixed asset investments comprise a portfolio of equities and funds managed by Investee Wealth on behalf of the Charity. The Funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £52,541 (2020 - £40,290)

15. STOCKS

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Stocks	**14,131**	8,210

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Trade debtors	**25,819**	3,327
Prepayments and accrued income	**22,755**	17,974
	48,574	21,301

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Trade creditors	**11,969**	9,711
Social security and other taxes	**11,106**	10,177
Other creditors	**6,658**	5,161
Deferred income	**25,000**	-
Accrued expenses	**20,053**	14,087
	74,786	39,136

Deferred Income

	£	£
At 1st April 2020	**-**	214,834
Amount released to income in the year	**-**	(214,834)
Amount deferred in the year	**25,000**	-
At 31st March 2021	**25,000**	-

Deferred income comprises work invoiced in advance of services/goods provided for in the following period.

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	1 April 2020 to 31 March 2021	1 April 2019 to 31 March 2020
	£	£
Within one year	**19,355**	14,027
Between one and five years	**20,621**	14,210
	39,976	28,237

19. MOVEMENT IN FUNDS

	1 April 2020	Net movement in funds	31 March 2021
	£	£	£
Unrestricted Funds			
General Fund	**464,268**	**59,388**	**523,656**
Restricted Funds			
Building and fittings fund	**47,711**	**(14,957)**	**32,754**
Bereavement Fund	**115,369**	**(70,538)**	**44,831**
Rehabilitation Fund	**135,687**	**174,446**	**310,133**
Grants Fund	**16,318**	**(5,871)**	**10,447**
PTSD	**12,095**	**(12,095)**	**-**
Department for Digital, Culture, Media and Sport	**31,657**	**(31,657)**	**-**
Coventry Ambulance Staff Fund	**3,130**	**(240)**	**2,890**
The Royal Foundation	**-**	**78,539**	**78,539**
Covid Healthcare Support Appeal	**-**	**71,685**	**71,685**
	361,967	**189,312**	**551,279**
Endowment Funds			
Bereavement Fund	**836,811**	**166,743**	**1,003,554**
Rehabilitation Fund	**716,106**	**136,913**	**853,019**
	1,552,917	**303,656**	**1,856,573**
TOTAL FUNDS	**2,379,152**	**552,356**	**2,931,508**

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General Fund	**300,927**	**(273,035)**	**4,313**	**27,183**	**59,388**
Restricted Funds					
Building and fittings fund	**-**	**(14,957)**	**-**	**-**	**(14,957)**
Bereavement Fund	**37,233**	**42,229**	**-**	**(150,000)**	**(70,538)**
Rehabilitation Fund	**39,363**	**(14,917)**	**-**	**150,000**	**174,446**
Grants Fund	**1,664**	**(7,535)**	**-**	**-**	**(5,871)**
PTSD	**1**	**(12,096)**	**-**	**-**	**(12,095)**
Department for Digital, Culture, Media and Sport	**407,021**	**(411,495)**	**-**	**(27,183)**	**(31,657)**
Coventry Ambulance Staff Fund	**-**	**(240)**	**-**	**-**	**(240)**
The Royal Foundation	**134,192**	**(55,653)**	**-**	**-**	**78,539**
Covid Healthcare Support Appeal	**128,503**	**(56,818)**	**-**	**-**	**71,685**
	747,977	**(531,482)**	**-**	**(27,183)**	**189,312**
Endowment Funds					
Bereavement Fund	**-**	**-**	**166,743**	**-**	**166,743**
Rehabilitation Fund	**-**	**-**	**136,913**	**-**	**136,913**
	-	**-**	**303,656**	**-**	**303,656**
TOTAL FUNDS	**1,048,904**	**(804,517)**	**307,969**	**-**	**552,356**

RESTRICTED FUNDS

Building and fittings fund

The fund represents expenditure on improvements to the office and costs attached to fitting out the office out of a capital grant awarded, by the Cabinet Office in 2014.

Bereavement fund

TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Rehabilitation fund

The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for physical injuries incurred whilst on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

19. MOVEMENT IN FUNDS - continued

Grants fund
The fund represents grants received from the Civil Service Insurance Society Charity Fund for ambulance personnel providing £10,000 for physical rehabilitation and £40,000 for financial support for those fleeing domestic violence.

PTSD fund
During 2016, TASC received two awards to fund the development of a tailored approach and pilot session for helping ambulance personnel manage PTSD.

Department of digital, culture, media and Sport fund
The Department for Digital, Culture, Media and Sport has awarded the charity a grant split over 3 years. The aim is to contribute to the promotion of beneficiary support available, income generation and raise public awareness.

Coventry Ambulance Staff Fund
The General Charities of the City of Coventry has awarded the charity a grant to support ambulance staff members in and around the Coventry area.

The Royal Foundation
Restricted fund created in July 2020 for the £268,364 grant awarded to TASC for a 2 year period by The Royal Foundation of The Duke and Duchess of Cambridge. The grant will fund increased capacity for the TASC call taking function and counselling service and will fund provision of bereavement education

Covid Healthcare Support Appeal
Restricted fund created in August 2020 for the £128,500 grant rewarded to TASC for a 1 year period by the CHSA charity. The grant will fund mental health support counselling and financial hardship grants for those working in the Ambulance Service across the UK, where they have been directly impacted by Covid-19.

ENDOWMENT FUNDS
Bereavement fund
TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is as a permanent endowment, the sum of £1 million has been invested with Investec Wealth Management. It must be held in its entirety. TASC cannot utilise the capital invested.

Rehabilitation fund
The rehabilitation fund is to be used to support ambulance services and Search and Rescue personnel to access rehabilitation and treatment services for physical injuries incurred whilst on active service. This is as a permanent endowment, the sum of £850,000 has been invested with Investec Wealth Management. It must be held in its entirety. TASC cannot utilise the capital invested.

20. RELATED PARTY DISCLOSURES

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.