

GAMEKEEPERS WELFARE TRUST

England & Wales · Charity number 1183553

Details

Status Registered

Legal form CIO

Registered 2019-05-23

Register [View on the Charity Commission register](#)

Contact

Address High Park Farm
High Park
Kirkbymoorside
York
YO62 7HS

Phone 01751430100

Email enquiries@thegamekeeperswelfaretrust.com

Website www.thegamekeeperswelfaretrust.com

Activities

Objects: 1) TO RELIEVE GAMEKEEPERS AND PERSONS OF A SIMILAR OCCUPATION AND THEIR SPOUSES WHO ARE AGED, INCAPACITATED OR IN NEED 2) THE EDUCATION OF YOUNG PERSONS WHO MAKE OR WISH TO MAKE THEIR LIVING BY THE PURSUIT OF GAMEKEEPING 3) TO PROMOTE ANY CHARITABLE OBJECTS OR PURPOSES WHICH ARE CONSIDERED EXCLUSIVELY CHARITABLE IN ACCORDANCE WITH THE LAWS OF ENGLAND AND WALES

Activities: The charity provides: 1) - financial assistance for gamekeepers and people in similar occupations and their spouses who are in need; 2) - assistance in the education of young persons wishing to become gamekeepers; 3) - financial grants for those eligible in times of hardship, ill health and retirement; 4) - a helpline service which provides information and support for beneficiaries.

Classification

- **How:** Makes Grants To Individuals, Provides Other Finance, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups

Geography

- Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£166,499	£166,650	-	-
2023-12-31	£172,024	£157,527	-	-
2022-12-31	£229,617	£155,235	-	-
2021-12-31	£161,797	£120,175	-	-
2020-09-30	£130,509	£112,352	-	-

Trustees

Name	Role	Appointed
THE EARL OF AYLESFORD	Chair	2011-03-11
BRIAN ROGER MITCHELL		2019-05-23
David James Clark		2019-05-23
Dr MICHAEL CHARLES SWAN		2019-05-23
Kenneth Charles Butler		2019-05-23
LADY Mary Gavin Scott		2019-05-23
Matthew Nesbitt		2019-05-23
Rev GORDON JOHN GATWARD OBE		2019-05-23
Walter George Cole		2019-05-23

GAMEKEEPERS WELFARE TRUST

England & Wales - Charity number 1183553

Accounts

CHARITY REGISTRATION NUMBER: 1183553

Gamekeepers Welfare Trust
Unaudited Financial Statements
A Charitable Incorporated Organisation
31 December 2024

Gamekeepers Welfare Trust

Financial Statements

Year ended 31 December 2024

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Gamekeepers Welfare Trust

Trustees' Annual Report

Year ended 31 December 2024

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

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name Gamekeepers Welfare Trust

Charity registration number 1183553

Principal office High Park Farm
Kirkbymoorside
York
YO62 7HS

The trustees The Earl of Aylesford
Mr Ian Grindy
Dr Mike Swan
Mr Ken Butler
Mr Dave Clark
Mr Walter Cole
Lady Scott
Mr Raymond Holt
Mr Brian Mitchell
Mr Matthew Nesbitt
Rev. Dr. Gordon Gatward

Chief executive and charity manager Helen M J Benson

Honorary patron Lord James Percy

Honorary president Sir John Scott Bt.

Honorary chaplain Rev. Dr. Gordon Gatward

Honorary treasurer Philip Holt FCA, FCIE

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Investment adviser	Sarasin & Partners LLP Juxon House 100 St. Paul's Courtyard London EC4M 8BU
Bankers	National Westminster Bank plc 33 Lord Street Wrexham LL11 1LP Metro Bank plc 44-46 Midsummer Arcade Milton Keynes MK9 3BB
Independent examiner	Mrs K Squire ACA Anova Chartered Accountants The Barn, Meadow Court Faygate Lane Faygate Horsham West Sussex RH12 4SJ

Structure, governance and management

Governing document

Gamekeepers Welfare Trust ("the GWT" or "the Charity") was incorporated as a Charitable Incorporated Organisation on 23 May 2019 and commenced charitable activities on 1 June 2019 following the transfer of assets and activities from the former Gamekeepers Welfare Trust (Charity number 1008924) which had been constituted by a Deed of Trust dated 3 February 1992 at the wish of the British Association for Shooting and Conservation ("BASC") and registered with the Charity Commission on 27 February 1992.

Helen M J Benson acts as Charity Manager of the Charity on a day to day basis under the direction of the trustees and transactions are authorised by them. Philip Holt is the Hon. Treasurer and is responsible for the accounting and record keeping for the Trust.

The Trustees normally meet at least once a year to authorise applications for assistance and to monitor the progress of the Charity. Between such meetings, the business of the Charity is conducted by telephone and email.

Trustees are selected by personal recommendation and then approved by the current GWT Trustees by way of Memorandum of Appointment. Training for new trustees includes a "Welcome Pack" which includes a copy of the Trust Deed and background information on the Charity and a copy of the relevant Charity Commission guidance: "CC3 - *The Essential Trustee*".

Risk Management

The trustees have identified the major strategic, business and operational risks that the charity faces and confirm that these are monitored on a regular basis in addition to the annual meeting.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Structure, governance and management *(continued)*

Grant Making Policy

The Charity invites applications for assistance by advertising its existence through publications, on the GWT web site and by distributing its own brochure to associated organisations, to colleges and to gamekeepers and other members of the public at game fairs and similar countryside events.

Applications are considered at the Trustees meetings or by electronic virtual meetings and are usually researched by a specific trustee or by GWT staff who report back to the board. The board then either approves or refuses the grant for assistance.

Investment Policy and Performance

There are no restrictions on the charity's powers to invest. The investment policy had been to hold funds in bank accounts which were readily accessible while being low risk and giving an adequate return. However, these returns have fallen drastically for the last few years.

With the growth in funds managed by the Trustees, this policy was reviewed and the Trustees have decided that, because the banks were no longer paying any interest, there was an opportunity to increase income by transferring excess long-term funds to an Investment Manager for investments into equities and investment trusts. The Trustees have set a benchmark level of risk with the Investment manager and will be monitoring returns and capital at regular intervals.

Reserves Policy

It is the policy of the charity to maintain the free reserves of the Charity at a level which equates to approximately twelve months unrestricted expenditure. This provides sufficient funds to support existing grant beneficiaries and to cover all management, administration and support costs and to respond to emergency applications for grants which arise from time to time. The free reserves of the Charity amount to £274,791 (2023 - £256,672) and are in excess of the 12-month total expenditure of £133,870 (2023 - £110,851) by just over 12 months (2023 - 16 months). Given the current financial environment, the Trustees are satisfied that this excess will be reduced by additional spending in the forthcoming periods.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Objectives and activities

Charitable objects

The objects of Gamekeepers Welfare Trust are:

- To relieve gamekeepers and persons of a similar occupation and their spouses who are aged, incapacitated or in need.
- The education of young persons who make or wish to make their living by the pursuit of gamekeeping.
- To promote any charitable objects or purposes which are considered exclusively charitable in accordance with the laws of England and Wales.

The main activity of the Charity is to provide financial assistance for gamekeepers and people in similar occupations and their spouses who are in need, and also to assist the education of young persons wishing to become gamekeepers.

The Charity provides financial grants for those eligible to help in times of hardship, ill health and retirement. Small grants are also available for young people who wish to make gamekeeping their career.

The Trust also provides a helpline service which provides information and support for gamekeepers, stalkers, ghillies and their families in difficult times. Liaison with national and local organisations and other gamekeeping organisations to inform, refer and raise funds to enable beneficiaries to receive appropriate grants and maintain the helpline and support.

In setting the objectives and planning the activities of the Charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Methodology

Financial assistance is given through individual, annual, welfare and educational grants in a range of circumstances including ill health, disability and hardship, starting out, in working lives and in retirement and later life.

Keeping in touch with the isolated, lonely and those who are struggling through ill health, disability, bereavement, redundancy, or in later life is an important feature of support proffered through telephone calls, texts, cards and small gifts.

Jamie's Helpline is a fundamental service which provides a telephone line to listen, support, and signpost to other assistance. This is available twenty four hours a day, three hundred and sixty five days a year and non-discriminatory in terms of connection and longevity to gamekeeping and associated professions.

Attending colleges and sending student packs are an important means in keeping in touch and making young people aware of the services the Trust can offer and creating links are essential in creating links and relationships with those who wish to make gamekeeping their career.

Information in the format of fact sheets and webinars as well as training services through the Stag and Hind training is available at no cost to the gamekeeper or their partners which are designed to provide tools for individuals and families to make appropriate choices to improve their own circumstances. Being cognisant of mental health is central to any assistance provided and signposting as necessary.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Objectives and activities *(continued)*

Vision

To provide support to gamekeepers, stalkers, ghillies and their dependents, past, present and future as part of the "gamekeeping family".

Core Values

Respect; Integrity; Reliability; Empathetic; Continuous Development;
Accountability; Innovative; Resilient; Commitment; Sustainable.

Strategy and Planning

One primary focus of the five-year plan was to provide a more comprehensive support network for the Gamekeepers Welfare Trust particularly in areas where there is little provision to date. Progress has been made by proactive and organic means, however shifting to specific areas of demand in addition to geographical disparities has proved achievable through paid sub-contractors and a team of health professionals. Therefore, a review and consequential modifications to reflect an environment which has rapidly shifted over the past few years is pertinent.

Policies and Processes

Simultaneously policies and processes were reviewed to ensure current guidelines are in place, both to protect the charity, its staff, volunteers and those which are supported. A comprehensive diagnostic health review highlighted improvements and changes required to ensure all aspects are considered resilient and fit for purpose. However regular reviews are scheduled to maintain strategic goals and planning.

Grants and Support

Applications remain modest which is largely a reflection of the stoicism and pride in rural communities. However, where need has been identified particularly in the elderly and widowed annual and energy payments have without doubt alleviated hardship as well as keeping in touch. Reaching out to the elderly remains a singular challenge especially when ill health or leaving local communities has been necessary. Reliance on NHS and social care services to raise a concern for an individual or family continues to be a challenge which it is hoped connections with the nurse team will assist in this aim. The "Check in with a Mate" campaign encompasses a particular application in being aware and highlighting a need in a discreet and sensitive manner.

Applications were received for a variety of reasons but predominantly due to ill health or later life and a reliance on benefits. Emergency grants continue to provide a lifeline in short measure where immediacy is required but may be general in its application from groceries to heating for example.

Jamies' Helpline provides vital support both in terms of a listening service and assistance in any issue affecting individuals or families. The helpline is available 24/7 though responses cannot be guaranteed immediately. Calls are always returned as soon as possible in confidence. Housing, Health, Redundancy, Relationships, Mental ill Health, Job related problems are all major reasons for calls.

Communications and Publicity

Communications remain a key factor in ensuring the presence and ethos of the Gamekeepers' Welfare Trust remains high in the gamekeeping community. It is evident there is a shift in emphasis and how different groups glean information and respond as appropriate. A recent poll showed that many groups primarily communicate through WhatsApp and Instagram whilst others retain a keen interest in Facebook or the written word through magazines, YouTube and websites. Statistics shown in appendix 1 (RK) demonstrate a range of interest and response.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Objectives and activities *(continued)*

It is therefore imperative that all lines of communication are kept live and relevant whilst retaining contact with media groups and organisations.

Merchandise

Sales are modest online and at events but are important to promote the charity and engender a loyal supporter base.

Awards

These presentations offer an additional opportunity to present a united front with the shooting community, that all the family are part of the team, on shooting estates and shoots throughout the country. It is an occasion to celebrate and recognise individual members of the family in a light-hearted approach.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Achievements and performance

Background

The Wildlife and Muirburn (Scotland) bill became reality in April and proposals around deer management caused concern for stalkers especially around deer management proposals which has potentially serious consequences culling targets are not met. A general election created further uncertainty in rural communities, estates, shoots and farming interests. Changes in environmental payments have also caused estates, farms and shoots to consider budgetary constraints. The trend of the sale of estates for non-sporting interests continued in local areas, affecting communities and local businesses.

All these have direct and indirect consequences for individuals and families whose livelihoods are dependent on land-based occupations; markedly vulnerable where sporting interests are predominant; for the keepers, stalkers, ghillies and allied professions.

Budget cuts during the year impacted immediately on retired and disabled households from the withdrawal of heating allowances. This was followed by impending employers' National Insurance costs and rising basic minimum wages which has caused redundancy rates to rise as a direct consequence.

NHS and local services are under immense pressure which continues to cause anxiety and stress for individuals and families with health concerns.

Charitable and voluntary organisations are working hard to alleviate hardship and counter any measures which directly affect the most vulnerable. The Gamekeepers' Welfare Trust is no exception and is rising to the challenge whilst bolstering infrastructure necessary to continue the provision of an efficient and effective service. Simultaneously to maintain an approach which reflects an empathetic understanding which is encompassed overall is fundamental.

Events

Following a decision to shift emphasis to more local events and with additional support it was possible to plan a raised profile around the country more comprehensively than hitherto feasible. Being proactive wherever possible alongside the nurse team offering health checks wherever opportunity arose added a dimension of interest and support which engendered greater engagement with visitors, keepers and their families. Furthermore, extension of the campaign to "Check in with a Mate" provided occasion to converse and a "lighter touch" involving photographic opportunities.

Attending events around the country remain an important means of keeping abreast of a changing landscape in terms of challenges in different parts of the country, how this impacts on those the Trust supports and keeping in touch with those who have been in touch as supporters or in need of assistance. This also provides an opportunity to recruit volunteers and other assistance necessary to keep a credible presence.

Fundraising

Without doubt, fundraising on behalf of the Gamekeepers' Welfare Trust has risen both in the breadth of events chosen, individual challenges and estates and shoots during the shooting season. The Gamekeepers' Welfare Trust is totally dependent on other organisations, trusts, individuals and supporters and is immensely appreciative whatever is raised and howsoever it is achieved.

Individual challenges have included bungee jumps and marathons whilst others have given their time to organise a Beaters Bash, Ghillies Ball, with an auction or raffle.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Campaigns

For the second year the "Check in with a Mate" campaign has proved a resounding success with active participation for photographs and taking on board the message to keep in touch.

The Memory Tree

In its second year the memory tree continues to provide a focus for remembering loved ones. Restricted to keepers, stalkers and ghillies there is a Memory Tree and listing on the GWT website permanently and focussed during November on social media each Christian name is scrolled alphabetically excepting Remembrance Sunday and Remembrance Day itself.

Education and Training

Continuing distribution of student packs and customary presentations is fundamental to conveying understanding and support available. The Student Support Programme began in 2023/24.

Health

The Health and Wellbeing Hub (Nurse Advice Clinic) helps individuals and families, often those who are already on the GWT radar, have called Jamies' Helpline and very often for other initial causes. Identifying and referring with permission remains a key component of the over-riding Health and Wellbeing banner. This may be one consultation or a series of calls to provide support in specific circumstances. The cost of this is minimal and is mainly provided by one nurse as and when needed through referral though direct contact is an option.

The Nursing team continues to grow, both in geographical area and specialisms proffered. This enables attendance to a wider range of events around the country and thus reaching a wider audience. In addition, specific queries can be answered and information around relevant topics circulated. This is proving popular both on social media and blogs on the website.

With 915 health checks completed around the country during 2024 and follow up assistance from the Health and Wellbeing Hub this excellent initiative must be considered a resounding success. Furthermore, mental health support has been offered both through trusted counsellors and nurse team with an expansion in terms of the range of support and means of contact anticipated in future.

Keeping in Touch

Despite rising costs, the little envelope with a poem and gift continues to over 250 people and is appreciated enormously. Someone who cares, something to look forward to however small is a comfort and a kindness which is considered worthy to continue.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Achievements and performance *(continued)*

A suite of grants and training courses were launched in 2021 to address these needs as follows:

- Family Grants - for families who are effectively on one income or none, due to ill health or bereavement.
- Energy Grants for individuals or families who are struggling to pay increasing energy bills. We don't want anyone to have to choose between food and keeping warm.
- Hind Courses - Recognition of the vital role many partners carry out in support of their gamekeepers a course has been launched to support and assist through tips on mental health, how to cope and talking together.
- Continued distribution of Gamekeeper & Partner packs with further fact sheets on energy, financial and housing as well as health.

During the period, the Charity received around 45 formal applications (2023 - 40) for financial assistance. Of these, 38 (2023 - 38) were supported by the Trustees. In addition, the trustees have identified a further 2 beneficiaries (2023 - 3) for the Annual Grant and in the year 19 individuals (2023 - 20) received up to £500 and a further 20 received heating support 2023 - 21).

A significant change in performance has concerned the number of people assisted in other ways using support on the telephone and visits. These may continue for some months during a difficult period. During the period, it was estimated that nearly 1,400 (2023 - 1,300) people and their families were assisted in some way; given information, telephone support or signposted to other agencies for assistance and support. The Trustees have estimated the financial costs associated with this activity and have separated these costs in the financial statements.

In addition, the Charity maintains a Job Register for gamekeepers, stalkers, ghillies and their families in difficult times to help them find gainful employment and reduce the welfare demands on the Charity.

Volunteers and Staff

One full time staff member continues to provide overall stability and direction however further specialism advice has augmented the team to provide further support both out in the field, at events, for fundraising administration and for Housing and Benefits advice as well as additions to the nurse team both in terms of health checks in different geographical locations and expertise.

Ambassadors

The role of ambassador in a supporting role to represent the Gamekeepers' Welfare Trust at various events and fundraising presentations has proved successful in 2024. Further ambassadors are being sought for other areas in due course however GWT Trustees are invaluable too in providing a presence and conveying appreciation.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Achievements and performance *(continued)*

Investment management

Sarasin and Partners LLP, the investment managers, reported as follows:

The policy of the managers is that the funds be invested in a diversified global portfolio equities, fixed interest and alternative investment strategies. This is achieved through investment in a combination of two Charity Authorised Investment Funds (CAIFs) - Sarasin Endowments Fund and Sarasin Income & Reserves Fund.

The value of the investment portfolio as at 31 December 2024 was £239,075 (2023 - £223,568) representing a total return of +10.2% for the period 31 December 2023 to 31 December 2024. The return was slightly behind the portfolio's composite benchmark of +11.8%, but ahead of the peer group which returned 8.8%, while the UK CPI +3.5% benchmark returned 5.7%. The portfolio largely captured the upside performance in a whereby equity returns were highly concentrated in a small number of US Mega Cap Technology companies.

The estimated annual income projected for the next year for the portfolio is £6,807, which represents a yield of 2.8%. As at 31 December 2024 the portfolio remains broadly diversified with 20.7% in bonds, 64.8% in equities, 2.7% in property, 9.0% in alternatives and 2.8% in liquid assets.

Summary

The ability to adapt to change and how resilient both as individuals, as families, and as charitable organisations, estates and shoots is exposed where extreme forces experienced. This may be a single occasion or combination of events which create extreme circumstances. Planning and ensuring that there are contingency plans for each eventually is imperative as is the ability to reconsider and alter existing plans to fit fluctuating conditions and a shifting environment.

Examining each aspect of the operation management and responses has helped to provide solutions which are enabled by generous fundraising support.

This has led to an expansion of staff in communications, in support through health and housing and additional administration to underpin fundraising and publicity efforts.

The Gamekeepers Welfare Trust enjoys a positive and affectionate position in rural communities which is evident from generous support proffered. It is incumbent on the charity to be prudent, professional and well informed whilst supporting those who need help in practical ways as appropriate, with integrity, kindness, and compassion.

Financial review

During the year, the Charity was successful in raising donations and gifts of £152,631 (2023 - £153,251) and received income of £-, (2023 - £-) for the STAG training courses.

Other incidental trading activity, included the GWT merchandise and other activities raised £5,610, (2023 - £10,534) and investment income of £8,258 (2023 - £8,239) was received.

Grants of financial assistance totalled £58,473 paid to 54 beneficiaries.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Plans for future periods

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

Statement of Commitment

The Gamekeepers' Welfare Trust has a moral duty to provide interim and long term assistance and is committed to supporting the people within its remit.

Planning Ahead

The Gamekeepers' Welfare Trust is often considered the last resort in times of difficulty and one of the long-term aspirations of the charity is to create greater inclusion. Thus, a balance in provision of core aims and objectives, and a wider interest in the social history, current issues and family concerns are important. Projects are planned which are relevant to the gamekeeping community but of more general appeal.

Helping gamekeepers, stalkers and ghillies to cope in adversity ultimately helps them in becoming more resilient and financially independent or at least apprised, and in health; informed, supported and living well. Provision of health services, information and assistance has proved invaluable.

Plans going forward

1. Ladies packs including useful information on health and related issues;
2. Firearms and Shotgun licensing - creating and working with other organisations to create relationships and build trust with police firearms and licensing departments;
3. Stag Training - Continuing to deliver mental health training, communication and resilience model to gamekeepers across the country;
4. Build relationships and create training packages for wives and partners of gamekeeper's in order to support families who are often under considerable stress;
5. Continue to provide gamekeepers' packs, fact sheets and leaflets on key issues of concern, i.e. financial planning, housing and health;
6. Continue to work with and create relationships within the NHS, Social Care and Support sectors to reach those who may need support in later life or ill health or disability but who are unaware of the services proffered by GWT;
7. Provide specific support in certain circumstances for those suffering from mental health problems;
8. Build up a further expertise bank of support through volunteers;

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2024

9. Continue to promote "Jamie's Helpline" and improve availability and effectiveness with helpline volunteers and specific points of reference through direct contact with volunteers and other organisations where specific and professional advice and support is required.

Strategic Aims and Objectives 2021-2026

1. Deliver an efficient, effective, and timely service to individuals and families and ensure continual support as required.
2. Develop a comprehensive support service across the UK with a network of volunteers and underpinned by a range of collaborative local and national groups and institutions.
3. Develop and maintain appropriate and legislative practices for policies, practices and procedures.
4. Provision of sustainable and increased income through shared and collective objectives with relevant organisations, to effectively respond to anticipated need.
5. Create appropriate training for Trustees and volunteers to respond to evolving demands.
6. Provision of appropriate information and training to individuals and families as need arises.
7. Develop effective systems for succession with particular emphasis to key members of staff.

The trustees' annual report was approved on 28 October 2025 and signed on behalf of the board of trustees by:

THE EARL OF AYLESFORD

Trustee

Gamekeepers Welfare Trust

Independent Examiner's Report to the Trustees of Gamekeepers Welfare Trust

Year ended 31 December 2024

I report to the trustees on my examination of the financial statements of Gamekeepers Welfare Trust ('the charity') for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

MRS K SQUIRE ACA

Independent Examiner

Anova Chartered Accountants
The Barn, Meadow Court
Faygate Lane
Faygate
Horsham
West Sussex
RH12 4SJ

28 October 2025

Gamekeepers Welfare Trust

Statement of Financial Activities

Year ended 31 December 2024

		2024			2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	4	145,131	7,500	152,631	153,251
Other trading activities	5	5,610	–	5,610	10,534
Investment income	6	8,258	–	8,258	8,239
Total income		<u>158,999</u>	<u>7,500</u>	<u>166,499</u>	<u>172,024</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	7	740	–	740	161
Costs of other trading activities	8	9,348	–	9,348	9,124
Expenditure on charitable activities	9,10	123,782	32,780	156,562	148,242
Total expenditure		<u>133,870</u>	<u>32,780</u>	<u>166,650</u>	<u>157,527</u>
Net gains on investments	14	15,507	–	15,507	10,108
Net income		<u>40,636</u>	<u>(25,280)</u>	<u>15,356</u>	<u>24,605</u>
Transfers between funds		(6,143)	6,143	–	–
Net movement in funds		<u>34,493</u>	<u>(19,137)</u>	<u>15,356</u>	<u>24,605</u>
Reconciliation of funds					
Total funds brought forward		482,673	19,137	501,810	477,205
Total funds carried forward		<u>517,166</u>	<u>–</u>	<u>517,166</u>	<u>501,810</u>

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

The notes on pages 16 to 29 form part of these financial statements.

Gamekeepers Welfare Trust

Statement of Financial Position

31 December 2024

	Note	2024 £	£	2023 £
Fixed assets				
Tangible fixed assets	20		3,300	2,433
Investments	21		239,075	223,568
			<u>242,375</u>	<u>226,001</u>
Current assets				
Stocks	22	3,438		3,438
Debtors	23	2,443		2,563
Cash at bank and in hand		276,443		281,853
		<u>282,324</u>		<u>287,854</u>
Creditors: amounts falling due within one year	24	<u>(7,533)</u>		<u>(12,045)</u>
Net current assets			<u>274,791</u>	<u>275,809</u>
Total assets less current liabilities			<u>517,166</u>	<u>501,810</u>
Net assets			<u>517,166</u>	<u>501,810</u>
Funds of the charity				
Restricted funds			–	19,137
Unrestricted funds			517,166	482,673
Total charity funds	26		<u>517,166</u>	<u>501,810</u>

These financial statements were approved by the board of trustees and authorised for issue on 28 October 2025, and are signed on behalf of the board by:

THE EARL OF AYLESFORD
Trustee

The notes on pages 16 to 29 form part of these financial statements.

Gamekeepers Welfare Trust

Notes to the Financial Statements

Year ended 31 December 2024

1. General information

The Charity is a public benefit entity and registered charity in England and Wales as a Charitable Incorporated Organisation. The address of the principal office is High Park Farm, Kirkbymoorside, York, YO62 7HS.

2. Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Gamekeepers Welfare Trust constitutes a public benefit entity as defined by FRS 102.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of investments measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity, and rounded to the nearest £1.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The charity does not include a cash flow statement on the grounds that it is applying the Charities SORP (FRS 102) for smaller charities.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities, within the next financial year, are the levels of future funding and expenditure on charitable activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	12% straight line
Equipment	-	25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

3. Accounting policies *(continued)*

Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Individual donors	62,066	–	62,066
Donations from groups and shooting syndicates	14,654	–	14,654
Donations - Gifts from other organisations	13,019	–	13,019
Donations from companies	7,603	–	7,603
Donations from charitable trusts	5,001	–	5,001
The Aylesford Family Charitable Trust	–	–	–
SGA	3,500	–	3,500
Ian Taggart Trust	–	7,500	7,500
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Ripley Sporting	1,250	–	1,250
Richmond Motor Club	125	–	125
Gifts			
Tanfield Grouse Clay Shoot	–	–	–
BASC - Countryside Clay Shoot	1,027	–	1,027
Fundraising events	7,761	–	7,761
Grants			
Hull Cartridge Company Limited	3,000	–	3,000
The Moorland Association	10,000	–	10,000
	<u>145,131</u>	<u>7,500</u>	<u>152,631</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Individual donors	54,215	–	54,215
Donations from groups and shooting syndicates	21,749	–	21,749
Donations - Gifts from other organisations	1,100	–	1,100
Donations from companies	11,720	–	11,720
Donations from charitable trusts	3,738	–	3,738
The Aylesford Family Charitable Trust	5,000	–	5,000
SGA	3,000	–	3,000
Ian Taggart Trust	12,500	5,000	17,500
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Ripley Sporting	1,250	–	1,250
Richmond Motor Club	125	–	125
Gifts			
Tanfield Grouse Clay Shoot	172	–	172
BASC - Countryside Clay Shoot	6,615	–	6,615
Fundraising events	8,067	–	8,067
Grants			
Hull Cartridge Company Limited	3,000	–	3,000
The Moorland Association	–	–	–
	<u>148,251</u>	<u>5,000</u>	<u>153,251</u>

5. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
GWT Merchandise	2,550	2,550	7,190	7,190
Sales of product income	2,815	2,815	524	524
Rural Recruits Advertising	245	245	2,820	2,820
	<u>5,610</u>	<u>5,610</u>	<u>10,534</u>	<u>10,534</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Income from listed investments	6,901	6,901	6,680	6,680
Bank interest receivable	1,357	1,357	1,259	1,259
Bank compensation	–	–	300	300
	<u>8,258</u>	<u>8,258</u>	<u>8,239</u>	<u>8,239</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

6. Investment income *(continued)*

7. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Costs of raising donations and legacies	626	626	730	730
Costs of raising donations and legacies - Subscriptions	114	114	42	42
Share of "Shoot for Sam" proceeds	—	—	(611)	(611)
	<u>740</u>	<u>740</u>	<u>161</u>	<u>161</u>

8. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Stag Training	—	—	98	98
GWT leaflets and publicity	1,818	1,818	144	144
GWT Merchandise	7,530	7,530	8,882	8,882
	<u>9,348</u>	<u>9,348</u>	<u>9,124</u>	<u>9,124</u>

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Welfare	69,140	—	69,140
Education	8,580	—	8,580
Helpline	—	15,414	15,414
Support costs	46,062	17,366	63,428
	<u>123,782</u>	<u>32,780</u>	<u>156,562</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Welfare	68,262	4,778	73,040
Education	516	—	516
Helpline	—	13,525	13,525
Support costs	32,788	28,373	61,161
	<u>101,566</u>	<u>46,676</u>	<u>148,242</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2024 £	Total fund 2023 £
Welfare	19,247	49,893	41,146	110,286	102,318
Education	–	8,580	6,575	15,155	7,189
Helpline	15,414	–	10,792	26,206	34,882
Governance costs	–	–	4,915	4,915	3,853
	<u>34,661</u>	<u>58,473</u>	<u>63,428</u>	<u>156,562</u>	<u>148,242</u>

11. Analysis of support costs

	Welfare £	Education £	Helpline £	Governance £	Total 2024 £	Total 2023 £
Staff costs	13,848	1,978	3,957	–	19,783	17,009
Premises	61	20	122	–	203	737
Communications and IT	384	83	83	–	550	407
Finance costs	5	1	1	–	7	16
Governance costs	–	–	–	4,915	4,915	3,853
Travel costs	6,692	892	1,338	–	8,922	8,543
Subcontractor fees	7,114	949	1,423	–	9,486	9,602
Office costs	5,164	738	1,476	–	7,378	7,574
Shows and publicity leaflets	1,484	961	466	–	2,911	3,926
Website design and construction	1,498	220	485	–	2,203	2,636
Depreciation	441	78	–	–	519	374
Accounting and professional fees	4,455	655	1,441	–	6,551	6,484
	<u>41,146</u>	<u>6,575</u>	<u>10,792</u>	<u>4,915</u>	<u>63,428</u>	<u>61,161</u>

12. Governance costs

	2024 £	2023 £
Independent Examiners fees	1,474	1,254
Legal and other professional fees	–	210
Book keeping and accounting	3,406	2,354
Information Commissioner's Office fees	35	35
	<u>4,915</u>	<u>3,853</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

13. Analysis of grants

	2024	2023
	£	£
Grants to individuals		
4 Housing assistance (2023 - 3)	11,750	11,520
10 Home helping and Welfare (2023 - 12)	5,907	5,376
184 Small gifts and flowers (2023 - 190)	5,363	5,788
4 Educational maintenance (2023 - 1)	8,580	516
19 Annual grants (2023 - 20)	9,250	9,500
5 Emergency grants (2023 - 9)	2,200	3,716
14 Family Grants (2023 - 13)	7,000	6,500
20 Heating Grants (2023 - 21)	8,388	7,042
0 Motor vehicle Grant (2023 - 1)	-	10,000
1 Equipment (2023 - 2)	35	90
	<u>58,473</u>	<u>60,048</u>
Total grants	<u>58,473</u>	<u>60,048</u>

14. Net gains on investments

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Gains/(losses) on listed investments	<u>15,507</u>	<u>15,507</u>	<u>10,108</u>	<u>10,108</u>

15. Net income

Net income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	<u>519</u>	<u>374</u>

16. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,474</u>	<u>1,254</u>

17. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	29,563	26,871
Social security costs	2,825	2,453
Employer contributions to pension plans	700	619
	<u>33,088</u>	<u>29,943</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

17. Staff costs *(continued)*

The average head count of employees during the year was 1 (2023: 1). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Chief executive	<u>1</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £30,262 (2023: £27,490).

18. Trustee remuneration and expenses

During the current period, no remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

None of the Trustees were reimbursed for expenses in the period.

19. Transfers between funds

During the period, there was a transfer of funds amounting to £6,143 from unrestricted to restricted arising from the deficit on the Jamie's Helpline Fund in respect of the costs of delivering the project exceeding the restricted income on this fund. In addition, a transfer of £1,386 was made from the unrestricted general funds to the Tangible Fixed Asset designated fund to represent an addition to the equipment of the charity. There were no transfers in the previous period.

20. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 January 2024	2,994	333	3,327
Additions	1,386	–	1,386
At 31 December 2024	<u>4,380</u>	<u>333</u>	<u>4,713</u>
Depreciation			
At 1 January 2024	561	333	894
Charge for the year	519	–	519
At 31 December 2024	<u>1,080</u>	<u>333</u>	<u>1,413</u>
Carrying amount			
At 31 December 2024	<u>3,300</u>	<u>–</u>	<u>3,300</u>
At 31 December 2023	<u>2,433</u>	<u>–</u>	<u>2,433</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

21. Investments

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 1 January 2024	858	222,710	223,568
Additions	–	–	–
Fair value movements	–	15,507	15,507
At 31 December 2024	<u>858</u>	<u>238,217</u>	<u>239,075</u>
Impairment			
At 1 January 2024 and 31 December 2024			–
Carrying amount			
At 31 December 2024	<u>858</u>	<u>238,217</u>	<u>239,075</u>
At 31 December 2023	<u>858</u>	<u>222,710</u>	<u>223,568</u>

All investments shown above are held at valuation.

Financial assets held at fair value

The listed investments are all Common Investment Funds carried at their fair value. Holdings in Common Investment Funds are at the bid price. Asset sales and purchases are recognised at the date of trade at cost (that is their transaction value).

22. Stocks

	2024 £	2023 £
Finished goods and goods for resale	<u>3,438</u>	<u>3,438</u>

23. Debtors

	2024 £	2023 £
Prepayments and accrued income	<u>1,443</u>	<u>1,563</u>
Advances against reimbursable expenses	<u>1,000</u>	<u>1,000</u>
	<u>2,443</u>	<u>2,563</u>

24. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	<u>762</u>	<u>1,717</u>
Accruals and deferred income	<u>5,979</u>	<u>7,909</u>
Social security and other taxes	<u>598</u>	<u>1,331</u>
Other creditors	<u>194</u>	<u>1,088</u>
	<u>7,533</u>	<u>12,045</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

25. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £700 (2023: £619).

26. Analysis of charitable funds

Unrestricted funds

	At 1 Jan 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2024
	£	£	£	£	£	£
General funds	256,672	158,999	(133,351)	(7,529)	–	274,791
Tangible Fixed Assets Fund	226,001	–	(519)	1,386	15,507	242,375
	<u>482,673</u>	<u>158,999</u>	<u>(133,870)</u>	<u>(6,143)</u>	<u>15,507</u>	<u>517,166</u>
	At 1 Jan 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2023
	£	£	£	£	£	£
General funds	200,125	167,024	(110,477)	–	–	256,672
Tangible Fixed Assets Fund	216,267	–	(374)	–	10,108	226,001
	<u>416,392</u>	<u>167,024</u>	<u>(110,851)</u>	<u>–</u>	<u>10,108</u>	<u>482,673</u>

Tangible Fixed Asset Fund relates to the total value of the tangible fixed assets and investment portfolio which includes a revaluation reserve of £60,690 (2023 - £45,183) being the difference between the market value of fixed asset investments and their original cost.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

26. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Jan 2024 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 Dec 2024 £
Jamie's Helpline Fund	19,029	–	(25,172)	6,143	–	–
Scottish Health Fund	108	7,500	(7,608)	–	–	–
	<u>19,137</u>	<u>7,500</u>	<u>(32,780)</u>	<u>6,143</u>	<u>–</u>	<u>–</u>

	At 1 Jan 2023 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 Dec 2023 £
Jamie's Helpline Fund	60,813	–	(41,784)	–	–	19,029
Scottish Health Fund	–	5,000	(4,892)	–	–	108
	<u>60,813</u>	<u>5,000</u>	<u>(46,676)</u>	<u>–</u>	<u>–</u>	<u>19,137</u>

Jamie's Helpline Fund was set up in 2017 by the family of Jamie Neal, who was a gamekeeper and who sadly took his own life in 2016. The aim of this fund is to make the dedicated helpline more accessible and reachable at any time and to help those who are struggling to cope or for whom things are overwhelming as well as for specific enquiries. Calls to the number are free from any UK phone. With the agreement of the donors, this fund has widened its remit to include cover to improve the mental health of 'keepers and will include mental health counselling in due course.

Scottish Health Fund relates to a donation from the Ian Taggart Trust to used for the benefit of the health of gamekeepers, stalkers and ghillies in Scotland by the provision of health clinics at shows and events and publishing leaflets.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2024

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	3,300	–	3,300
Investments	239,075	–	239,075
Current assets	282,324	–	282,324
Creditors less than 1 year	(7,533)	–	(7,533)
Net assets	<u>517,166</u>	<u>–</u>	<u>517,166</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	2,433	–	2,433
Investments	223,568	–	223,568
Current assets	268,717	19,137	287,854
Creditors less than 1 year	(12,045)	–	(12,045)
Net assets	<u>482,673</u>	<u>19,137</u>	<u>501,810</u>

28. Financial instruments

The carrying amount for each category of financial instrument is as follows:

	2024 £	2023 £
Financial assets measured at fair value through income and expenditure		
Financial assets measured at fair value through income and expenditure	<u>238,217</u>	<u>222,710</u>

Financial assets measured at fair value through income and expenditure comprise fixed assets investments.

29. Related parties

During the period, the Charity received £nil (2023: £5,000) from the Aylesford Family Charitable Trust, a foundation where Lord Aylesford, the Chairman of the Trustees, is also a trustee. There were no balances outstanding at the period end in respect of any related party transaction.

GAMEKEEPERS WELFARE TRUST

England & Wales - Charity number 1183553

Accounts

CHARITY REGISTRATION NUMBER: 1183553

Gamekeepers Welfare Trust
Unaudited Financial Statements
A Charitable Incorporated Organisation
31 December 2023

Gamekeepers Welfare Trust

Financial Statements

Year ended 31 December 2023

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Gamekeepers Welfare Trust

Trustees' Annual Report

Year ended 31 December 2023

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

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Gamekeepers Welfare Trust
Charity registration number	1183553
Principal office	High Park Farm Kirkbymoorside York YO62 7HS
The trustees	The Earl of Aylesford Mr Ian Grindy Dr Mike Swan Mr Ken Butler Mr Dave Clark Mr Walter Cole Lady Scott Mr Raymond Holt Mr Brian Mitchell Mr Matthew Nesbitt Rev. Dr. Gordon Gatward
Chief executive and charity manager	Helen M J Benson
Honorary patron	Lord James Percy
Honorary president	Sir John Scott Bt.
Honorary chaplain	Rev. Dr. Gordon Gatward
Honorary treasurer	Philip Holt FCA, FCIE
Investment adviser	Sarasin & Partners LLP Juxon House, 100 St. Paul's Courtyard, London, EC4M 8BU
Bankers	National Westminster Bank plc 33 Lord Street, Wrexham, LL11 1LP Metro Bank plc 44-46 Midsummer Arcade, Milton Keynes, MK9 3BB

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Independent examiner	Mrs K Squire ACA Anova Chartered Accountants The Barn, Meadow Court Faygate Lane Faygate Horsham West Sussex RH12 4SJ
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Structure, governance and management

Governing document

Gamekeepers Welfare Trust ("the GWT" or "the Charity") was incorporated as a Charitable Incorporated Organisation on 23 May 2019 and commenced charitable activities on 1 June 2019 following the transfer of assets and activities from the former Gamekeepers Welfare Trust (Charity number 1008924) which had been constituted by a Deed of Trust dated 3 February 1992 at the wish of the British Association for Shooting and Conservation ("BASC") and registered with the Charity Commission on 27 February 1992.

Helen M J Benson acts as Charity Manager of the Charity on a day to day basis under the direction of the trustees and transactions are authorised by them. Philip Holt is the Hon. Treasurer and is responsible for the accounting and record keeping for the Trust.

The Trustees normally meet at least once a year to authorise applications for assistance and to monitor the progress of the Charity. Between such meetings, the business of the Charity is conducted by telephone and email.

Trustees are selected by personal recommendation and then approved by the current GWT Trustees by way of Memorandum of Appointment. Training for new trustees includes a "Welcome Pack" which includes a copy of the Trust Deed and background information on the Charity and a copy of the relevant Charity Commission guidance: "*CC3 - The Essential Trustee*".

Risk Management

The trustees have identified the major strategic, business and operational risks that the charity faces and confirm that these are monitored on a regular basis in addition to the annual meeting.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Structure, governance and management *(continued)*

Grant Making Policy

The Charity invites applications for assistance by advertising its existence through publications, on the GWT web site and by distributing its own brochure to associated organisations, to colleges and to gamekeepers and other members of the public at game fairs and similar countryside events.

Applications are considered at the Trustees meetings or by electronic virtual meetings and are usually researched by a specific trustee or by GWT staff who report back to the board. The board then either approves or refuses the grant for assistance.

Investment Policy and Performance

There are no restrictions on the charity's powers to invest. The investment policy had been to hold funds in bank accounts which were readily accessible while being low risk and giving an adequate return. However, these returns have fallen drastically for the last few years.

With the growth in funds managed by the Trustees, this policy was reviewed and the Trustees have decided that, because the banks were no longer paying any interest, there was an opportunity to increase income by transferring excess long-term funds to an Investment Manager for investments into equities and investment trusts. The Trustees have set a benchmark level of risk with the Investment manager and will be monitoring returns and capital at regular intervals.

Reserves Policy

It is the policy of the charity to maintain the free reserves of the Charity, at a level which equates to approximately twelve months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs and to respond to emergency applications for grants which arise from time to time. The free reserves of the Charity amount to £256,672 (2022 - £200,125) and are slightly over the 12-month total expenditure of £110,566 (2022 - £155,315). Given the current financial environment, the Trustees are satisfied that this excess will be spent in the forthcoming periods.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Objectives and activities

Charitable objects

The objects of Gamekeepers Welfare Trust are:

- To relieve gamekeepers and persons of a similar occupation and their spouses who are aged, incapacitated or in need.
- The education of young persons who make or wish to make their living by the pursuit of gamekeeping.
- To promote any charitable objects or purposes which are considered exclusively charitable in accordance with the laws of England and Wales.

The main activity of the Charity is to provide financial assistance for gamekeepers and people in similar occupations and their spouses who are in need, and also to assist the education of young persons wishing to become gamekeepers.

The Charity provides financial grants for those eligible to help in times of hardship, ill health and retirement. Small grants are also available for young people who wish to make gamekeeping their career.

The Trust also provides a helpline service which provides information and support for gamekeepers, stalkers, ghillies and their families in difficult times. Liaison with national and local organisations and other gamekeeping organisations to inform, refer and raise funds to enable beneficiaries to receive appropriate grants and maintain the helpline and support.

In setting the objectives and planning the activities of the Charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Methodology

Financial assistance is given through individual, annual, welfare and educational grants in a range of circumstances including ill health, disability and hardship, starting out, in working lives and in retirement and later life.

Keeping in touch with the isolated, lonely and those who are struggling through ill health, disability, bereavement, redundancy, or in later life is an important feature of support proffered through telephone calls, texts, cards and small gifts.

Jamie's Helpline is a fundamental service which provides a telephone line to listen, support, and signpost to other assistance. This is available twenty four hours a day, three hundred and sixty five days a year and non-discriminatory in terms of connection and longevity to gamekeeping and associated professions.

Attending colleges and sending student packs are an important means in keeping in touch and making young people aware of the services the Trust can offer and creating links are essential in creating links and relationships with those who wish to make gamekeeping their career.

Information in the format of fact sheets and webinars as well as training services through the Stag and Hind training is available at no cost to the gamekeeper or their partners which are designed to provide tools for individuals and families to make appropriate choices to improve their own circumstances. Being cognisant of mental health is central to any assistance provided and signposting as necessary.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Objectives and activities *(continued)*

Vision

To provide support to gamekeepers, stalkers, ghillies and their dependents, past, present and future as part of the “gamekeeping family”.

Core Values

Respect; Integrity; Reliability; Empathetic; Continuous Development;
Accountability; Innovative; Resilient; Commitment; Sustainable.

Strategy

It is the aim of the Charity to ensure that everyone in the gamekeeping community is aware of the Gamekeepers' Welfare Trust and how to reach support, to make the charity more accessible to all including in later life, disability and ill health.

There are three main areas of support:

- **Welfare Grants** which include Annual Grants and Emergency Grants;
- **Educational Grants**;
- **Jamie's Helpline** which incorporates a whole range of support services including listening service, signposting to other services, visiting, letters, cards and gifts, fact sheets, gamekeeping packs, training services, and employment assistance through Rural Recruits, advertising jobs, job register and associated help.

These services are possible through a network of volunteers, professional assistance, associated organisations and a series of proactive campaigns to promote services along with publicity and promotion all feasible through fundraising, donors and sponsorship.

Fundraising is an essential part of financial prudence and enabling effective response to need, however every event is an opportunity to ensure that both the gamekeeping community and those who support outside the immediate profession understand and empathise with the cause as well as consider direct donations and support in other ways.

Welfare Grants

The grant system is individually tailored for an individual response according to circumstances. These can be for any member of the gamekeeping family, or dependent in later life or in disability or financial distress. There is a facility for Emergency Grants which can distribute funds quickly and efficiently as and when necessary and this facility is increasing in need through ill health, change of circumstances and need.

Educational Grants

The ability to help those who wish to make gamekeeping their career continues, and it is anticipated need will rise in accordance with budgetary constraints from colleges and changing course content and accommodation availability.

Annual Grants

Annual Grants are designed to provide a level of comfort for those in need i.e. below benefit level and are rising as the number of applicants continues to rise and is likely to be continual. However, it is considered important for individuals to feel supported and able to provide an ability to live and not merely exist.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Objectives and activities *(continued)*

Flowers, letters and calls

In an increasingly lonely and isolated world where it is clearly documented that those who do not have social interaction on a regular basis can suffer ill health and significantly poorer mental health it is considered important to continue provision of contact. This is manifested by birthday cards, letters, calls and flowers and most recently magazines (BASC, NGO & SGA) as appropriate to keep in contact and feel part of the gamekeeping community. This is expanding to working gamekeepers principally by text as and when appropriate. Knowing someone cares and who understands, remains a key message to all the gamekeeping community.

Communications and Publicity

Social media continually requires investment, in time, in expertise and imagination to ensure content is relevant, timely and eye catching. Sharing content with others as well as providing direct information is important and its success is in the uptake of support, supporters and being in the mind's eye of those who may need GWT, who wish to engage, and those who wish to support the charity. A presence at events is also important, not least in providing an opportunity for those who have been supported to call in and engage with GWT if they wish and is without doubt the most rewarding part of our work. Editorial continues to form part of the armoury of the charity in continually reminding rural communities of the range of services offered by GWT. Ensuring information is relevant and interesting as well as promoting events, fundraising and services GWT offer is important summarised by the report of Social Media activity during 2023 enclosed.

Merchandise

The primary objective in offering merchandise is to promote GWT and display items which engage with keepers and their families and encourage inclusivity. For a charitable organisation without a membership along with social media this can reap dividends, not least in support but for those who may need support, crucial.

Grants and Support

Expenditure has continually risen with particular reference to Annual, Housing, Family and Emergency Grants whilst new applications have remained relatively low. Uncovering need is a continual challenge, though profile, word of mouth and calls provides an opportunity to open conversations and explain the range of support available. See appendix 2 for a more detailed breakdown which includes health services.

Jamies' Helpline continues to form the backbone of support through listening, information, and signposting to various services within and without GWT. Self help guides available on the website, Gamekeeping for Life and Ladies packs are available free of charge and a wide range of assistance on a 24/7 basis with the caveat that calling back may be an option should the phone lines be unavailable for a short period.

Calls are predominantly around redundancy, firearms and shotgun issues, mental health and housing as well as retirement and relationships. The provision of specific health assistance has become a vital arm of support for many individuals and families.

Awards

The Lady Scott Award, Young Gamekeeper awards and "Kind Star" have all provided an opportunity to thank those who give so much to support their families in the "job" whether assisting on shoot days, catering and a myriad of tasks involved and have gone above and beyond in specific circumstances. Without doubt, these are occasions of celebration and create further opportunities for engagement and publicity.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Achievements and performance

Background

Whilst Covid 19 and Avian Flu retreated substantially during 2023, some estates/shoots and game farms were directly affected, and the economic effects of Covid 19 in addition to avian flu and government policy has led to changes in direction for individual estates/shoots and consequentially a rise in redundancies. GL43, proposed restricted releasing of game birds in Wales and banning of snaring as well as the Muirburn and change of deer seasons in Scotland will inevitably have consequential change in practices and long-term plans for estates and shoots.

Adapting to change often causes understandable anxiety and uncertainty. Being prepared for different situations can be difficult and it is hoped that being alongside and underpinning support by providing a safety net of financial, emotional and practical help, GWT can continue to make a difference to individuals and families within the Gatekeeping community.

Fundraising

Donations and fundraising on behalf of GWT has been incredible and, despite income from individual donors and groups falling and the helpline and mental health donation pausing, other corporate and charity foundation gifts have covered some of the one-off gifts from events and fund-raisers. From running a half marathon, to ultra events as well as clay shoots, balls, and dinners, individuals and groups have worked hard to support GWT up and down the UK. Trust donations have also increased and include significant support all of which is appreciated and demonstrates that the work of the Trust is recognised.

The Memory Tree

Remembering loved ones is so important and the Memory Tree and list every day throughout November has resonated with many families. Continued additions to the listing is offered to honour keepers/stalkers and ghillies who have worked throughout their career or for a substantial period in the profession.

Game Fairs and Shows

The Shooting Show, although in a rather obscured position was again a focus for those who wished to engage with GWT, give donations and purchase hats, flags and other merchandise. Attendance at the NGO AGM was an important date in the calendar followed by a stand with BASC at the Stalking Show in April. The East Anglian Game Fair was attended with the NGO at Euston, an area which requires a more active presence. Later on, again with the NGO at Sandringham. The Scottish Game Fair is always busy and though again in a more remote location as the fair had changed format, was successful and particularly so with the nurses who undertook health checks throughout the weekend.

A roving presence at the Game Fair but with a presentation at the GWCT stand by kind permission for the Lady Scott Award to Karen Garrod was appreciated though missing a specific site for the three days. Moy, near Inverness was another important date in the calendar with a large proportion of local keepers and stalkers attending. Health Checks were again a focus of attention and provided interest and appreciation from those who took advantage of services. Attendance at the Welsh Game Fair near Bangor in September and again health checks throughout, with an opportunity to take part in one of the debates in the rural arena was a considerable commitment and should be carefully reviewed in future. GWT were invited to a two-day event at Game and Country in October at which nurses were available for the health checks and donations from the refreshments generously given from the organisers.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Achievements and performance *(continued)*

Education and Training

GWT continues to visit and support students in college and out with college sending student packs and survival kits. Changing practices in college, in some cases amalgamating to countryside management rather than gamekeeping or ceasing apprenticeships has complicated access however visits to colleges were welcomed.

Training within GWT has been limited i.e. Stag and Hind courses with less demand or opportunity as well as limited resources within GWT to actively promote courses.

Health

Various health initiatives have raised awareness and have been effective in creating opportunities to improve wellbeing and individuals to take steps to improve health as well as offering support when ill health causes problems, either in work, at home or economically.

Free at the point of delivery, the Nurse Advice Clinic, Health checks and counselling have made a real difference to individuals, both working and retired and have actually changed, and indeed saved lives, both for mental wellbeing and physical wellbeing.

Nurses from all over the UK have joined to form a team available to offer support as well as core expertise for the Nurse Advice Clinic. Feedback has been positive and has highlighted the importance of regular checks with some alarming symptoms now under control through individual local health care.

Counselling provides an important service to those affected by mental ill health and providing a "go to person" or reimbursement of costs has proved invaluable.

Basic costs of support grants, health and other assistance are outlined in Appendix 2 as an approximate summary which does not include post and flowers as below.

Keeping in Touch

Monthly notes and gifts are sent to keepers, and their partners as well as those on their own through bereavement or isolation. That it is appreciated is in no doubt from the messages, notes and calls to thank GWT. Flowers are sent on birthdays principally to widows and are also gratefully received. Whilst rising costs for postage and other gifts are causing an increase in expenditure these small gestures are well worth the effort with benefits far outweighing costs incurred.

Nurse Advice Support

At the end of November, a new service was launched initially with two nurses and two sessions available on Monday morning 9 am to 11 am and Wednesday evening 6 pm to 8 pm accessible either by telephone or online (zoom or teams).

To date this has proved extremely helpful, principally from referrals rather than direct calls. Health concerns range from mental ill health, back injury, cancer diagnosis, terminal cancer care, circulation and vascular problems, support in and after pregnancy, arm and back injury after an accident, and other health issues.

There has been excellent feedback and callers feel supported on a regular or intermittent basis as required.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Achievements and performance *(continued)*

Long Term Health Grant

Thus far the long-term health grant has assisted several individuals from cancer diagnosis, vascular issues, dietary problems, and heart disease. Offering financial support quickly and without fuss has meant lifting the burden and ensuring that travelling to hospital, and other immediate needs can be met.

A suite of grants and training courses were launched in 2021 to address these needs as follows:

- Family Grants - for families who are effectively on one income or none, due to ill health or bereavement.
- Energy Grants for individuals or families who are struggling to pay increasing energy bills. We don't want anyone to have to choose between food and keeping warm.
- Hind Courses - Recognition of the vital role many partners carry out in support of their gamekeepers a course has been launched to support and assist through tips on mental health, how to cope and talking together.
- Continued distribution of Gamekeeper & Partner packs with further fact sheets on energy, financial and housing as well as health.

During the period, the Charity received around 40 formal applications (2022 - 30) for financial assistance. Of these, 38 (2022 - 22) were supported by the Trustees. In addition, the trustees have identified a further 3 beneficiaries (2022 - 5) for the Annual Grant and in the year 20 individuals (2022 - 26) received up to £500.

A significant change in performance has concerned the number of people assisted in other ways using support on the telephone and visits. These may continue for some months during a difficult period. During the period, it was estimated that well nearly 1,300 (2022 - 1,200) people and their families were assisted in some way; given information, telephone support or signposted to other agencies for assistance and support. The Trustees have estimated the financial costs associated with this activity and have separated these costs in the financial statements.

In addition, the Charity maintains a Job Register for gamekeepers, stalkers, ghillies and their families in difficult times to help them find gainful employment and reduce the welfare demands on the Charity.

Mobility scooters

One of the most enjoyable events for gamekeepers and their families are social events to come together, learn and relax at the Game Fairs held up and down the country. For those who are less mobile this can be an expensive and difficult exercise and inhibit attendance. Therefore, GWT has offered reimbursement for those who hire mobility scooters or wheelchairs. There has been a modest uptake to date but will be re-offered in future as information is circulated, ensuring that individuals can attend wherever possible should they so wish.

Student Support Programme

Following on from visits to colleges highlighting support available and the provision of Student packs, contact is now active with individual students who are apprentices, or on placement and who are receiving notes and packages to ensure support is continued. This also offers the opportunity for students to contact GWT should they require support on any issue of concern.

Campaigns

The "Check in with a Mate" campaign has been amazingly successful, keepers, their families and students have taken on board the ethos of the idea and encourage everyone to "check in" with each other.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Achievements and performance *(continued)*

Job Register and Advertising

Rural Recruits is run independently of the Gamekeepers' Welfare Trust however continues to provide assistance to gamekeepers entering the profession, moving on and advertising on behalf of GWT on occasion when required.

Volunteers and Paid Assistance

Whilst GWT has gained support from individuals particularly around fundraising, it continues to be a challenge to recruit individuals with the experience and time to support Jamie's Helpline and specifically distress calls. However, the Nurse team have contributed to this need, and it is hoped other specialists will assist in specific queries for example financial or housing need as suitable candidates are sourced.

One of the aims of the Five-Year Plan was to source individuals who could promote GWT in specific areas of the UK. The appointment of a Welsh Ambassador has been a considerable asset but a "go to" person in East Anglia has also proved helpful both for local knowledge, events and generally liaising with estates, shoots, organisations and forwarding any issues of concern.

Ambassadors

With limited availability and multiple events, it is becoming more difficult to attend various events and presentations. Whilst our Honorary President, Sir John Scott has been hugely proactive from one end of the country to the other it is becoming a challenge to attend every one especially when there are multiple events sometimes on the same day. To that end and to promote GWT, an ambassador has been appointed in Wales, Steve Stringer, Head keeper at Chirk Castle and long-time supporter of GWT. This has already proved invaluable as Steve attended a fundraiser in Hereford (rugby match) and a shoot donation on the Shropshire border as well as presenting the Young Gamekeeper Award at Pen-y-lan shoot in North Wales.

Raising the Game Partners

Working with other organisations reaps benefits both to ensure those who may require assistance are constantly reminded where and how to reach support, donations, and awareness.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Achievements and performance *(continued)*

Investment management

Sarasin and Partners LLP, the investment managers, reported as follows:

The policy of the managers is that the funds be invested in a balanced portfolio of UK and overseas equities, fixed interest and alternative investment strategies. This is achieved through investment in a combination of two specialist Charity Authorised Investment Funds (CAIF) - Sarasin Endowments Fund and Sarasin Income and Reserves Fund.

The value of the investment portfolio as at 31 December 2023 was £223,568 (2022 - £213,460) representing a total return of +8.1% (2022 -11.3%) for the period. The investment performance underperformed the portfolio's benchmark of +10.3% (2022 -9.2%). Income from the portfolio amounted to £6,680 (2022 - £6,603) giving a rate of income return of +3.0% (2022 +2.7%). volatility increased.

The estimated future annual income expected to be generated by the portfolio's investments is £6,723 (2022 - £6,580) representing a yield of 3.0% (2022 - 3.1%). As at 2023, the portfolio remains broadly diversified with 24.9% (2022 - 21.9%) in bonds, 59.3% (2022 - 57.0%) in equities, 3.0% (2022 - 3.6%) in property, 9.8% (2022 - 13.4%) in alternatives and 3.1% (2022 - 4.2%) in liquid assets. The top five equity holdings by market value were: Alphabet Inc., Amazon. Com Inc., Microsoft Corp, and Medtronic PLC.

Summary

The environment in which the Gamekeepers, Stalkers, ghillies and families work in, is changing at a rapid pace which will inevitably affect the lives of those who depend on the profession for their livelihood. Where estates and shoots have prepared for the future and can adapt as regulation, consequences and perceptions of climate change and the political landscape dictates the future is more assured. For those shoots and estates which are less robust or for those which are not perhaps as committed to shooting as their forebears then viability and the will to succeed is more precarious. Younger generations are better placed to adapt to new conditions whether through education, or the absorption of new ideas and willingness to embrace change.

Health is the most important assets one can possess and is a topic which is becoming more acceptable to listen and take on advice whether this is healthy eating, avoiding substances i.e. smoking, or looking after mental wellbeing. The Gamekeepers' Welfare Trust is committed to supporting the gamekeeping community at whatever stage of life to assist and support individuals and families not only in grant aid but in preventative measures and proactive assistance. The Nurse Advice Clinic and health checks have proven their worth.

Financial and Housing aid is similarly important and steps in preventing hardship and difficulty in an environment of shortages and an economic downturn is a priority for the future.

Whilst editorial and social media continues to be increasingly important and at a relatively modest cost, there is a benefit in being present at events and meeting people face to face. This should be borne in mind in budgeting forward though continuing to innovate and accessible on all platforms.

The profile of GWT and the support which is engendered is active and in general held in high esteem. It is important to continue to grow, to innovate and provide support in a range of areas required. Future plans and review of the five-year plan is a continual process adjusting to and anticipating opportunities whilst being cognisant of challenges in 2024 and beyond.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Financial review

During the year, the Charity was successful in raising donations and gifts of £153,251 (2022 - £220,787).

Other incidental trading activity, included the GWT calendar and other activities raised £10,534, (2022 - £2,097) and investment income of £8,239 (2022 - £6,733) was received.

Grants of financial assistance totalled £60,048 paid to 54 beneficiaries.

Plans for future periods

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

Statement of Commitment

The Gamekeepers' Welfare Trust has a moral duty to provide interim and long term assistance and is committed to supporting the people within its remit.

Planning Ahead

The Gamekeepers' Welfare Trust is often considered the last resort in times of difficulty and one of the long-term aspirations of the charity is to create greater inclusion. Thus, a balance in provision of core aims and objectives, and a wider interest in the social history, current issues and family concerns are important. Projects are planned which are relevant to the gamekeeping community but of more general appeal.

Helping gamekeepers, stalkers and ghillies to cope in adversity ultimately helps them in becoming more resilient and financially independent or at least apprised, and in health; informed, supported and living well. Provision of health services, information and assistance has proved invaluable.

Gamekeepers Welfare Trust

Trustees' Annual Report *(continued)*

Year ended 31 December 2023

Plans going forward

1. Ladies packs including useful information on health and related issues;
2. Firearms and Shotgun licensing - creating and working with other organisations to create relationships and build trust with police firearms and licensing departments;
3. Stag Training - Continuing to deliver mental health training, communication and resilience model to gamekeepers across the country;
4. Build relationships and create training packages for wives and partners of gamekeeper's in order to support families who are often under considerable stress;
5. Continue to provide gamekeepers' packs, fact sheets and leaflets on key issues of concern, i.e. financial planning, housing and health;
6. Continue to work with and create relationships within the NHS, Social Care and Support sectors to reach those who may need support in later life or ill health or disability but who are unaware of the services proffered by GWT;
7. Provide specific support in certain circumstances for those suffering from mental health problems;
8. Build up a further expertise bank of support through volunteers;
9. Continue to promote "Jamie's Helpline" and improve availability and effectiveness with helpline volunteers and specific points of reference through direct contact with volunteers and other organisations where specific and professional advice and support is required.

Strategic Aims and Objectives 2021-2026

1. Deliver an efficient, effective, and timely service to individuals and families and ensure continual support as required.
2. Develop a comprehensive support service across the UK with a network of volunteers and underpinned by a range of collaborative local and national groups and institutions.
3. Develop and maintain appropriate and legislative practices for policies, practices and procedures.
4. Provision of sustainable and increased income through shared and collective objectives with relevant organisations, to effectively respond to anticipated need.
5. Create appropriate training for Trustees and volunteers to respond to evolving demands.
6. Provision of appropriate information and training to individuals and families as need arises.
7. Develop effective systems for succession with particular emphasis to key members of staff.

The trustees' annual report was approved on 28 October 2024 and signed on behalf of the board of trustees by:

THE EARL OF AYLESFORD
Trustee

Gamekeepers Welfare Trust

Independent Examiner's Report to the Trustees of Gamekeepers Welfare Trust

Year ended 31 December 2023

I report to the trustees on my examination of the financial statements of Gamekeepers Welfare Trust ('the charity') for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

MRS K SQUIRE ACA

Independent Examiner

Anova Chartered Accountants
The Barn, Meadow Court
Faygate Lane
Faygate
Horsham
West Sussex
RH12 4SJ

28 October 2024

Gamekeepers Welfare Trust

Statement of Financial Activities

Year ended 31 December 2023

		2023			2022
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Note				
Income and endowments					
Donations and legacies	4	148,251	5,000	153,251	220,787
Other trading activities	5	10,534	–	10,534	2,097
Investment income	6	8,239	–	8,239	6,733
Total income		<u>167,024</u>	<u>5,000</u>	<u>172,024</u>	<u>229,617</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	7	161	–	161	14,848
Costs of other trading activities	8	9,124	–	9,124	11,155
Expenditure on charitable activities	9,10	101,566	46,676	148,242	129,232
Total expenditure		<u>110,851</u>	<u>46,676</u>	<u>157,527</u>	<u>155,235</u>
Net gains/(losses) on investments	14	10,108	–	10,108	(34,448)
Net income and net movement in funds		<u>66,281</u>	<u>(41,676)</u>	<u>24,605</u>	<u>39,934</u>
Reconciliation of funds					
Total funds brought forward		<u>416,392</u>	<u>60,813</u>	<u>477,205</u>	<u>437,271</u>
Total funds carried forward		<u>482,673</u>	<u>19,137</u>	<u>501,810</u>	<u>477,205</u>

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

The notes on pages 17 to 30 form part of these financial statements.

Gamekeepers Welfare Trust

Statement of Financial Position

31 December 2023

	Note	2023	2022
Fixed assets			
Tangible fixed assets	19	2,433	2,807
Investments	20	223,568	213,460
		<u>226,001</u>	<u>216,267</u>
Current assets			
Stocks	21	3,438	3,438
Debtors	22	2,563	2,138
Cash at bank and in hand		281,853	278,558
		<u>287,854</u>	<u>284,134</u>
Creditors: amounts falling due within one year	23	<u>(12,045)</u>	<u>(23,196)</u>
Net current assets		<u>275,809</u>	<u>260,938</u>
Total assets less current liabilities		<u>501,810</u>	<u>477,205</u>
Net assets		<u>501,810</u>	<u>477,205</u>
Funds of the charity			
Restricted funds		19,137	60,813
Unrestricted funds		482,673	416,392
Total charity funds	25	<u>501,810</u>	<u>477,205</u>

These financial statements were approved by the board of trustees and authorised for issue on 28 October 2024, and are signed on behalf of the board by:

THE EARL OF AYLESFORD
Trustee

The notes on pages 17 to 30 form part of these financial statements.

Gamekeepers Welfare Trust

Notes to the Financial Statements

Year ended 31 December 2023

1. General information

The Charity is a public benefit entity and registered charity in England and Wales as a Charitable Incorporated Organisation. The address of the principal office is High Park Farm, Kirkbymoorside, York, YO62 7HS.

2. Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Gamekeepers Welfare Trust constitutes a public benefit entity as defined by FRS 102.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of investments measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity, and rounded to the nearest £1.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The charity does not include a cash flow statement on the grounds that it is applying the Charities SORP (FRS 102) for smaller charities.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities, within the next financial year, are the levels of future funding and expenditure on charitable activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	12% straight line
Equipment	-	25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2023
Donations			
Individual donors	54,215	–	54,215
Donations from groups and shooting syndicates	21,749	–	21,749
Donations - Gifts from other organisations	1,100	–	1,100
Donations from companies	11,720	–	11,720
Other donations	–	–	–
Donations from charitable trusts	3,738	–	3,738
The Aylesford Family Charitable Trust	5,000	–	5,000
SGA	3,000	–	3,000
Helpline and Mental Health Donations	–	–	–
Ian Taggart Trust	12,500	5,000	17,500
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Ripley Sporting	1,250	–	1,250
Richmond Motor Club	125	–	125
Gifts			
Tanfield Grouse Clay Shoot	172	–	172
BASC - Countryside Clay Shoot	6,615	–	6,615
Fundraising events	8,067	–	8,067
"Shoot for Sam" Auction	–	–	–
Grants			
Hull Cartridge Company Limited	3,000	–	3,000
	<u>148,251</u>	<u>5,000</u>	<u>153,251</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

4. Donations and legacies *(continued)*

	Unrestricted Funds	Restricted Funds	Total Funds 2022
Donations			
Individual donors	80,778	3,333	84,111
Donations from groups and shooting syndicates	26,364	–	26,364
Donations - Gifts from other organisations	1,570	–	1,570
Donations from companies	7,964	–	7,964
Other donations	975	–	975
Donations from charitable trusts	12,396	–	12,396
The Aylesford Family Charitable Trust	–	–	–
SGA	480	–	480
Helpline and Mental Health Donations	–	20,000	20,000
Ian Taggart Trust	–	–	–
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Ripley Sporting	1,500	–	1,500
Richmond Motor Club	–	–	–
Gifts			
Tanfield Grouse Clay Shoot	5,000	–	5,000
BASC - Countryside Clay Shoot	7,323	–	7,323
Fundraising events	9,719	–	9,719
"Shoot for Sam" Auction	27,385	–	27,385
Grants			
Hull Cartridge Company Limited	–	–	–
	<u>197,454</u>	<u>23,333</u>	<u>220,787</u>

5. Other trading activities

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
GWT Merchandise	7,714	7,714	847	847
Sales of product income	524	524	–	–
Rural Recruits Advertising	2,820	2,820	1,250	1,250
	<u>11,058</u>	<u>11,058</u>	<u>2,097</u>	<u>2,097</u>

6. Investment income

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
Income from listed investments	6,680	6,680	6,603	6,603
Bank interest receivable	1,259	1,259	130	130
Bank compensation	300	300	–	–
	<u>8,239</u>	<u>8,239</u>	<u>6,733</u>	<u>6,733</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

7. Costs of raising donations and legacies

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
Costs of raising donations and legacies	730	730	545	545
Costs of raising donations and legacies - Subscriptions	42	42	–	–
Share of "Shoot for Sam" proceeds	(611)	(611)	14,303	14,303
	<u>161</u>	<u>161</u>	<u>14,848</u>	<u>14,848</u>

8. Costs of other trading activities

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
Stag Training	98	98	1,432	1,432
GWT leaflets and publicity	144	144	1,557	1,557
GWT Merchandise	8,882	8,882	8,166	8,166
	<u>9,124</u>	<u>9,124</u>	<u>11,155</u>	<u>11,155</u>

9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2023
Welfare	68,262	4,778	73,040
Education	516	–	516
Helpline	–	13,525	13,525
Support costs	32,788	28,373	61,161
	<u>101,566</u>	<u>46,676</u>	<u>148,242</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022
Welfare	55,892	3,212	59,104
Education	1,000	–	1,000
Helpline	–	12,899	12,899
Support costs	36,598	19,631	56,229
	<u>93,490</u>	<u>35,742</u>	<u>129,232</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Grant funding of activities	Support costs	Total funds 2023	Total fund 2022
Welfare	13,508	59,532	29,278	102,318	86,065
Education	–	516	6,673	7,189	7,092
Helpline	13,525	–	21,357	34,882	32,409
Governance costs	–	–	3,853	3,853	3,666
	<u>27,033</u>	<u>60,048</u>	<u>61,161</u>	<u>148,242</u>	<u>129,232</u>

11. Analysis of support costs

	Welfare	Education	Helpline	Governance	Total 2023	Total 2022
Staff costs	8,504	1,701	6,804	–	17,009	15,886
Premises	221	74	442	–	737	1,748
Communications and IT	204	61	142	–	407	858
Finance costs	12	2	2	–	16	140
Governance costs	–	–	–	3,853	3,853	3,666
Travel costs	5,126	854	2,563	–	8,543	7,792
Subcontractor fees	5,761	960	2,881	–	9,602	9,871
Office costs	3,409	757	3,408	–	7,574	3,014
Shows and publicity leaflets	1,295	1,296	1,335	–	3,926	3,405
Website design and construction	1,186	264	1,186	–	2,636	2,312
Depreciation	318	56	–	–	374	187
Accounting and professional fees	3,242	648	2,594	–	6,484	7,350
	<u>29,278</u>	<u>6,673</u>	<u>21,357</u>	<u>3,853</u>	<u>61,161</u>	<u>56,229</u>

12. Governance costs

	2023	2022
Independent Examiners fees	1,254	1,277
Legal and other professional fees	210	–
Book keeping and accounting	2,354	2,354
Information Commissioner's Office fees	35	35
	<u>3,853</u>	<u>3,666</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

13. Analysis of grants

	2023	2022
Grants to institutions		
0 Travel assistance (2022 - 1)	–	719
Grants to individuals		
3 Housing assistance (2022 - 3)	11,520	12,522
12 Home helping and Welfare (2022 - 16)	5,376	7,230
190 Small gifts and flowers (2022 - 201)	5,788	7,211
1 Educational maintenance (2022 - 1)	516	1,000
20 Annual grants (2022 - 23)	9,500	11,500
9 Emergency grants (2022 - 9)	3,716	4,720
13 Family Grants (2022 - 11)	6,500	5,500
21 Heating Grants (2022 - 21)	7,042	5,250
1 Motor vehicle Grant (2022 - 0)	10,000	–
2 Equipment (2022 - 0)	90	–
	<u>60,048</u>	<u>54,933</u>
Total grants	<u>60,048</u>	<u>55,652</u>

14. Net gains/(losses) on investments

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
Gains/(losses) on listed investments	<u>10,108</u>	<u>10,108</u>	<u>(34,448)</u>	<u>(34,448)</u>

15. Net income

Net income is stated after charging/(crediting):

	2023	2022
Depreciation of tangible fixed assets	<u>374</u>	<u>187</u>

16. Independent examination fees

	2023	2022
Fees payable to the independent examiner for:		
Independent examination of the financial statements	<u>1,254</u>	<u>1,277</u>

17. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
Wages and salaries	26,871	25,000
Social security costs	2,453	2,319
Employer contributions to pension plans	619	688
	<u>29,943</u>	<u>28,007</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

17. Staff costs *(continued)*

The average head count of employees during the year was 1 (2022: 1). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Chief executive	<u>1</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £27,490 (2022:£25,688).

18. Trustee remuneration and expenses

During the current period, no remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

None of the Trustees were reimbursed for expenses in the period.

19. Tangible fixed assets

	Fixtures and fittings	Equipment	Total
Cost			
At 1 January 2023 and 31 December 2023	<u>2,994</u>	<u>333</u>	<u>3,327</u>
Depreciation			
At 1 January 2023	187	333	520
Charge for the year	374	–	374
At 31 December 2023	<u>561</u>	<u>333</u>	<u>894</u>
Carrying amount			
At 31 December 2023	<u>2,433</u>	–	<u>2,433</u>
At 31 December 2022	<u>2,807</u>	–	<u>2,807</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

20. Investments

	Cash or cash equivalents	Listed investments	Total
Cost or valuation			
At 1 January 2023	858	212,602	213,460
Additions	–	–	–
Fair value movements	–	10,108	10,108
At 31 December 2023	<u>858</u>	<u>222,710</u>	<u>223,568</u>
Impairment			
At 1 January 2023 and 31 December 2023			–
Carrying amount			
At 31 December 2023	<u>858</u>	<u>222,710</u>	<u>223,568</u>
At 31 December 2022	<u>858</u>	<u>212,602</u>	<u>213,460</u>

All investments shown above are held at valuation.

Financial assets held at fair value

The listed investments are all Common Investment Funds carried at their fair value. Holdings in Common Investment Funds are at the bid price. Asset sales and purchases are recognised at the date of trade at cost (that is their transaction value).

21. Stocks

	2023	2022
Finished goods and goods for resale	<u>3,438</u>	<u>3,438</u>

22. Debtors

	2023	2022
Prepayments and accrued income	<u>1,563</u>	1,027
Advances against reimbursable expenses	<u>1,000</u>	<u>1,111</u>
	<u>2,563</u>	<u>2,138</u>

23. Creditors: amounts falling due within one year

	2023	2022
Trade creditors	<u>1,717</u>	731
Accruals and deferred income	<u>7,909</u>	21,739
Social security and other taxes	<u>1,331</u>	726
Other creditors	<u>1,088</u>	–
	<u>12,045</u>	<u>23,196</u>

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

24. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £619 (2022: £688).

25. Analysis of charitable funds

Unrestricted funds

	At 1 Jan 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2023
General funds	200,125	167,024	(110,477)	–	–	256,672
Tangible Fixed Assets Fund	216,267	–	(374)	–	10,108	226,001
	<u>416,392</u>	<u>167,024</u>	<u>(110,851)</u>	<u>–</u>	<u>10,108</u>	<u>482,673</u>
	At 1 Jan 2022	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2022
General funds	364,049	206,284	(119,493)	(216,267)	(34,448)	200,125
Tangible Fixed Assets Fund	–	–	–	216,267	–	216,267
	<u>364,049</u>	<u>206,284</u>	<u>(119,493)</u>	<u>–</u>	<u>(34,448)</u>	<u>416,392</u>

Tangible Fixed Asset Fund relates to the total value of the tangible fixed assets and investment portfolio which includes a revaluation reserve of £45,183 (2022 - £35,076) being the difference between the market value of fixed asset investments and their original cost.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

25. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Jan 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2023
Keepers in Scotland Fund	–	–	–	–	–	–
Jamie's Helpline Fund	60,813	–	(41,784)	–	–	19,029
Scottish Health Fund	–	5,000	(4,892)	–	–	108
	<u>60,813</u>	<u>5,000</u>	<u>(46,676)</u>	<u>–</u>	<u>–</u>	<u>19,137</u>
	At 1 Jan 2022	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2022
Keepers in Scotland Fund	–	3,333	(3,333)	–	–	–
Jamie's Helpline Fund	73,222	20,000	(32,409)	–	–	60,813
Scottish Health Fund	–	–	–	–	–	–
	<u>73,222</u>	<u>23,333</u>	<u>(35,742)</u>	<u>–</u>	<u>–</u>	<u>60,813</u>

The Keepers in Scotland Fund relates to a donation from the Highland Field Sports Fair Committee to used for the benefit of gamekeepers in Scotland.

Jamie's Helpline Fund was set up in 2017 by the family of Jamie Neal, who was a gamekeeper and who sadly took his own life in 2016. The aim of this fund is to make the dedicated helpline more accessible and reachable at any time and to help those who are struggling to cope or for whom things are overwhelming as well as for specific enquiries. Calls to the number are free from any UK phone. With the agreement of the donors, this fund has widened its remit to include cover to improve the mental health of 'keepers and will include mental health counselling in due course.

Scottish Health Fund relates to a donation from the Ian Taggart Trust to used for the benefit of the health of gamekeepers, stalkers and ghillies in Scotland by the provision of health clinics at shows and events and publishing leaflets.

Gamekeepers Welfare Trust

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

26. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2023
Tangible fixed assets	2,433	–	2,433
Investments	223,568	–	223,568
Current assets	268,717	19,137	287,854
Creditors less than 1 year	(12,045)	–	(12,045)
Net assets	<u>482,673</u>	<u>19,137</u>	<u>501,810</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022
Tangible fixed assets	2,807	–	2,807
Investments	213,460	–	213,460
Current assets	223,321	60,813	284,134
Creditors less than 1 year	(23,196)	–	(23,196)
Net assets	<u>416,392</u>	<u>60,813</u>	<u>477,205</u>

27. Financial instruments

Financial assets measured at fair value through income and expenditure comprise fixed assets investments.

28. Related parties

During the period, the Charity received £5,000 (2022: £1,000) from the Aylesford Family Charitable Trust, a foundation where Lord Aylesford, the Chairman of the Trustees, is also a trustee. There were no balances outstanding at the period end in respect of any related party transaction.

GAMEKEEPERS WELFARE TRUST

England & Wales - Charity number 1183553

Accounts

CHARITY REGISTRATION NUMBER: 1183553

Gamekeepers Welfare Trust CIO
Unaudited Financial Statements
A Charitable Incorporated Organisation
31 December 2022

Gamekeepers Welfare Trust CIO

Financial Statements

Year ended 31 December 2022

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Gamekeepers Welfare Trust CIO

Trustees' Annual Report

Year ended 31 December 2022

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

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Gamekeepers Welfare Trust CIO
Charity registration number	1183553
Principal office	High Park Farm Kirkbymoorside York YO62 7HS
The trustees	The Earl of Aylesford Mr Ian Grindy Dr Mike Swan Mr Ken Butler Mr Dave Clark Mr Walter Cole Lady Scott Mr Raymond Holt Mr Brian Mitchell Mr Matthew Nesbitt Rev. Dr. Gordon Gatward
Chief executive and charity manager	Helen M J Benson
Honorary patron	Lord James Percy
Honorary president	Sir John Scott Bt.
Honorary chaplain	Rev. Dr. Gordon Gatward
Honorary treasurer	Philip Holt FCA, FCIE
Investment adviser	Sarasin & Partners LLP Juxon House 100 St. Paul's Courtyard London EC4M 8BU
Bankers	National Westminster Bank plc Metro Bank plc
Independent examiner	Matthew Cleghorn FCA The Barn, Meadow Court, Faygate Lane Faygate, Horsham, West Sussex, RH12 4SJ

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Structure, governance and management

Governing document

Gamekeepers Welfare Trust CIO ("the GWT" or "the Charity") was incorporated as a Charitable Incorporated Organisation on 23 May 2019 and commenced charitable activities on 1 June 2019 following the transfer of assets and activities from the former Gamekeepers Welfare Trust (Charity number 1008924) which had been constituted by a Deed of Trust dated 3 February 1992 at the wish of the British Association for Shooting and Conservation ("BASC") and registered with the Charity Commission on 27 February 1992.

Helen M J Benson acts as Charity Manager of the Charity on a day to day basis under the direction of the trustees and transactions are authorised by them. Philip Holt is the Hon. Treasurer and is responsible for the accounting and record keeping for the Trust.

The Trustees normally meet at least once a year to authorise applications for assistance and to monitor the progress of the Charity. Between such meetings, the business of the Charity is conducted by telephone and email.

Trustees are selected by personal recommendation and then approved by the current GWT Trustees by way of Memorandum of Appointment. Training for new trustees includes a "Welcome Pack" which includes a copy of the Trust Deed and background information on the Charity and a copy of the relevant Charity Commission guidance: "*CC3 - The Essential Trustee*".

Risk Management

The trustees have identified the major strategic, business and operational risks that the charity faces and confirm that these are monitored on a regular basis in addition to the annual meeting.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Structure, governance and management *(continued)*

Grant Making Policy

The Charity invites applications for assistance by advertising its existence through publications, on the GWT web site and by distributing its own brochure to associated organisations, to colleges and to gamekeepers and other members of the public at game fairs and similar countryside events.

Applications are considered at the Trustees meetings or by electronic virtual meetings and are usually researched by a specific trustee or by GWT staff who report back to the board. The board then either approves or refuses the grant for assistance.

Investment Policy and Performance

There are no restrictions on the charity's powers to invest. The investment policy had been to hold funds in bank accounts which were readily accessible while being low risk and giving an adequate return. However, these returns have fallen drastically for the last few years.

With the growth in funds managed by the Trustees, this policy was reviewed and the Trustees have decided that, because the banks were no longer paying any interest, there was an opportunity to increase income by transferring excess long-term funds to an Investment Manager for investments into equities and investment trusts. The Trustees have set a benchmark level of risk with the Investment manager and will be monitoring returns and capital at regular intervals.

Reserves Policy

It is the policy of the charity to maintain the free reserves of the Charity, at a level which equates to approximately twelve months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs and to respond to emergency applications for grants which arise from time to time. The free reserves of the Charity amount to £200,125 and are slightly over the 12-month total expenditure of £155,315. Given the current financial environment, the Trustees are satisfied that this excess will be spent in the forthcoming periods.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Objectives and activities

Charitable objects

The objects of Gamekeepers Welfare Trust CIO are:

- To relieve gamekeepers and persons of a similar occupation and their spouses who are aged, incapacitated or in need.
- The education of young persons who make or wish to make their living by the pursuit of gamekeeping.
- To promote any charitable objects or purposes which are considered exclusively charitable in accordance with the laws of England and Wales.

The main activity of the Charity is to provide financial assistance for gamekeepers and people in similar occupations and their spouses who are in need, and also to assist the education of young persons wishing to become gamekeepers.

The Charity provides financial grants for those eligible to help in times of hardship, ill health and retirement. Small grants are also available for young people who wish to make gamekeeping their career.

The Trust also provides a helpline service which provides information and support for gamekeepers, stalkers, ghillies and their families in difficult times. Liaison with national and local organisations and other gamekeeping organisations to inform, refer and raise funds to enable beneficiaries to receive appropriate grants and maintain the helpline and support.

In setting the objectives and planning the activities of the Charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Methodology

Financial assistance is given through individual, annual, welfare and educational grants in a range of circumstances including ill health, disability and hardship, starting out, in working lives and in retirement and later life.

Keeping in touch with the isolated, lonely and those who are struggling through ill health, disability, bereavement, redundancy, or in later life is an important feature of support proffered through telephone calls, texts, cards and small gifts.

Jamie's Helpline is a fundamental service which provides a telephone line to listen, support, and signpost to other assistance. This is available twenty four hours a day, three hundred and sixty five days a year and non-discriminatory in terms of connection and longevity to gamekeeping and associated professions.

Attending colleges and sending student packs are an important means in keeping in touch and making young people aware of the services the Trust can offer and creating links are essential in creating links and relationships with those who wish to make gamekeeping their career.

Information in the format of fact sheets and webinars as well as training services through the Stag and Hind training is available at no cost to the gamekeeper or their partners which are designed to provide tools for individuals and families to make appropriate choices to improve their own circumstances. Being cognisant of mental health is central to any assistance provided and signposting as necessary.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Objectives and activities *(continued)*

Vision

To provide support to gamekeepers, stalkers, ghillies and their dependents, past, present and future as part of the “gamekeeping family”.

Core Values

Respect; Integrity; Reliability; Empathetic; Continuous Development;
Accountability; Innovative; Resilient; Commitment; Sustainable.

Strategy

It is the aim of the Charity to ensure that everyone in the gamekeeping community is aware of the Gamekeepers' Welfare Trust and how to reach support, to make the charity more accessible to all including in later life, disability and ill health.

There are three main areas of support:

- **Welfare Grants** which include Annual Grants and Emergency Grants;
- **Educational Grants;**
- **Jamie's Helpline** which incorporates a whole range of support services including listening service, signposting to other services, visiting, letters, cards and gifts, fact sheets, gamekeeping packs, training services, and employment assistance through Rural Recruits, advertising jobs, job register and associated help.

These services are possible through a network of volunteers, professional assistance, associated organisations and a series of proactive campaigns to promote services along with publicity and promotion all feasible through fundraising, donors and sponsorship.

Fundraising is an essential part of financial prudence and enabling effective response to need, however every event is an opportunity to ensure that both the gamekeeping community and those who support outside the immediate profession understand and empathise with the cause as well as consider direct donations and support in other ways.

Welfare Grants

The grant system is individually tailored for an individual response according to circumstances. These can be for any member of the gamekeeping family, or dependent in later life or in disability or financial distress. There is a facility for Emergency Grants which can distribute funds quickly and efficiently as and when necessary and this facility is increasing in need through ill health, change of circumstances and need.

Educational Grants

The ability to help those who wish to make gamekeeping their career continues, and it is anticipated need will rise in accordance with budgetary constraints from colleges and changing course content and accommodation availability.

Annual Grants

Annual Grants are designed to provide a level of comfort for those in need i.e. below benefit level and are rising as the number of applicants continues to rise and is likely to be continual. However, it is considered important for individuals to feel supported and able to provide an ability to live and not merely exist.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Objectives and activities *(continued)*

Flowers, letters and calls

In an increasingly lonely and isolated world where it is clearly documented that those who do not have social interaction on a regular basis can suffer ill health and significantly poorer mental health it is considered important to continue provision of contact. This is manifested by birthday cards, letters, calls and flowers and most recently magazines (BASC, NGO & SGA) as appropriate to keep in contact and feel part of the gamekeeping community. This is expanding to working gamekeepers principally by text as and when appropriate. Knowing someone cares and who understands, remains a key message to all the gamekeeping community.

Communications and Publicity

Social media is increasingly important in communicating with the press and the gamekeeping community. GWT Facebook and Twitter has now merged and will continue to provide a vital role, for events, campaigns and general services. Requests for assistance are also received through messenger which is now recognised as another means by which those in need can reach out for help.

Working with campaign partners has also proved helpful in communicating the presence and services of GWT and for those who may wish to support the work of GWT. With the launch of "The Year of the Gamekeeper" there have been messages sent across a broad range of systems i.e. social media, sporting press and membership magazines which are proving successful and effective.

Events including Game Fairs and specific fundraising events create an opportunity to meet those who may need support, those who have been helped and for fundraisers and supporters to communicate their support as well as create new opportunities for sponsorship which is currently limited. Visiting colleges continue to provide an opportunity to explain to students the range of services GWT can offer including the student packs and training events.

Merchandise

Merchandise continues to be available with an expanding list which includes the beating flags, water bottles, aprons, scarves, ties, badges, notebooks, lanyards, hearts, pens, fridge magnets, etc. There is a limited profit margin, but the principle focus is to keep GWT in the minds of all those who may need support or know someone who does and provide extra interest at events.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Achievements and performance

Background

2022 began with anxieties over avian influenza and closure of eggs and bird imports from France which caused severe shortages in Red Leg Partridges and outbreaks in the UK throughout the year particularly in the Southwest and East Anglia. Following on from two years of disruption caused by the pandemic became untenable for some shoots creating redundancies situations or reducing shooting activities for a season. Lowground shoots adjusted their seasons and a long drought period followed by a bonanza of wild food caused anxiety for many gamekeepers with lighter bags. However, shoots carried on throughout the season with fortitude, resilience, and a clear indication of enthusiasm and commitment from guests for the future.

Further North, clouds gather for all sectors as deer culling continues, on an almost unprecedented scale on estates which have taken the decision to prioritise re-wilding, wind farms and re-planting. Crucially important, impending licensing of grouse moors through the Wildlife Management and Muirburn Bill will inevitably impact on every estate and every gamekeeper and stalker working in Scotland. In Wales the situation is very serious where licensing has been proposed for game bird releasing and effective vermin control is likely to become unlawful. River managers, ghillies and boatmen have also experienced a challenging season with a combined period of low water, increasing competition from predators and poor water quality.

Added to these challenges estates are increasingly looking to other streams of income; tourism, housing, and events which may not be easily compatible with shooting interests. However there continues to be a keen interest in shooting; organisations are encouraging interest and there are excellent initiatives to inform the next generation on the real benefits of conservation carried out by gamekeepers on estates and shoots throughout the country.

Communications and Fundraising

"Reaching out" is always in progress as trainee gamekeepers progress to employment and eventually retiring or in later life and where life events change circumstances. Being aware of the range of services the Gamekeepers Welfare Trust can offer and how to access support is a constant message which is "headlined" wherever possible.

Communications and information are disseminated through a variety of means: through newsletters and annual review, magazine articles and attendance at events and game fairs. Social media continues to grow in importance and is summarised in appendix 1 by Communications Manager, Ruth Kerr who continues to provide an excellent service.

2022 exceeded all expectations in terms of fundraising through events and donations to the Gamekeepers' Welfare Trust. From shoot donations, to challenges, memorial donations, and Trust gifts, it was humbling to receive funds which enable the Gamekeepers' Welfare Trust to function and to continue to build on services available to gamekeepers and their families.

Just Giving provides a platform for donations through a variety of sources, sometimes in memory of someone, a fundraiser challenge or just to acknowledge the work of GWT. Newsletters and social media as well as individual letters ensure that individuals, groups, and Trusts are acknowledged for their contributions. A condensed synopsis through social media at the end of the year and annual review summarised contributions.

The Memory Tree

During November of 2022 on the Memory Tree page of the website and on social media, individual gamekeepers, stalkers and ghillies were remembered with over 70 names included. It is anticipated that this important way of honouring their memory will continue year on year. Feedback has been

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

positive and enabled further contact with beneficiaries and other families to continue.

Game Fairs and Shows

Normality resumed to a large extent in 2022 with the British Shooting Show in February at the NEC at which a stand was provided at no cost. Visitors include donors from shoots during the 2021/22 season as well as individuals supported during the year and general interest.

Health

Counselling support take up has increased quite markedly reflecting the need for assistance. Whilst the Mental Health lead volunteer continues to provide vital help, there is also advice available through the Nurse Advice Clinic and a more specific professional service tailored to need i.e., in different parts of the country face to face, online, telephone or with specialist support.

Nurse Advice Support

At the end of November, a new service was launched initially with two nurses and two sessions available on Monday morning 9 am to 11 am and Wednesday evening 6 pm to 8 pm accessible either by telephone or online (zoom or teams).

To date this has proved extremely helpful, principally from referrals rather than direct calls. Health concerns range from mental ill health, back injury, cancer diagnosis, terminal cancer care, circulation and vascular problems, support in and after pregnancy, arm and back injury after an accident, and other health issues.

There has been excellent feedback and callers feel supported on a regular or intermittent basis as required.

Long Term Health Grant

Thus far the long-term health grant has assisted several individuals from cancer diagnosis, vascular issues, dietary problems, and heart disease.

Keeping in Touch

It is a simple and basic need to feel in touch and interact with others, but this can become difficult when living in remote locations, someone is suffering from ill health or feeling overwhelmed by grief or other life events. Sending small gifts, letters and flowers has become an integral part of the care offered by the Gamekeepers' Welfare Trust and appreciated beyond measure.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Achievements and performance *(continued)*

A suite of grants and training courses were launched in 2021 to address these needs as follows:

- Family Grants - for families who are effectively on one income or none, due to ill health or bereavement.
- Energy Grants for individuals or families who are struggling to pay increasing energy bills. We don't want anyone to have to choose between food and keeping warm.
- Hind Courses - Recognition of the vital role many partners carry out in support of their gamekeepers a course has been launched to support and assist through tips on mental health, how to cope and talking together.
- Continued distribution of Gamekeeper & Partner packs with further fact sheets on energy, financial and housing as well as health.

During the period, the Charity received around 30 formal applications (2021 - 40) for financial assistance. Of these, 22 (2021 - 34) were supported by the Trustees. In addition, the trustees have identified a further 5 beneficiaries for the Annual Grant and in the year 26 individuals (2021 - 19) received up to £500.

A significant change in performance has concerned the number of people assisted in other ways using support on the telephone and visits. These may continue for some months during a difficult period. During the period, it was estimated that well nearly 1,200 (2021 - 680) people and their families were assisted in some way; given information, telephone support or signposted to other agencies for assistance and support. The Trustees have estimated the financial costs associated with this activity and have separated these costs in the financial statements.

In addition, the Charity maintains a Job Register for gamekeepers, stalkers, ghillies and their families in difficult times to help them find gainful employment and reduce the welfare demands on the Charity.

Job Register

Rural Recruits continues to provide an opportunity for employers to advertise and GWT to support those who are seeking a position. Helping with CV's and covering letters as well as any other employment related issue is invaluable. Despite an increasing outlet on Facebook and other social media opportunities and other websites Rural Recruits continues to provide one of the most important "Go to" sites for those seeking positions.

Volunteers and Paid Assistance

A volunteer and supporter network underpins the work of the Trust as well as specific paid assistance from Alan Tweedie, Development Officer in Scotland, Ruth Kerr who acts as Social Media Manager and Ruth Benson who manages Rural Recruits which runs alongside support services offering specific assistance around employment.

Paid Assistance

Helen Benson provides the mainstay for the Charity and without her the Charity would be hard pressed to function.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Achievements and performance *(continued)*

Investment management

Sarasin and Partners LLP, the investment managers, reported as follows:

The policy of the managers is that the funds be invested in a balanced portfolio of UK and overseas equities, fixed interest and alternative investment strategies. This is achieved through investment in a combination of two specialist Charity Authorised Investment Funds (CAIF) - Sarasin Endowments Fund and Sarasin Income and Reserves Fund.

The value of the investment portfolio as at 31 December 2022 was £213,460 (2021 - £247,909) representing a total return of -11.3% (2021 +7.8%) for the period. The capital return underperformed the portfolio's benchmark of -9.2% (2021 +9.8%). Income from the portfolio amounted to £6,603 (2021 - £8,445) giving a rate of income return of +2.7% (2021 +3.7%). After the stock market fall in March 2022, asset prices reduced and volatility increased.

The estimated future annual income expected to be generated by the portfolio's investments is £6,580 (2021 - £6,734) representing a yield of 3.1% (2021 - 2.7%). As at 2022, the portfolio remains broadly diversified with 21.9% (2021 - 22.0%) in bonds, 57.0% (2021 - 60.5%) in equities, 3.6% (2021 - 3.0%) in property, 13.4% (2021 - 10.8%) in alternatives and 4.2% (2021 - 3.7%) in liquid assets. The top five equity holdings by market value were, United Parcel Service, Microsoft, Apple, Orsted and Nextera Energy.

Summary

Recovery from the pandemic has continued in 2022 with a slow response to training opportunities and steady rebuilding of relationships with organisations which have in some instances, restructured. Economic losses due to the pandemic combined with problems during avian flu outbreaks has had adverse effects on estates and shoots which in turn has caused individual gamekeepers and their family's anxiety, financial difficulties, and mental ill health.

Publicity and fundraising have proved positive and outreached all expectations along with other unforeseen opportunities for events, circulating information and encouraging reach-out for support.

The Five-Year plan is beginning to reap benefits with various health initiatives which it is hoped will help individuals and families. Equally to inform health services and organisations, and ultimately reaching those who are not necessarily aware of support available i.e., in later life and disabled. Policies and procedures continue to be assessed and recruitment of volunteers/staff with specific skills sets in distinct geographical areas is in progress.

Adapting to a political and economic environment which is changing rapidly with direct consequences for field sports activities and enabling appropriate assistance and support is a major challenge. However, with a flexible approach and more effective engagement with estates and shoots as well at the point of need, the Gamekeepers' Welfare Trust is well placed to continue to support the Gamekeeping Community and expand services as needed.

Financial review

During the year, the Charity was successful in raising donations and gifts of £220,787 (2021 - £149,018) and received income of £-, (2021 - £125) for the STAG training courses.

Other incidental trading activity, and other activities raised £2,097, (2021 - £4,076) and investment income of £6,733 (2021 - £8,577) was received.

Grants of financial assistance totalled £55,652 paid to 54 beneficiaries.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Plans for future periods

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

Statement of Commitment

The Gamekeepers' Welfare Trust has a moral duty to provide interim and long term assistance and is committed to supporting the people within its remit.

Planning Ahead

The Gamekeepers' Welfare Trust is often considered the last resort in times of difficulty and one of the long-term aspirations of the charity is to create greater inclusion. Thus, a balance in provision of core aims and objectives, and a wider interest in the social history, current issues and family concerns are important. Projects are planned which are relevant to the gamekeeping community but of more general appeal.

Helping gamekeepers, stalkers and ghillies to cope in adversity ultimately helps them in becoming more resilient and financially independent or at least apprised, and in health; informed, supported and living well. Provision of health services, information and assistance has proved invaluable.

Plans going forward

1. Ladies packs including useful information on health and related issues;
2. Firearms and Shotgun licensing - creating and working with other organisations to create relationships and build trust with police firearms and licensing departments;
3. Stag Training - Continuing to deliver mental health training, communication and resilience model to gamekeepers across the country;
4. Build relationships and create training packages for wives and partners of gamekeeper's in order to support families who are often under considerable stress;
5. Continue to provide gamekeepers' packs, fact sheets and leaflets on key issues of concern, i.e. financial planning, housing and health;
6. Continue to work with and create relationships within the NHS, Social Care and Support sectors to reach those who may need support in later life or ill health or disability but who are unaware of the services proffered by GWT;
7. Provide specific support in certain circumstances for those suffering from mental health problems;
8. Build up a further expertise bank of support through volunteers;
9. Continue to promote "Jamie's Helpline" and improve availability and effectiveness with helpline volunteers and specific points of reference through direct contact with volunteers and other organisations where specific and professional advice and support is required.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Year ended 31 December 2022

Strategic Aims and Objectives 2021-2026

1. Deliver an efficient, effective, and timely service to individuals and families and ensure continual support as required.
2. Develop a comprehensive support service across the UK with a network of volunteers and underpinned by a range of collaborative local and national groups and institutions.
3. Develop and maintain appropriate and legislative practices for policies, practices and procedures.
4. Provision of sustainable and increased income through shared and collective objectives with relevant organisations, to effectively respond to anticipated need.
5. Create appropriate training for Trustees and volunteers to respond to evolving demands.
6. Provision of appropriate information and training to individuals and families as need arises.
7. Develop effective systems for succession with particular emphasis to key members of staff.

The trustees' annual report was approved on 25 October 2023 and signed on behalf of the board of trustees by:

THE EARL OF AYLESFORD

Trustee

Gamekeepers Welfare Trust CIO

Independent Examiner's Report to the Trustees of Gamekeepers Welfare Trust CIO

Year ended 31 December 2022

I report to the trustees on my examination of the financial statements of Gamekeepers Welfare Trust CIO ('the charity') for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

MATTHEW CLEGHORN FCA

Independent Examiner

Anova, Chartered Accountants
The Barn, Meadow Court
Faygate Lane
Faygate
Horsham
West Sussex
RH12 4SJ

26 October 2023

Gamekeepers Welfare Trust CIO

Statement of Financial Activities

Year ended 31 December 2022

		Year to 31 Dec 22			Period from 1 Oct 20 to 31 Dec 21
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	4	197,454	23,333	220,787	149,018
Charitable activities	5	–	–	–	125
Other trading activities	6	2,097	–	2,097	4,076
Investment income	7	6,733	–	6,733	8,577
Total income		<u>206,284</u>	<u>23,333</u>	<u>229,617</u>	<u>161,796</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	14,848	–	14,848	1,985
Costs of other trading activities	9	11,155	–	11,155	7,914
Expenditure on charitable activities	10,11	93,490	35,742	129,232	110,275
Total expenditure		<u>119,493</u>	<u>35,742</u>	<u>155,235</u>	<u>120,174</u>
Net (losses)/gains on investments	15	(34,448)	–	(34,448)	22,200
Net income and net movement in funds		<u>52,343</u>	<u>(12,409)</u>	<u>39,934</u>	<u>63,822</u>
Reconciliation of funds					
Total funds brought forward		364,049	73,222	437,271	373,449
Total funds carried forward		<u>416,392</u>	<u>60,813</u>	<u>477,205</u>	<u>437,271</u>

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

The notes on pages 16 to 30 form part of these financial statements.

Gamekeepers Welfare Trust CIO

Statement of Financial Position

31 December 2022

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	21		2,807	–
Investments	22		213,460	247,909
			<u>216,267</u>	<u>247,909</u>
Current assets				
Stocks	23	3,438		3,438
Debtors	24	2,138		1,750
Cash at bank and in hand		278,558		195,686
		<u>284,134</u>		<u>200,874</u>
Creditors: amounts falling due within one year	25	<u>(23,196)</u>		<u>(11,512)</u>
Net current assets			<u>260,938</u>	<u>189,362</u>
Total assets less current liabilities			<u>477,205</u>	<u>437,271</u>
Net assets			<u>477,205</u>	<u>437,271</u>
Funds of the charity				
Restricted funds			60,813	73,222
Unrestricted funds			416,392	364,049
Total charity funds	27		<u>477,205</u>	<u>437,271</u>

These financial statements were approved by the board of trustees and authorised for issue on 25 October 2023, and are signed on behalf of the board by:

THE EARL OF AYLESFORD
Trustee

The notes on pages 16 to 30 form part of these financial statements.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements

Year ended 31 December 2022

1. General information

The Charity is a public benefit entity and registered charity in England and Wales as a Charitable Incorporated Organisation. The address of the principal office is High Park Farm, Kirkbymoorside, York, YO62 7HS.

2. Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Gamekeepers Welfare Trust CIO constitutes a public benefit entity as defined by FRS 102.

The current accounting period was the year from 1 January 2022 to 31 December 2022. The comparative figures were for the prior period of 15 months from 1 October 2021 to 31 December 2022.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of investments measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity, and rounded to the nearest £1.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The charity does not include a cash flow statement on the grounds that it is applying the Charities SORP (FRS 102) for smaller charities.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities, within the next financial year, are the levels of future funding and expenditure on charitable activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	12% straight line
Equipment	-	25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

3. Accounting policies *(continued)*

Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Individual donors	80,778	3,333	84,111
Donations from groups and shooting syndicates	26,364	–	26,364
Donations - Gifts from other organisations	1,570	–	1,570
Donations from companies	7,964	–	7,964
Other donations	975	–	975
Donations from charitable trusts	12,396	–	12,396
SGA	480	–	480
Highland Field Sports Fair	–	–	–
Helpline and Mental Health Donations	–	20,000	20,000
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Ripley Sporting	1,500	–	1,500
Sir Joseph Nickerson Trust	–	–	–
Mactaggart Fund	–	–	–
Gifts			
Tanfield Grouse Clay Shoot	5,000	–	5,000
BASC - Countryside Clay Shoot	7,323	–	7,323
Schoffel	–	–	–
BASC fundraising	–	–	–
Fundraising events	9,719	–	9,719
"Shoot for Sam" Auction	27,385	–	27,385
Other donations and legacies			
Gift Aid claimed	–	–	–
	<u>197,454</u>	<u>23,333</u>	<u>220,787</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Individual donors	51,009	–	51,009
Donations from groups and shooting syndicates	1,200	–	1,200
Donations - Gifts from other organisations	2,967	–	2,967
Donations from companies	4,819	–	4,819
Other donations	2,538	–	2,538
Donations from charitable trusts	960	–	960
SGA	3,000	–	3,000
Highland Field Sports Fair	–	3,600	3,600
Helpline and Mental Health Donations	–	20,000	20,000
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Ripley Sporting	700	–	700
Sir Joseph Nickerson Trust	2,500	–	2,500
Mactaggart Fund	3,123	–	3,123
Gifts			
Tanfield Grouse Clay Shoot	–	–	–
BASC - Countryside Clay Shoot	7,602	–	7,602
Schoffel	12,025	–	12,025
BASC fundraising	871	–	871
Fundraising events	–	–	–
"Shoot for Sam" Auction	–	–	–
Other donations and legacies			
Gift Aid claimed	1,104	15,000	16,104
	<u>110,418</u>	<u>38,600</u>	<u>149,018</u>

5. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
STAG Training fees	–	–	125	125
	<u>–</u>	<u>–</u>	<u>125</u>	<u>125</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
GWT Merchandise	847	847	4,076	4,076
Rural Recruits Advertising	1,250	1,250	–	–
	<u>2,097</u>	<u>2,097</u>	<u>4,076</u>	<u>4,076</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Income from listed investments	6,603	6,603	8,445	8,445
Bank interest receivable	130	130	7	7
Other interest receivable	–	–	125	125
	<u>6,733</u>	<u>6,733</u>	<u>8,577</u>	<u>8,577</u>

8. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Costs of raising donations and legacies	545	545	1,985	1,985
Share of "Shoot for Sam" proceeds	14,303	14,303	–	–
	<u>14,848</u>	<u>14,848</u>	<u>1,985</u>	<u>1,985</u>

9. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Stag Training	1,432	1,432	696	696
GWT leaflets and publicity	1,557	1,557	285	285
GWT Merchandise	8,166	8,166	6,933	6,933
	<u>11,155</u>	<u>11,155</u>	<u>7,914</u>	<u>7,914</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Welfare	55,892	3,212	59,104
Education	1,000	–	1,000
Helpline	–	12,899	12,899
Covid-19 Resilience	–	–	–
Support costs	36,598	19,631	56,229
	<u>93,490</u>	<u>35,742</u>	<u>129,232</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Welfare	33,749	4,100	37,849
Education	6,062	–	6,062
Helpline	–	12,642	12,642
Covid-19 Resilience	–	1,421	1,421
Support costs	39,636	12,665	52,301
	<u>79,447</u>	<u>30,828</u>	<u>110,275</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2022 £	Total fund 2021 £
Welfare	4,452	54,652	26,961	86,065	69,119
Education	–	1,000	6,092	7,092	10,993
Helpline	12,899	–	19,510	32,409	24,822
Covid-19 Resilience	–	–	–	–	1,906
Governance costs	–	–	3,666	3,666	3,435
	<u>17,351</u>	<u>55,652</u>	<u>56,229</u>	<u>129,232</u>	<u>110,275</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

12. Analysis of support costs

	Welfare £	Education £	Helpline £	Governance £	Total 2022 £	Total 2021 £
Staff costs	7,943	1,589	6,354	–	15,886	15,008
Premises	524	175	1,049	–	1,748	645
Communications and IT	429	129	300	–	858	1,153
Finance costs	112	14	14	–	140	196
Governance costs	–	–	–	3,666	3,666	3,435
Travel costs	4,675	779	2,338	–	7,792	2,619
Subcontractor fees	5,923	987	2,961	–	9,871	9,967
Office costs	1,357	301	1,356	–	3,014	6,962
Shows and publicity leaflets	1,123	1,124	1,158	–	3,405	1,442
Website design and construction	1,041	231	1,040	–	2,312	1,432
Depreciation	159	28	–	–	187	28
Accounting and professional fees	3,675	735	2,940	–	7,350	9,415
	<u>26,961</u>	<u>6,092</u>	<u>19,510</u>	<u>3,666</u>	<u>56,229</u>	<u>52,302</u>

13. Governance costs

	2022 £	2021 £
Independent Examiners fees	1,277	1,200
Book keeping and accounting	2,354	2,200
Information Commissioner's Office fees	35	35
	<u>3,666</u>	<u>3,435</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

14. Analysis of grants

	Year to 31 Dec 22	Period from 1 Oct 20 to 31 Dec 21
	£	£
Grants to institutions		
0 College fees (2021 - 2)	-	6,062
1 Travel assistance (2021 - 0)	<u>719</u>	-
	719	<u>6,062</u>
Grants to individuals		
3 Housing assistance (2021 - 4)	12,522	8,719
16 Home helping and Welfare (2021 - 10)	7,230	4,905
201 Small gifts and flowers (2021 - 215)	7,211	6,407
1 Educational maintenance (2021 - 0)	1,000	-
23 Annual grants (2021 - 26)	11,500	12,750
9 Emergency grants (2021 - 6)	4,720	2,573
0 Other grants (2021 - 2)	-	2,015
11 Family Grants (2021 - 0)	5,500	-
21 Heating Grants (2021 - 0)	5,250	-
	54,933	<u>37,369</u>
Total grants	55,652	<u>43,431</u>

15. Net (losses)/gains on investments

	Unrestricted Funds	Total Funds 2022	Unrestricted Funds	Total Funds 2021
	£	£	£	£
Gains/(losses) on listed investments	<u>(34,448)</u>	<u>(34,448)</u>	<u>22,200</u>	<u>22,200</u>

16. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	<u>187</u>	<u>28</u>

17. Independent examination fees

	Year to 31 Dec 22	Period from 1 Oct 20 to 31 Dec 21
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	<u>1,277</u>	<u>1,200</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

18. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	Year to 31 Dec 22	Period from 1 Oct 20 to 31 Dec 21
	£	£
Wages and salaries	25,000	25,834
Social security costs	2,319	2,043
Employer contributions to pension plans	688	541
	<u>28,007</u>	<u>28,418</u>

The average head count of employees during the year was 1 (2021: 1). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Chief executive	<u>1</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £25,688 (2021:£25,834).

19. Trustee remuneration and expenses

During the current period, no remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

None of the Trustees were reimbursed for expenses in the period.

20. Transfers between funds

During the year, the Trustees decided to recognise that the tangible fixed asset of the charity should be assigned their own designated fund and therefore a transfer of £216,267 was made from the General Funds of the charity to the Tangible Fixed Asset Fund to better separate these funds which are not immediately available for the charitable activities.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

21. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 January 2022	–	333	333
Additions	2,994	–	2,994
At 31 December 2022	<u>2,994</u>	<u>333</u>	<u>3,327</u>
Depreciation			
At 1 January 2022	–	333	333
Charge for the year	187	–	187
At 31 December 2022	<u>187</u>	<u>333</u>	<u>520</u>
Carrying amount			
At 31 December 2022	<u>2,807</u>	<u>–</u>	<u>2,807</u>
At 31 December 2021	<u>–</u>	<u>–</u>	<u>–</u>

22. Investments

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 1 January 2022	227	247,682	247,909
Additions	4,312	3,680	7,992
Disposals	(3,681)	(5,321)	(9,002)
Fair value movements	–	(33,439)	(33,439)
At 31 December 2022	<u>858</u>	<u>212,602</u>	<u>213,460</u>
Impairment			
At 1 January 2022 and 31 December 2022			<u>–</u>
Carrying amount			
At 31 December 2022	<u>858</u>	<u>212,602</u>	<u>213,460</u>
At 31 December 2021	<u>227</u>	<u>247,682</u>	<u>247,909</u>

All investments shown above are held at valuation.

Financial assets held at fair value

The listed investments are all Common Investment Funds carried at their fair value. Holdings in Common Investment Funds are at the bid price. Asset sales and purchases are recognised at the date of trade at cost (that is their transaction value).

23. Stocks

	2022 £	2021 £
Finished goods and goods for resale	<u>3,438</u>	<u>3,438</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

24. Debtors

	2022	2021
	£	£
Prepayments and accrued income	1,027	750
Advances against reimbursable expenses	1,111	1,000
	<u>2,138</u>	<u>1,750</u>

25. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	731	–
Accruals and deferred income	21,739	11,226
Social security and other taxes	726	286
	<u>23,196</u>	<u>11,512</u>

26. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £688 (2021: £541).

27. Analysis of charitable funds

Unrestricted funds

	At 1 Jan 2022	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2022
	£	£	£	£	£	£
General funds	364,049	206,284	(119,493)	(216,267)	(34,448)	200,125
Tangible Fixed Assets Fund	–	–	–	216,267	–	216,267
	<u>364,049</u>	<u>206,284</u>	<u>(119,493)</u>	<u>–</u>	<u>(34,448)</u>	<u>416,392</u>
	At 1 Oct 2020	Income	Expenditure	Transfers	Gains and losses	At 31 Dec 2021
	£	£	£	£	£	£
General funds	307,999	123,196	(89,346)	–	22,200	364,049
Tangible Fixed Assets Fund	–	–	–	–	–	–
	<u>307,999</u>	<u>123,196</u>	<u>(89,346)</u>	<u>–</u>	<u>22,200</u>	<u>364,049</u>

Tangible Fixed Asset Fund relates to the total value of the tangible fixed assets and investment portfolio which includes a revaluation reserve of £35,076 (2021 - £68,921) being the difference between the market value of fixed asset investments and their original cost.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

27. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Jan 2022 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 Dec 2022 £
Keepers in Scotland Fund	–	3,333	(3,333)	–	–	–
Jamie's Helpline Fund	73,222	20,000	(32,409)	–	–	60,813
Covid-19 Resilience Fund	–	–	–	–	–	–
	<u>73,222</u>	<u>23,333</u>	<u>(35,742)</u>	<u>–</u>	<u>–</u>	<u>60,813</u>
	At 1 Oct 2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 Dec 2021 £
Keepers in Scotland Fund	500	3,600	(4,100)	–	–	–
Jamie's Helpline Fund	62,913	35,000	(24,691)	–	–	73,222
Covid-19 Resilience Fund	2,037	–	(2,037)	–	–	–
	<u>65,450</u>	<u>38,600</u>	<u>(30,828)</u>	<u>–</u>	<u>–</u>	<u>73,222</u>

The Keepers in Scotland Fund relates to a donation from the Highland Field Sports Fair Committee to used for the benefit of gamekeepers in Scotland.

Jamie's Helpline Fund was set up in 2017 by the family of Jamie Neal, who was a gamekeeper and who sadly took his own life in 2016. The aim of this fund is to make the dedicated helpline more accessible and reachable at any time and to help those who are struggling to cope or for whom things are overwhelming as well as for specific enquiries. Calls to the number are free from any UK phone. With the agreement of the donors, this fund has widened its remit to include cover to improve the mental health of 'keepers and will include mental health counselling in due course.

The Covid-19 Resilience Fund relates to a grant received from the Prince's Countryside Fund to aid rural communities in the longer-term recovery from Covid-19.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Year ended 31 December 2022

28. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,807	–	2,807
Investments	213,460	–	213,460
Current assets	223,321	60,813	284,134
Creditors less than 1 year	(23,196)	–	(23,196)
Net assets	<u>416,392</u>	<u>60,813</u>	<u>477,205</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	–	–	–
Investments	247,909	–	247,909
Current assets	127,652	73,222	200,874
Creditors less than 1 year	(11,512)	–	(11,512)
Net assets	<u>364,049</u>	<u>73,222</u>	<u>437,271</u>

29. Financial instruments

Financial assets measured at fair value through income and expenditure comprise fixed assets investments.

30. Related parties

During the period, the Charity received £1,000 from the Aylesford Family Charitable Trust, a foundation where Lord Aylesford, the Chairman of the Trustees, is also a trustee. There were no balances outstanding at the period end in respect of any related party transaction.

GAMEKEEPERS WELFARE TRUST

England & Wales - Charity number 1183553

Accounts

Gamekeepers Welfare Trust CIO
Unaudited Financial Statements
A Charitable Incorporated Organisation
31 December 2021

ANOVA

Chartered Accountants
The Barn, Meadow Court
Faygate Lane
Faygate
Horsham
West Sussex
RH12 4SJ

Gamekeepers Welfare Trust CIO

Financial Statements

Period from 1 October 2020 to 31 December 2021

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Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

The trustees present their report and the unaudited financial statements of the charity for the period ended 31 December 2021.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name Gamekeepers Welfare Trust CIO

Charity registration number 1183553

Principal office High Park Farm
Kirkbymoorside
York
YO62 7HS

The trustees The Earl of Aylesford
Mr Ian Grindy
Dr Mike Swan
Mr Ken Butler
Mr Dave Clark
Mr Walter Cole
Lady Scott
Mr Raymond Holt
Mr Brian Mitchell
Mr Matthew Nesbitt
Rev. Dr. Gordon Gatward

Chief executive and charity manager Helen M J Benson

Honorary patron Lord James Percy

Honorary president Sir John Scott Bt.

Honorary chaplain Rev. Dr Gordon Gatward

Honorary treasurer Philip Holt FCA, FCIE

Investment adviser Sarasin & Partners LLP
Juxon House
100 St. Paul's Courtyard
London
EC4M 8BU

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Bankers	National Westminster Bank plc 33 Lord Street Wrexham LL11 1LP
	Metro Bank plc 44-46 Midsummer Arcade Milton Keynes MK9 3BB
Independent examiner	Matthew Cleghorn FCA Anova Chartered Accountants The Barn, Meadow Court Faygate Lane Faygate Horsham West Sussex RH12 4SJ

Structure, governance and management

Governing document

Gamekeepers Welfare Trust CIO ("the GWT" or "the Charity") was incorporated as a Charitable Incorporated Organisation on 23 May 2019 and commenced charitable activities on 1 June 2019 following the transfer of assets and activities from the former Gamekeepers Welfare Trust (Charity number 1008924) which had been constituted by a Deed of Trust dated 3 February 1992 at the wish of the British Association for Shooting and Conservation ("BASC") and registered with the Charity Commission on 27 February 1992.

Helen M J Benson acts as Charity Manager of the Charity on a day to day basis under the direction of the trustees and transactions are authorised by them. Philip Holt is the Hon. Treasurer and is responsible for the accounting and record keeping for the Trust.

The Trustees normally meet at least once a year to authorise applications for assistance and to monitor the progress of the Charity. Between such meetings, the business of the Charity is conducted by telephone and email.

Trustees are selected by personal recommendation and then approved by the current GWT Trustees by way of Memorandum of Appointment. Training for new trustees includes a "Welcome Pack" which includes a copy of the Trust Deed and background information on the Charity and a copy of the relevant Charity Commission guidance: "CC3 - *The Essential Trustee*".

Risk Management

The trustees have identified the major strategic, business and operational risks that the charity faces and confirm that these are monitored on a regular basis in addition to the annual meeting.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Structure, governance and management *(continued)*

Grant Making Policy

The Charity invites applications for assistance by advertising its existence through publications, on the GWT web site and by distributing its own brochure to associated organisations, to colleges and to gamekeepers and other members of the public at game fairs and similar countryside events.

Applications are considered at the Trustees meetings or by electronic virtual meetings and are usually researched by a specific trustee or by GWT staff who report back to the board. The board then either approves or refuses the grant for assistance.

Investment Policy and Performance

There are no restrictions on the charity's powers to invest. The investment policy had been to hold funds in bank accounts which were readily accessible while being low risk and giving an adequate return. However, these returns have fallen drastically for the last few years.

With the growth in funds managed by the Trustees, this policy was reviewed and the Trustees have decided that, because the banks were no longer paying any interest, there was an opportunity to increase income by transferring excess long-term funds to an Investment Manager for investments into equities and investment trusts. The Trustees have set a benchmark level of risk with the Investment manager and will be monitoring returns and capital at regular intervals.

Reserves Policy

It is the policy of the charity to maintain the free reserves of the Charity, at a level which equates to approximately twelve months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs and to respond to emergency applications for grants which arise from time to time. The free reserves of the Charity amount to £116,140 (2020 - £82,262) and are slightly over the 12 month total expenditure of around £70,000. Given the current financial environment, the Trustees are satisfied that this excess will be spent in the forthcoming period.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Objectives and activities

The main object of the Charity is to provide financial assistance for gamekeepers and people in similar occupations and their spouses who are in need, and also to assist the education of young persons wishing to become gamekeepers.

The Charity provides financial grants for those eligible to help in times of hardship, ill health and retirement. Small grants are also available for young people who wish to make gamekeeping their career.

The Trust also provides a helpline service which provides information and support for gamekeepers, stalkers, ghillies and their families in difficult times. Liaison with national and local organisations and other gamekeeping organisations to inform, refer and raise funds to enable beneficiaries to receive appropriate grants and maintain the helpline and support.

In setting the objectives and planning the activities of the Charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Methodology

Financial assistance is given through individual, annual, welfare and educational grants in a range of circumstances including ill health, disability and hardship, starting out, in working lives and in retirement and later life.

Keeping in touch with the isolated, lonely and those who are struggling through ill health, disability, bereavement, redundancy, or in later life is an important feature of support proffered through telephone calls, texts, cards and small gifts.

Jamie's Helpline is a fundamental service which provides a telephone line to listen, support, and signpost to other assistance. This is available twenty four hours a day, three hundred and sixty five days a year and non-discriminatory in terms of connection and longevity to gamekeeping and associated professions.

Attending colleges and sending student packs are an important means in keeping in touch and making young people aware of the services the Trust can offer and creating links are essential in creating links and relationships with those who wish to make gamekeeping their career.

Information in the format of fact sheets and webinars as well as training services through the Stag and Hind training is available at no cost to the gamekeeper or their partners which are designed to provide tools for individuals and families to make appropriate choices to improve their own circumstances. Being cognisant of mental health is central to any assistance provided and signposting as necessary.

Vision

To provide support to gamekeepers, stalkers, ghillies and their dependents, past, present and future as part of the "gamekeeping family".

Core Values

Respect; Integrity; Reliability; Empathetic; Continuous Development;
Accountability; Innovative; Resilient; Commitment; Sustainable.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Objectives and activities *(continued)*

Strategy

It is the aim of the Charity to ensure that everyone in the gamekeeping community is aware of the Gamekeepers' Welfare Trust and how to reach support, to make the charity more accessible to all including in later life, disability and ill health.

There are three main areas of support:

- **Welfare Grants** which include Annual Grants and Emergency Grants;
- **Educational Grants;**
- **Jamie's Helpline** which incorporates a whole range of support services including listening service, signposting to other services, visiting, letters, cards and gifts, fact sheets, gamekeeping packs, training services, and employment assistance through Rural Recruits, advertising jobs, job register and associated help.

These services are possible through a network of volunteers, professional assistance, associated organisations and a series of proactive campaigns to promote services along with publicity and promotion all feasible through fundraising, donors and sponsorship.

Fundraising is an essential part of financial prudence and enabling effective response to need, however every event is an opportunity to ensure that both the gamekeeping community and those who support outside the immediate profession understand and empathise with the cause as well as consider direct donations and support in other ways.

Welfare Grants

The grant system is individually tailored for an individual response according to circumstances. These can be for any member of the gamekeeping family, or dependent in later life or in disability or financial distress. There is a facility for Emergency Grants which can distribute funds quickly and efficiently as and when necessary and this facility is increasing in need through ill health, change of circumstances and need.

Educational Grants

The ability to help those who wish to make gamekeeping their career continues, and it is anticipated need will rise in accordance with budgetary constraints from colleges and changing course content and accommodation availability.

Annual Grants

Annual Grants are designed to provide a level of comfort for those in need i.e. below benefit level and are rising as the number of applicants continues to rise and is likely to be continual. However, it is considered important for individuals to feel supported and able to provide an ability to live and not merely exist.

Flowers, letters and calls

In an increasingly lonely and isolated world where it is clearly documented that those who do not have social interaction on a regular basis can suffer ill health and significantly poorer mental health it is considered important to continue provision of contact. This is manifested by birthday cards, letters, calls and flowers and most recently magazines (BASC, NGO & SGA) as appropriate to keep in contact and feel part of the gamekeeping community. This is expanding to working gamekeepers principally by text as and when appropriate. Knowing someone cares and who understands, remains a key message to all the gamekeeping community.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Objectives and activities *(continued)*

Communications and Publicity

Social media is increasingly important in communicating with the press and the gamekeeping community. GWT Facebook and Twitter has now merged and will continue to provide a vital role, for events, campaigns and general services. Requests for assistance are also received through messenger which is now recognised as another means by which those in need can reach out for help.

Working with campaign partners has also proved helpful in communicating the presence and services of GWT and for those who may wish to support the work of GWT. With the launch of "The Year of the Gamekeeper" there have been messages sent across a broad range of systems i.e. social media, sporting press and membership magazines which are proving successful and effective.

Events including Game Fairs and specific fundraising events create an opportunity to meet those who may need support, those who have been helped and for fundraisers and supporters to communicate their support as well as create new opportunities for sponsorship which is currently limited. Visiting colleges continue to provide an opportunity to explain to students the range of services GWT can offer including the student packs and training events.

Merchandise

Merchandise continues to be available with an expanding list which includes the beating flags, water bottles, aprons, scarves, ties, badges, notebooks, lanyards, hearts, pens, fridge magnets, etc. There is a limited profit margin, but the principle focus is to keep GWT in the minds of all those who may need support or know someone who does and provide extra interest at events.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Achievements and performance

Context

Gamekeepers, Stalkers and Ghillies and their families generally live and work in remote locations around the UK with all the associated benefits but also with considerable constraints around limited services and extra costs. Rural people and communities are used to and generally resilient to difficulties around these issues but are vulnerable when ill health or other issue affects their ability to work, or in retirement and later life. Housing is always a major factor as tied housing is generally accepted as part of the solution but also part of the problem. Rural housing and other services continue to create challenges, not least communication in broadband and mobile phone services. Limited services, which in turn can become a safety issue in lone and remote working as well as at home for people who live on their own.

Current Situation

Despite all efforts, Covid 19 and further restrictions continued to affect both the shooting season and every individual throughout the UK during the early months of 2021. Storms in the Autumn caused devastation in some areas, particularly the East of Scotland and will have long term consequences as woodlands on a large scale were destroyed. Further proposed legislation in Scotland and alarm raised by extremist groups in the courts, on social media and on individual estates and shoots continue to create concern and real distress. Grouse stocks have been depleted with early cold spells and disease as well as heather beetle. Then bird flu appeared in some isolated areas and sales of game have been severely affected. There have been no shortage of problems coming up the track on any sector one cares to mention. Despite all this, low ground seasons were generally a success after early dry and unseasonably warm conditions and new and innovative ways of processing and promoting game has been both rewarding and commendable.

Rural communities have proved resilient and cohesive in the face of real adversity and has displayed admirably how people care and look after each other. However, it is clear, rising costs and services which were already under threat or falling budgets will create a shortfall in income and quality of life for those who are already vulnerable or who experience hardship through ill health, disability, or financial difficulty.

To minimise individual and collective difficulties the Gamekeepers' Welfare Trust has considered carefully further support which would directly assist individuals and families both in work and in later life.

It was clear that in the most difficult circumstances where single incomes for families have incurred hardship either through serious illness or bereavement further support would be helpful in addition to Annual payments and specific requirements. Energy and keeping warm are one of the most important issues affecting those whose incomes are curtailed or minimal. Choosing whether to eat or keep warm is simply not acceptable in 2021 and it is the fervent hope that those decisions should not be required in the communities GWT supports. Keeping fit and healthy are the most basic aims for everyone which is taken for granted until no longer apparent. Remaining mentally well is similarly vital for wellbeing and when mental ill health is felt within the family or individual at whatever stage of life, every aspect of living can be affected including the ability to work effectively. It is very often a partner who is keeping the household together, supporting the person who is struggling and ensuring children are thriving. This pressure can impact on their ability to keep well and can have long term effects on mental health, on relationships and family life as well as the individual who is experiencing poor mental health initially. Anxiety, depression, and a whole range of emotional and physical symptoms can impact on the ability to manage daily life. Therefore, it was felt important to support partners as well as the gamekeeper in work or retired.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Fundraising has generally been curtailed however there have been generous donors, from Trusts, individuals and fundraising activities from groups and individuals which have been encouraging and equally helpful in raising profile. Being a visible and constant presence is essential to reaching those who require support; vital to the charity and community, as a whole.

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

A suite of grants and training courses were launched in 2021 to address these needs as follows:

- Family Grants - for families who are effectively on one income or none, due to ill health or bereavement.
- Energy Grants for individuals or families who are struggling to pay increasing energy bills. We don't want anyone to have to choose between food and keeping warm.
- Hind Courses - Recognition of the vital role many partners carry out in support of their gamekeepers a course has been launched to support and assist through tips on mental health, how to cope and talking together.
- Continued distribution of Gamekeeper & Partner packs with further fact sheets on energy, financial and housing as well as health.

During the period, the Charity received around 30 formal applications (2020 - 40) for financial assistance. Of these, 22 (2020 - 34) were supported by the Trustees. In addition, the trustees have identified a further 5 beneficiaries for the Annual Grant and in the year 26 individuals (2020 - 19) received up to £500.

A significant change in performance has concerned the number of people assisted in other ways using support on the telephone and visits. These may continue for some months during a difficult period. During the period, it was estimated that well nearly 1,200 (2020 - 680) people and their families were assisted in some way; given information, telephone support or signposted to other agencies for assistance and support. The Trustees have estimated the financial costs associated with this activity and have separated these costs in the financial statements.

In addition, the Charity maintains a Job Register for gamekeepers, stalkers, ghillies and their families in difficult times to help them find gainful employment and reduce the welfare demands on the Charity.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Achievements and performance *(continued)*

Financial Aid

Direct assistance to individuals and families both in work and in later life and for educational needs during the year is rising exponentially. The expanded range of support available has enabled further flexibility in the approach to assist people in sensitive and practical

Jamie's Helpline

The helpline continues to provide a valuable support and is well resourced, however further work is required to train and recruit volunteers and staff to augment current arrangements.

Keeping in Touch

There are a significant number of beneficiaries and those who have or continue to experience distress through bereavement, ill health, displacement, or a variety of other events which impact on life and health. Support continues to be available and keeping in touch has increased significantly during the pandemic and has proved one of the most appreciated acts of kindness. Monthly cards and small gifts are sent in addition to letters, birthday cards and flowers.

Job Register

Rural Recruits continues to provide an opportunity for employers to advertise and GWT to support those who are seeking a position. Helping with CV's and covering letters as well as any other employment related issue is invaluable. Despite an increasing outlet on Facebook and other social media opportunities and other websites Rural Recruits continues to provide one of the most important "Go to" sites for those seeking positions.

Volunteers and Paid Assistance

A volunteer and supporter network underpins the work of the Trust as well as specific paid assistance from Alan Tweedie, Development Officer in Scotland, Ruth Kerr who acts as Social Media Manager and Ruth Benson who manages Rural Recruits which runs alongside support services offering specific assistance around employment.

Paid Assistance

Helen Benson provides the mainstay for the Charity and without her the Charity would be hard pressed to function.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Achievements and performance *(continued)*

STAG Training Update

The STAG training courses had been designed by Ex-Marines to tackle difficult issues such as leadership, communication, coping mechanisms and health and well being. It includes a toolbox which can be used to improve resilience, bringing coping strategies and above all greater understanding of problems which can cause anxiety, depression and misery for those affected and their families.

The STAG Training events focussed on mental health awareness, communication, resilience and leadership skills have been delivered throughout the country but there remain significant gaps in geographical areas due to time constraints and awareness limitations. However, 150 delegates were trained in 2019 who were also given gamekeeper packs as part of their course which is encouraging and continues to be offered. There are areas which require further input, and these include provision of mentors which was one of the objectives of the campaign. All these are on-going and should be enhanced in terms of feasibility and availability as the "Year of the Gamekeeper" similarly raises profile and understanding as well as resources to target areas of concern more effectively.

The comments we have received are all very encouraging and it's good to know that the training is making a positive impact; *'It is important to talk about issues and that it's ok not to be ok'. 'It was good to know there are a lot of people out there to help and talk to'. 'Openness to our work environment and the stress we sometimes feel ourselves under'.*

Fundraising

Donations to GWT has been more successful than could be envisaged with a rising number of donations from charitable trusts, shoots and individual events. Notable donations have included £12,000 from the Schoffel event in November; Countryside Clay Shoot over £7,000, Tanfield Grouse Charity Clay Shoot £6,000, continued incredible support from the family of Jamie Neal £20,000 and £3,000 from the Scottish Gamekeepers Association. Fundraising on behalf of GWT has included a magnificent sum raised at the Countryside Clay Shoot run by BASC alongside the most incredible goodwill and hard work by director Steve Bloomfield and staff.

Individual fundraising has also been remarkably successful with the "Long Walk Home" where stalkers from Glen Coe walked the West Highland Way and raised over £3000.00 along with significant support from the local community. Georgia and Katie climbed Ben Nevis and carried out numerous other fundraisers prior to the walk which raised over £3000, and the Country Girls were simply magnificent in raising over £5,000 in their February challenge with superb videos and social media during and prior to the challenge itself. Other events and challenges were carried out and all immensely appreciated in terms of valuable funds but also highlighting services available.

GWT has also been the recipient of multiple donations through services and Just Giving in memory of loved ones. These funds are particularly poignant and humbling.

Shoots throughout the country have contributed with generosity through keepers' shoots, white pheasant fines, sweeps and other innovative means.

Sales of merchandise continues and the range of goods on offer increases assisting in funds but most importantly in ensuring that GWT is in the hearts and minds of the gamekeeping community throughout the UK.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Achievements and performance *(continued)*

Campaigns

Events

Due to continued restrictions during the year events attended were similarly curtailed. However, The Game Fair was attended by Communications Manager, Ruth who ensured she visited stands to highlight GWT with particular emphasis on ghillies/gillies and fishing managers who are included within the remit of support available but who are not necessarily accessing or understanding that GWT is available for themselves and their families. She also was a guest on the Field Sports Channel.

Scone Game Fair at Perth was attended in September and was a successful event although the stand was rather a singular representation on the Gamekeepers row due to the absence of feed firms and other gamekeeping related stands. Shows and fairs continue to be a valuable opportunity to showcase the charity and welcome those who have been supported, those who wish to know more and potential supporters and colleagues in other organisations.

Game and Country, a long-standing firm of high repute in the Gamekeeping community both on the Borders and throughout the country held a trade weekend where GWT was present and supported with donations from refreshments. Ruth and Alan attended on behalf of GWT.

Presentations and Awards

The Game Bird was awarded in August during the Tanfield Grouse Clay Pigeon Shoot Charitable event where GWT was also recipient of funds. Sue Stringer was a worthy winner and was presented her award by GWT Honorary President, Sir John Scott Bt.

Later in the year GWT was again awarded significant sums through the Black Friday event held by Schoffel in November and filming of the Year of the Gamekeeper, Matt Tipping at Whatton House

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Achievements and performance *(continued)*

near Kettering. The Young Gamekeeper Award was presented by Sir John Scott to worthy winner John Tipping aged 10, who is clearly passionate about gamekeeping at an early age.

Five Year Plan

A "Five Year Plan" is underway to ensure that the future of the Charity is secure and its service to Gamekeepers, Stalkers, Ghillies and their families is comprehensive. A range of services continues to be available and enabled through appropriate means in terms of financial reserves and a broad base of volunteers and staff with a diverse and comprehensive expertise and experience. It is intended that these aims will continue and broaden throughout the UK with resources prioritised in areas of concern and bolstered where existing support requires further provision.

Identified areas of concern are as follows: -

1. Elderly and retired gamekeepers and families who are unaware of the services offered by GWT.
2. Families in working environments under pressure through toxic cultures, working pressures, family illness, mental health concerns and financial issues often around redundancies.
3. Firearms and Shotgun licenses and health issues surrounding a fear of approaching GP's and health services.
4. Mental Health.

Training

Stag training and Hind training was severely curtailed however Hind courses were delivered in small groups online and in person in October. Stag training was delivered in Scotland in June and it is hoped that further training will resume in 2022.

Colleges

Due to Corvid restrictions, it was not possible during 2021 to visit students and over 300 packs were sent by post to all students studying gamekeeping and countryside management throughout the UK.

Rural Recruits

The website continues to provide a source of information and support for prospective job seekers and has experienced a rise in advertisements therefore enabling independent funding for manager Ruth Benson releasing GWT from direct cost.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Achievements and performance *(continued)*

Investment management

Sarasin and Partners LLP, the investment managers, reported as follows:

The policy of the managers is that the funds be invested in a balanced portfolio of UK and overseas equities, fixed interest and alternative investment strategies. This is achieved through investment in a combination of two specialist Charity Authorised Investment Funds (CAIF) - Sarasin Endowments Fund and Sarasin Income and Reserves Fund.

The value of the investment portfolio as at 31 December 2021 was £247,909 (2020 - £225,708) representing a total return of 9.8% (2020 - 12.9%) for the period. The return outperformed the portfolio's benchmark of 8.8%. After the stock market fall in February 2022, following events in the Ukraine, asset prices and volatility have remained very variable.

The estimated annual income generated by the portfolio's investments was £6,734 (2020 - £7,143) representing a yield of 2.7% (2020 - 3.2%). As at 2021, the portfolio remains broadly diversified with 22.0% (2020 - 29.0%) in bonds, 60.5% (2020 - 54.4%) in equities, 3.0% (2020 - 2.0%) in property, 10.8% (2020 - 9.9%) in alternatives and 3.7% (2020 - 4.8%) in liquid assets.

Financial review

During the year, the Charity was successful in raising donations and gifts of £149,018 (2020 - £104,431) and received income of £125, (2020 - £850) for the STAG training courses.

Other incidental trading activity, included the GWT calendar and other activities raised £4,076, (2020 - £16,079) and investment income of £8,578 (2020 - £9,149) was received.

Grants of financial assistance totalled £43,431 (2020 - £35,584) paid to 52 (2020 - 54) beneficiaries.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Plans for future periods

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

Statement of Commitment

The Gamekeepers' Welfare Trust has a moral duty to provide interim and long term assistance and is committed to supporting the people within its remit.

Planning Ahead

Achieving effective, timely and appropriate support is the fundamental aim of the Trust whilst continuing to build on strong and dependable foundations in a responsible and structured approach.

Current forward plans have been implemented in the following regard:

- A survey designed and implemented by Ruth Kerr, GWT Social Media Manager was published in June 2020 which demonstrates the key areas gamekeepers and their families feel they would benefit from in terms of further support and these are as follows:
 - i. Financial planning
 - ii. Retirement planning
 - iii. Work related legislation
 - iv. Employee rights
 - v. Housing in retirement
- Further implementation of the current aims and objectives of the Five Year Plan as published in the Annual Report 2018/19 are as follows:
 - vi. Counselling service now offered free of cost;
 - vii. The Hind course has now run and continues to be offered online to gamekeeper's partners and wives;
 - viii. Podcasts and webinars have become part of the toolkit offered to individuals and families requiring specific information around financial planning.
- On review of the project through analysis via the Swot matrix, it was considered that the five year plan should be renewed and amended to implement a range of objectives which address identified strategic and operational requirements.
- The Five Year Plan is designed to consider succession and a long term strategy for the Charity adapting to need and the changing nature of the profession of gamekeeping as well as housing needs and health and social care in later life.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 1 October 2020 to 31 December 2021

Plans going forward

1. Ladies packs including useful information on health and related issues;
2. Firearms and Shotgun licensing - creating and working with other organisations to create relationships and build trust with police firearms and licensing departments;
3. Stag Training - Continuing to deliver mental health training, communication and resilience model to gamekeepers across the country;
4. Build relationships and create training packages for wives and partners of gamekeeper's in order to support families who are often under considerable stress;
5. Continue to provide gamekeepers' packs, fact sheets and leaflets on key issues of concern, i.e. financial planning, housing and health;
6. Continue to work with and create relationships within the NHS, Social Care and Support sectors to reach those who may need support in later life or ill health or disability but who are unaware of the services proffered by GWT;
7. Provide specific support in certain circumstances for those suffering from mental health problems;
8. Build up a further expertise bank of support through volunteers;
9. Continue to promote "Jamie's Helpline" and improve availability and effectiveness with helpline volunteers and specific points of reference through direct contact with volunteers and other organisations where specific and professional advice and support is required.

Strategic Aims and Objectives 2021-2026

1. Deliver an efficient, effective, and timely service to individuals and families and ensure continual support as required.
2. Develop a comprehensive support service across the UK with a network of volunteers and underpinned by a range of collaborative local and national groups and institutions.
3. Develop and maintain appropriate and legislative practices for policies, practices and procedures.
4. Provision of sustainable and increased income through shared and collective objectives with relevant organisations, to effectively respond to anticipated need.
5. Create appropriate training for Trustees and volunteers to respond to evolving demands.
6. Provision of appropriate information and training to individuals and families as need arises.
7. Develop effective systems for succession with particular emphasis to key members of staff.

Future plans for 2022 include proposals for a number of events to celebrate the Gamekeepers' Welfare Trust's 30th Anniversary in place of the publicity and promotion campaign which was organised as part of the "Year of the Gamekeeper 2020" campaign.

The trustees' annual report was approved on 31 March 2022 and signed on behalf of the board of trustees by:

THE EARL OF AYLESFORD

Trustee

Gamekeepers Welfare Trust CIO

Independent Examiner's Report to the Trustees of Gamekeepers Welfare Trust CIO

Period from 1 October 2020 to 31 December 2021

I report to the trustees on my examination of the financial statements of Gamekeepers Welfare Trust CIO ('the charity') for the period ended 31 December 2021.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

MATTHEW CLEGHORN FCA

Independent Examiner

Anova Chartered Accountants
The Barn, Meadow Court
Faygate Lane
Faygate
Horsham
West Sussex
RH12 4SJ

28 October 2022

Gamekeepers Welfare Trust CIO

Statement of Financial Activities

Period from 1 October 2020 to 31 December 2021

	Note	Period from 1 Oct 20 to 31 Dec 21			Period from
		Unrestricted funds £	Restricted funds £	Total funds £	23 May 19 to 30 Sep 20 Total funds £
Income and endowments					
Donations and legacies	4	110,418	38,600	149,018	104,431
Charitable activities	5	125	–	125	850
Other trading activities	6	4,076	–	4,076	16,079
Investment income	7	8,578	–	8,578	9,149
Total income		<u>123,197</u>	<u>38,600</u>	<u>161,797</u>	<u>130,509</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	1,985	–	1,985	288
Costs of other trading activities	9	7,914	–	7,914	9,800
Expenditure on charitable activities	10,11	79,448	30,828	110,276	102,264
Total expenditure		<u>89,347</u>	<u>30,828</u>	<u>120,175</u>	<u>112,352</u>
Net gains on investments	15	22,200	–	22,200	17,212
Net income		<u>56,050</u>	<u>7,772</u>	<u>63,822</u>	<u>35,369</u>
Transfer of net assets on incorporation of previous charity	20	–	–	–	338,080
Net movement in funds		<u>56,050</u>	<u>7,772</u>	<u>63,822</u>	<u>373,449</u>
Reconciliation of funds					
Total funds brought forward		307,999	65,450	373,449	–
Total funds carried forward		<u>364,049</u>	<u>73,222</u>	<u>437,271</u>	<u>373,449</u>

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

The notes on pages 19 to 33 form part of these financial statements.

Gamekeepers Welfare Trust CIO

Statement of Financial Position

31 December 2021

	Note	31 Dec 21		30 Sep 20
		£	£	£
Fixed assets				
Tangible fixed assets	21		–	28
Investments	22		247,909	225,709
			247,909	225,737
Current assets				
Stocks	23	3,438		3,438
Debtors	24	1,750		1,968
Cash at bank and in hand		195,686		176,899
		200,874		182,305
Creditors: amounts falling due within one year	25	(11,512)		(34,593)
Net current assets			189,362	147,712
Total assets less current liabilities			437,271	373,449
Net assets			437,271	373,449
Funds of the charity				
Restricted funds			73,222	65,450
Unrestricted funds			364,049	307,999
Total charity funds	27		437,271	373,449

These financial statements were approved by the board of trustees and authorised for issue on 31 Mar 22, and are signed on behalf of the board by:

THE EARL OF AYLESFORD
Trustee

The notes on pages 19 to 33 form part of these financial statements.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements

Period from 1 October 2020 to 31 December 2021

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is High Park Farm, Kirkbymoorside, York, YO62 7HS.

2. Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Gamekeepers Welfare Trust CIO constitutes a public benefit entity as defined by FRS 102.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of investments measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity, and rounded to the nearest £1.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The charity does not include a cash flow statement on the grounds that it is applying the Charities SORP (FRS 102) for smaller charities.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities, within the next financial year, are the levels of future funding and expenditure on charitable activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

3. Accounting policies *(continued)*

Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Individual donors	51,009	–	51,009
Donations from groups and shooting syndicates	1,200	–	1,200
Donations - Gifts from other organisations	2,967	–	2,967
Donations from companies	4,819	–	4,819
Other donations	2,538	–	2,538
Donations from charitable trusts	960	–	960
The Aylesford Family Charitable Trust	–	–	–
SGA	3,000	–	3,000
Highland Field Sports Fair	–	3,600	3,600
Helpline and Mental Health Donations	–	20,000	20,000
Margot and Andrew Tennant 1996 Charitable Trust	10,000	–	10,000
The A M Fenton Trust	6,000	–	6,000
Cultura Trust	–	–	–
BASC	–	–	–
Ripley Sporting	–	–	–
Richmond Motor Club	–	–	–
Ian Taggart Trust	–	–	–
Legacies			
The Estate of Mrs M Hannant (Dec'd)	–	–	–
Gifts			
BASC - Countryside Clay Shoot	7,602	–	7,602
Schoffel	12,025	–	12,025
BASC fundraising	871	–	871
Grants			
The Prince's Countryside Fund	–	–	–
Other donations and legacies			
Gift Aid claimed	1,104	15,000	16,104
	<u>104,095</u>	<u>38,600</u>	<u>142,695</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Individual donors	22,872	–	22,872
Donations from groups and shooting syndicates	5,599	–	5,599
Donations - Gifts from other organisations	–	–	–
Donations from companies	1,720	–	1,720
Other donations	10,279	–	10,279
Donations from charitable trusts	1,500	–	1,500
The Aylesford Family Charitable Trust	1,000	–	1,000
SGA	3,000	–	3,000
Highland Field Sports Fair	–	500	500
Helpline and Mental Health Donations	–	30,000	30,000
Margot and Andrew Tennant 1996 Charitable Trust	5,000	–	5,000
The A M Fenton Trust	6,000	–	6,000
Cultura Trust	500	–	500
BASC	3,050	–	3,050
Ripley Sporting	1,000	–	1,000
Richmond Motor Club	250	–	250
Ian Taggart Trust	2,000	–	2,000
Legacies			
The Estate of Mrs M Hannant (Dec'd)	7,161	–	7,161
Gifts			
BASC - Countryside Clay Shoot	–	–	–
Schoffel	–	–	–
BASC fundraising	–	–	–
Grants			
The Prince's Countryside Fund	–	3,000	3,000
Other donations and legacies			
Gift Aid claimed	–	–	–
	<u>70,931</u>	<u>33,500</u>	<u>104,431</u>

5. Charitable activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
STAG Training fees	<u>125</u>	<u>125</u>	<u>850</u>	<u>850</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

6. Other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Sponsorships	–	–	2,000	2,000
GWT Merchandise	4,076	4,076	537	537
BASC - Countryside Clay Shoot	–	–	975	975
The Game Alliance	–	–	940	940
GWT Dinner - Newbury	–	–	11,627	11,627
	<u>4,076</u>	<u>4,076</u>	<u>16,079</u>	<u>16,079</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Income from listed investments	8,446	8,446	9,149	9,149
Bank interest receivable	7	7	–	–
Other interest receivable	125	125	–	–
	<u>8,578</u>	<u>8,578</u>	<u>9,149</u>	<u>9,149</u>

8. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Costs of raising donations and legacies - Donations	1,985	1,985	288	288

9. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Stag Training	696	696	3,360	3,360
GWT leaflets and publicity	285	285	1,167	1,167
GWT Merchandise	6,933	6,933	5,273	5,273
	<u>7,914</u>	<u>7,914</u>	<u>9,800</u>	<u>9,800</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Welfare	33,749	4,100	37,849
Education	6,062	–	6,062
Helpline	–	12,642	12,642
Covid-19 Resilience	–	1,421	1,421
Support costs	39,637	12,665	52,302
	<u>79,448</u>	<u>30,828</u>	<u>110,276</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Welfare	35,654	–	35,654
Education	2,827	–	2,827
Helpline	–	11,389	11,389
Covid-19 Resilience	–	518	518
Support costs	40,406	11,470	51,876
	<u>78,887</u>	<u>23,377</u>	<u>102,264</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2021 £	Total fund 2020 £
Welfare	480	37,369	31,271	69,120	65,391
Education	–	6,062	4,931	10,993	7,363
Helpline	12,642	–	12,180	24,822	20,974
Covid-19 Resilience	1,421	–	485	1,906	963
Governance costs	–	–	3,435	3,435	7,573
	<u>14,543</u>	<u>43,431</u>	<u>52,302</u>	<u>110,276</u>	<u>102,264</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

12. Analysis of support costs

	Welfare	Education	Helpline	Covid-19 resilience	Governance	Total 2021	Total 2020
	£	£	£	£	£	£	£
Staff costs	13,357	1,501	–	150	–	15,008	16,714
Premises	194	65	381	5	–	645	437
Communications and IT	565	173	404	11	–	1,153	1,440
Finance costs	155	20	20	1	–	196	279
Governance costs	–	–	–	–	3,435	3,435	3,973
Travel costs	1,545	262	785	27	–	2,619	3,659
Subcontractor fees	5,881	997	2,990	99	–	9,967	5,041
Office costs	3,760	348	2,785	69	–	6,962	5,646
Shows and publicity leaflets	475	476	476	15	–	1,442	1,352
Website design and construction	702	143	573	14	–	1,432	1,724
Depreciation	24	4	–	–	–	28	111
Accounting and professional fees	4,613	942	3,766	94	–	9,415	11,500
	<u>31,271</u>	<u>4,931</u>	<u>12,180</u>	<u>485</u>	<u>3,435</u>	<u>52,302</u>	<u>51,876</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

13. Governance costs

	31 Dec 21	30 Sep 20
	£	£
Independent Examiners fees	1,200	1,080
Legal and other professional fees	–	2,858
Bookkeeping and accounting	2,200	3,600
Information Commissioner's Office fees	35	35
	<u>3,435</u>	<u>7,573</u>

14. Analysis of grants

	Period from 1 Oct 20 to 31 Dec 21	Period from 23 May 19 to 30 Sep 20
	£	£
Grants to institutions		
2 College fees (2020 - 1)	6,062	2,837
Grants to individuals		
4 Housing assistance (2020 - 12)	8,719	7,921
10 Home helping and Welfare (2020 - 5)	4,905	5,068
215 Small gifts and flowers (2020 - 36)	6,407	1,378
0 Vehicles and travel (2020 - 2)	–	1,098
26 Annual grants (2020 - 19)	12,750	11,250
6 Emergency grants (2020 - 14)	2,573	5,910
2 Other grants (2020 - 1)	2,015	122
	<u>37,369</u>	<u>32,747</u>
Total grants	<u>43,431</u>	<u>35,584</u>

15. Net gains on investments

	Unrestricted Funds	Total Funds 2021	Unrestricted Funds	Total Funds 2020
	£	£	£	£
Gains/(losses) on listed investments	<u>22,200</u>	<u>22,200</u>	<u>17,212</u>	<u>17,212</u>

16. Net income

Net income is stated after charging/(crediting):

	31 Dec 21	30 Sep 20
	£	£
Depreciation of tangible fixed assets	<u>28</u>	<u>111</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

17. Independent examination fees

	Period from 1 Oct 20 to 31 Dec 21 £	Period from 23 May 19 to 30 Sep 20 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,200</u>	<u>1,080</u>

18. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	Period from 1 Oct 20 to 31 Dec 21 £	Period from 23 May 19 to 30 Sep 20 £
Wages and salaries	25,834	26,667
Social security costs	2,043	2,080
Employer contributions to pension plans	541	448
	<u>28,418</u>	<u>29,195</u>

The average head count of employees during the period was 1 (2020: 1). The average number of full-time equivalent employees during the period is analysed as follows:

	31 Dec 21 No.	30 Sep 20 No.
Chief executive	<u>1</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £25,834 (2020:£26,667).

19. Trustee remuneration and expenses

During the current period, no remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

None of the Trustees were reimbursed for expenses in the period.

20. Transfer of net assets on incorporation of previous charity

The charitable activities of the former Gamekeepers Welfare Trust ceased at midnight on 31 May 2019 and were transferred to the Gamekeepers Welfare Trust CIO, a Charitable Incorporated Organisation registered with the Charity Commission on 23 May 2019 as charity number 1183553. The total reserves transferred at 31 May 2019 were £338,080.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

21. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 October 2020 and 31 December 2021	333	333
Depreciation		
At 1 October 2020	305	305
Charge for the period	28	28
At 31 December 2021	333	333
Carrying amount		
At 31 December 2021	–	–
At 30 September 2020	28	28

22. Investments

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 1 October 2020	227	225,482	225,709
Additions	–	–	–
Fair value movements	–	22,200	22,200
At 31 December 2021	227	247,682	247,909
Impairment			
At 1 October 2020 and 31 December 2021			–
Carrying amount			
At 31 December 2021	227	247,682	247,909
At 30 September 2020	227	225,482	225,709

All investments shown above are held at valuation.

Financial assets held at fair value

The listed investments are all Common Investment Funds carried at their fair value. Holdings in Common Investment Funds are at the bid price. Asset sales and purchases are recognised at the date of trade at cost (that is their transaction value).

23. Stocks

	31 Dec 21 £	30 Sep 20 £
Finished goods and goods for resale	3,438	3,438

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

24. Debtors

	31 Dec 21	30 Sep 20
	£	£
Prepayments and accrued income	750	750
Advances against reimbursable expenses	1,000	1,000
Other debtors	–	218
	<u>1,750</u>	<u>1,968</u>

25. Creditors: amounts falling due within one year

	31 Dec 21	30 Sep 20
	£	£
Accruals and deferred income	11,226	10,539
Social security and other taxes	286	92
Other creditors	–	23,962
	<u>11,512</u>	<u>34,593</u>

26. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £541 (2020: £448).

27. Analysis of charitable funds

Unrestricted funds

	At 1 October 2020 £	Income £	Expenditure £	Gains and losses £	At 31 December 2021 £
General funds	<u>307,999</u>	<u>123,197</u>	<u>(89,347)</u>	<u>22,200</u>	<u>364,049</u>
	At 23 May 2019 £	Income £	Expenditure £	Gains and losses £	At 30 September 2020 £
General funds	<u>–</u>	<u>379,762</u>	<u>(88,975)</u>	<u>17,212</u>	<u>307,999</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

27. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 October 2020 £	Income £	Expenditure £	Gains and losses £	At 31 December 2021 £
Keepers in Scotland Fund	500	3,600	(4,100)	–	–
Jamie's Helpline Fund	62,913	35,000	(24,691)	–	73,222
Covid-19 Resilience Fund	2,037	–	(2,037)	–	–
	<u>65,450</u>	<u>38,600</u>	<u>(30,828)</u>	<u>–</u>	<u>73,222</u>
	At 23 May 2019 £	Income £	Expenditure £	Gains and losses £	At 30 September 2020 £
Keepers in Scotland Fund	–	500	–	–	500
Jamie's Helpline Fund	–	85,327	(22,414)	–	62,913
Covid-19 Resilience Fund	–	3,000	(963)	–	2,037
	<u>–</u>	<u>88,827</u>	<u>(23,377)</u>	<u>–</u>	<u>65,450</u>

The Keepers in Scotland Fund relates to a donation from the Highland Field Sports Fair Committee to used for the benefit of gamekeepers in Scotland.

Jamie's Helpline Fund was set up in 2017 by the family of Jamie Neal, who was a gamekeeper and who sadly took his own life in 2016. The aim of this fund is to make the dedicated helpline more accessible and reachable at any time and to help those who are struggling to cope or for whom things are overwhelming as well as for specific enquiries. Calls to the number are free from any UK phone. With the agreement of the donors, this fund has widened its remit to include cover to improve the mental health of 'keepers and will include mental health counselling in due course.

The Covid-19 Resilience Fund relates to a grant received from the Prince's Countryside Fund to aid rural communities in the longer-term recovery from Covid-19.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 1 October 2020 to 31 December 2021

28. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	–	–	–
Investments	247,909	–	247,909
Current assets	127,652	73,222	200,874
Creditors less than 1 year	(11,512)	–	(11,512)
Net assets	<u>364,049</u>	<u>73,222</u>	<u>437,271</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	28	–	28
Investments	225,709	–	225,709
Current assets	116,855	65,450	182,305
Creditors less than 1 year	(34,593)	–	(34,593)
Net assets	<u>307,999</u>	<u>65,450</u>	<u>373,449</u>

29. Financial instruments

Financial assets measured at fair value through income and expenditure comprise fixed assets investments.

30. Related parties

During the period, the Charity received £nil (2020 - £1,000) from the Aylesford Family Charitable Trust, a foundation where Lord Aylesford, the Chairman of the Trustees, is also a trustee. There were no balances outstanding at the period end in respect of any related party transaction.

GAMEKEEPERS WELFARE TRUST

England & Wales - Charity number 1183553

Accounts

CHARITY REGISTRATION NUMBER: 1183553

Gamekeepers Welfare Trust CIO
Unaudited Financial Statements
A Charitable Incorporated Organisation
30 September 2020

Gamekeepers Welfare Trust CIO

Financial Statements

Period from 23 May 2019 to 30 September 2020

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Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

The trustees present their report and the unaudited financial statements of the charity for the period ended 30 September 2020.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Gamekeepers Welfare Trust CIO	
Charity registration number	1183553	
Principal office	High Park Farm Kirkbymoorside York YO62 7HS	
The trustees	The Earl of Aylesford Mr Ian Grindy Dr Mike Swan Mr Ken Butler Mr Dave Clark Mr Walter Cole Lady Scott Mr Raymond Holt Mr Brian Mitchell Mr Matthew Nesbitt Rev. Dr. Gordon Gatward	(Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019) (Appointed 23 May 2019)
Chief executive and charity manager	Helen M J Benson	
Honorary patron	Lord James Percy	
Honorary president	Sir John Scott Bt.	
Honorary chaplain	Rev. Dr. Gordon Gatward	
Honorary treasurer	Philip Holt FCA, FCIE	
Investment adviser	Sarasin & Partners LLP Juxon House 100 St. Paul's Courtyard London EC4M 8BU	

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Bankers	National Westminster Bank plc 33 Lord Street Wrexham LL11 1LP
	Metro Bank plc 44-46 Midsummer Arcade Milton Keynes MK9 3BB
Independent examiner	Matthew Cleghorn FCA The Barn, Meadow Court Faygate Lane Faygate Horsham West Sussex RH12 4SJ

Structure, governance and management

Governing document

Gamekeepers Welfare Trust CIO ("the GWT" or "the Charity") was incorporated as a Charitable Incorporated Organisation on 23 May 2019 and commenced charitable activities on 1 June 2019 following the transfer of assets and activities from the former Gamekeepers Welfare Trust (Charity number 1008924) which had been constituted by a Deed of Trust dated 3 February 1992 at the wish of the British Association for Shooting and Conservation ("BASC") and registered with the Charity Commission on 27 February 1992.

Helen M J Benson acts as Charity Manager of the Charity on a day to day basis under the direction of the trustees and transactions are authorised by them. Philip Holt is the Hon. Treasurer and is responsible for the accounting and record keeping for the Trust.

The Trustees normally meet at least once a year to authorise applications for assistance and to monitor the progress of the Charity. Between such meetings, the business of the Charity is conducted by telephone and email.

Trustees are selected by personal recommendation and then approved by the current GWT Trustees by way of Memorandum of Appointment. Training for new trustees includes a "Welcome Pack" which includes a copy of the Trust Deed and background information on the Charity and a copy of the relevant Charity Commission guidance: "*CC3 - The Essential Trustee*".

Risk Management

The trustees have identified the major strategic, business and operational risks that the charity faces and confirm that these are monitored on a regular basis in addition to the annual meeting.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Structure, governance and management *(continued)*

Grant Making Policy

The Charity invites applications for assistance by advertising its existence through publications, on the GWT web site and by distributing its own brochure to associated organisations, to colleges and to gamekeepers and other members of the public at game fairs and similar countryside events.

Applications are considered at the Trustees meetings or by electronic virtual meetings and are usually researched by a specific trustee or by GWT staff who report back to the board. The board then either approves or refuses the grant for assistance.

Investment Policy and Performance

There are no restrictions on the charity's powers to invest. The investment policy had been to hold funds in bank accounts which were readily accessible while being low risk and giving an adequate return. However, these returns have fallen drastically for the last few years.

With the growth in funds managed by the Trustees, this policy was reviewed and the Trustees have decided that, because the banks were no longer paying any interest, there was an opportunity to increase income by transferring excess long-term funds to an Investment Manager for investments into equities and investment trusts. The Trustees have set a benchmark level of risk with the Investment manager and will be monitoring returns and capital at regular intervals.

Reserves Policy

It is the policy of the charity to maintain the free reserves of the Charity, at a level which equates to approximately twelve months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs and to respond to emergency applications for grants which arise from time to time. The free reserves of the Charity amount to £82,262 and are slightly over the 12-month total expenditure of around £70,000. Given the current financial environment, the Trustees are satisfied that this excess will be spent in the forthcoming period.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Objectives and activities

The main object of the Charity is to provide financial assistance for gamekeepers and people in similar occupations and their spouses who are in need, and also to assist the education of young persons wishing to become gamekeepers.

The Charity provides financial grants for those eligible to help in times of hardship, ill health and retirement. Small grants are also available for young people who wish to make gamekeeping their career.

The Trust also provides a helpline service which provides information and support for gamekeepers, stalkers, ghillies and their families in difficult times. Liaison with national and local organisations and other gamekeeping organisations to inform, refer and raise funds to enable beneficiaries to receive appropriate grants and maintain the helpline and support.

In setting the objectives and planning the activities of the Charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Methodology

Financial assistance is given through individual, annual, welfare and educational grants in a range of circumstances including ill health, disability and hardship, starting out, in working lives and in retirement and later life.

Keeping in touch with the isolated, lonely and those who are struggling through ill health, disability, bereavement, redundancy, or in later life is an important feature of support proffered through telephone calls, texts, cards and small gifts.

Jamie's Helpline is a fundamental service which provides a telephone line to listen, support, and signpost to other assistance. This is available twenty four hours a day, three hundred and sixty five days a year and non-discriminatory in terms of connection and longevity to gamekeeping and associated professions.

Attending colleges and sending student packs are an important means in keeping in touch and making young people aware of the services the Trust can offer and creating links are essential in creating links and relationships with those who wish to make gamekeeping their career.

Information in the format of fact sheets and webinars as well as training services through the Stag and Hind training is available at no cost to the gamekeeper or their partners which are designed to provide tools for individuals and families to make appropriate choices to improve their own circumstances. Being cognisant of mental health is central to any assistance provided and signposting as necessary.

Vision

To provide support to gamekeepers, stalkers, ghillies and their dependents, past, present and future as part of the "gamekeeping family".

Core Values

Respect; Integrity; Reliability; Empathetic; Continuous Development;
Accountability; Innovative; Resilient; Commitment; Sustainable.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Objectives and activities *(continued)*

Strategy

It is the aim of the Charity to ensure that everyone in the gamekeeping community is aware of the Gamekeepers' Welfare Trust and how to reach support, to make the charity more accessible to all including in later life, disability and ill health.

There are three main areas of support:

- **Welfare Grants** which include Annual Grants and Emergency Grants;
- **Educational Grants;**
- **Jamie's Helpline** which incorporates a whole range of support services including listening service, signposting to other services, visiting, letters, cards and gifts, fact sheets, gamekeeping packs, training services, and employment assistance through Rural Recruits, advertising jobs, job register and associated help.

These services are possible through a network of volunteers, professional assistance, associated organisations and a series of proactive campaigns to promote services along with publicity and promotion all feasible through fundraising, donors and sponsorship.

Fundraising is an essential part of financial prudence and enabling effective response to need, however every event is an opportunity to ensure that both the gamekeeping community and those who support outside the immediate profession understand and empathise with the cause as well as consider direct donations and support in other ways.

Welfare Grants

The grant system is individually tailored for an individual response according to circumstances. These can be for any member of the gamekeeping family, or dependent in later life or in disability or financial distress. There is a facility for Emergency Grants which can distribute funds quickly and efficiently as and when necessary and this facility is increasing in need through ill health, change of circumstances and need.

Educational Grants

The ability to help those who wish to make gamekeeping their career continues, and it is anticipated need will rise in accordance with budgetary constraints from colleges and changing course content and accommodation availability.

Annual Grants

Annual Grants are designed to provide a level of comfort for those in need i.e. below benefit level and are rising as the number of applicants continues to rise and is likely to be continual. However, it is considered important for individuals to feel supported and able to provide an ability to live and not merely exist.

Flowers, letters and calls

In an increasingly lonely and isolated world where it is clearly documented that those who do not have social interaction on a regular basis can suffer ill health and significantly poorer mental health it is considered important to continue provision of contact. This is manifested by birthday cards, letters, calls and flowers and most recently magazines (BASC, NGO & SGA) as appropriate to keep in contact and feel part of the gamekeeping community. This is expanding to working gamekeepers principally by text as and when appropriate. Knowing someone cares and who understands, remains a key message to all the gamekeeping community.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Objectives and activities *(continued)*

Communications and Publicity

Social media is increasingly important in communicating with the press and the gamekeeping community. GWT Facebook and Twitter has now merged and will continue to provide a vital role, for events, campaigns and general services. Requests for assistance are also received through messenger which is now recognised as another means by which those in need can reach out for help.

Working with campaign partners has also proved helpful in communicating the presence and services of GWT and for those who may wish to support the work of GWT. With the launch of "The Year of the Gamekeeper" there have been messages sent across a broad range of systems i.e. social media, sporting press and membership magazines which are proving successful and effective.

Events including Game Fairs and specific fundraising events create an opportunity to meet those who may need support, those who have been helped and for fundraisers and supporters to communicate their support as well as create new opportunities for sponsorship which is currently limited. Visiting colleges continue to provide an opportunity to explain to students the range of services GWT can offer including the student packs and training events.

Merchandise

Merchandise continues to be available with an expanding list which includes the beating flags, water bottles, aprons, scarves, ties, badges, notebooks, lanyards, hearts, pens, fridge magnets, etc. There is a limited profit margin, but the principle focus is to keep GWT in the minds of all those who may need support or know someone who does and provide extra interest at events.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Achievements and performance

Context

Gamekeepers, Stalkers and Ghillies and their families generally live and work in remote locations around the UK with all the associated benefits but also with considerable constraints around limited services and extra costs. Rural people and communities are used to and generally resilient to difficulties around these issues but are vulnerable when ill health or other issue affects their ability to work, or in retirement and later life. Housing is always a major factor as tied housing is generally accepted as part of the solution but also part of the problem. Rural housing and other services continue to create challenges, not least communication in broadband and mobile phone services. Limited services, which in turn can become a safety issue in lone and remote working as well as at home for people who live on their own.

Current Situation

2020 became a year of extreme challenges for everyone in the UK and across the World, due to the consequences of the Covid 19 pandemic, and the gamekeeping community was no exception. Many shoots were curtailed in their shoot days or cancelled, whilst upland grouse moors, fishing and stalking was affected from the inability of guests to travel into the UK and restricted accommodation availability due to restrictions and periods of lock down. Lowground shoots were in the unenviable position of making forward planning decisions with limited information available to assess the shooting calendar whilst minimising risk of cost especially for those rearing and with game farms attached. A number of gamekeepers were made redundant, reduced wages, given the opportunity of alternative work, offered furlough whilst others were able to continue between lock down periods or relatively unaffected depending on the individual circumstances of the shoot or estate and its infrastructure.

Redundancy and external issues were the main problems encountered by gamekeepers who made contact with the Gamekeepers' Welfare during the year. External factors included the general Covid 19 situation, sheer volume of walkers and visitors to the countryside with associated parking, litter and vandalism as well as an increasing minority of unpleasant and aggressive behaviour towards farmers and gamekeepers. Social media attacks have similarly been aggressive and bullying all of which has contributed to pressures hitherto at a reasonably manageable level. Changing and more restrictive legislation particularly in the Uplands and around SSI's have also created challenges and changing practices with inevitable costs attached. Mental ill health, financial issues and relationship problems were just a few of the internal factors which triggered calls to Jamie's Helpline.

The Year of the Gamekeeper began with a programme of plans and events which were cancelled after mid-March, due to Corvid 19, with the exception of the SGA AGM, a presentation to the Game Feed group near Worcester and two presentations to a Sporting Agent keeper's meetings held in Wetherby, and Kinross respectively in February and early March. Of worthy note, was a Gamekeepers' ball, held in February 2020 which was extremely successful and created new interest, support and vital funds. The Game Bird Award was relatively low key but given in the window between restrictive movement and observing current safety rules to a worthy winner.

The majority of 2020 became a series of contacts through social media, the website, pod cast and YouTube as well as telephone and post. Beneficiaries and vulnerable individuals and families have received a series of letters/cards and small gifts which help to keep in touch and feel supported out with any financial support offered. An online festival was held which whilst modest in content, did reach a proportion of the gamekeeping community and maintained a presence throughout the summer months. Other online improvements were made as the website was updated and refreshed which seems to be working well.

Fundraising has generally been curtailed however there have been generous donors, from Trusts, individuals and fundraising activities from groups and individuals which have been encouraging and equally helpful in raising profile. Being a visible and constant presence is essential to reaching those who require support; vital to the charity and community, as a whole.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

During the period, the Charity received around 40 formal applications for financial assistance. Of these, 34 were supported by the Trustees.

A significant change in performance has concerned the number of people assisted in other ways using support on the telephone and visits. These may continue for some months during a difficult period. During the period, it was estimated that well nearly 680 people and their families were assisted in some way; given information, telephone support or signposted to other agencies for assistance and support. The Trustees have estimated the financial costs associated with this activity and have separated these costs in the financial statements.

In addition, the Charity maintains a Job Register for gamekeepers, stalkers, ghillies and their families in difficult times to help them find gainful employment and reduce the welfare demands on the Charity.

Job Register

Rural Recruits continues to provide an opportunity for employers to advertise and GWT to support those who are seeking a position. Helping with CV's and covering letters as well as any other employment related issue is invaluable. Despite an increasing outlet on Facebook and other social media opportunities and other websites Rural Recruits continues to provide one of the most important "Go to" sites for those seeking positions.

Volunteers and Paid Assistance

A volunteer and supporter network underpins the work of the Trust as well as specific paid assistance from Alan Tweedie, Development Officer in Scotland, Ruth Kerr Social Media Manager and Ruth Benson who manages Rural Recruits which runs alongside support services offering specific assistance around employment.

Paid Assistance

Helen Benson provides the mainstay for the Charity and without her the Charity would be hard pressed to function.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Achievements and performance *(continued)*

STAG Training Update

The STAG training courses had been designed by Ex-Marines to tackle difficult issues such as leadership, communication, coping mechanisms and health and well being. It includes a toolbox which can be used to improve resilience, bringing coping strategies and above all greater understanding of problems which can cause anxiety, depression and misery for those affected and their families.

The STAG Training events focussed on mental health awareness, communication, resilience and leadership skills have been delivered throughout the country but there remain significant gaps in geographical areas due to time constraints and awareness limitations. However, 150 delegates were trained in 2019 who were also given gamekeeper packs as part of their course which is encouraging and continues to be offered. There are areas which require further input, and these include provision of mentors which was one of the objectives of the campaign. All these are on-going and should be enhanced in terms of feasibility and availability as the "Year of the Gamekeeper" similarly raises profile and understanding as well as resources to target areas of concern more effectively.

The comments we have received are all very encouraging and it's good to know that the training is making a positive impact; *'It is important to talk about issues and that it's ok not to be ok'. 'It was good to know there are a lot of people out there to help and talk to'. 'Openness to our work environment and the stress we sometimes feel ourselves under'.*

Fundraising

Whilst continuing to be reliant on different organisations and individuals to raise funds through events and personal challenges GWT has also been proactive in providing fundraising packs and gift aid envelopes. This has already proved popular and effective in providing easy ways to give. It is humbling to receive increasing donations through memorial services, and this gives an additional opportunity to offer support to those who may need help thereafter.

We were very grateful to Jamie Neal's family for their very generous donations of £30,000 to continue their support for Jamie's Helpline and for widening the activities to include relief of mental health issues and support.

We received £5,000 from the Margot and Andrew Tennant 1996 Charitable Trust and £6,000 from The A M Fenton Trust towards our unrestricted charity activities and £3,000 from The Prince's Countryside Fund, to tackle Covid-19 resilience in rural communities, and significant donations from countless individuals and organisation who support the Charity.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Achievements and performance *(continued)*

Campaigns

"Raising the Game"

In conjunction with all the main shooting and sporting organisations i.e. BASC, CA, NGO, SACS, MA, SLE, CLA, SGA & BGA "Raising the Game" continues. It is immensely helpful to gain support and publicity particularly in the provision of logos in magazines and newsletters for example, on feed bags or wherever appropriate. Whilst significant improvements have been made and awareness of mental health continues to rise there are areas which require improvement and further input.

The Stag Training events focussed on mental health awareness, communication, resilience and leadership skills have been delivered throughout the country but there remain significant gaps in geographical areas due to time constraints and awareness limitations. However, 150 delegates were trained in 2019 who were also given gamekeeper packs as part of their course which is encouraging and continues to be offered. There are areas which require further input, and these include provision of mentors which was one of the objectives of the campaign. All these are on-going and should be enhanced in terms of feasibility and availability as the "Year of the Gamekeeper" similarly raises profile and understanding as well as resources to target areas of concern more effectively.

"The Year of the Gamekeeper 2020"

The Year of the Gamekeeper 2020 was suggested as a follow up from Raising the Game campaign and aims to continue core values, aims and objectives. The focus of the campaign is to continue to raise profile and understanding of GWT, widen the support base and raise funds for a sustainable future as well as celebrate gamekeeping as a profession to be proud to be in and as proactive, informed and experienced custodians of the countryside. With support from all the organisations as demonstrated in the banner this is entirely feasible with an ambitious target of £220,000 in terms of fundraising and various initiatives to raise profile during the year.

Five Year Plan

A "Five Year Plan" is underway to ensure that the future of the Charity is secure and its service to Gamekeepers, Stalkers, Ghillies and their families is comprehensive. A range of services continues to be available and enabled through appropriate means in terms of financial reserves and a broad base of volunteers and staff with a diverse and comprehensive expertise and experience. It is intended that these aims will continue and broaden throughout the UK with resources prioritised in areas of concern and bolstered where existing support requires further provision.

Identified areas of concern are as follows: -

1. Elderly and retired gamekeepers and families who are unaware of the services offered by GWT.
2. Families in working environments under pressure through toxic cultures, working pressures, family illness, mental health concerns and financial issues often around redundancies.
3. Firearms and Shotgun licenses and health issues surrounding a fear of approaching GP's and health services.
4. Mental Health.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Achievements and performance *(continued)*

Investment management

Sarasin and Partners LLP, the investment managers, reported as follows:

The policy of the managers is that the funds be invested in a balanced portfolio of UK and overseas equities, fixed interest and alternative investment strategies. This is achieved through investment in a combination of two specialist Charity Authorised Investment Funds (CAIF) - Sarasin Endowments Fund and Sarasin Income and Reserves Fund.

The value of the investment portfolio as at 30th September 2020 was £225,708 (30th September 2019 - £221,389) representing a total return of 12.9% for the period. The return outperformed the portfolio's benchmark of 8.8%. After the stock market fall in March 2020, asset prices climbed and volatility fell on an almost linear trajectory. Policy makers executed massive central bank purchases, direct market intervention and simultaneous fiscal programmes. This succeeded in ameliorating the economic impact and fuelling the financial markets.

The estimated annual income generated by the portfolio's investments was £7,143 (30th September 2019 - £7,231) representing a yield of 3.2% (30th September 2019 - 3.27%). As at 30th September 2020 the portfolio remains broadly diversified with 29.0% (30th September 2019 - 30.9%) in bonds, 54.4% (30th September 2019 - 58.6%) in equities, 2.0% (30th September 2019 - 4.1%) in property, 9.9% (30th September 2019 - 3.1%) in alternatives and 4.8% (30th September 2019 - 3.2%) in liquid assets. The top five equity holdings by market value were, United Parcel Service, Microsoft, Apple, Orsted and Nextera Energy.

Financial review

During the year, the Charity was successful in raising donations and gifts of £104,431 and received income of £850, for the STAG training courses.

Other incidental trading activity, included the GWT Newbury dinner, clay shoots and other fundraising activities raised £16,079, and investment income of £9,149 was received.

Grants of financial assistance totalled £35,584 paid to 54 beneficiaries.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Plans for future periods

Areas of Concern

Gamekeepers and their families are under considerable pressure due to a changing environment and economy as well as increasing dissent from minority groups. The long term future for gamekeepers especially in the Uplands is under greater threat and therefore reinforces the need to support those who are affected. Increasing need within the NHS and Social Care Sector will inevitably affect those who require medical or social care aid. The Gamekeepers' Welfare Trust has an important role to play in supporting those who need help, and it is anticipated need will rise in all sectors i.e. both working and retired and in later life. Every age group and sector in the gamekeeping profession is under pressure which means specific and targeted assistance is required to ensure this hard working and independent community continue to maintain their independence whilst enabling each individual and family to thrive and flourish.

Statement of Commitment

The Gamekeepers' Welfare Trust has a moral duty to provide interim and long term assistance and is committed to supporting the people within its remit.

Planning Ahead

Achieving effective, timely and appropriate support is the fundamental aim of the Trust whilst continuing to build on strong and dependable foundations in a responsible and structured approach.

Current forward plans have been implemented in the following regard:

- A survey designed and implemented by Ruth Kerr, GWT Social Media Manager was published in June 2020 which demonstrates the key areas gamekeepers and their families feel they would benefit from in terms of further support and these are as follows:
 - i. Financial planning
 - ii. Retirement planning
 - iii. Work related legislation
 - iv. Employee rights
 - v. Housing in retirement
- Further implementation of the current aims and objectives of the Five Year Plan as published in the Annual Report 2018/19 are as follows:
 - vi. Counselling service now offered free of cost;
 - vii. The Hind course has now run and continues to be offered online to gamekeeper's partners and wives;
 - viii. Podcasts and webinars have become part of the toolkit offered to individuals and families requiring specific information around financial planning.
- On review of the project through analysis via the Swot matrix, it was considered that the five year plan should be renewed and amended to implement a range of objectives which address identified strategic and operational requirements.
- The Five Year Plan is designed to consider succession and a long term strategy for the Charity adapting to need and the changing nature of the profession of gamekeeping as well as housing needs and health and social care in later life.

Gamekeepers Welfare Trust CIO

Trustees' Annual Report *(continued)*

Period from 23 May 2019 to 30 September 2020

Plans going forward

1. Ladies packs including useful information on health and related issues;
2. Firearms and Shotgun licensing - creating and working with other organisations to create relationships and build trust with police firearms and licensing departments;
3. Stag Training - Continuing to deliver mental health training, communication and resilience model to gamekeepers across the country;
4. Build relationships and create training packages for wives and partners of gamekeeper's in order to support families who are often under considerable stress;
5. Continue to provide gamekeepers' packs, fact sheets and leaflets on key issues of concern, i.e. financial planning, housing and health;
6. Continue to work with and create relationships within the NHS, Social Care and Support sectors to reach those who may need support in later life or ill health or disability but who are unaware of the services proffered by GWT;
7. Provide specific support in certain circumstances for those suffering from mental health problems;
8. Build up a further expertise bank of support through volunteers;
9. Continue to promote "Jamie's Helpline" and improve availability and effectiveness with helpline volunteers and specific points of reference through direct contact with volunteers and other organisations where specific and professional advice and support is required.

Strategic Aims and Objectives 2021-2026

1. Deliver an efficient, effective, and timely service to individuals and families and ensure continual support as required.
2. Develop a comprehensive support service across the UK with a network of volunteers and underpinned by a range of collaborative local and national groups and institutions.
3. Develop and maintain appropriate and legislative practices for policies, practices and procedures.
4. Provision of sustainable and increased income through shared and collective objectives with relevant organisations, to effectively respond to anticipated need.
5. Create appropriate training for Trustees and volunteers to respond to evolving demands.
6. Provision of appropriate information and training to individuals and families as need arises.
7. Develop effective systems for succession with particular emphasis to key members of staff.

Future plans for 2022 include proposals for a number of events to celebrate the Gamekeepers' Welfare Trust's 30th Anniversary in place of the publicity and promotion campaign which was organised as part of the "Year of the Gamekeeper 2020" campaign.

The trustees' annual report was approved on 21 December 2021 and signed on behalf of the board of trustees by:

THE EARL OF AYLESFORD

Trustee

Gamekeepers Welfare Trust CIO

Independent Examiner's Report to the Trustees of Gamekeepers Welfare Trust CIO

Period from 23 May 2019 to 30 September 2020

I report to the trustees on my examination of the financial statements of Gamekeepers Welfare Trust CIO ('the charity') for the period ended 30 September 2020.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

MATTHEW CLEGHORN FCA

Independent Examiner

Anova Chartered Accountants
The Barn, Meadow Court
Faygate Lane
Faygate
Horsham
West Sussex
RH12 4SJ

21 December 2021

Gamekeepers Welfare Trust CIO

Statement of Financial Activities

Period from 23 May 2019 to 30 September 2020

	Note	Period from 23 May 19 to 30 Sep 20		
		Unrestricted funds £	Restricted funds £	Total funds £
Income and endowments				
Donations and legacies	4	70,931	33,500	104,431
Charitable activities	5	850	–	850
Other trading activities	6	16,079	–	16,079
Investment income	7	9,149	–	9,149
Total income		<u>97,009</u>	<u>33,500</u>	<u>130,509</u>
Expenditure				
Expenditure on raising funds:				
Costs of raising donations and legacies	8	288	–	288
Costs of other trading activities	9	9,800	–	9,800
Expenditure on charitable activities	10,11	78,887	23,377	102,264
Total expenditure		<u>88,975</u>	<u>23,377</u>	<u>112,352</u>
Net gains on investments	15	17,212	–	17,212
Net income		<u>25,246</u>	<u>10,123</u>	<u>35,369</u>
Transfer of net assets on incorporation of previous charity	20	282,753	55,327	338,080
Net movement in funds		<u>307,999</u>	<u>65,450</u>	<u>373,449</u>
Reconciliation of funds				
Total funds brought forward		–	–	–
Total funds carried forward		<u>307,999</u>	<u>65,450</u>	<u>373,449</u>

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

The notes on pages 17 to 28 form part of these financial statements.

Gamekeepers Welfare Trust CIO

Statement of Financial Position

30 September 2020

	Note	£	30 Sep 20 £
Fixed assets			
Tangible fixed assets	21		28
Investments	22		<u>225,709</u>
			225,737
Current assets			
Stocks	23	3,438	
Debtors	24	1,968	
Cash at bank and in hand		<u>176,899</u>	
		182,305	
Creditors: amounts falling due within one year	25	<u>(34,593)</u>	
Net current assets			<u>147,712</u>
Total assets less current liabilities			<u>373,449</u>
Net assets			<u>373,449</u>
Funds of the charity			
Restricted funds			65,450
Unrestricted funds			<u>307,999</u>
Total charity funds	27		<u>373,449</u>

These financial statements were approved by the board of trustees and authorised for issue on 21 December 2021, and are signed on behalf of the board by:

THE EARL OF AYLESFORD
Trustee

The notes on pages 17 to 28 form part of these financial statements.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements

Period from 23 May 2019 to 30 September 2020

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is High Park Farm, Kirkbymoorside, York, YO62 7HS.

2. Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Gamekeepers Welfare Trust CIO constitutes a public benefit entity as defined by FRS 102.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of investments measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity, and rounded to the nearest £1.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The charity does not include a cash flow statement on the grounds that it is applying the Charities SORP (FRS 102) for smaller charities.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities, within the next financial year, are the levels of future funding and expenditure on charitable activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - 25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

3. Accounting policies *(continued)*

Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Individual donors	22,872	–	22,872
Donations from groups and shooting syndicates	5,599	–	5,599
Donations from companies	1,720	–	1,720
Other donations	10,279	–	10,279
Donations from charitable trusts	1,500	–	1,500
The Aylesford Family Charitable Trust	1,000	–	1,000
SGA	3,000	–	3,000
Highland Field Sports Fair	–	500	500
Helpline and Mental Health Donations	–	30,000	30,000
Margot and Andrew Tennant 1996 Charitable Trust	5,000	–	5,000
The A M Fenton Trust	6,000	–	6,000
Cultura Trust	500	–	500
BASC	3,050	–	3,050
Ripley Sporting	1,000	–	1,000
Richmond Motor Club	250	–	250
Ian Taggart Trust	2,000	–	2,000
Legacies			
The Estate of Mrs M Hannant (Dec'd)	7,161	–	7,161
Grants			
The Prince's Countryside Fund	–	3,000	3,000
	<u>70,931</u>	<u>33,500</u>	<u>104,431</u>

5. Charitable activities

	Unrestricted Funds £	Total Funds 2020 £
STAG Training fees	850	850

6. Other trading activities

	Unrestricted Funds £	Total Funds 2020 £
Sponsorships	2,000	2,000
GWT Merchandise	537	537
BASC - Countryside Clay Shoot	975	975
The Game Alliance	940	940
GWT Dinner - Newbury	11,627	11,627
	<u>16,079</u>	<u>16,079</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

7. Investment income

	Unrestricted Funds	Total Funds 2020
	£	£
Income from listed investments	9,149	<u>9,149</u>

8. Costs of raising donations and legacies

	Unrestricted Funds	Total Funds 2020
	£	£
Costs of raising donations and legacies - Donations	288	<u>288</u>

9. Costs of other trading activities

	Unrestricted Funds	Total Funds 2020
	£	£
Stag Training	3,360	3,360
GWT leaflets and publicity	1,167	1,167
GWT Merchandise	5,273	5,273
	<u>9,800</u>	<u>9,800</u>

10. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Welfare	35,654	–	35,654
Education	2,827	–	2,827
Helpline	–	11,389	11,389
Covid-19 Resilience	–	518	518
Support costs	40,406	11,470	51,876
	<u>78,887</u>	<u>23,377</u>	<u>102,264</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Grant funding of activities	Support costs	Total funds 2020
	£	£	£	£
Welfare	2,897	32,757	29,737	65,391
Education	–	2,827	4,536	7,363
Helpline	11,389	–	9,585	20,974
Covid-19 Resilience	518	–	445	963
Governance costs	–	–	7,573	7,573
	<u>14,804</u>	<u>35,584</u>	<u>51,876</u>	<u>102,264</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

12. Analysis of support costs

	Welfare	Education	Helpline	Covid-19 resilience	Governance	Total 2020
	£	£	£	£	£	£
Staff costs	14,875	1,671	–	168	–	16,714
Premises	131	44	258	4	–	437
Communications and IT	706	216	504	14	–	1,440
Finance costs	220	28	28	3	–	279
Governance costs	–	–	–	–	3,973	3,973
Travel costs	2,159	366	1,098	36	–	3,659
Subcontractor fees	2,974	504	1,512	51	–	5,041
Office costs	3,331	282	1,976	57	–	5,646
Shows and publicity leaflets	445	446	446	15	–	1,352
Website design and construction	931	172	603	18	–	1,724
Depreciation	94	17	–	–	–	111
Accounting and professional fees	3,081	1,975	2,765	79	3,600	11,500
	<u>28,947</u>	<u>5,721</u>	<u>9,190</u>	<u>445</u>	<u>7,573</u>	<u>51,876</u>

13. Governance costs

	30 Sep 20
	£
Independent Examiners fees	1,080
Legal and other professional fees	2,858
Bookkeeping and accounting	3,600
Information Commissioner's Office fees	35
	<u>7,573</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

14. Analysis of grants

	Period from 23 May 19 to 30 Sep 20 £
Grants to institutions	
1 College fees	2,837
Grants to individuals	
12 Housing assistance	7,921
5 Home helping and Welfare	5,068
36 Small gifts and flowers	1,378
2 Vehicles and travel	1,098
19 Annual grants	11,250
14 Emergency grants	5,910
1 Other grants	122
	<u>32,747</u>
Total grants	<u>35,584</u>

15. Net gains on investments

	Unrestricted Funds £	Total Funds 2020 £
Gains/(losses) on listed investments	<u>17,212</u>	<u>17,212</u>

16. Net income

Net income is stated after charging/(crediting):

	30 Sep 20 £
Depreciation of tangible fixed assets	<u>111</u>

17. Independent examination fees

	Period from 23 May 19 to 30 Sep 20 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,080</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

18. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	Period from 23 May 19 to 30 Sep 20 £
Wages and salaries	26,667
Social security costs	2,080
Employer contributions to pension plans	448
	<u>29,195</u>

The average head count of employees during the period was 1. The average number of full-time equivalent employees during the period is analysed as follows:

	30 Sep 20 No.
Chief executive	<u>1</u>

No employee received employee benefits of more than £60,000 during the year.

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £26,667.

19. Trustee remuneration and expenses

During the current year, no remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

None of the Trustees were reimbursed for expenses in the period.

20. Transfer of net assets on incorporation of previous charity

The charitable activities of the former Gamekeepers Welfare Trust (charity number 1008924) ceased at midnight on 31 May 2019 and were transferred to the Gamekeepers Welfare Trust CIO, a Charitable Incorporated Organisation registered with the Charity Commission on 23 May 2019 as charity number 1183553. The total reserves transferred at 31 May 2019 were £338,080.

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

21. Tangible fixed assets

	Equipment £	Total £
Cost		
At 23 May 2019	–	–
Transfers	333	333
At 30 September 2020	<u>333</u>	<u>333</u>
Depreciation		
At 23 May 2019	–	–
Transfers	194	194
Charge for the period	111	111
At 30 September 2020	<u>305</u>	<u>305</u>
Carrying amount		
At 30 September 2020	<u>28</u>	<u>28</u>

22. Investments

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 23 May 2019	–	–	–
Transfers	227	208,270	208,497
Additions	–	–	–
Fair value movements	–	17,212	17,212
At 30 September 2020	<u>227</u>	<u>225,482</u>	<u>225,709</u>
Impairment			
At 23 May 2019 and 30 September 2020			–
Carrying amount			
At 30 September 2020	<u>227</u>	<u>225,482</u>	<u>225,709</u>

All investments shown above are held at valuation.

Financial assets held at fair value

The listed investments are all Common Investment Funds carried at their fair value. Holdings in Common Investment Funds are at the bid price. Asset sales and purchases are recognised at the date of trade at cost (that is their transaction value).

23. Stocks

	30 Sep 20
	£
Finished goods and goods for resale	<u>3,438</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

24. Debtors

	30 Sep 20
	£
Prepayments and accrued income	750
Advances against reimbursable expenses	1,000
Other debtors	218
	<u>1,968</u>

25. Creditors: amounts falling due within one year

	30 Sep 20
	£
Accruals and deferred income	10,539
Social security and other taxes	92
Other creditors	23,962
	<u>34,593</u>

26. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £448.

27. Analysis of charitable funds

Unrestricted funds

	At			Gains and	At 30
	23 May 2019	Income	Expenditure	losses	September
	£	£	£	£	2020
					£
General funds	–	379,762	(88,975)	17,212	<u>307,999</u>

Restricted funds

	At			Gains and	At 30
	23 May 2019	Income	Expenditure	losses	September
	£	£	£	£	2020
					£
Keepers in Scotland Fund	–	500	–	–	500
Jamie's Helpline Fund	–	85,327	(22,414)	–	62,913
Covid-19 Resilience Fund	–	3,000	(963)	–	2,037
	<u>–</u>	<u>88,827</u>	<u>(23,377)</u>	<u>–</u>	<u>65,450</u>

Gamekeepers Welfare Trust CIO

Notes to the Financial Statements *(continued)*

Period from 23 May 2019 to 30 September 2020

27. Analysis of charitable funds *(continued)*

The Keepers in Scotland Fund relates to a donation from the Highland Field Sports Fair Committee to used for the benefit of gamekeepers in Scotland.

Jamie's Helpline Fund was set up in 2017 by the family of Jamie Neal, who was a gamekeeper and who sadly took his own life in 2016. The aim of this fund is to make the dedicated helpline more accessible and reachable at any time and to help those who are struggling to cope or for whom things are overwhelming as well as for specific enquiries. Calls to the number are free from any UK phone. With the agreement of the donors, this fund has widened its remit to include cover to improve the mental health of 'keepers and will include mental health counselling in due course.

The Covid-19 Resilience Fund relates to a grant received from the Prince's Countryside Fund to aid rural communities in the longer-term recovery from Covid-19.

28. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	28	–	28
Investments	225,709	–	225,709
Current assets	116,855	65,450	182,305
Creditors less than 1 year	(34,593)	–	(34,593)
Net assets	<u>307,999</u>	<u>65,450</u>	<u>373,449</u>

29. Financial instruments

Financial assets measured at fair value through income and expenditure comprise fixed assets investments.

30. Related parties

During the period, the Charity received £1,000 from the Aylesford Family Charitable Trust, a foundation where Lord Aylesford, the Chairman of the Trustees, is also a trustee. There were no balances outstanding at the period end in respect of any related party transaction.