

**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

<b>Registered charity name</b>	Gamekeepers Welfare Trust
<b>Charity registration number</b>	1183553
<b>Principal office</b>	High Park Farm Kirkbymoorside York YO62 7HS
<b>The trustees</b>	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
<b>Chief executive and charity manager</b>	Helen M J Benson
<b>Honorary patron</b>	Lord James Percy
<b>Honorary president</b>	Sir John Scott Bt.
<b>Honorary chaplain</b>	Rev. Dr. Gordon Gatward
<b>Honorary treasurer</b>	Philip Holt FCA, FCIE
<b>Investment adviser</b>	Sarasin & Partners LLP Juxon House, 100 St. Paul's Courtyard, London, EC4M 8BU
<b>Bankers</b>	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				
<b>Income and endowments</b>					
Donations and legacies	4	148,251	5,000	<b>153,251</b>	220,787
Other trading activities	5	10,534	—	<b>10,534</b>	2,097
Investment income	6	8,239	—	<b>8,239</b>	6,733
<b>Total income</b>		<u>167,024</u>	<u>5,000</u>	<u><b>172,024</b></u>	<u>229,617</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of raising donations and legacies	7	161	—	<b>161</b>	14,848
Costs of other trading activities	8	9,124	—	<b>9,124</b>	11,155
Expenditure on charitable activities	9,10	101,566	46,676	<b>148,242</b>	129,232
<b>Total expenditure</b>		<u>110,851</u>	<u>46,676</u>	<u><b>157,527</b></u>	<u>155,235</u>
Net gains/(losses) on investments	14	10,108	—	<b>10,108</b>	(34,448)
<b>Net income and net movement in funds</b>		<u>66,281</u>	<u>(41,676)</u>	<u><b>24,605</b></u>	<u>39,934</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		416,392	60,813	<b>477,205</b>	437,271
<b>Total funds carried forward</b>		<u>482,673</u>	<u>19,137</u>	<u><b>501,810</b></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

		2023	2022
	Note		
<b>Fixed assets</b>			
Tangible fixed assets	19	2,433	2,807
Investments	20	223,568	213,460
		<u>226,001</u>	<u>216,267</u>
<b>Current assets</b>			
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>
<b>Creditors: amounts falling due within one year</b>	23	<u>(12,045)</u>	<u>(23,196)</u>
<b>Net current assets</b>		<u>275,809</u>	<u>260,938</u>
<b>Total assets less current liabilities</b>		<u>501,810</u>	<u>477,205</u>
<b>Net assets</b>		<u>501,810</u>	<u>477,205</u>
<b>Funds of the charity</b>			
Restricted funds		19,137	60,813
Unrestricted funds		482,673	416,392
<b>Total charity funds</b>	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
<b>Donations</b>			
Individual donors	54,215	—	<b>54,215</b>
Donations from groups and shooting syndicates	21,749	—	<b>21,749</b>
Donations - Gifts from other organisations	1,100	—	<b>1,100</b>
Donations from companies	11,720	—	<b>11,720</b>
Other donations	—	—	<b>—</b>
Donations from charitable trusts	3,738	—	<b>3,738</b>
The Aylesford Family Charitable Trust	5,000	—	<b>5,000</b>
SGA	3,000	—	<b>3,000</b>
Helpline and Mental Health Donations	—	—	<b>—</b>
Ian Taggart Trust	12,500	5,000	<b>17,500</b>
Margot and Andrew Tennant 1996 Charitable Trust	10,000	—	<b>10,000</b>
The A M Fenton Trust	6,000	—	<b>6,000</b>
Ripley Sporting	1,250	—	<b>1,250</b>
Richmond Motor Club	125	—	<b>125</b>
<b>Gifts</b>			
Tanfield Grouse Clay Shoot	172	—	<b>172</b>
BASC - Countryside Clay Shoot	6,615	—	<b>6,615</b>
Fundraising events	8,067	—	<b>8,067</b>
"Shoot for Sam" Auction	—	—	<b>—</b>
<b>Grants</b>			
Hull Cartridge Company Limited	3,000	—	<b>3,000</b>
	<u>148,251</u>	<u>5,000</u>	<u><b>153,251</b></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
<b>Donations</b>			
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	—	—	—
<b>Gifts</b>			
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
<b>Grants</b>			
Hull Cartridge Company Limited	—	—	—
	<u>197,454</u>	<u>23,333</u>	<u>220,787</u>

### 5. Other trading activities

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

### 6. Investment income

	Unrestricted Funds	<b>Total Funds 2023</b>	Unrestricted Funds	Total Funds 2022
Income from listed investments	6,680	<b>6,680</b>	6,603	6,603
Bank interest receivable	1,259	<b>1,259</b>	130	130
Bank compensation	300	<b>300</b>	—	—
	<u>8,239</u>	<u><b>8,239</b></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	<b>Total Funds 2023</b>	Unrestricted Funds	Total Funds 2022
Costs of raising donations and legacies	730	<b>730</b>	545	545
Costs of raising donations and legacies - Subscriptions	42	<b>42</b>	—	—
Share of "Shoot for Sam" proceeds	(611)	<b>(611)</b>	14,303	14,303
	<u>161</u>	<u><b>161</b></u>	<u>14,848</u>	<u>14,848</u>

### 8. Costs of other trading activities

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

### 9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	<b>Total Funds 2023</b>
Welfare	68,262	4,778	<b>73,040</b>
Education	516	—	<b>516</b>
Helpline	—	13,525	<b>13,525</b>
Support costs	32,788	28,373	<b>61,161</b>
	<u>101,566</u>	<u>46,676</u>	<u><b>148,242</b></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	<b>Total funds 2023</b>	Total fund 2022
Welfare	13,508	59,532	29,278	<b>102,318</b>	86,065
Education	–	516	6,673	<b>7,189</b>	7,092
Helpline	13,525	–	21,357	<b>34,882</b>	32,409
Governance costs	–	–	3,853	<b>3,853</b>	3,666
	<u>27,033</u>	<u>60,048</u>	<u>61,161</u>	<u><b>148,242</b></u>	<u>129,232</u>

#### 11. Analysis of support costs

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

#### 12. Governance costs

	<b>2023</b>	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
<b>Grants to institutions</b>		
0 Travel assistance (2022 - 1)	–	719
<b>Grants to individuals</b>		
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:

	<b>2023</b>	2022
	<b>No.</b>	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
<b>Cost</b>			
<b>At 1 January 2023 and 31 December 2023</b>	<u>2,994</u>	<u>333</u>	<u>3,327</u>
<b>Depreciation</b>			
At 1 January 2023	187	333	<b>520</b>
Charge for the year	<u>374</u>	<u>—</u>	<u>374</u>
<b>At 31 December 2023</b>	<u>561</u>	<u>333</u>	<u>894</u>
<b>Carrying amount</b>			
<b>At 31 December 2023</b>	<u>2,433</u>	<u>—</u>	<u>2,433</u>
At 31 December 2022	<u>2,807</u>	<u>—</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
<b>Cost or valuation</b>			
At 1 January 2023	858	212,602	<b>213,460</b>
Additions	—	—	<b>—</b>
Fair value movements	—	10,108	<b>10,108</b>
<b>At 31 December 2023</b>	<u>858</u>	<u>222,710</u>	<u><b>223,568</b></u>
<b>Impairment</b>			
At 1 January 2023 and 31 December 2023			<u><b>—</b></u>
<b>Carrying amount</b>			
At 31 December 2023	<u>858</u>	<u>222,710</u>	<u><b>223,568</b></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><b>3,438</b></u>	<u>3,438</u>

### 22. Debtors

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

### 23. Creditors: amounts falling due within one year

	2023	2022
Trade creditors	<b>1,717</b>	731
Accruals and deferred income	<b>7,909</b>	21,739
Social security and other taxes	<b>1,331</b>	726
Other creditors	<u><b>1,088</b></u>	<u>—</u>
	<u><b>12,045</b></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)	–	–	<b>256,672</b>
Tangible Fixed Assets Fund	216,267	–	(374)	–	10,108	<b>226,001</b>
	<u>416,392</u>	<u>167,024</u>	<u>(110,851)</u>	<u>–</u>	<u>10,108</u>	<b><u>482,673</u></b>
	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>	<b><u>416,392</u></b>

**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)
<b>Net assets</b>	<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)
<b>Net assets</b>	<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.