



Annual Report

Reporting Period 17 December 2019 to 1 April 2021

Ref: AR21-CIO-REM-9

Annual Report and Financial Statement

Reporting period ended 1 April 2021

A Charitable Incorporated Organisation (CIO)

Charity number: 1186999

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REPORT OF THE TRUSTEES
FOR THE REPORTING PERIOD
17 DECEMBER 2019 to 1 APRIL 2021

Trustees

The Trustees serving on the Trust Board during the reporting period

Name	Appointed	Resigned	Length of service	For review
Susan Egersdorff	17.12.19		4years	17.12.23
Elisabeth Ludden	17.12.19		2 years	17.12.21
Pamela Mundy	17.12.19		3 years	17.12.22
Kevin Steadman	17.12.19	1.03.20	2 years	N/A
Anna Park	01.02.21		4 years	01.02.25

Registered office

42A Ullet Road
Liverpool
L17 3BP

Charitable Incorporated Organisation (CIO)

Charity number

1186999

Website

www.readygenerations.co.uk

REPORT OF THE TRUSTEES OF READY GENERATIONS

For the period 17.12.19 to 1.4.21

Introduction

The charitable trustees of the *Charity Ready Generations* who for the purposes of charitable law comprise the Trust Board, are pleased to present their first annual report together with the financial statements of the Charity for the period ending 1 April 2021 which are also prepared to meet the requirements of the *Charities Act 2011* and *Charitable Incorporated Organisations (General) Regulations 2012* ('General Regulations') and the *Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2012* ('Dissolution Regulations').

The Report has been set out to demonstrate how Trustees have fulfilled their legal duties to:

- Always act in the Charity's best interests
- Manage the Charity's resources responsibly
- Act with reasonable care and skill

Structure, governance and management

The Trustees are responsible for the overall management and control of the Charity and meet at least six times a year. As the Charity is currently small, the work of implementing the Charity's policies and strategic plan is carried out by the Trustees at Board Meetings. The Charity does not currently have any sub-committees. All Trustees give of their time freely and no remuneration or expenses were paid in the reporting period. No Trustee or person connected with a serving Trustee received any benefit from any service/activity of the Charity and no pecuniary or other conflicts of interest were reported.

a) **Constitution**

Ready Generations is a Charitable Incorporated Organisation (Foundation Model). It is not a limited company or subject to company regulation.

The Charities Act 2011 creates the basic legal framework for *Ready Generations CIO*.

This framework is completed by the following regulations:

- the Charitable Incorporated Organisations (General) Regulations 2012 ('General

Regulations')

- the Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2012 ('Dissolution Regulations')

b) ***Method of appointment or election of trustees***

The management of the charitable incorporated organisation is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution of Charitable Incorporated Organisation – Foundation Model

c) ***Induction and professional development of trustees***

On appointment, charity trustees follow an induction process and are given copies of all appropriate documents and relevant guidance in order for them to understand their role. This includes the Charities Commission Guidance for England and Wales, *The Essential Trustee*. All trustees have been chosen with a view to them leading the Charity with the correct range of skills expedient to setting up, developing and managing the running of *Ready Generations* and strategically guiding its progress, priorities and future direction.

d) ***Organisation structure and decision making***

The charity has a Board of Trustees which meets regularly. Between board meetings, necessary operational decisions and actions taken are the responsibility of the Chair in consultation with individual Trustees. All decisions are reported back to the Board and this decision-making process is evidenced through the Board minutes.

e) ***Risk assessment***

The Trustees have assessed the major risks to which *Ready Generations* is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. This position is regularly monitored and reviewed through the use of a *Risk Register*. The Charity also maintains appropriate insurances to protect against any potential risk from operating its business.

Charitable objects

The objects of the Charity are as follows:

- to advance the education of pre-school children in their cognitive, social, emotional and physical development through the provision of educational activities and interaction with the elderly.
- to relieve the need of the elderly by preventing loneliness through the provision of social interactions with pre-school children.

Safeguarding

Over the reporting period Trustees have taken their safeguarding responsibilities very seriously and worked together to create and maintain a strong *culture of safeguarding* across everything the Charity does. This is of fundamental importance as we work alongside vulnerable children and older people. All Trustees are aware of, trained and kept up to date on all government safeguarding expectations.

Statutory responsibilities in relation to children are set out in:

- Department for Education (DfE) *Keeping Children Safe in Education 2020*
- Department for Education (DfE) *Working Together to Safeguard Children 2018*
- Department for Education (DfE) *Early Years Foundation Stage Framework 2021*

Statutory responsibilities in relation to adults are set out in:

- Gov UK *Sections 42-46 and Schedule 2 of the Care Act 2014*
- Department of Health and Social Care *Care and Support Statutory Guidance 2020*
- *Human Rights Act 1998*

Achievements and performance

From the initial incorporation of the Charity in December 2019, the Charity's original workplan has required constant adaptation to respond to the unprecedented demands and challenges of the covid-19 global pandemic. This has particularly affected the potential of the Charity to support older people and gain access to care homes and settings.

Whilst this has severely hampered our ability to bring intergenerational communities together in person and to access the grant funding required to establish our new Charity it has not stopped us getting started and having an impact. Over the reporting period we have been forced to think differently and have developed the skills and partnerships necessary to sustain our work through the use of technology and online events. This has included the necessity of holding all our Board meetings and Trustee development sessions online.

Although we have not been able to have the face to face impact we had hoped, we have extended our reach further through the use of a range of social media – Twitter (followers 2989 at April 2021, Linked-In and Facebook). This has allowed us to disseminate information to a wider community resulting in a substantial number of new followers and greater interest in our work from a more diverse geographical areas and professional disciplines. We have particularly reached the academic community and been contacted by many universities about our evidence-based practice approaches.

This growing professional interest has come from across the UK and internationally from a range of diverse professional backgrounds including:

- early years education and care
- education (primary and secondary)
- universities and research institutions
- think tanks
- older people's care
- social care (child and adult)
- NHS and wider healthcare providers
- housing associations
- community re-design and neighbourhood development
- local authorities
- architecture and built environment
- disability services

We have also developed a range of professional partnerships with other charities, social enterprises, think tanks and campaigns to support our work:

- NAPA (National Association of Activity Providers)
- Jo Cox Foundation
- Connection Coalition
- Generations United (USA)
- Belong Ltd
- Famileo (France)
- Relationships Project
- Stop Ageism

An additional benefit has been that we have been able to work on the research elements of the Charity and completed a large-scale research project with the University of Stirling to consider the impact of the pandemic on the relationships between grandparents and their grandchildren. This involved over 240 grandparents and families nationally (publication date March 2021)

Working predominantly online has meant that the Board has developed a productive and effective pattern of using Zoom technology for board meetings and practice discussions. This has been highly effective in saving costs and improving overall efficiency.

Whilst we provided our first online events free of charge, we then took the decision to seek out small covid-19 support grants to support our work as the pandemic continued. This was the only way the Charity could attract funding as it was not possible to provide the training and conference events we had planned to raise funds in our first period of operations.

A further way we have been able to do more to fulfil the Charity's mission has been in using lockdown periods to raise awareness of our work and develop partnerships with other professional and charitable organisations. This approach has been

particularly successful with research institutions and we are now working closely with:

- The University of Stirling
- Liverpool John Moores University
- Northumbria University
- Jo Cox Foundation (The Connection Coalition)
- Housing Learning and Improvement Network (Housing LIN)

Over the reporting period, many grant giving and funding organisations have refocused their funding priorities to support for pandemic relief work which has made broader development funding more difficult to access. Trustees are always looking at diverse ways to increase income in order for the Charity to achieve its charitable objectives and associated priorities. We are also continuing our search for a trustee with the expertise to help and take a lead on creating sustainable income streams, making bids and seeking out grant opportunities.

In June 2020, we secured the voluntary support of a professional business and governance coach with strong leadership experience through the *NHS Leadership Academy*. RD has helped us to develop our business model, strategic priorities and operational infrastructure. She has supported us to revisit our initial aims and ambition for the Charity to make sure we are on track to meet our charitable objects whilst also incorporating our individual motivations and aspirations for the Charity. This has been a powerful professional development opportunity for all Trustees and has been incredibly supportive, enabling us to think more strategically about the skills and expertise we need to attract to the Board going forwards. We are hugely indebted to RD for the enormous amount of practical and loyal support she has given us and continues to offer.

Despite the difficulties of our first period we have been successful in:

- The completion of our bespoke *Attuned Relationships Model* to underpin our service delivery. This is a framework for intergenerational relational practice.
- Conducting of survey of *Belong Ltd* staff to gather their perception of and interest in intergenerational practice and the potential of integrating early years childcare alongside older peoples' care.
- Publication of *Care to the Nest* an evidence-based research report about grandparent/grandchildren relationships through the pandemic, produced in partnership with the University of Stirling and Belong Ltd.
- Hosting of a UK webinar to launch and discuss the *Care to the Nest* research report (45 participants).
- Development of the Charity's website and social media presence on Twitter (3300 Followers, Linked-In 600+ Followers) and Facebook.
- Partnership work with the *National Association of Activity Providers (NAPA)* to present an on-line *Fireside Glee Club* event to over 100 care homes nationally.
- 2 lockdown projects to bring children and care home residents together – *Pocket Stories* and *Virtual Bouquets* .

- 4 articles in nationally recognised professional magazines.
- 3 professional speaking engagements to multi-agency professional groups.
- Development of intergenerational nursery planning in Chester with partner organization Belong td
- Scoping and launch of *Born4Life Project* to conduct intergenerational practice research with five outstanding nursery providers across the UK.

Future Developments

Over 2021-2022 we intend to continue to grow our multi-agency follow-ship by developing improved networking and collaborative effort working on shared multi-generational issues.

We intend to recruit more trustees to fill identified skills and experience gaps on the Board of Trustees. This will help with the governance and management of the Charity as its reach and influence grow. The search for the right people to do this is a priority going forwards and we intend to run a recruitment drive in Spring 2022.

Where possible Trustees consider that the skills and experience of the Board should comprise the following:

- A trustee with a legal background
- A trustee with a financial/accounting background
- A trustee with early education experience
- A trustee with older peoples'/dementia care experience
- A trustee with senior managerial or charities/grant-funding experience
- A trustee with experience of equal opportunities or disability needs
- Trustees from diverse communities, backgrounds etc.

We are continuing to consider ways of developing a sustainable income stream sufficient to allow us to employ some administrative help to enable us to expand our operations. The securing of greater financial security and stability is a key priority over the next reporting year.

However, despite the additional operational challenges presented by the pandemic, Trustees are confident that the Charity is now in a much stronger position to be able to deliver on its remit and deliver its strategic priorities over the coming year 2021-2022.

Financial activities

During the reporting period to April 2021 a carry forward of £1822.96 has been generated (see financial reports presented later).

Reserves

The Charity's longer-term aim is to create unrestricted reserves equivalent to six months expenditure in the future. It has not been possible to progress this aim over the reporting period due to the pressures and impact of the pandemic on funding sources and income generation.

Public benefit

When considering the work of *Ready Generations*, Trustees have complied with the duty in *Section 4* of the *Charities Act 2011* to have due regard to the Charity Commission's general guidance on public benefit.

Going concern

As part of the financial scrutiny and probity responsibilities of Trustees, the trustees have taken account of the document *Going Concern and Liquidity Risk Guidance for Directors of UK Companies 2009* issued by the *Financial Reporting Council* and believe Ready Generations is a going concern. This assessment is based upon the funding available and income expected to be received from the services provided as the impact of the pandemic lessens and the Charity's major projects can get fully started.

Financial oversight

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website and take this responsibility very seriously. All safeguarding and GDPR requirements are kept under full review and monitored through Board Meetings.

This Report was approved by Trustees on 20th January 2022 and signed on their behalf by:

A handwritten signature in dark ink, appearing to read 'Susan Egersdorff', written in a cursive style.

Susan Egersdorff

Chair of Board of Trustees

STATEMENT OF FINANCIAL ACTIVITIES FOR REPORTING PERIOD ENDED 1 APRIL 2021

Incoming Resources from generated funds	Notes	Unrestricted funds	Restricted funds	2020 - 2021 Total Funds	2019 Total Funds
Voluntary income					0
Donations	Private donation	547.96		547.96	0
Activities for generating funds					0
Fundraising income					0
Events income					0
Sundry income					0
Incoming resources from charitable activities					
Grants receivable	Skelton Trust £1000 LCVS Community Fund £1000		2000	2000	0
Total incoming resources				2547.96	0

Resources expended	Notes	Unrestricted funds	Restricted funds	2020 to 2021	2019
Cost of generating funds					0
Fundraising costs					0
Charitable activities					0
Support costs			725		0
Governance costs					0
Total resources expended			725		
Net income for the year				1822.96	0
Reconciliation of funds				1822.96	
Total funds brought forwards at 31.3.21				1822.96	0
Total funds at 1.4.21				1822.96	0

BALANCE SHEET AS AT 1 APRIL 2021

	2020-2021	2019-2020
Fixed assets		
<i>Tangible fixed assets</i>		
Current assets		
<i>Stock</i>		
<i>Debtors</i>		
<i>Cash at bank and in hand</i>	1822.96	2547.96
Totals	1822.96	2547.96
<i>Creditors amount falling due within one year</i>		
<i>Net current assets</i>	1822.96	2547.96
<i>Net assets</i>	1822.96	2547.96
Represented by		
<i>Unrestricted funds</i>		
<i>General fund</i>	1822.96	2547.96
Total funds	1822.96	2547.96

Trustees acknowledge their responsibilities for complying with the requirements of the Charities Commission with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to *Charitable incorporated Organisations* and the *Charity's Act 2011*.

The financial statements on pages 11 and 12 of this Report were approved and authorised for issue by the Board on 20th January 2022 and signed on its behalf by:

Sue Egersdorff



Chair of Board of
Trustees

NOTES TO FINANCIAL STATEMENTS FOR THE REPORTING PERIOD ENDED 1 APRIL 2021

1. Accounting policies

a) Basis of preparation of financial statements

- The financial statements have been prepared under the historical cost convention and in the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 issued on 2 February 2016 ("amended Charities SORP ("FRS 102").
- No material uncertainties that may cast significant doubt about the ability of the Charity to continue as a going concern have been identified by the Trustees.

b) Charity status

- The Charity is a charitable incorporated organisation.
- The members of the Charity are the trustees named on page 3.
- In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per trustee.

c) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.
- Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.
- Any investment income, gains and losses are allocated to the appropriate fund.

d) Incoming resources

- All incoming resources are included in the statement of financial activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.
- No amounts are included in the financial statements for services donated by volunteers.
- Fundraising income is recognised when the income is receivable.

e) Resources expended

- All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

- Costs of generating funds include fundraising and publicity costs.
- Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company and are allocated across charitable and non-charitable activities on a pro-rata basis guided by the value of attributable costs, unless they can be attributed directly, being a measurement considered representative of the specific input into each activity.

f) Governance costs

- Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

g) Fixed assets

- Fixed assets are capitalised and written off over their useful economic life. There has been no depreciation charged for in this year.

2. Voluntary income

			2020/1	2019
	Unrestricted	Restricted	Total	Total
	funds	funds	funds	funds
	£	£	£	£
Donations	548	-	548	0

3. Taxation

As a registered charity, Ready Generations is not subject to corporation tax on its income.

4. Analysis of net assets between funds

	General	Total
	Funds	2021
	£	£
Fixed assets	-	-
Current assets	1823	1823
Current liabilities	-	-
Net assets as at 1 st April 2021	1823	1823

