



## **Annual Report**

Reporting Period 1 April 2021 to 1 April 2022

**Annual Report and Financial Statement**

**Reporting period ended 1 April 2022**

**A Charitable Incorporated Organisation (CIO)**

**Charity number: 1186999**

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**REPORT OF THE TRUSTEES**  
**FOR THE REPORTING PERIOD**  
**1 APRIL 2021 TO 1 APRIL 2022**

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**Trustees**

The Trustees serving on the Trust Board during the reporting period

<b>Name</b>	<b>Appointed</b>	<b>Resigned</b>	<b>Renewed</b>	<b>Length of service</b>	<b>For review</b>
Susan Egersdorff	17.12.19			4years	17.12.23
Elisabeth Ludden	17.12.19		17.12.21	4 years	17.12.25
Pamela Mundy	17.12.19	07.07.21			
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](http://www.readygenerations.co.uk)

# REPORT OF THE TRUSTEES OF READY GENERATIONS

For the period 1.4.21 to 1.4.22

## 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 Annual Report together with the financial statements of the Charity for the period ending 1 April 2022 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 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')

**a) 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 Ready Generation's *Constitution of Charitable Incorporated Organisation – Foundation Model*.

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

On appointment, 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.

**c) Organisation structure and decision making**

The Charity has a Trust Board 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.

**d) Risk assessment**

Trustees regularly assess 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 older people.

- to relieve the need of older people 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 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. Trustees have a robust *Child Protection and Safeguarding Policies* that relate to both children and vulnerable adults.

## **Equality and Diversity**

Ready Generations respects and values differences, and as a charity and provider of services, recognises the importance of setting out a clear commitment to promoting fairness and tackling discrimination. Since Ready Generations received charitable status in 2019 our *Equality and Diversity Policy* outlines two main pledges:

### **Volunteers and service users**

No volunteer or service user will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, sex, gender identity, marital status, sexual orientation, disability, trade union activity, age, religion or belief, pregnancy or maternity, social or economic status, political beliefs, or will be disadvantaged by conditions or requirements which cannot be justified.

### **Service delivery and charitable operations**

Ready Generations, recognising its responsibilities as a provider of services within communities, will ensure that its services, including the ones carried out in partnership with others, are available equally to all, regardless of race, colour, nationality, ethnic origin, sex, gender identity, marital status, sexual orientation, disability, age, religion or belief, pregnancy or maternity, social or economic status or political beliefs, making sure that no one is disadvantaged by conditions or requirements which cannot be justified.

## **Statutory responsibilities in relation to children are set out in:**

Trustees recognise and ensure compliance with all statutory requirements:

- Department for Education (DfE) *Keeping Children Safe in Education 2021*
- Department for Education (DfE) *Working Together to Safeguard Children 2021*
- 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**

Over the reporting year, the Charity has continued to adapt its workplan to respond to the ongoing impact and challenges of the pandemic. This has continued to affect the potential of the Charity to support older people and gain consistent and regular 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 run our Charity it has not stopped us working and having an impact. Over the reporting period we have been forced to think differently. We have developed a range of collaborative partnerships to sustain our work and increased our online and social media presence. This has included the 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 considerably through the use of a range of social media – Twitter (followers 3350 at April 2022, 700 Linked-In and refreshed Facebook and new Nursery in Belong website). This allows us to disseminate information to a wider community resulting in a growing number of new followers and greater interest in our work from diverse geographical areas and professional disciplines across the world. We have particularly reached the academic community and been contacted by many UK universities about our evidence-based practice approaches and research opportunities.

This growing academic and 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 continued to deepen our professional partnerships with other charities, social enterprises, think tanks and campaigns in order to support our work. Over the reporting year, we have collaborated with:

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

We have built on our grandparenting research project (Care to the Nest) with the University of Stirling by launching our *Intergenerational Champions Recognition Scheme*.

Over the reporting year we have done more to fulfil the Charity's mission to raise awareness of intergenerational work by collaborating with research into practice organisations and higher education institutions. We now working closely with:

- The University of Stirling
- Liverpool John Moores University
- Northumbria University
- Chester University
- Swansea University
- Curious Minds Creative Organisation
- Belong Ltd
- Grosvenor Museum Chester
- Richard O'Neill Storyteller
- Bluecoat Liverpool



Over the reporting period, many grant giving and funding organisations have continued to focus their resources to support pandemic relief and austerity work. This has made broader development funding more difficult to access for another year. Trustees are always looking at diverse ways to increase income in order for the Charity to achieve its charitable objectives and associated priorities. We remain in need of a trustee with the expertise to help and take a lead on creating sustainable income streams, making bids and seeking out grant opportunities.

We have continued to receive support from a professional business and governance coach with leadership expertise through the *NHS Leadership Academy*. RD has worked with Trustees to develop and offer challenge to our business model, strategic priorities and operational infrastructure. This has provided rich professional development for all Trustees. We are hugely indebted to RD for the loyal support she has given and continues to offer.

Despite the challenges of the pandemic we have been successful in:

- The completion of our bespoke *Mirrored Curriculum Framework* to underpin our intergenerational nursery project and provide a shared curriculum for young children and older people.
- Conducting initial research with Dr. Kay Heslop from Northumbria University about staff/resident/family perspectives around our intergenerational nursery project with the North West care village provider, Belong Ltd.
- Preparations to open our intergenerational nursery, *the Nursery in Belong*, in Chester from July 2022.
- Further development of the Charity's website and social media presence on Twitter (3350 Followers, Linked-In 700+ Followers) and Facebook.
- Sponsorship and support work with the *National Association of Activity Providers (NAPA)* to raise awareness of intergenerational work and its benefits for children and older people.
- Supporting the work of a Liverpool Food Programme to develop community cohesion.
- 2 sets of articles in nationally recognised early years publications.
- 3 professional speaking engagements to multi-agency professional groups.
- Expansion of *Born4Life Project* to conduct intergenerational practice research with seven outstanding nursery providers across the UK.

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

## Future Developments

Over 2022-2023 our main priority is to open and establish *the Nursery in Belong*, the first fully integrated UK nursery in the heart of a new care village in Chester. This is a complex and demanding project that will require Trustees to work closely with the CEO and senior team at Belong Ltd. It will also allow us to test out our bespoke *Attuned Relationships Model* and *Mirrored Curriculum Framework*. We hope to be able to share these more widely as exemplars of best practice in intergenerational practice through a series of professional learning seminars in 2023.

We are also continuing our partnership work with *Curious Minds* to research how early years educators, care workers and creatives can collaborate to provide more joined up and accessible arts experiences for people of all ages. This project, *Bridging the Distance*, will include dance, singing, drumming and storytelling.

An urgent priority is to recruit more trustees to fill identified skills and experience gaps on the Trust Board i.e. fundraising, HR and financial planning. We had hoped to complete this by Spring 2022 but it has not been possible due to the pandemic.

Trustees have conducted an annual review of trustee competencies and consider that the skills and experience of the Board should comprise the following:

Trustee Expertise	Covered by existing Trustees
Legal	No
Financial/accounting	No
Early years and primary education	Yes
Older peoples' care and dementia	Yes
Senior managerial or charities/grant-funding experience	Yes
Equal opportunities or disability needs	Yes
Diverse communities/cultures representation	No
Clinical knowledge around age and health	No

The achievement of greater financial security and stability remains a key priority over the next reporting year as the Nursery project settles and further project ideas are developed

## Financial activities

During the reporting period to April 2022 a carry forward of £9410.84 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. 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 their financial scrutiny and probity responsibilities 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 planned services, particularly *the Nursery in Belong*.

## Financial oversight

Trustees are responsible for the maintenance and integrity of the general and financial information included on the Charity'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 12th January 2023 and signed on their behalf by:



Susan Egersdorff

Chair of Trust Board

## STATEMENT OF FINANCIAL ACTIVITIES FOR REPORTING PERIOD ENDED 1 APRIL 2022

Incoming Resources from generated funds	Notes	Unrestricted funds	Restricted funds	2021 - 2022 Total Funds	2020-2021 Total Funds
Carry Forward			1822.96	1822.96	
Donations	Private donation	1000.00		1000.00	547.96
Activities for generating funds		400.00		400.00	0
Fundraising income		539.72		539.72	0
Events income					0
Sundry income					0
Incoming resources from charitable activities					
Grants receivable	Jo Cox Foundation £920.00 LCVS £5000.00		5920.00	5920.00	2000.00
<b>Total incoming resources</b>		<b>1939.72</b>	<b>7742.96</b>	<b>9682.68</b>	<b>2547.96</b>

Resources expended	Notes	Unrestricted funds	Restricted funds	2021-2022	2020-2021
Cost of generating funds					0
Fundraising costs					0
Charitable activities					0
Support costs		271.84			0
Governance costs					0
<b>Total resources expended</b>		<b>271.84</b>			
<b>Net income for the year</b>		<b>9410.84</b>			<b>1822.96</b>
<b>Reconciliation of funds</b>		<b>9410.84</b>			<b>1822.96</b>
<b>Total funds brought forwards at 31.3.22</b>		<b>9410.84</b>			<b>1822.96</b>
<b>Total funds at 1.4.22</b>		<b>9410.84</b>			<b>1822.96</b>

## BALANCE SHEET AS AT 1 APRIL 2022

	2021-2022	2020-2021	2019-2020
<b>Fixed assets</b>			
<i>Tangible fixed assets</i>			
<b>Current assets</b>			
<i>Stock</i>			
<i>Debtors</i>			
<i>Cash at bank and in hand</i>	9410.84	1822.96	2547.96
<b>Totals</b>	<b>9410.84</b>	<b>1822.96</b>	<b>2547.96</b>
<i>Creditors amount falling due within one year</i>			
<i>Net current assets</i>	9410.84	1822.96	2547.96
<i>Net assets</i>	<b>9410.84</b>	<b>1822.96</b>	<b>2547.96</b>
<b>Represented by</b>			
<i>Unrestricted funds</i>			
<i>General fund</i>	9410.84	1822.96	2547.96
<b>Total funds</b>	<b>9410.84</b>	<b>1822.96</b>	<b>2547.96</b>

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 12 and 13 of this Report were approved and authorised for issue by the Board on 12<sup>th</sup> January 2023 and signed on its behalf by:

Sue  
Egersdorff



Chair of  
Trust Board

## **NOTES TO FINANCIAL STATEMENTS FOR THE REPORTING PERIOD ENDED 1 APRIL 2022**

### **1. Accounting policies**

#### ***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.

#### ***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.

#### ***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.

#### ***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.

#### ***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.

### ***Governance costs***

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

### ***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**

			21-22	20/21
	Unrestricted	Restricted	Total	Total
	funds	funds	funds	funds
	£	£	£	£
Donations	1000	-		
		1000	548	

## **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 Funds	Total 2022
	£	£
Fixed assets	-	-
Current assets	9411	9411
Current liabilities	<u>-</u>	<u>-</u>
Net assets as at 1 <sup>st</sup> April 2022	<u>9411</u>	<u>9411</u>