# THE ROSE ROAD ASSOCIATION

England & Wales · Charity number 276172

## Details

| | |
|---|---|
| **Other names** | SOUTHAMPTON AND DISTRICT SPASTICS ASSOCIATION, ROSE ROAD |
| **Status** | Registered |
| **Legal form** | Charitable company |
| **Company number** | 01366534 |
| **Registered** | 1970-07-20 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | Rose Road Association<br>300 Aldermoor Road<br>Southampton<br>SO16 5NA |
| **Phone** | 02380 721234 |
| **Email** | askus@roseroad.org.uk |
| **Website** | www.roseroad.org.uk |

## Activities

**Objects:** THE ASSOCIATION IS ESTABLISHED FOR CHARITABLE OBJECTIVES AND PURPOSES ONLY FOR THE CARE, WELL-BEING, TREATMENT, INTERESTS, EDUCATION, ACCOMMODATION, EMPLOYMENT AND ADVANCEMENT OF PEOPLE WITH DISABILITIES PRIMARILY IN HAMPSHIRE AND SURROUNDING COUNTIES.

**Activities:** Services for young disabled people and their families including: Oaks and Acorns Residential Short breaks Service children and adultsOutreach Community ServicesActivities in schools and communityParent advice independent support information and empowerment through Family Services Specialist sensory, Hydrotherapy and Soft Play facilities.

## Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** Children/young People, People With Disabilities

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## Geography

- **Area of benefit:** HAMPSHIRE AND SURROUNDING DISTRICTS
- Dorset
- Hampshire
- Poole
- Portsmouth City
- Southampton City
- West Berkshire

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2025-03-31 | £5,076,081 | £5,281,979 | £4,468,701 | 166 |
| 2024-03-31 | £4,718,664 | £4,984,650 | £4,674,599 | 164 |
| 2023-03-31 | £5,100,957 | £4,299,689 | £4,940,585 | 149 |
| 2022-03-31 | £3,771,873 | £3,809,748 | £4,139,317 | 153 |
| 2021-03-31 | £4,045,882 | £3,567,725 | £4,177,192 | 140 |

## Trustees

| Name | Role | Appointed |
|---|---|---|
| **Julie Gomer** | Chair | 2019-10-29 |
| Anne Provan | | 2022-03-29 |
| Christopher David Sirl | | 2021-12-07 |
| Karen Elizabeth Rankine | | 2025-02-25 |
| Samantha Clough | | 2019-10-29 |
| Sarah Gail Pease | | 2025-02-25 |
| Sharon Jones | | 2025-08-27 |

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**THE ROSE ROAD ASSOCIATION**

England & Wales - Charity number 276172

# Accounts










# Annual Report

## OF THE TRUSTEES AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2025

2024-2025

**Rose Road** Association

Making a **positive difference** to the lives of young disabled people

This is the report of the Trustees for the year April 2024 to March 2025. It is prepared in accordance with all statutory and regulatory requirements, taking into account the Statement of Recommended Practice issued and revised in 2019. The report seeks to provide a summary of activity and achievements during this time.

Registered Charity Number (England and Wales): 276172
Registered Company Number (England and Wales): 01366534

This document can be made available in other formats. Please contact us on 023 8072 1234 if this would be helpful.

# Contents

Reference and Administrative Details ..... 3
Thank you ..... 4
Message from the Chair - Julie Gomer ..... 5
Governance ..... 6
Public Benefit Entity Compliance ..... 6
Our Vision, Mission and Values ..... 7

Strategy: Advancing Quality, Reach and Progress ..... 8
- Quality, Standards and People ..... 8
- Increasing our Reach ..... 9
- Partnerships ..... 9

Our Main Activities ..... 10
Our Positive Outcomes and Impact ..... 11
Challenges ..... 12

Departmental Achievements and Performance ..... 13
- Oaks and Acorns Overnight Respite ..... 13
- Community Services ..... 14
- Family Services ..... 15

Fundraising ..... 16
Fundraising Statement ..... 17

The Year Ahead ..... 18
- Community Growth ..... 18
- Organisational Changes ..... 19
- Principle Risks and Uncertainties ..... 19

Financial Review ..... 20
Statement of Trustees' Responsibilities ..... 22
Independent Auditor's Report ..... 24
Financial Statements ..... 28

# Reference and Administrative Details

| | |
|---|---|
| Registered Charity Number: | 276172 |
| Constituted: | 20th July 1970 |
| Company registration: | 01366534 |
| Country of Incorporation: | United Kingdom |
| Incorporated: | 4th May 1978 |
| Trustees and Company Directors: | Julie Gomer (Chair)<br>Con Attridge (Vice Chair)<br>Chris Sirl (Treasurer)<br>Beth Rankine (appointed 25th February 2025)<br>Emma Hurst (appointed 2nd April 2024)<br>Jane Lyon-Maris<br>Kym Provan<br>Sam Clough<br>Sarah Pease (appointed 25th February 2025)<br>Sharon Jones (appointed 27th August 2025)<br>Sheila Stokes White (resigned 5th February 2025)<br>Paul Best (resigned 25th March 2025) |
| Chief Executive Offier: | Steve Swift |
| Principle and Registered office: | The Bradbury Centre, 300 Aldermoor Road<br>Southampton, SO16 5NA |
| Telephone number: | 023 8072 1234 |
| Website address: | **www.roseroad.org.uk** |
| Auditors: | Lewis Brownlee (Chichester) Limited<br>Appledram Barns, Birdham Road, Chichester<br>West Sussex, PO20 7EQ |
| Principal Bankers: | National Westminster Bank plc<br>43 London Road, Southampton SO15 2BL |
| Solicitors: | Womble Bond Dickinson<br>Oceana House, 39-49 Commercial Road<br>Southampton, SO15 1GA |
| Patron: | Dame Esther Rantzen DBE |

Ambassadors:

| | | | |
|---|---|---|---|
| Geoff Holt MBE DL | Bishop Rhiannon King | Michael Kurn | Chris Smith |
| Peter Hull MBE PLY | Mike Andrews | Steve Lacey | Richard & Jane Smith |
| Aaron Phipps MBE PLY | Nina Basset | Rebecca Powell | Kerry Swain |
| Paul Murray MBE | Alice Carroll | Nina Schofield | Clare Talks |
| Alan Blair MBE | Bruce Elkins FCA | Karl & Kim Simmonds | Clive & Eryl Thompsett |
| Martin Jay CBE DL | Darren Fulford & Alex Aragão | | Nick Vaughan |
| | Dr Angela Howes | | |

# Thank You

The Trustees are indebted to each and every donor and supporter for all the generous donations made during the year. This includes individuals, companies and charitable trusts, those who have remembered us in their wills or provided services at low or no cost, and volunteers who give their time so freely to help us.

We value and thank all of our volunteers, staff, trustees, our members, ambassadors, many supporters and the children, young people and families that we support who have all helped to make a difference this year. We specifically acknowledge the following grant giving organisations for their significant support during this period.

Baily Thomas Charitable Fund
Barker- Mill Foundation
Botley and Curdridge Foundation
Caring 4 our Carers
Crown Foods
Hampshire Cricket Foundation
LCP Foundation
Manali Charitable Trust
Masonic Charitable Foundation
Mere Plantations
O'Sullivan Family Charitable Trust
Quilter Foundation
Richard Kirkman Trust
Tesco Charity Trust
The Geoff and Fiona Squire Foundation
The Reta Lila Howard Foundation
TK Maxx and Homesense Foundation
Windruff Charitable Trust




We offer special thanks to **Edward Gostling Foundation** for believing in us, and their long-term commitment

# Message from the Chair, Julie Gomer



The past year, like many others, has brought both significant challenges and remarkable achievements across the Association. In the face of continuing funding pressures, our commitment to delivering high-quality care and support has remained constant. Balancing increasing demand with limited resources has tested our resilience – but is has also highlighted the strength and dedication of our team.

To further strengthen the foundation-building work of last year, and to drive forward with our ambitious strategy, we made key changes to our leadership structure. The introduction of a Head of Community Services and a Deputy Service Manager role within the same team was a strategic decision intended to support our aim of 'Increasing our reach.'

These roles have already contributed towards an 11% increase in service delivery, with projections indicating a further 25% growth in the coming year.

One particular area of challenge has been the commissioning changes with regard to Overnight Respite. This year has seen a sharp reduction in the demand from one of our main local authorities.

However, this has been offset slightly by an increase in more complex referrals – an area of care we are proud to be able to support due to our highly trained and skilled staff teams.

We have also taken the opportunity to reshape our Fundraising team – aligning the structure to reflect the evolving fundraising landscape. These changes will allow us to build a more sustainable, adaptable fundraising approach to support our goal of raising £600,000 per year – no easy task!

I am truly humbled by the passion and commitment of my fellow Trustees, whose support and governance has been invaluable throughout a difficult year. We've learnt a lot as a board and are increasing our numbers to build resilience and additional skills for the exciting year ahead.

Equally, I want to extend my deepest thanks to our incredible staff, who go above and beyond every day to keep our services running and provide outstanding care to the children, young people and families we serve. They are simply the best!

Finally, a heartfelt thanks to our volunteers, fundraisers, corporate partners, ambassadors and every person who has supported our amazing charity over the past year. You have all helped to make what we do possible and we are all grateful.

J Gomer

# Governance

Our Trustees come from a diverse range of professional backgrounds and we regularly undertake Board health-checks to understand better where and when we need to recruit. Our Board includes family members who use our services, people with lived experience of our cause and local people passionate about removing barriers for disabled people. Trustees undertake a vigorous induction process which includes spending time with our staff team and service users. We are actively seeking to recruit people who better represent the cultural diversity of the city in which we are based and are currently working through the Charity Governance Code, Principle 6: 'Equality, diversity and inclusion', to help us do this better.

As well as our quarterly Board meetings, we make decisions through our two main sub-committees: the Finance & Fundraising Committee and the Quality, Standards and People Committee. Alongside our decision making function, trustees attend a regular Strategy Group to help shape our future plans. We are excited to be launching a Young Persons Committee soon, the young persons committee will work alongside our Board of Trustees to help inform decisions about our service and other provision locally.

# Public Benefit Entity Compliance

The Trustees confirm that they have complied with their duty to have due regard to guidance on public benefit published by the Charity Commission in exercising their power and duties. The public benefit of the charity's activities are outlined under "activities" and "outcomes" in the following pages.

# Our Vision, Mission and Values

The Rose Road Association started in 1952 as a small group of parents who provided education, activities and support for disabled children and young adults and their families. The need for our services continues to be in high demand, and we continue to have at our heart the needs of the whole family.

## Our Vision:

A community where disabled people and their families can thrive, feel a sense of belonging and achieve their aspirations.

## Our Purpose:

To make a powerful, positive impact for the lives of the people we support. To be recognised as an adaptive, highly skilled and preferred provider of services to people with disabilities and their families and to be regarded as an organisation driven by care and ambition.

## Our mission:

To empower disabled people and their families, through personalised, high-quality care and support, to lead the life they choose whilst also creating an environment for our staff to grow and develop.

We will actively listen to our stakeholders, break down barriers to access, and share our expertise to create a more inclusive society – utilising technology to improve our service provision and user experience.

## Our Values:



# Strategy: Advancing Quality, Reach and Progress

## Quality, Standards and People

Over the past 12 months, we have continued to prioritise the foundations of high-quality service, strong internal systems, a skilled and committed workforce and robust support structures. Our **newly embedded in-house finance team** is already making a significant impact. Their expertise has driven cost efficiencies, reduced reliance on external contracts and improved the quality of financial support across the organisation.

Staff wellbeing and performance also remains a central focus. We have seen a further reduction in staff sickness thanks to our **ongoing commitment to absence management** and values-based recruitment practices, which not only support a healthier workforce but ensures continuity and stability for the people we support.

Our Fundraising team has **harnessed new technology**, streamlining operations through automation and better use of a new CRM system. This has significantly reduced administration and processing time, enabling more meaningful and timely engagement with donors and enhancing our stewardship.

We are proud to report that **99% of employees say they are proud** to work at Rose Road, up from 94% last year. This is a testament to the culture of inclusion, recognition, and purpose we strive to nurture.

The restructuring and expansion of our Estates team has led to a more proactive and preventative approach to facilities management, directly contributing to our goal of continually **improving quality and safety standards** across our services.

We launched a new internal, team-based **reward and recognition scheme** to complement existing initiatives, further reinforcing our appreciation for the extraordinary commitment of our staff.

Our digital offer has continued to grow, with **100% of families now able to access our parent portal**, providing real-time updates on rotas, session feedback, and photographs of their young people in action — strengthening transparency and connection between families and our services.



## Increasing our Reach

One of our strategic priorities is to increase access to our services. Over the past year we identified service gaps in the East of the county and in Portsmouth. In response, we have **successfully joined the Portsmouth service delivery framework** and we are now beginning to receive referrals in that area.

Our **Outreach delivery has grown by 11%**, with further growth forecast in the year ahead. In a major development, we are also in the process of taking over the outreach provision of a partner organisation, which will significantly expand our reach and impact.

We have taken meaningful steps to **ensure lived experience is embedded** in our governance. Three new ambassadors, including two Paralympians and a former Rose Road service user, have joined our team.



We have also welcomed a new board member who is an **advocate for inclusive activities** and sport and we are exploring ways to further involve parent-carers at board level. Our updated membership model will invite ten Rose Road families to join our membership group, helping ensure that the voices of our community inform decisions at every level.

## Partnerships

Partnership working continues to be one of our greatest strengths. Our Activities project has enabled us to **form strong relationships with providers** across the region, giving children and young people exciting opportunities to build skills, take risks, and importantly have fun.

We remain **courageous and pragmatic** in our approach to pricing negotiations, despite ongoing financial constraints faced by local authorities. We are acutely aware of the fine balance between financial sustainability and affordability for families and continue to advocate for long-term solutions that protect those most at risk.



Our **collaboration with Nordoff and Robbins** has brought music therapy to life at Rose Road, with over 300 individual and group sessions delivered this year. We co-produced a video showcasing the impact of the therapy, which led to funding from a corporate partner to sustain the programme for another year.

Our corporate and community support has grown significantly, with **28 organisations joining us** in the past year. These partners contribute through fundraising, pro-bono expertise, volunteering and advocacy, helping extend our reach and deepen our impact.

# Our Main Activities



## Overnight short breaks

We provide 16 respite care beds for 49 weeks a year at the Bradbury Centre, our purpose built unit in Southampton, where children, young people and adults can enjoy an overnight break, a weekend break or a week-long stay depending on need. During their stay they have access to a range of activities and outings and are given opportunities to develop and practise independent living skills.

## Community Services



**Outreach** support is available 7 days a week on a one to one basis. We provide domiciliary care, leisure activities in the home or community, special outings, and trips to see friends or to attend activities.

**Destinations** is a day service that provides young adults who attend Rose Road all day with activities in the community and sessions with purpose. We create a person-centred plan to inspire them to achieve their own personal goals. Each person has 1:1 staffing to help them work toward their targets.



For college leavers aged 24-26 who require a combination of education and community based services, we have **The Hut @ Rose Road**. This service is run in the building next door to the Bradbury Centre and can be a stepping stone to Destinations. It supports them in a positive environment allowing them to thrive in a safe space.

## Holiday and Saturday Clubs



We offer a range of activity schemes in the school holidays and on Saturdays for children and young people from across Southampton and Hampshire. These schemes provide disabled young people with much needed opportunities for play, and a social setting in which they can relax and take part in activities. They also enable parents of disabled people to remain in work and manage childcare.



## Family Support

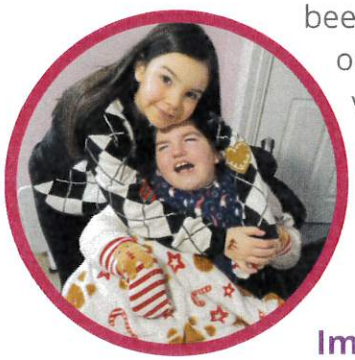
We provide Information Advice and Support to disabled children and young people and their families in West Berkshire, and Southampton.

# Our Positive Outcomes and Impact

We know that high quality Respite care benefits disabled children and their families in so many ways. The outcomes we see include improved family relationships, increased resilience in the family unit, improved wellbeing of siblings, disabled young people and parent carers, and improved long-term outcomes for disabled children. In this year we have seen huge impacts in the following areas:

## Improved chances of family units staying together where crisis support and interventions are received and advocated for

We have provided emergency placements for several young people over the last year who have been unable to stay in the family home for various reasons. We have been able to step in and support with packages of care outside of the ordinary and many of these families have been able to come back from very difficult situations and rebuild their family. This can take months, but the long-term societal impact is huge, and the outcome for the family is massive.



## Improved mental and physical health and wellbeing for service users with the most complex health care needs

We have been able to support children and young people who have not had the opportunity to be outside much before, who have not had the chance to take calculated risks or to explore their passions due to the perceived risk of their health care needs.

We have made some of these things possible and these children, young people and their families tell us this has helped to build resilience and grow their confidence. We are currently working on a video with a local video production company to help to break down these barriers and alter people's perceptions and opinions around complex disabilities.

## Improved opportunities for families to be heard and have their say!

We have supported families to engage in consultation around Respite service provision locally and we have worked to collate and disseminate more family stories.

All of this is helping to demonstrate to decision makers locally that it is vital for disabled people and their families to have choice around their service delivery and to be able to impact change at a local and regional level.



# Challenges

**Local authority pricing negotiations continue to be a challenge**, and we continue to work hard to strike a balance between charging the true cost of the delivery of statutory provisions and ensuring that services continue to be accessible to families.

A **reduction in the level of referrals** and size of packages of support we are receiving from our local authority partners, especially around overnight respite. This is concerning and although we have been able to minimise the impact to our bottom line in some instances, we are working hard to ensure we can backfill these gaps where possible and fight for continued provision in the instances where we believe there is a risk to family safety.

**Demand continues to grow beyond our building's capacity** for our outreach and day service provisions and finding additional venues to host these is proving challenging. We have viewed and been offered various spaces but are yet to find one that meets our accessibility needs.

We have experienced a **difficult financial situation** this year, which has resulted in a deficit end of year position. Thanks to our robust financial monitoring, our Finance & Fundraising Committee has been working hard to ensure the impact of this is reduced where possible.

## Chester's story, by his mum, Kate

Chester was born with a rare genetic condition that caused a developmental delay and severe scoliosis and he has always needed 24-hour personal care and support to keep him well and comfortable.

Then last year, due to his worsening health, he needed major life-saving scoliosis surgery, which was incredibly difficult and came with a long recovery. I was exhausted.

Then Chester started attending Rose Road, and I can honestly say he is the happiest he's ever been, and we as a family have enjoyed more rest, flexibility and freedom than we ever had before!



Family life had always felt fragmented until now, too. Days out were always split as one parent took the children out and one stayed home with Chester. But now, while Chester stays at Rose Road, we can spend quality time with our other children. I have the freedom to say yes!

Beyond the practical benefits, it's amazing to see Chester is just more excited by life now, his mental health has massively improved and he's always laughing and happy.

**We didn't know how isolated we were until we had Rose Road; it has just improved all our lives dramatically.**

# Departmental Achievements and Performance

## Oaks and Acorns Overnight Respite

3,693 overnight stays

108 families



Our overnight respite provision has delivered 3,693 overnight breaks in this period. Although the number is slightly lower than the previous year, we have seen an increase in the number of more complex children and young adults being referred to us, which has contributed to maintaining projected income across the year. We are very proud of our staff team for delivering such high quality care to children and young people with extremely complex health care needs, and we have managed to deliver against our income budget for the year.

We have worked hard to get through all referrals on our waiting lists and referrals are open for both Oaks and Acorns for the first time in 6 years. This now means that we can respond quickly to new referrals as they come through.

### Toni, Jamey-Lee's mum

> The staff at Rose Road understand. They listen, they care, they love Jamey-Lee. I get a restful night's sleep every week, I can spend quality time with her younger sister Maggie, I can breathe and even take time for myself. Rose Road are saving me every week.



## Challenges

Recruitment has been a challenge again. We had reached a point where we were able to pause recruitment but, due to the increase in complex referrals and the need for 1:1 and 2:1 care, which requires higher staffing ratios, we needed to increase our staff levels. This meant we have been understaffed and the need to use agency staff has been far higher than expected. However, we are proud of our ability to attract and retain such brilliant people and are optimistic in filling positions.

The reduction in commissioning of overnight respite is placing additional pressures on both our organisation and the families impacted by the cuts. We worry about the long-term impact on them when we know that services like overnight respite support family resliience and wellbeing.

# Community Services

46,224 hours delivered through Outreach, the Hut and Destinations ↑ 20%

167 families ↑ 28%

35 Saturday clubs

54 holiday playschemes

Overall, Community Services provided 46,224 hours to 167 families between April 2024 and March 2025. Broken down, that is 10,638 hours in The Hut and 35,586 hours in Outreach (including Destinations, weekends and after-school clubs).

## Community Outreach and The Hut

The Outreach service has had another busy year and continued to grow throughout 2024/25 – we have welcomed 44 new young people, all of whom are now receiving a regular service.



We have also welcomed two new young people to The Hut day service and had funding agreed for a further five to join us in April 2025. This increase in young people has seen us open two venues to run The Hut day service and increase our management team to accommodate this additional service demand. We have continued to enjoy our regular activities that we have on offer including Back Beat Dance, Music Therapy, Boccia and Hydrotherapy to name but a few. We have continued to explore the local area, building relationships with the local community and trialling new activities on offer.

## Activities Clubs



We had another busy year offering a range of Activity clubs during the school holidays and Saturday clubs during term time at the Bradbury Centre for children across both Southampton and Hampshire. During this year we have delivered 35 Saturday Clubs and 54 Activity Clubs, with over 100 families accessing the sessions. The schemes provide the opportunity for young people to access a safe space to take part in activities that they may not usually be able to. These schemes also provide young people with the opportunity to interact with their peers outside of school.

## Challenges experienced in Community Services

The continued growth of Community Services has led to the challenge of space. We are now using both the Scout Hut and the previously occupied Avenues room to deliver The Hut day service. Destinations day services are accessing the community as much as possible but rainy days and lunchtimes can result in the building reaching its capacity.

We have also reached capacity in terms of the fleet of vehicles that we have available. The team are often having to share vehicles to ensure that all of the young people have equal opportunities to get out and about.

Recruitment remains a challenge for evening and weekend support hours despite the team attending numerous external recruitment events, working with local colleges and universities and ensuring that we have a strong social media presence.

## Family Services

1,250 families



We are proud to continue to deliver SEND Information and Advice Support Services to families across Southampton and West Berkshire, supporting more than 1,250 families this past year. Whilst this is a decrease on last year, we have reduced the areas we support so in true terms the number of families supported remains high.

This year saw a concerted focus on increasing the ability for families to 'self-serve' using the various resources available on our websites. We have seen an incredible increase of 81% on the previous year of people accessing these resources.

We are pleased that we have successfully extended the contracts for both Southampton and West Berkshire, however, these will both go out to tender at the end of the extension periods.

In Southampton, we have been part of a steering group piloting the SEND mainstream funding Cluster Model, with the aim of jointly improving outcomes for pupils with SEND. In West Berkshire we have provided support to re-design the 'Delivering Better Values' model, and are now involved in the six Priority Need steering groups: Early Years, Early Intervention, Inclusion, SEND, Developing Local Specialist Provision and Preparation for Adulthood.

## Challenges

Funding pressures continue to remain a challenge for both services. We deliver a high-quality service despite this and will continue to do so. However, whilst funding remains challenging, demand continues to rise. Meeting this demand without an increase in resources is difficult and we are working closely with commissioners to ensure we meet their expectations without putting an unmanageable level of pressure on our dedicated and talented staff.

# Fundraising



Fundraising income for 2024/25 was unfortunately lower than targeted and lower than the previous year. This is mostly as a result of a reduction in Trust income, which was widely experienced across the sector.

Despite this, we continue to have great relationships with our funders and have benefitted from multi-year grants from organisations we know well, and we are very thankful for this support.




Alongside this we have also seen the growth experienced last year in our Community income continue through this financial year, and we are very grateful to our local supporters for continuing to believe in us. From office bake-offs and quiz nights, to our challenge event participants, community fundraising is going from strength to strength.

To combat the changes experienced across the sector we have re-allocated resources in our Fundraising team to focus more on community, individual, regular and corporate giving, and reduce reliance on Trusts and grant giving organisations in the future.

We are extremely indebted to our funding partners, local business community and individual donors, who have allowed amazing moments to happen this year. Without you, music therapy, hydrotherapy, crisis support, amazing days out safely pushing boundaries, and help for families to advocate and speak up would not have happened.




Thank you to each and everyone of you.

## Challenges

We are acutely aware of the impact on our families and staff team where we have not been able to fully fund projects. We are determined in the coming year to redouble our efforts and reduce reliance on certain income sources to fund essential projects, including our Emergency Respite project and the refurbishment of flooring and window coverings in Acorns to match the work completed in Oaks last year.



We have experienced some changes in staffing in our team and know that moving forward this coming year we need to ensure that our existing relationships are maintained, and that we focus on prioritising excellent donor stewardship.

# Fundraising Statement

In accordance with The Charities (Protection and Social Investment) Act 2016 section 13:

All fundraising activities at Rose Road were undertaken by staff employed directly by the association and no professional fundraiser or commercial participator carried out any of those activities in the year 2024-25

The Association is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the Regulator's Code of Fundraising Practice. Senior fundraising staff are members of the Institute of Fundraising and abide by its Compliance Framework. There have been no instances of failure to comply with Fundraising Regulator standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

# The Year Ahead

The year ahead is an exciting one for Rose Road.

We will continue to expand on the excellent work already done on improving the quality of service delivery and on supporting the people we employ – to enable them to do the jobs they do so well.

We will also continue to explore potential opportunities for growth of the organisation. We know that it is the wish of many of our families that Rose Road would be able to provide long term residential or supported living services for their young people. This is something we continue to explore and have ambitions to achieve in the future.

## Community Growth

We have identified opportunities to increase our reach and service delivery in both our day services and our Community Outreach services. In 2024/25, we made the strategic decision to create a Head of Community Services role to increase focus on this area.

As a result of that growth we have the following ambitious plans:

- We are in the process of taking over the delivery of an additional 500 hours of community support from another local provider who has made the decision to exit the market. In total, the packages could grow further and generate as much as £1.2m should we be able to recruit sufficient staff. This is a slight change in direction with regards to the type of support required for the cohort of children and adults but remains in line with our core support offering. We will begin delivery of this service in June 2025.

- Having successfully applied to join the Portsmouth Day Services Framework, we will be seeking a property to deliver an on-site day service for the area, similar to The Hut. We currently operate in the area but with only a handful of young people and are excited to see the service develop further.

- We have expanded The Hut this financial year and continue to see an increase in demand for its service. We will be actively seeking a new location to house the service in Southampton and will explore opportunities to have two sites in the area – to cover users from both sides of the City as well as the surrounding areas.



## Organisational Changes

Due to changes made in 2024/25 we now have a structure that will support continued growth of the organisation without a need to increase central costs.



These changes included:

- Moving to an in-house payroll function
- Creation of the Head of Community Services role and restructure of the Community Services leadership team
- Restructure of the Fundraising team
- Restructure of the Estates function

## Principle Risks and Uncertainties

A Risk Register is used to identify and monitor the management of key operational and strategic risks to the Association. A change was made this year to provide better governance and oversight of these risks.

**The new process is:**

- The officers review all risks regularly with the Chief Executive Officer to ensure they are placed with the appropriate committee.
- The highest risks sit with the Strategy Committee – this committee meets monthly and has delegated
    - High risks related to finance and organisational sustainability sit with the Finance & Fundraising Committee
    - High risks related to quality, standards and people sit with the Quality, Standards & People Committee.

All other risks are delegated to the Senior Leadership Team who meet monthly.

**Our key risks are as follows:**

- Overnight Respite Services - Local authorities have been reducing packages of overnight Respite support which has reduced our ability to deliver sustainable services.
- Contracts – A large number of our contracts with local authorities are being retendered this financial year. There is a risk to us of these not being re-awarded.
- Reduced Income – Overnight Respite income has reduced significantly, which the result of a recent Local Authority consultation may reduce further.
- Pricing - Local authority funding continues to be stretched which puts additional pressure on contract income.

# Financial Review

The overall gross income of the charity was **£5,076,081** for the year 2024/25 (2023/24: £4,718,664).

The majority of the charity's funding comes from service contracts and grants with local authorities related to individual care packages, which are for between one and three year periods. This provides the Association with financial stability over the medium term and allows for greater planning certainty and decision making.

The charity also receives income through fundraising and grants for our work with families and individuals.

Total expenditure from all operations for the year 2024/25 amounted to **£5,281,979** (2023/24: £4,984,650), an increase of 6.0% year on year.

This resulted in **net outgoing resources of £205,898** in the year (2023/24: £265,986)

The Association is releasing £125,000 of Endowment Reserves each year from money it has received from the Edward Gostling Foundation. This is planned expenditure to invest in the development of the Association over an eight-year period.

The underlying deficit position, before these movement in funds, was £80,898 for the year.

The were several factors driving this deficit for the 2024/25 year. It was an extremely challenging year for the fundraising team. Total donation and legacy income was down 18% on the prior year, with many trust and grant giving bodies not able to award the same level of gifts as previously seen by the Association, and the impact of increased cost of living being felt by many of our donors and supporters. Additionally it has been difficult to recruit support workers for our services, which has resulted in the use of more costly agency staff to deliver our Respite nights.

During the year the Association consolidated some of its back office services, changing its IT support provider and bringing payroll in-house. This resulted in a one-off cost write off of £19,833, but provides a more stable base as the charity grows.



The Association's capital expenditure for the year was £159,937 (2023/24: £209,875); which included the purchase of a new minibus, a garden makeover and new flooring in our Oaks Respite unit, and a new soft play area.

## Basis of Accounting

The annual financial statements of The Rose Road Association are attached to this report.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

## Reserves Policy

The Trustees are keenly aware of the need to secure the viability of the Association beyond the immediate future. To enable the charity to provide reliable services over the longer term, The Rose Road Association must be able to absorb setbacks and to take advantage of change and opportunity.The charity provides for this by putting aside, when it can afford to, some of its current income as reserves.

The Trustees consider it prudent to set aside reserves to provide resilience against potential risks, but also to have funds available to take advantage of any opportunities that may come the way of the charity. The charity also needs reserves to provide sufficient working capital to support its day to day operations. The Board of Trustees considers it prudent to keep a level of reserves to meet their responsibilities and commitments, protect and advance its current activities and to enable it to progress its long term aims and objectives which are outlined in the Business Strategy.

The Rose Road Association's Board of Trustees has reviewed the adequacy of its reserves held on 31st March 2025, in line with its policy to do so on an annual basis and have established the following unrestricted reserve funds:

- A designated fund for the net book value of unrestricted tangible fixed assets, including specialised equipment, which cannot easily be converted into cash of £852,835
- A General Fund to provide working capital equivalent to between 2 and 4 months operating expenditure of £1,187,896. The General Fund currently stands at 2.7 months operating expenditure cover

At 31st March 2025, the unrestricted General Fund fell within the range required by the policy. During the financial year 2025/26, we will be reviewing our reserves policy to ensure we are maintaining future stability. If our General Fund to provide working capital were to fall below the levels set in our policy we would work to increase available funds as soon as possible.

The Association has Restricted Reserves of £1,802,970 - this represents the original cost of the Bradbury Centre before any capital improvements.

The Association has Endowment Reserves of £625,000 in relation to a donation of £1,000,000 received in 2022/23 from the Edward Gostling Foundation of which £125,000 is to be released each year for an eight-year period.

A detailed breakdown of all reserves held by the group can be seen in Note 17 in the Notes to the Financial Statements.

## Investment Policy

The Board of Trustees does not consider it prudent at this stage to invest income for the longer term. Its policy for investment is therefore to retain funds as cash and place them on short term bank deposits at the best rate obtainable.

## Statement of Trustees' Responsibilities

The trustees (who are also directors of the Rose Road Association for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

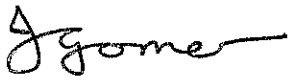
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

On 16th December 2024 the Chichester office of Sheen Stickland merged with Lewis Brownlee (Chichester) Limited who were appointed as auditors for the year ended 31st March 2025 and until the forthcoming annual general meeting at which the appointment will be formally considered.

Approved by the Board of Trustees on ...28th October 2025.....



Julie Gomer
Director and Chair of Trustees



Chris Sirl
Director and Treasurer

# Report of the Independent Auditors to the Members of The Rose Road Association

## Opinion

We have audited the financial statements of The Rose Road Association (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

## In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

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

## Other information

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

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

## Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Our responsibilities for the audit of the financial statements

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

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

- enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims;
- enquiry of entity's staff to identify any instances of non-compliance with laws and regulations;
- reviewing minutes of meetings of those charged with governance;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- auditing the risk of management override of controls including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

## Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Alexander FCCA FCA (Senior Statutory Auditor)
for and on behalf of Lewis Brownlee (Chichester) Limited
Statutory Auditors
Appledram Barns
Birdham Road
Chichester
West Sussex
PO20 7EQ

Date: 4 November 2025

# Statement of Financial Activities

For the year ended 31st March 2025

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2025 £ | Total Funds 2024 £ |
|---|---|---|---|---|---|---|
| **Income and endowments from** | | | | | | |
| Donations & legacies | 2 | 235,955 | 80,051 | - | **316,006** | 384,154 |
| Charitable activities | 5 | 4,605,532 | - | - | **4,605,532** | 4,165,008 |
| Other trading activities | 3 | 18,368 | - | - | **18,368** | 17,568 |
| Investments | 4 | 31,894 | - | - | **31,894** | 43,881 |
| Other income | 6 | 104,281 | - | - | **104,281** | 108,053 |
| **Total incoming resources** | | 4,996,030 | 80,051 | - | **5,076,081** | 4,718,664 |
| **Expenditure on** | | | | | | |
| Raising funds | 7 | 264,470 | - | - | **264,470** | 279,022 |
| Charitable activities | 8 | 4,918,207 | 99,302 | - | **5,017,509** | 4,705,628 |
| **Total resources expended** | | 5,182,677 | 99,302 | - | **5,281,979** | 4,984,650 |
| **NET INCOMING / (OUTGOING) RESOURCES** | | (186,647) | (19,251) | - | **(205,898)** | (265,986) |
| **Transfer between funds** | 17 | 125,000 | - | (125,000) | **-** | - |
| **NET MOVEMENTS IN FUNDS** | | (61,647) | (19,251) | (125,000) | **(205,898)** | (265,986) |
| **Reconciliation of Funds** Fund balances at 1 April 2024 | | 2,102,378 | 1,822,221 | 750,000 | **4,674,599** | 4,940,585 |
| **Fund balances at 31 March 2025** | | 2,040,731 | 1,802,970 | 625,000 | **4,468,701** | 4,674,599 |

All gains and losses recognised in the year are included above.

# Balance Sheet

at 31st March 2025

| | Notes | 2025 £ | 2024 £ |
|---|---|---|---|
| **Fixed Assets** | | | |
| Tangible assets | 13 | **2,678,321** | 2,675,056 |
| **Current Assets** | | | |
| Debtors | 14 | **876,475** | 1,162,744 |
| Cash at bank and in hand | | **1,420,591** | 1,493,668 |
| | | **2,297,066** | 2,656,412 |
| **Liabilities** | | | |
| Creditors: Amounts falling due within one year | 15 | **(506,686)** | (656,869) |
| **NET CURRENT ASSETS** | | **1,790,380** | 1,999,543 |
| **TOTAL ASSETS LESS CURRENT LIABILITIES** | | **4,468,701** | 4,674,599 |
| **TOTAL NET ASSETS** | | **4,468,701** | 4,674,599 |
| **Funds** | 17 | | |
| Unrestricted funds | | **2,040,731** | 2,102,378 |
| Restricted funds | | **1,802,970** | 1,822,221 |
| Endowment funds | | **625,000** | 750,000 |
| **TOTAL FUNDS** | | **4,468,701** | 4,674,599 |

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 28 October 2025 and were signed on its behalf by:

.....
Julie Gomer, Chair of Trustees

.....
Chris Sirl, Treasurer

# Cash Flow Statement

For the year ended 31 March 2025

| | Notes | 2025 £ | 2024 £ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Cash generated from operations | 18 | **54,966** | (119,109) |
| Net cash provided by/(used in) operating activities | | **54,966** | (119,109) |
| **Cash flows from investing activities** | | | |
| Purchase of tangible fixed assets | 13 | **(159,937)** | (209,857) |
| Interest received | 4 | **31,894** | 43,881 |
| Net cash used in investing activities | | **(128,043)** | (165,976) |
| **Change in cash and cash equivalents in the year** | | **(73,077)** | (285,085) |
| **Cash and cash equivalents at the beginning of the year** | | **1,493,668** | 1,778,753 |
| **Cash and cash equivalents at the end of the year** | | **1,420,591** | 1,493,668 |

# Notes to the Financial Statements

For the year ended 31 March 2025

## 1 Accounting Policies

### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

### Tangible fixed assets

Computer equipment costing more than £350 and all other assets costing more than £1,000 are capitalised and stated in the balance sheet at cost. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land - not provided
Building improvements/Furniture and equipment - 15% on reducing balance
Motor vehicles - 20% on cost
Leasehold buildings - 1% straight line
Computer Equipment - 25% on cost

### Taxation

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

### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanations of the nature and purpose of each fund is included in the notes to the financial statements.

### Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### Judgements in applying accounting policies and key sources of estimation uncertainty

Key judgements that the charity has made which have a significant effect on the accounts including reviewing and carrying out a risk analysis of the factors affecting the charity's ability to continue to fundraise income and win and retain service contracts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

| | 2025 £ | 2024 £ |
|---|---|---|

## 2 Donations and legacies

| | | |
|---|---|---|
| Trusts | **139,239** | 213,271 |
| Community | **113,518** | 108,123 |
| Corporate | **53,032** | 48,330 |
| Major donors | **10,217** | 14,430 |
| **Total donation and legacy income** | **316,006** | 384,154 |

## 3 Other trading activities

| | | |
|---|---|---|
| Facilities | **18,368** | 17,568 |

## 4 Investment Income

| | | |
|---|---|---|
| Bank interest received | **31,894** | 43,881 |

## 5 Income from charitable activities

| | Respite £ | Community Services £ | Family Services £ | Avenues £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|---|
| Contractual payment from local authorities | 2,131,970 | 1,734,133 | - | 319,146 | **4,185,249** | 3,740,211 |
| Grants received for revenue purposes | - | 53,093 | 170,433 | - | **223,526** | 403,796 |
| Other incoming resources | 110,763 | 85,994 | - | - | **196,757** | 21,001 |
| **Total income from charitable activities** | **2,242,733** | **1,873,220** | **170,433** | **319,146** | **4,605,532** | 4,165,008 |

## 6 Other income

| | 2025 £ | 2024 £ |
|---|---|---|
| Rosewood School | **90,255** | 94,343 |
| Miscellaneous | **14,026** | 13,710 |
| **Total other income** | **104,281** | 108,053 |

## 7 Expenditure on raising funds

| | 2025 £ | 2024 £ |
|---|---|---|
| Cost of generating donation and legacy income | **221,941** | 236,973 |
| Cost of trading activities income | **42,529** | 42,049 |
| **Total expenditure on raising funds** | **264,470** | 279,022 |

## 8 Expenditure on charitable activities

| | Total 2025 £ | Total 2024 £ |
|---|---|---|
| Respite | **2,126,068** | 1,950,157 |
| Community Services | **1,779,512** | 1,365,791 |
| Family Services | **162,619** | 309,719 |
| Avenues | **332,680** | 539,412 |
| Support costs | **586,508** | 510,627 |
| Governance costs | **30,122** | 29,922 |
| **Total expenditure from charitable activities** | **5,017,509** | **4,705,628** |

## 9 Support costs

| | Respite £ | Community Services £ | Family Services £ | Avenues £ | Trading Activities £ | Raising Funds £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|---|---|---|
| Management | 42,797 | 35,746 | 3,252 | 6,090 | 351 | 6,030 | **94,266** | 84,591 |
| Finance | 99,993 | 83,518 | 7,599 | 14,229 | 819 | 14,089 | **220,247** | 221,423 |
| Human Resources | 51,763 | 43,234 | 3,934 | 7,366 | 424 | 7,293 | **114,014** | 101,542 |
| Information Technology | 71,723 | 59,906 | 5,451 | 10,207 | 587 | 10,107 | **157,981** | 125,972 |
| Governance | 13,676 | 11,423 | 1,038 | 1,946 | 112 | 1,927 | **30,122** | 31,414 |
| **Total support costs** | **279,952** | **233,827** | **21,274** | **39,838** | **2,293** | **39,446** | **616,630** | 565,302 |

## 10 Net Income/(Expenditure)

| | 2025 £ | 2024 £ |
|---|---|---|
| Resources expended by the charity include: | | |
| Auditors' remuneration | **11,083** | 9,307 |
| Depreciation | **144,846** | 114,363 |
| Operating leases - equipment | **5,940** | 4,888 |
| Loss on disposal of asset | **11,826** | - |

## 11 Trustees' remuneration and expenses

There were no trustees' remuneration or expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

## 12 Staff costs

| | 2025 £ | 2024 £ |
|---|---|---|
| Wages and salaries | **3,293,992** | 2,860,031 |
| Social security costs | **229,060** | 192,915 |
| Pension costs | **84,062** | 74,028 |
| **Total staff costs** | **3,607,114** | 3,126,974 |

The average monthly number of employees during the year was as follows:

| | 2025 | 2024 |
|---|---|---|
| Respite | **70** | 68 |
| Community Services | **67** | 67 |
| Family Services | **15** | 15 |
| Strategic charity development | **1** | 1 |
| Raising funds | **6** | 6 |
| Trading activities | **1** | 1 |
| Administration | **6** | 6 |
| | **166** | 164 |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

| | 2025 | 2024 |
|---|---|---|
| £70,001 - £80,000 | **-** | 1 |
| £80,001 - £90,000 | **1** | - |
| | **1** | 1 |

The total amount of remuneration to key management personnel, including employer pension and NI, paid during the year was £349,144 (2024: £323,597).

## 13 Tangible fixed assets

| | Freehold land & buildings £ | Equipment £ | Motor vehicles £ | Total £ |
|---|---|---|---|---|
| **Cost** | | | | |
| At 1 April 2024 | 2,665,149 | 1,066,487 | 138,436 | **3,870,072** |
| Additions | - | 134,737 | 25,200 | **159,937** |
| Disposals | - | (20,798) | - | **(20,798)** |
| **At 31 March 2025** | **2,665,149** | **1,180,426** | **163,636** | **4,009,211** |
| **Depreciation** | | | | |
| At 1 April 2024 | 494,472 | 627,595 | 72,949 | **1,195,016** |
| Charge for the year | 26,934 | 89,861 | 28,051 | **144,846** |
| Disposals | - | (8,972) | - | **(8,972)** |
| **At 31 March 2025** | **521,406** | **708,484** | **101,000** | **1,330,890** |
| **Net book value** | | | | |
| **At 31 March 2025** | **2,143,743** | **471,942** | **62,636** | **2,678,321** |
| At 31 March 2024 | 2,170,677 | 438,892 | 65,487 | **2,675,056** |

## 14 Debtors

| | 2025 £ | 2024 £ |
|---|---|---|
| Trade debtors | **43,555** | 50,343 |
| Other debtors | **-** | 100 |
| Statutory authority debtors | **576,764** | 1,010,050 |
| Prepayments | **80,739** | 92,312 |
| Accrued income | **175,417** | 9,939 |
| **Total debtors** | **876,475** | 1,162,744 |

## 15 Creditors

| | 2025 £ | 2024 £ |
|---|---|---|
| Trade creditors and credit card | **86,530** | 288,287 |
| Taxation and social security | **65,141** | 44,490 |
| VAT | **1,053** | 1,415 |
| Other creditors | **220,129** | 121,006 |
| Accruals | **102,541** | 125,578 |
| Deferred income | **31,292** | 76,093 |
| **Total creditors** | **506,686** | 656,869 |

## 16 Operating lease commitments

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

| | 2025 £ | 2024 £ |
|---|---|---|
| Within one year | **2,737** | 1,984 |
| Between one and five years | **3,203** | 2,805 |
| Total operating lease committments | **5,940** | **4,789** |

## 17 Movement in funds

| | At 1 Apr 24 £ | Net movement in funds £ | Transfers between funds £ | At 31 Mar 25 £ |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| General fund | 999,543 | (186,647) | 375,000 | **1,187,896** |
| Designated funds - Fixed asset reserve | 250,000 | - | (250,000) | **-** |
| Designated funds - Tangible fixed asset not easily converted to cash | 852,835 | - | - | **852,835** |
| **Total unrestricted funds** | **2,102,378** | **(186,647)** | **125,000** | **2,040,731** |
| **Restricted funds** | | | | |
| Bradbury Centre | 1,822,221 | (23,282) | - | **1,798,939** |
| Respite trust nights and equipment | - | 4,031 | - | **4,031** |
| **Total restricted funds** | **1,822,221** | **(19,251)** | **-** | **1,802,970** |
| **Endowment funds** | | | | |
| Edward Gostling Foundation | 750,000 | - | (125,000) | **625,000** |
| **Total funds** | **4,674,599** | **(205,898)** | **-** | **4,468,701** |

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---|---|---|---|
| **Unrestricted funds** | | | |
| General fund | **4,996,030** | **(5,182,677)** | **(186,647)** |
| **Restricted funds** | | | |
| Bradbury Centre | - | (23,282) | **(23,282)** |
| Respite trust nights and equipment | 80,051 | (76,020) | **4,031** |
| | **80,051** | **(99,302)** | **(19,251)** |
| **Total funds** | **5,076,081** | **(5,281,979)** | **(205,898)** |

## 17 Movement in funds - continued

### Comparatives for movement in funds

| | At 1 Apr 23 £ | Net movement in funds £ | Transfers between funds £ | At 31 Mar 24 £ |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| General fund | 1,199,715 | (242,704) | 42,532 | **999,543** |
| Designated funds - Fixed asset reserve | 250,000 | - | - | **250,000** |
| Designated funds - Tangible fixed asset not easily converted to cash | 770,367 | - | 82,468 | **852,835** |
| | **2,220,082** | **(242,704)** | **125,000** | **2,102,378** |
| **Restricted funds** | | | | |
| Bradbury Centre | 1,845,503 | (23,282) | - | **1,822,221** |
| Respite trust nights and equipment | - | (7,500) | - | **(7,500)** |
| Other | - | 7,500 | - | **7,500** |
| | **1,845,503** | **(23,282)** | **-** | **1,822,221** |
| **Endowment funds** | | | | |
| Edward Gostling Foundation | 875,000 | - | (125,000) | **750,000** |
| **Total funds** | **4,940,585** | **(265,986)** | **-** | **4,674,599** |

### Comparative net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---|---|---|---|
| **Unrestricted funds** | | | |
| General fund | 4,503,315 | (4,746,019) | **(242,704)** |
| Designated funds - Tangible fixed asset not easily converted to cash | 33,178 | (33,178) | **-** |
| | **4,536,493** | **(4,779,197)** | **(242,704)** |
| **Restricted funds** | | | |
| Bradbury Centre | - | (23,282) | **(23,282)** |
| Respite trust nights and equipment | 46,054 | (53,554) | **(7,500)** |
| Community Services and equipment | 55,805 | (55,805) | **-** |
| Family Services | 188 | (188) | **-** |
| Other | 80,124 | (72,624) | **7,500** |
| | **182,171** | **(205,453)** | **(23,282)** |
| **Total funds** | **4,718,664** | **(4,984,650)** | **(265,986)** |

## 17 Movement in funds - continued

A current year and 12 months and prior year 12 months combined position is as follows:

| | At 1 Apr 23 £ | Net movement in funds £ | Transfers between funds £ | At 31 Mar 25 £ |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| General fund | 1,199,715 | (429,351) | 417,532 | **1,187,896** |
| Designated funds - Fixed asset reserve | 250,000 | - | (250,000) | **-** |
| Designated funds - Tangible fixed asset not easily converted to cash | 770,367 | - | 82,468 | **852,835** |
| | **2,220,082** | **(429,351)** | **250,000** | **2,040,731** |
| **Restricted funds** | | | | |
| Bradbury Centre | 1,845,503 | (46,564) | - | **1,798,939** |
| Respite trust nights and equipment | - | (3,469) | - | **(3,469)** |
| Other | - | 7,500 | - | **7,500** |
| | **1,845,503** | **(42,533)** | **-** | **1,802,970** |
| **Endowment funds** | | | | |
| Edward Gostling Foundation | 875,000 | - | (250,000) | **625,000** |
| **Total funds** | **4,940,585** | **(471,884)** | **-** | **4,468,701** |

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---|---|---|---|
| **Unrestricted funds** | | | |
| General fund | 9,499,345 | (9,928,696) | **(429,351)** |
| Designated funds - Tangible fixed asset not easily converted to cash | 33,178 | (33,178) | **-** |
| | **9,532,523** | **(9,961,874)** | **(429,351)** |
| **Restricted funds** | | | |
| Bradbury Centre | - | (46,564) | **(46,564)** |
| Respite trust nights and equipment | 126,105 | (129,574) | **(3,469)** |
| Community Services and equipment | 55,805 | (55,805) | **-** |
| Family Services | 188 | (188) | **-** |
| Other | 80,124 | (72,624) | **7,500** |
| | **262,222** | **(304,755)** | **(42,533)** |
| **Total funds** | **9,794,745** | **(10,266,629)** | **(471,884)** |

**Bradbury Centre**
The original cost of the Bradbury Centre building is a restricted fund.

**The Edward Gostling Foundation**
The Association in 2022/23 received a large expendable endowment donation of £1,000,000 from the Edward Gostling Foundation towards its core costs. This amazing gift supports Rose Road to build its capacity and financial and organisational wellbeing over the eight years from 2022/23. The endowment must be drawn down over the eight year period at £125,000 a year, starting from the year ended 31 March 2023.

## 18 Reconciliation of net expenditure to net cash flow from operating activities

| | 2025<br>£ | 2024<br>£ |
|---|---|---|
| **Net expenditure for the reporting period (as per the Statement of Financial Activities)** | **(205,898)** | (265,986) |
| **Adjustments for:** | | |
| Depreciation charges | **144,846** | 116,515 |
| Loss on disposal of fixed assets | **11,826** | 1,156 |
| Interest received | **(31,894)** | (43,881) |
| Decrease/(increase) in debtors | **286,269** | (197,568) |
| (Decrease)/increase in creditors | **(150,183)** | 270,655 |
| **Net cash provided by/(used in) operations** | **54,966** | **(119,109)** |

## 19 Related party transaction

There were no related party transactions for the year ended 31 March 2025.

**THE ROSE ROAD ASSOCIATION**

England & Wales - Charity number 276172

# Accounts









# Annual Report

OF THE TRUSTEES AND AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

2023-2024

Rose Road Association

Making a **positive difference** to the lives of young disabled people

This is the report of the Trustees for the year April 2023 to March 2024. It is prepared in accordance with all statutory and regulatory requirements, taking into account the Statement of Recommended Practice issued and revised in 2019. The report seeks to provide a summary of activity and achievements during this time.

Registered Charity Number (England and Wales): 276172
Registered Company Number (England and Wales): 01366534

This document can be made available in other formats. Please contact us on 023 8072 1234 if this would be helpful.

# Contents

Thank you....3
Reference and Administrative Details....4
Our Vision, Mission and Values....5
Message from the Chair - Julie Gomer....6
Governance....6
Public Benefit Entity Compliance....6

Strategy Objectives and Activities....7
- Our Main Activities....8
- Our Positive Outcomes and Impact....9
- Significant Impacts and Achievements....10
- Challenges....11

Departmental Achievements and Performance....12
- Oaks and Acorns Respite Units....12
- Community Services....13
- Avenues....14
- Family Services....15

Fundraising Achievements....16
Fundraising Statement....17

The year ahead and beyond 2023-2028: "Care & Ambition"....18
Principle Risks & Uncertainty....19

Review of the year....20
Principle Funding Sources....20
Fund Movements....21
Statement of Trustees' Responsibilities for the Annual Accounts....24
Independent auditor's report to the members of The Rose Road Association....26

Statement of Financial Activities....29

# Thank You

The Trustees are indebted to each and every donor and supporter for all the generous donations made during the year. This includes individuals, companies and charitable trusts, those who have remembered us in their wills or provided services at low or no cost, and volunteers who give their time so freely to help us.

We value and thank all of our volunteers, staff, trustees, our members, ambassadors, many supporters and the children, young people and families that we support who have all helped to make a difference this year.  We specifically acknowledge the following grant giving organisations for their significant support during this period.

Beaulieu Beaufort Foundation
Geoff & Fiona Squire Foundation
Gerald Micklem Charitable Trust
Hampshire County Council
LCP Foundation
MACE Foundation
Manali Charitable Trust
Masonic Charitable Foundation
Morrisons Foundation
O'Sullivan Family Charitable Trust
Portsmouth City Council
Richard Kirkman Trust
Screwfix Foundation
South Western Railway
Southampton City Council
St James's Place Foundation
The Department for Education (DfE)
Weinstock Fund
West Berkshire Council
Windruff Charitable Trust




We offer special thanks to **Edward Gostling Foundation** for believing in us, and their long-term commitment

# Reference & Administrative Details

| | |
|---|---|
| Registered Charity Number: | 276172 |
| Constituted: | 20th July 1970 |
| Company registration: | 01366534 |
| Country of Incorporation: | United Kingdom |
| Incorporated: | 4th May 1978 |
| Trustees and Company Directors: | Julie Gomer (Chair)<br>Con Attridge (Vice Chair)<br>Chris Sirl (Treasurer)<br>Doug Miller (resigned October 17th 2023)<br>Jane Lyon-Maris<br>Kym Provan<br>Sam Clough<br>Sheila Stokes White<br>Paul Best<br>Zoe Evans (resigned 27th Feb 2024) |
| Chief Executive Officer: | Steve Swift |
| Principle and Registered office: | The Bradbury Centre, 300 Aldermoor Road,<br>Southampton, SO16 5NA |
| Telephone number: | 023 8072 1234 |
| Website address: | **www.roseroad.org.uk** |
| Auditors: | Sheen Stickland, 7 East Pallant, Chichester<br>West Sussex, PO19 1TR |
| Principal Bankers: | National Westminster Bank plc<br>43 London Road, Southampton SO15 2BL |
| Solicitors: | Womble Bond Dickinson<br>Oceana House, 39-49 Commercial Road<br>Southampton, SO15 1GA |
| Patron: | Dame Esther Rantzen DBE |
| Ambassadors: | |

Martin Jay CBE DL
Geoff Holt MBE DL
Richard & Jane Smith
Karl & Kim Simmonds
Nina Basset
Bruce Elkins FCA
Nina Schofield
Kerry Swain
Clive & Eryl Thompsett
Mike Andrews
Janice Viveash
Michael Kurn
Alan Blair MBE
Gay Drysdall
Paul Murray MBE
Nick Vaughan
Alice Carroll
Angela Howes

# Our Vision, Mission and Values

The Rose Road Association started in 1952 as a small group of parents who provided education, activities and support for disabled children and young adults and their families. The need for our services continues to be in high demand, and we continue to have at our heart the needs of the whole family.

## Our Vision:

A community where disabled people and their families can thrive, feel a sense of belonging and achieve their aspirations.

## Our Purpose:

To make a powerful, positive impact for the lives of the people we support. To be recognised as an adaptive, highly skilled and preferred provider of services to people with disabilities and their families and to be regarded as an organisation driven by care and ambition.

## Our mission:

To empower disabled people and their families, through personalised, high-quality care and support, to lead the life they choose whilst also creating an environment for our staff to grow and develop.

We will actively listen to our stakeholders, break down barriers to access, and share our expertise to create a more inclusive society – utilising technology to improve our service provision and user experience.

## Our Values:



# Message from the Chair, Julie Gomer

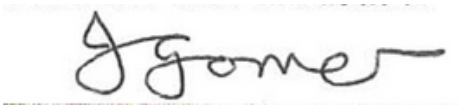


As you will read in this report, it has been another very busy year for everyone at Rose Road. Our brilliant teams have worked hard to reduce waiting lists and to increase the number of young people and families we support. We took the decision to increase the pay for care staff to help tackle the ongoing challenge of recruitment, and I am delighted to see vacancy levels falling dramatically. Balancing this with the needs of our local Commissioning partners has been challenging and we thank them for their compromise and support.

Our purpose-built site, the Bradbury Centre, is starting to show her age and it has been a busy year upgrading and developing our spaces to ensure our young people have the very best experiences when staying with us. We are so very grateful to all our funders and supporters who have made this possible.

The demand and need for our services continues to increase, as does the complexity of the children we care for. We have lots of challenges ahead to ensure we can support all those who need it, including developing our community outreach plans to be more accessible county wide and to ease the pressures on space within the Bradbury Centre.

We couldn't do any of this without our dedicated and passionate staff team and our incredible community of supporters. I thank them sincerely for all they have given this year.  I also thank each of our Trustees for the support, knowledge, challenge they bring to their role.



# Governance

Our trustees come from a diverse range of professional backgrounds and we regularly undertake Board health-checks to understand better where and when we need to recruit. Our Board includes family members who use our services, people with lived experience of our cause and local people passionate about removing barriers for disabled people. Trustees undertake a vigorous induction process which includes spending time with our staff team and service users. We are actively seeking to recruit people who better represent the cultural diversity of the city in which we are based and are currently working through the Charity Governance Code, Principle 6: ‘Equality, diversity and inclusion’, to help us do this better.

As well as our quarterly Board meetings, we make decisions through our two main sub-committees. The Finance & Fundraising Committee and the Quality, Standards and People Committee. Alongside our decision making function, trustees attend a regular Strategy Group to help shape our future plans.  We are excited to be launching a Young Persons Committee soon, the young persons committee will work alongside our Board of trustees to help inform decisions about our service and other provision locally.

# Public Benefit Entity Compliance

The Trustees confirm that they have complied with their duty to have due regard to guidance on public benefit published by the Charity Commission in exercising their power and duties. The public benefit of the charity’s activities are outlined under “activities” and “outcomes” in the following pages.

# Strategy Objectives and Activities

**2023-24 has seen the first year of delivering our new strategy "Care and Ambition". Our short-term Strategic Objectives (Years 1-3) are for improved service delivery, improved choice for service users and improved organisational stability. This year we focused on:**

## Improved Service Delivery

- Meeting all care packages and reducing waiting lists
- Increased staff retention rates
- Complying with all relevant legislation and maintaining gradings of 'Good' with Ofsted & the Care Quality Commission (CQC)
- Improving quality of estate and increase the adult respite unit by one bedroom
- Developing a strategy for our fleet of vehicles to make more effective use of resource and enable access to a wider range of activities
- Developing new services and provisions – including a young persons' committee
- Increased use of technology to complement, enhance and improve service delivery – to have, at least, implemented and embedded a new digital care system and to have automated payroll, expenses and mileage tracking
- Developing a range of audit functions to identify where improvements are necessary

## Improved choice for service users

- ·Identifying opportunities to enhance our current provision to provide additional choice to service users
- ·Providing structured after school activities
- ·Creating an activities coordinator role to improve and increase choice for children and young adults accessing our services
- ·Adapt the sensory provision across the organisation to enable more people to access sensory experiences – and to improve the current sensory space to allow for a more person centred approach to its use

## Improved organizational stability

- Pricing services appropriately to ensure financial stability is achieved and maintained Meeting increased fundraised targets Increase level of free reserves
- Improve and increase engagement of volunteers
- Identify professional development opportunities for all staff Grow our apprenticeship offer
- Development of a community footprint using either retail or hospitality services to increase income as well as community identity



# Our Main Activities



## Overnight short breaks

We provide 16 respite care beds for 49 weeks a year at the Bradbury Centre, our purpose built unit in Southampton, where children, young people and adults can enjoy an overnight break, a weekend break or a week-long stay depending on need. During their stay they have access to a range of activities and outings and are given opportunities to develop and practise independent living skills.

## Community Outreach



Available 7 days a week on a one to one basis, our outreach service provides domiciliary care, leisure activities in the home or community, special outings, and trips to see friends or to attend activities.

**#Destinations** is a day service that provides young adults who attend Rose Road all day with activities in the community and sessions with purpose. We create a person-centred plan to inspire them to achieve their own personal goals. Each person has 1:1 staffing to help them work toward their targets.



For college leavers aged 24-26 who require a combination of education and community based services, we have **The Hut @ Rose Road**. This service is run in the building next door to the Bradbury Centre and can be a stepping stone to #Destinations. It supports them in a positive environment allowing them to thrive in a safe space.

## Young Adult Specialist Provision



Avenues College has been designed to extend learning opportunities for young adults, aged 19-25, with severe/profound learning disabilities with additional physical and sensory needs. The model of education standards we are using is based on the success, knowledge, skills and understanding of Rosewood Free School.



## Activity Schemes

We offer a range of activity schemes in the school holidays and on Saturdays for children and young people from across Southampton and Hampshire. These schemes provide disabled young people with much needed opportunities for play, and a social setting in which they can relax and take part in activities. They also enable parents of disabled people to remain economically active.

## Family Support



We provide Information Advice and Support to disabled children and young people and their families. These services were delivered in West Berkshire, Southampton, and Portsmouth. We also supported 2 Parent Carer Forums to represent the views of parents of disabled children in strategic decision making.

# Our Positive Outcomes and Impact

## Support for family units

Respite care and short breaks make a huge contribution to the prevention of family crises by decreasing the stress levels experienced by parent carers. The knowledge that a regular, planned break can be taken is clearly beneficial enabling them to re-charge their batteries and spend time with other family members. Our Family Services empower parent carers and young people, giving them the information they need to participate in decisions about the services they receive.

## Removing barriers and supporting young people out of social isolation

With our overnight short breaks, outreach service and holiday activity schemes, children can have fun and develop friendships with other young people. Our Bradbury Saturday Club gives families an opportunity to interact with other families in a safe and supportive environment, it also gives siblings of disabled young people a chance to mix with other young carers and share experiences.



Our Family Services social media presence informs parent carers about local support groups and activities where they can meet other families in a similar situation.

## Increased social confidence and emotional wellbeing

A tremendous benefit of respite care is the opportunities for personal development as young people have the chance to visit new places, develop new interests, practice independent living skills and widen their social network. Our services support young people to progress towards preparing for adulthood key outcomes of employment, independent living, community inclusion and health.

## Wider impact

Local authorities experience less need for social care interventions, a decrease in costly out-of-area placements and a fall in the number of disabled children entering the looked-after system.



# Significant Impacts and Achievements

In the last year we have:

- Maintained our **Good rating with Oftsed** and the Care Quality Commission (CQC)
- Completed and opened the **new bedroom** in our adults respite unit, Oaks (supporting an additional 12 families)
- Invested in our vehicle fleet with the addition of **three new vehicles**
- **Implemented the OneTouch care system** which has transformed our care planning systems and the way we communicate with families.
- Implemented a **new Fundraising CRM** to improve our efficiency and support of donors
- Introduced a performance and behaviors **framework**, re-introduced a **bi-annual family survey**, implemented spot phone call with families to understand their experience, and increased regularity of staff surveys, supervisions and appraisals to improve our standards
- Increased opportunities for community support in **new geographic areas of need** and identified after school provision with partners for this coming year
- **Developed our Youth committee's** terms of references and trained staff in coproduction in readiness for launching the Committee
- Recruited an **Activities Coordinator** and increased the range of activities through young people take part in
- Fundraised for and **created a new sensory room**, soft play area and gardens through our Right to Play project
- Negotiated with our public sector partners to **move closer to a full cost recovery model** for key commissioned services
- Drawn down **Apprenticeship Levy** to cover the costs of and started 7 staff on their apprenticeship development journeys



# Challenges

Demand for our services continues to increase, but we are limited by our building capacity. We are working hard to identify and secure suitable available land or buildings in Southampton or Hampshire to develop. We have reviewed our plans to develop a community footprint whilst we focus on growth.

Inflationary pressures and increases in the minimum wage have impacted the costs of delivering statutory services and our view is that those who commission these services should pay for them in full. However, the financial constraints local authorities are experiencing has led to challenging negotiations between us. These are partners we value and who have supported us for many years, and we are grateful for their compromises during this challenging financial period.

We identified having an outsourced finance function as a key risk and a significant focus this year has been bringing our finance team in-house. We have retained the staff and their talent, but have had to invest considerable time and finances in a new Finance system that meets our needs.

## April's story, by her Dad, Karl:

April, 23, who has Autism, has been having Respite breaks at Rose Road since she was 6 years old and now uses the Outreach service too, since finishing college.

Karl, says: "April loves going out. She can get really excited about going on trips but can also struggle with extreme anxiety and doesn't always cope well with taking on new activities. But Rose Road are excellent at managing these situations. They get to know her, plan activities around her interests and work so patiently with her".

"She struggles to express how she feels and can become very distressed. And naturally as a young woman, she doesn't really want to be with her parents anyway."

"She wants to be with friends and have some independence from us; she can be herself at Rose Road".

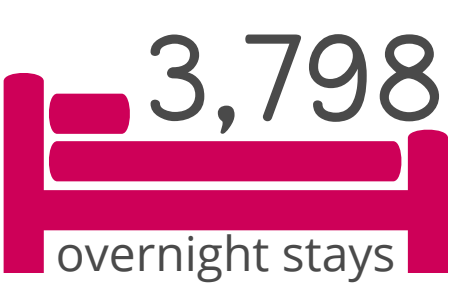


"Rose Road work with us constantly to make sure April is happy. April is social and likes being in a group. She needs stimulation and wants friends. We can't give her all of that, but Rose Road does, and she bonds so well to her Support Workers and is always so excited to go to Rose Road".

**"Respite at Rose Road is a lifesaver. We have stayed together as a family thanks to Rose Road!"**

# Departmental Achievements and Performance

## Oaks and Acorns Respite Unit









### Key Successes in Oaks and Acorns

Following a consultation with staff we have restructured the Assistant Manager role and split the role into two more focused roles with additional allocated time. This has ensured that we are more effective and compliant in each role and this has been recognised in our monthly Regulation 44 Report as an improved area.

Our new digital care system, One touch, is now embedded and in daily use for all staff and parents/carers. This has considerably improved communication between us and families, and helps us to capture and monitor feedback about overnight respite stays.

We have supported a young person for a year who has been placed in our care. We have had to adapt our bookings at times to accommodate this, facilitate medical appointments/home visits, support wellbeing and physical health. Staff have made positive trusting relationships that have been vital for this period of time.

### Challenges Experienced

The past year we were very stretched amongst the management team, and needed to increase the managers we had due to vacant posts and increased workloads. It was a challenge to fill these posts but we have and are now in a great position with a full team in new revised roles.

The need to reduce our agency usage is becoming increasingly prevalent. To do this we have had to increase our staffing establishment to ensure we are recruiting to the correct figures. We currently need 18.1 FTE to meet the needs of the service/establishment.

We have 31 on the waiting list for Oaks and 49 for Acorns. We have had 3 start and 8 in progress. Each time we reduce our waiting list more families are added – we desperately need to increase our reach and capacity to support everyone who needs our help.

# Community Services

38,438 hours delivered through Outreach, the Hut and Destinations

130 families

30 Saturday clubs

55 holiday playschemes

Overall Outreach provided 38,438 hours to 130 families between April 2023-April 2024. Broken down, that's **11,542 hours in The Hut** and **26,896 hours in Outreach** (including Destinations, weekends and after-school clubs).

## Community Outreach and The Hut

The Outreach Service has continued to grow throughout the year – welcoming both new young people and new support staff to the team – providing day services to adults and weekend/afterschool sessions for children and young people. We have developed an activity schedule, shared by both Outreach and The Hut, including Back Beat Dance, Music Therapy, Boccia and Swimming to name but a few. We have also been able to access a variety of exciting community events including Mocktail making at Orange Rooms, Hydrotherapy in Winchester, Ice Skating, Trips to London, Longleat and a Tour of BBC Radio Solent.





## Activities

We continued to offer a range of Activity schemes during the school holidays and Saturday clubs term time at the Bradbury Centre for children across both Southampton and Hampshire. During this year we have delivered 30 Saturday Clubs and 55 Activity Clubs, with over 85 families accessing the sessions. The schemes provide a safe space for young people to explore the environment and opportunities to take part in activities that they may not have otherwise had access too, as well as providing valuable respite to their parents/carers. The activity schemes have been able to access a range of activities thanks to the Activities project including a visit from Wonderdome Mobile Planetarium and The Bubble Workshop.

## Challenges experienced in Community Services



**Recruitment has remained a challenge** across all services within Community and we are working really hard to ensure that we are as accessible as possible to new recruits – attending as many external jobs fairs as possible, working with local colleges and universities and ensuring that we have a strong social media presence.

We have seen an increase in referrals that are being received but unfortunately many of these are for Evening and Weekend support, so we are having to put these on hold until we have increased staffing capacity.



**My favourite thing about this role is the connection and trust you build with the young person - you get to know their unique personality. But you also get to know the family around that young person and I take pride in building their trust that we will always do what's needed to meet their needs.**

Hayley, Support Worker

# Avenues at Rose Road

Avenues@Rose Road is an interim day services provision with an educational component for 19-25 year olds with complex physical and/or health needs. Rose Road is subcontracting the running of this provision to Avenues College Limited.

The core aims of Avenues are:

- To **prepare students** for adulthood in an adult orientated environment.
- To provide opportunities to **develop lifelong learning skills**, reduce dependency and increase community participation.
- Avenues@Rose Road has been designed to **extend the learning opportunities** for young adults with severe/profound learning disabilities with additional physical and sensory needs

We have been really delighted to be working alongside such professional and person-centred delivery. It has been a joy to have **16 Avenues learners in with us** taking part in the life of Rose Road, sharing their journeys and adding to the richness of our daily experience.

# Family Services






We continued to deliver SEND Information Advice and Support in West Berkshire, Southampton and Portsmouth and supported 2,337 families during the year. This is an increase of 33%.

## Key successes in Family Services:

- Secured further funding for Southampton SENDIAS services until 31st January 2025 & West Berkshire SENDIAS services until July 2025
- Increasing SENDIASS focus on empowering parents/carers, children, and young people to self-advocate. This is demonstrated by over **56,042 website page views** for resources and information, that is an increase of 87%.
- 2,337 families supported with information, advice and guidance on education, health, and social care. This is a 33% increase from the previous 12 months
- We have been supporting the Hampshire Parent Carer Network (HPCN) for the last 4 years. The year the project delivered over **60 Get Togethers** across the county and as part of the Future in Mind Project, ran **60 specialist workshops** and sessions to support the mental health of parent carers and the young people in their lives (with **1,413 attendees** in total). Our Steering Group Members and Parent Representatives attended on average 50 workstream meetings per quarter across a range of themes, and held over 18 Steering Group meetings.

## Key Challenges:

- Demand on the SENDIAS services is increasing year on year with a further 33% increase this year. Meeting this demand without additional resource is becoming more challenging with wait times for support increasing. A more comprehensive self-help model has had to be implemented to attempt to meet the demand within service capacity. Process changes and innovative solutions will be a focus for 23/24
- Alongside a very active year of events and shaping services the HPCN Steering Group have been working towards becoming an independent CIC. There was much activity involved to move away from Rose Road's support as of 31st March 2024. This included: Setting up and registering a CIC, moving staff via TUPE, writing new safeguarding and governance policies, developing a transition plan, opening a new bank account and re-negotiating new contracts with commissioners. HPCN and Rose Road continue to have a positive relationship during a transition period. We would like to thank the Steering Group volunteers for all their hard work and wish them well for the future.

# Fundraising

Fundraised income for 23/24 has grown broadly in line with the Fundraising Growth Strategy approved by the Board of Trustees in 2022. Overall income has grown as expected – there appears to be a slight drop in community income but this can be attributed to more accurate income categorization (and is shown as an increase in other areas such as corporate events). We have seen a steady growth in support from trusts and foundations who have been receptive to open and honest conversations about our work and impact. In the past we have been fearful that a strong statutory income presence may be harmful to our fundraising efforts, we are now finding the contrary, with our commissioning partners highlighting the importance and value of our charitable activities to other potential donors.



This year has seen us focus on fundraising to improve our estate and build the capacity of our care teams to deliver a wider range of activities and play opportunities. Thanks to support from our local community, corporate partners and trusts and foundations we have re-landscaped our young adults' respite garden, redeveloped our sensory rooms and soft play centre, replaced our flooring to encourage more independent movement and provided a year-long Community Activity Project.

## Challenges:

We know that families of disabled people are disproportionately affected by the cost of living crisis, we are also seeing a marked increase in the complexity of both health and social care needs of those coming to Rose Road for help. In the year ahead we will be doubling our efforts to raise funds for our Emergency Respite Project – Emergency respite funding allows us to direct support where it is needed most when it is needed most. This year we have supported families through bereavement, families receiving cancer treatment, families who have no other means of support and families who are just at crisis point and need additional help.

We are lucky enough to be supported by a brilliant network of local businesses. We are a lean fundraising team and we acknowledge that we can support our local business community better and are working with some of our corporate partners to better understand their needs and motivations in delivering their business services responsibility.



# Fundraising Statement

In accordance with Charities (Protection and Social Investment) Act 2016 section 13:

All fundraising activities at Rose Road were undertaken by staff employed directly by the association and no professional fundraiser or commercial participator carried out any of those activities in the year 2021-22.

The Association is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the Institute of Fundraising and abide by its Compliance Framework.
There have been no instances of failure to comply with Fundraising Regulator standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

# The year ahead and beyond 2023 - 2028: "Care & Ambition"

We will continue to deliver against our business plan "Care and Ambition".

Our short-term Strategic Objectives (Years 1-3) are for improved service delivery, improved choice for service users and improved organisational stability.

**Improved Service Delivery**

- Meeting all care packages
- Increased staff retention rates – organisation to sit below average for sector (current national rate of attrition is 33%)
- Complying with all relevant legislation and maintaining gradings of 'Good' with Ofsted & CQC
- Improving quality of estate
- Increase adult respite unit by 1 bedroom
- Developing a strategy for our fleet of vehicles to make more effective use of resource and enable access to a wider range of activities
- Developing new services and provisions – including a young persons' committee
- Increased use of technology to complement, enhance and improve service delivery – to have, at least, implemented and embedded a new digital care system and to have automated payroll, expenses and mileage tracking
- Developing a range of audit functions to identify where improvements are necessary

**Improved choice for service users**

- Identifying opportunities to enhance our current provision to provide additional choice to service users e.g. providing supported holidays as well as our traditional respite provision
- Providing structured after school activities
- Creating an activities coordinator role to improve and increase choice for children and young adults accessing our services
- Adapt the sensory provision across the organisation to enable more people to access sensory experiences – and to improve the current sensory space to allow for a more person-centred approach to its use

**Improved organisational stability**

- Pricing services appropriately to ensure financial stability is achieved and maintained
- Meeting increased fundraised targets
- Increase level of free reserves
- Improve and increase engagement of volunteers
- Identify professional development opportunities for all staff
- Grow our apprenticeship offer
- Development of a community footprint using either retail or hospitality services to increase income as well as community identity

# Prinicple Risks and Uncertainties

A Risk Register is used to identify and monitor the management of key operational and strategic risks to Rose Road. The Trustee Board reviews the Risk Register annually and sub-committees routinely review specific risks. Refinements to the risk management framework and to the scoring of risks is being trialled to further strengthen governance of risk as the Association grows.

When reviewing risk, the Trustees consider

- The significant risks to which Rose Road is exposed
- The potential impact and probability associated with each risk
- Controls in place or required to mitigate each risk

Risks are categorised between Strategic, Operational, Financial and Compliance.
Scoring is used to identify higher risks where closer monitoring is required.

The highest risks identified within each category are as follows:

- **Strategic:** Service delivery failure or loss of contracts/funding agreements
- **Operational:** Recruitment and retention of staff
- **Financial:** Cashflow and Failure to deliver to agreed budgets
- **Compliance:** Ensuring compliance with, and implementation of, the statutory requirements of all of our regulators

The Association proactively monitors new and emerging risks through the Strategy Committee.

## Review of Financial Performance

Financial performance for the year ending 31st March 2024 shows a Net Outgoing Resources position of (£265,986) against budgeted Net Outgoing Resources of (£153,200), a variance of (£111,786).

Total Net Outgoing Resources were £265,986, however, the underlying deficit position was £107,808, once the effect of the reserve transfer of £33,178 and the endowment income of £125,000 for the year have been excluded.

The Association is releasing Endowment Reserves of £125,000 each year from money it has received from the Edward Gosling Foundation. This is planned expenditure to invest in the development of the Association over an eight-year period.

There are several reasons for the £107,808 underlying deficit position, including:

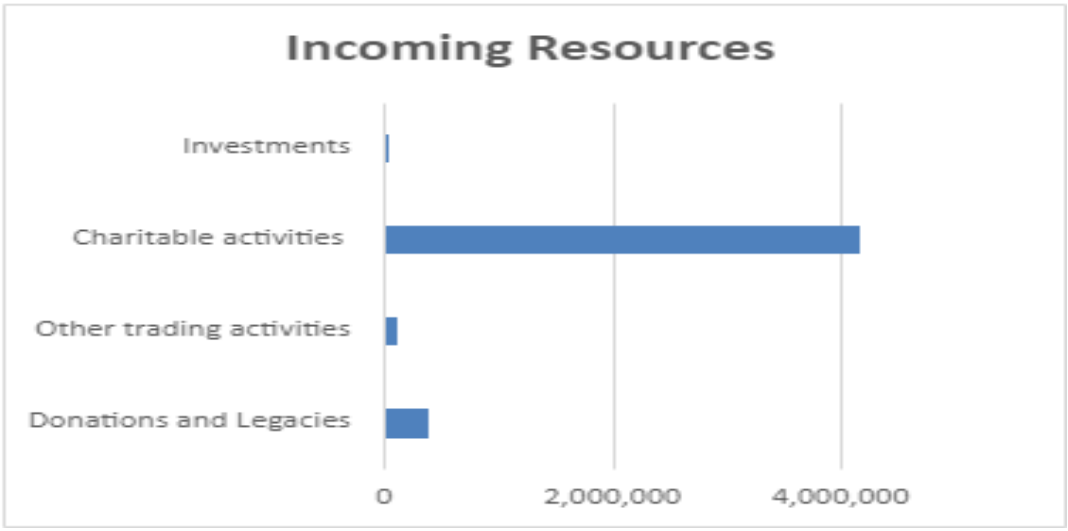
- Vacancies in staff establishment as resulted in very high agency costs in Respite and this has also impacted on our ability to meet growth targets in Outreach and Activities services.
- During the year our Finance service was brought back inhouse this resulted in higher than expected costs.
- Higher IT infrastructure and support costs.

The finance and IT costs in the year are considered to be one off charges for the Association and a small surplus position has been budgeted for the 2024/25 financial year.

However, we have seen better than expected financial performances in Outreach and Family services, Fundraising and Trading Activities.

## Principal Funding Sources

The vast majority of funding is through service contracts and grants with local authorities related to individual care packages and are for between one and three year periods. This provides the Association with financial stability over the medium term and allows for greater planning certainty and decision making.



The charity also receives income through fundraising and grants for our work with families and individuals.

The principal funding sources are derived from incoming resources from charitable activities, which accounts for 88% or £4,165,008 of Association's total income.

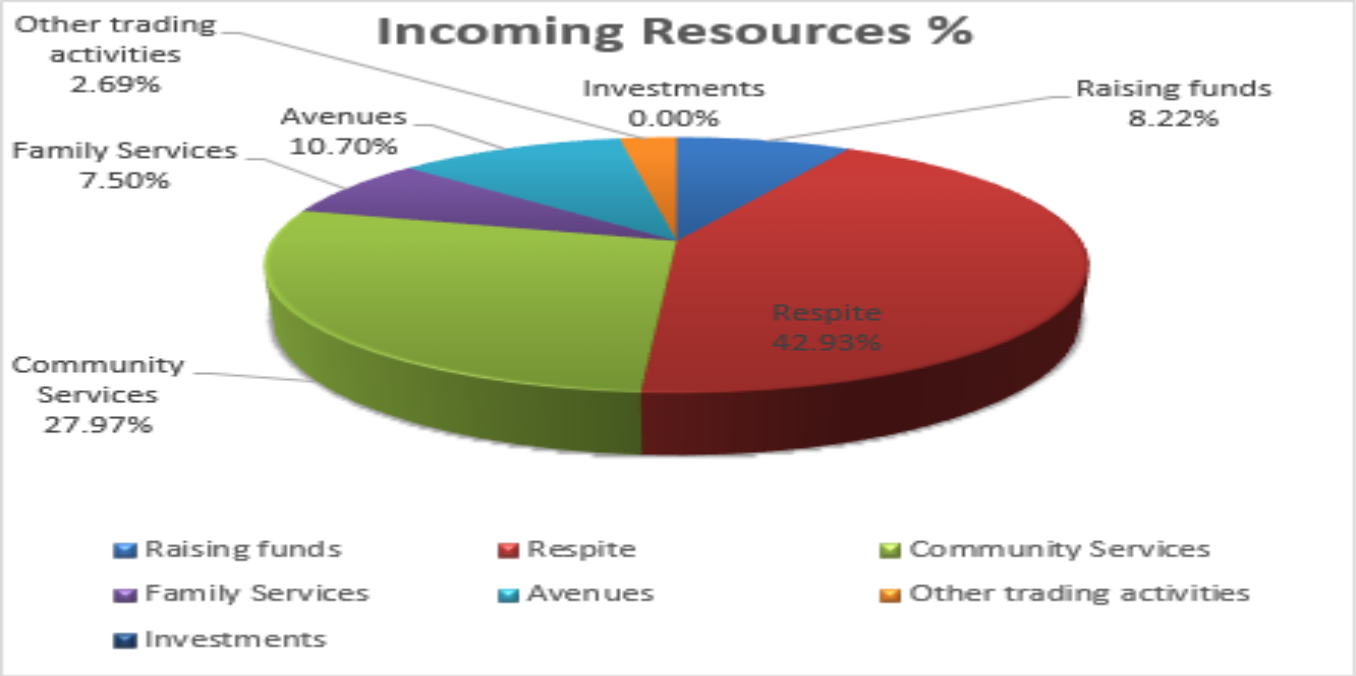
# Fund Movements

## Net Outgoing Resources

Total net outgoing resources from all operations for the year amounted to (£265,986), compared to £801,268 incoming resources in 2023/24 and represents (5.64%) (22/23: 15.71%) of total incoming resources for the period.

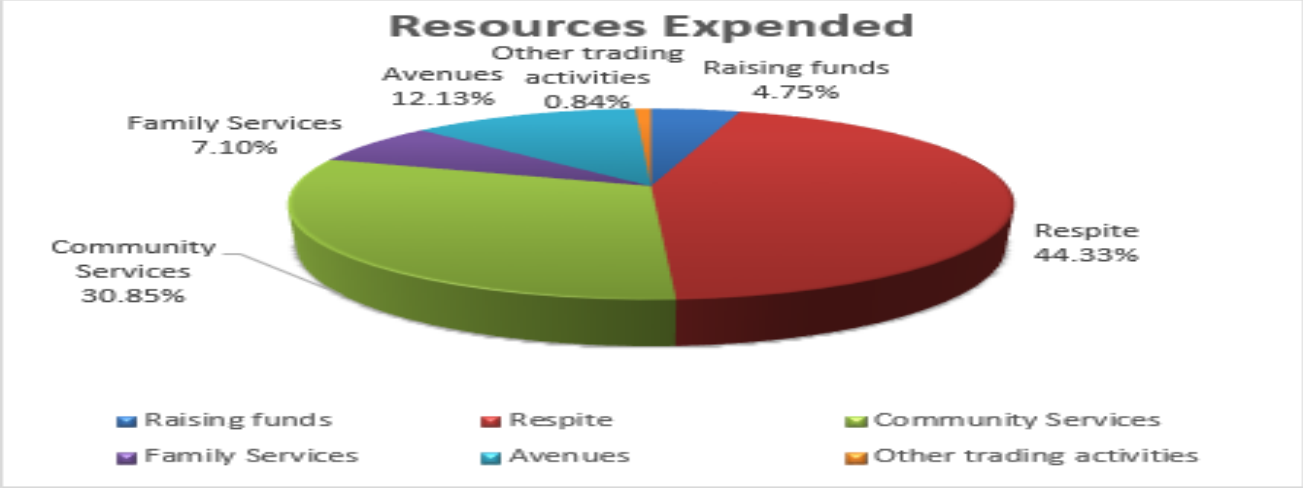
## Incoming Resources

Incoming Resources for the year totalled £4,718,644, a decrease of (7.49%) (£382,293) on last year (2022/23: £5,100,957).



## Resources Expended

Resources expended for the year totaled £4,984,650, an increase of 15.93% £684,961 on last year (2022/23 £4,299,689).




## Capital Expenditure

The Association's capital expenditure for the year amounted to £209,875 compared to £100,092 in 2022/23.

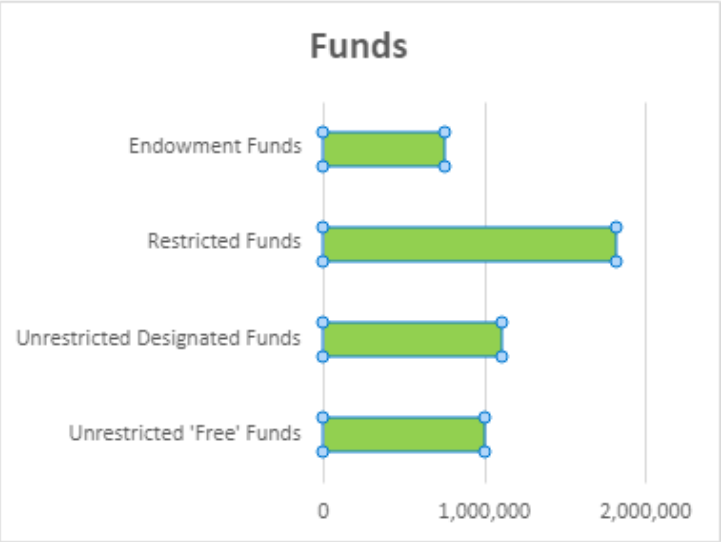
## Funds

Unrestricted Funds - total net outgoing resources for the year amounted to (£117,704)

Restricted Funds - total net outgoing resources for the year amounted to (£23,282), which is the depreciation on the Bradbury Centre building.

Endowment Funds - total net incoming resources for the year amounted to (£125,000) which is a donation from the Edward Gosling Fund.

Total funds as at 31st March 2024 stand at £4,674,599 of which £2,102,378 relates to unrestricted funds, £1,822,221 relates to restricted funds, which is the net book value of the Bradbury Centre building and £750,000 relates to endowment funds.




## Basis of accounting

The annual financial statements of The Rose Road Association are attached to this report. The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

## Reserves Policy

The Trustees are keenly aware of the need to secure the viability of the Association beyond the immediate future. To enable the charity to provide reliable services over the longer term, The Rose Road Association must be able to absorb setbacks and to take advantage of change and opportunity. The charity provides for this by putting aside, when it can afford to, some of its current income as reserves.
The Trustees consider it prudent to set aside reserves to provide resilience against potential risks, but also to have funds available to take advantage of any opportunities that may come the way of the charity. The charity also needs reserves to provide sufficient working capital to support its day to day operations. The Board of Trustees considers it prudent to keep a level of reserves to meet their responsibilities and commitments, protect and advance its current activities and to enable it to progress its long term aims and objectives which are outlined in the Business Strategy.
The Rose Road Association's Board of Trustees has reviewed the adequacy of its reserves held on 31st March 2024, in line with its policy to do so on an annual basis and have established the following unrestricted reserve funds:

- A designated fund for the net book value of unrestricted tangible fixed assets, including specialised equipment, which cannot easily be converted into cash of £852,835.
- A designated fund to reflect the risk of major unplanned expenditure being required on the Bradbury Centre or its equipment of £250,000.

- A General Fund to provide working capital equivalent to between 2 and 4 months operating expenditure of £999,543. The General Fund currently stands at 2.4 months operating expenditure cover.

At 31st March 2024, the unrestricted General Fund fell within the range required by the policy.

The Association has Restricted Reserves of £1,822,221 - this represents the original cost of the Bradbury Centre before any capital improvements.

The Association has Endowment Reserves of £750,000 in relation to a donation of £1,000,000 received in 22/23 from the Edward Gosling Foundation of which £125,000 is to be released each year for an eight-year period.
.
A detailed breakdown of all reserves held by the group can be seen in Note 18 in the Notes to the Financial Statements.

## Investment Policy

The Board of Trustees does not consider it prudent at this stage to invest income for the longer term. Its policy for investment is therefore to retain funds as cash and place them on short term bank deposits at the best rate obtainable.

## Statement of Trustees' Responsibilities for the Annual Accounts

The trustees (who are also directors of the Rose Road Association for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees confirm that:

- So far as each trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

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

Approved by the Board of Trustees on 22nd October 2024

**Julie Gomer**
**Director and Chair of Trustees**

**Chris Sirl**
**Director and Treasurer**

# Independent auditor's report to the members of The Rose Road Association

## Opinion

We have audited the financial statements of The Rose Road Association (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the notes to the to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

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

## Other information

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

auditor's report thereon.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specific by law are not made; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Our responsibilities for the audit of the financial statements

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

- enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims:
- enquiry of entity's staff to identify any instances of non-compliance with laws and regulations;
- reviewing minutes of meetings of those charged with governance;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- auditing the risk of management override of controls including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

## Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Wright FCA DChA (Senior Statutory Auditor)
for and on behalf of Sheen Stickland
Chartered Accountants
Statutory Auditors
7 East Pallant, Chichester
West Sussex, PO19 1TR

Date: 22nd October 2024.

**The Rose Road Association**

**Statement of Financial Activities**

**For the Year Ended 31st March 2024**

| | Note | Unrestricted Funds | Restricted Funds | Endowment Funds | Total Funds 2024 | Total Funds 2023 |
|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ |
| **INCOME AND ENDOWMENTS FROM** | | | | | | |
| Donations and Legacies | 2 | 201,983 | 182,171 | - | **384,154** | **1,309,839** |
| Charitable activities | 3 | 4,165,008 | - | - | **4,165,008** | **3,662,950** |
| Other trading activities | 4 | 17,568 | - | - | **17,568** | **15,055** |
| Investments | 5 | 43,881 | - | - | **43,881** | **13,296** |
| Other Income | 6 | 108,053 | - | - | **108,053** | **99,817** |
| **Total incoming resources** | | 4,536,493 | 182,171 | - | **4,718,664** | 5,100,957 |
| **EXPENDITURE ON** | | | | | | |
| Raising funds | 7 | | | | | |
| - Fundraising | | 236,973 | - | - | **236,973** | 220,908 |
| - Trading Activities | | 42,049 | - | - | **42,049** | 49,586 |
| Charitable activities | 8 | 4,500,175 | 205,453 | - | **4,705,628** | 4,029,195 |
| **Total resources expended** | | 4,779,197 | 205,453 | - | **4,984,650** | 4,299,689 |
| **NET INCOMING/(OUTGOING) RESOURCES** | | (242,704) | (23,282) | - | **(265,986)** | **801,268** |
| **Transfer between funds** | | 125,000 | - | (125,000) | - | - |
| **NET MOVEMENTS IN FUNDS** | | (117,704) | (23,282) | (125,000) | **(265,986)** | 801,268 |
| **Reconciliation of funds** | | | | | | |
| Fund balances at 1 April 2023 | | 2,220,082 | 1,845,503 | 875,000 | **4,940,585** | 4,139,317 |
| **Fund balances at 31 March 2024** | | 2,102,378 | 1,822,221 | 750,000 | **4,674,599** | 4,940,585 |

All gains and losses recognised in the year are included above.

**Balance Sheet**

**At 31st March 2024**

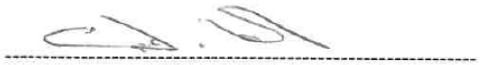
| | Note | 2024 | 2023 |
|---|---|---|---|
| | | £ | £ |
| **FIXED ASSETS** | | | |
| Tangible assets | 12 | **2,675,056** | **2,582,870** |
| Investments | 13 | **-** | - |
| | | **2,675,056** | 2,582,870 |
| **CURRENT ASSETS** | | | |
| Debtors | 14 | **1,162,744** | 965,176 |
| Cash at bank and in hand | | **1,493,668** | 1,778,753 |
| | | **2,656,412** | 2,743,929 |
| **LIABILITIES** | | | |
| Creditors: Amounts falling due within one year | 15 | **656,869** | 386,214 |
| **NET CURRENT ASSETS** | | **1,999,543** | 2,357,715 |
| **TOTAL ASSETS LESS CURRENT** | | | |
| | | **4,674,599** | 4,940,585 |
| **LIABILITIES** | | | |
| Liabilities: Amounts falling due after more than one year | | **-** | - |
| **TOTAL NET ASSETS** | | **4,674,599** | 4,940,585 |
| **FUNDS** | 18 | | |
| Unrestricted funds | | | |
| General Fund | | **999,543** | 1,199,715 |
| Designated Fund | | **1,102,835** | 1,020,367 |
| Total Unrestricted Funds | | **2,102,378** | **2,220,082** |
| Restricted funds | | **1,822,221** | **1,845,503** |
| Endowment funds | | **750,000** | **875,000** |
| **TOTAL FUNDS** | | **4,674,599** | **4,940,585** |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 22nd October 2024 and were signed on its behalf by:



Julie Gomer )
)
)
Members of the Board of
) Trustees
)
)



Chris Sirl

**Consolidated Cash Flow Statement**
**For the Year Ended 31st March 2024**

| | Note | 2024 | 2023 |
|---|---|---|---|
| | | **£** | £ |
| Net cash (outflow)/ inflow from operating activities | **20** | **(119,109)** | 746,590 |
| Net cash (outflow)/ inflow from investing activities | **20a** | **(209,857)** | (100,092) |
| Net cash inflow / (outflow) from financing activities | **20b** | **43,881** | 13,296 |
| (Decrease)/ Increase in cash in the year | | **(285,085)** | 659,794 |
| Net funds at 1st April 2023 | | **1,778,753** | **1,118,959** |
| Net cash at bank at 31st March 2024 | | **1,493,668** | 1,778,753 |

**Notes to the Financial Statements**
**For the Year Ended 31st March 2024**

## 1 Accounting policies

### 1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) ' Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)' Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

### 1.2 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

### 1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accrual's basis (inclusive of any irrecoverable VAT) and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings (such as support costs), they have been allocated to activities on a basis consistent with the use of the resources. Governance Costs includes an apportionment of Staff time, audit fees and costs of the Annual General Meeting.

### 1.4 Investments and investment income

Investments held as fixed assets are stated at cost. Gains and losses on investments both realised and unrealised are included in the Statement of Financial Activities. All income arising on investments is accounted for on a receivable basis. Income tax recoverable is accounted for on the same basis as the income to which it relates.

### 1.5 Tangible fixed assets

IT Tangible fixed assets costing more than £350 and all other tangible fixed assets costing more than £1,000 are capitalised and are stated in the balance sheet at cost
less depreciation, which is calculated at rates to write off the excess of cost over estimated residual values of individual assets, over their estimated useful lives as follows:

| | |
|---|---|
| Land | Not depreciated |
| Leasehold Buildings | 1 % straight line |
| Building adaptations | 15% reducing balance |
| Motor vehicles | 20% straight line |
| Furniture and equipment | 15% reducing balance |
| Computer equipment | 25% straight line |

### 1.6 Pensions

The charity contributes to pension schemes in which the benefits are determined by the value of contributions paid in respect of each member. Accordingly, the charge in the Statement of Financial Activities represents the amount of contributions payable to the pension schemes in respect of the accounting period.

### 1.7 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities over the period in which the cost is incurred.

**1.8 Fund accounting**

General funds are unrestricted funds which 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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are subject to specific conditions laid down by the donors as to how they may be used, or which have been raised by the charity for particular purposes. The aim and use of the funds is set out in the notes to the financial statements.

All funds are reviewed annually and transfers between funds undertaken as determined by that review.

**1.9 Going Concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

**1.10 Judgements in applying accounting policies and key sources of estimation uncertainty**

Key judgements that the charity has made which have a significant effect on the accounts include reviewing and carrying out a risk analysis of the factors affecting the charity's ability to continue to fundraise income and win and retain service contracts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**Notes To the Financial Statements For The Year Ended 31st March 2024**

**2 Voluntary fundraising income**

| | Unrestricted | Restricted | Endowment | 2024 Total | 2023 Total |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Trusts | 36,190 | 177,081 | - | **213,271** | 1,148,351 |
| Community | 104,005 | 4,118 | - | **108,123** | 122,553 |
| Corporate | 47,358 | 972 | - | **48,330** | 29,266 |
| Events | - | - | - | **-** | 4,985 |
| Major Donors | 14,430 | - | - | **14,430** | 4,684 |
| **Total Fundraising Income** | **201,983** | **182,171** | **-** | **384,154** | 1,309,839 |

**3 Incoming Resources from Charitable Activities**

| | Respite Services | Community Services | Family Services | Avenues | 2024 Total | 2023 Total |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| Contractual payments from Local Authorities | 2,005,985 | 1,234,388 | - | 499,838 | **3,740,211** | 3,105,964 |
| Grants received for revenue purposes | - | 52,215 | 351,581 | - | **403,796** | 459,015 |
| Other incoming resources from charitable activities | 780.60 | 20,963 | (945) | 202.50 | **21,001** | 97,971 |
| **Total Charitable Activities income** | **2,006,766** | **1,307,566** | **350,636** | **500,041** | **4,165,008** | 3,662,950 |

**4 Charity shops and other trading income**

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Facilities | **17,568** | 15,055 |
| **Total Trading income** | **17,568** | 15,055 |

**5 Investment income**

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Interest receivable | **43,881** | 13,296 |
| **Total Investment income** | **43,881** | **13,296** |

**6 Other income**

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Rosewood School | **94,343** | 83,788 |
| Miscellaneous | **13,710** | 16,029 |
| **Total Other income** | **108,053** | 99,817 |

**7a Raising funds - Fundraising costs**

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Fundraising costs | **216,061** | 201,154 |
| Support costs | **19,776** | 18,618 |
| Governance costs | **1,136** | 1,136 |
| **Total Fundraising costs** | **236,973** | 220,908 |

**7b Raising funds - Trading Activities including Other Income costs**

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Facilities | **38,210** | 47,860 |
| Support costs | **3,483** | 1,370 |
| Governance costs | **356** | 356 |
| **Total Trading Activities costs** | **42,049** | 49,586 |

**8 Charitable activities costs**

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Respite | **1,950,157** | 1,630,683 |
| Community Services | **1,365,791** | 1,103,711 |
| Family Services | **309,719** | 377,656 |
| Avenues | **539,412** | 554,772 |
| Support costs | **510,627** | 333,282 |
| Governance costs | **29,922** | 29,091 |
| **Total Charitable Activities costs** | **4,705,628** | 4,029,195 |

**9 Analysis of Support and Governance Costs**

| | Trading Activities | Raising Funds | Respite Services | Community Services | Family Services | Avenues | 2024 | 2023 |
|---|---|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ | £ | £ |
| Management | 554 | 3,147 | 39,010 | 25,813 | 6,636 | 9,791 | **84,951** | 77,443 |
| Finance | 1,445 | 8,202 | 101,679 | 67,282 | 17,295 | 25,520 | **221,423** | 121,165 |
| Human Resources | 662 | 3,761 | 46,629 | 30,855 | 7,932 | 11,703 | **101,542** | 70,049 |
| Information Technology | 822 | 4,666 | 57,847 | 38,278 | 9,840 | 14,519 | **125,972** | 84,613 |
| Governance | 356 | 1,136 | 14,366 | 9,506 | 2,444 | 3,606 | **31,414** | 30,583 |
| **Total Support costs** | 3,839 | 20,912 | 259,531 | 171,734 | 44,147 | 65,139 | **565,302** | 383,853 |

| 9a | Governance Costs | 2024 | 2023 |
|---|---|---|---|
| | | £ | £ |
| | Allocated staff salaries for accounts and annual report preparation | **3,758** | 3,606 |
| | Allocated staff salaries for attendance at trustee meetings | **9,285** | 8,750 |
| | Allocated staff salaries for company secretary work | **884** | 930 |
| | Allocated staff salaries for trustee liaison and strategy work | **8,179** | 7,656 |
| | Auditors' remuneration | **9,307** | 9,640 |
| | **Total Governance costs** | **31,413** | 30,582 |

| 10 | Resources expended by the charity includes: | 2024 | 2023 |
|---|---|---|---|
| | | £ | £ |
| | Depreciation | **114,363** | 111,276 |
| | Auditors' remuneration | **9,307** | 9,640 |
| | Operating Leases - Equipment | **4,888** | 4,888 |

| 11 | Staff costs for the charity | 2024 | 2023 |
|---|---|---|---|
| | | £ | £ |
| | Salaries and other costs | **2,860,031** | 2,339,994 |
| | Social security costs | **192,915** | 155,789 |
| | Pension costs | **74,028** | 59,668 |
| | **Total Staff costs** | **3,126,974** | 2,555,451 |

**11 Key Management Personnel**

**a Remuneration**

The number of personnel paid on the following bandings during the year were:

| | 2024 | 2023 |
|---|---|---|
| £70,000 to £79,999 | **-** | 1 |
| £80,000 to £89,999 | **1** | 1 |

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| The total amount of remuneration to key management personnel, including employer pension and NI, for their services to the charity during the year was: | **323,597** | 240,733 |

No trustee received any remuneration during the current year. (Prior year: £0).

**11b Pension Schemes**

The Association operated two defined contribution pension schemes during the year.

The employer pension costs for all schemes for the year was £74,028. (Prior year: £59,668)
At the yearend employer and employee pension contributions totalling £15,640 were owed to the schemes. (Prior year: £12,286)

**11c Average numbers of employees**

The average number of employees and their full time equivalent in the year was as follows:

| | Average number of employees | | Average number of Full-time Equivalents | |
|---|---|---|---|---|
| | **2024** | 2023 | **2024** | 2023 |
| Respite Service | **68** | 60 | **58** | 42 |
| Community services | **67** | 58 | **42** | 33 |
| Family Services | **15** | 18 | **9** | 11 |
| Avenues | **-** | - | **-** | - |
| Strategic Charity Development | **1** | 1 | **1** | 1 |
| Raising Funds | **6** | 6 | **6** | 5 |
| Trading Activities | **1** | 1 | **-** | - |
| Administration | **6** | 5 | **5** | 5 |
| **Total** | **164** | 149 | **121** | 97 |

**12 Tangible fixed assets**

| | Freehold Land & Buildings | Equipment | Motor vehicles | Total |
|---|---|---|---|---|
| | **£** | **£** | **£** | **£** |
| **Cost** | | | | |
| At 1st April 2023 | 2,630,593 | 916,016 | 115,441 | 3,662,050 |
| Additions | 34,556 | 152,306 | 22,995 | 209,857 |
| Disposals | - | (1,835) | - | (1,835) |
| **At 31st March 2024** | **2,665,149** | **1,066,487** | **138,436** | **3,871,907** |
| **Depreciation** | | | | |
| At 1st April 2023 | 470,191 | 558,980 | 50,009 | 1,079,180 |
| Disposals | - | (679) | - | (679) |
| Charge for the year | 24,281 | 69,294 | 22,940.46 | 116,515 |
| **At 31st March 2024** | **494,472** | **627,595** | **72,949** | **1,195,016** |
| **Net book value at 31st March 2024** | **2,170,677** | **438,892** | **65,487** | **2,675,056** |
| Net book value at 31st March 2023 | 2,160,402 | 357,036 | 65,432 | 2,582,870 |

## 13 Investments

The Association holds no investments as of 31st March 2024.

## 14 Debtors

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Prepayments | **92,311.55** | 87,859 |
| Accrued income | **9,939** | 27,327 |
| Statutory authority debtors | **1,010,050** | 780,286 |
| Trade debtors | **50,343** | 69,554 |
| Other debtors | **100** | 150 |
| **Total Debtors** | **1,162,744** | 965,176 |

## 15 Creditors

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Accruals | **125,578** | 88,043 |
| Taxation and social security | **44,490** | - |
| Pension | **15,641** | 12,286 |
| Other Creditors | **105,365** | 48,393 |
| Deferred income (note 16) | **76,093** | 137,129 |
| Intercompany creditor | **-** | 6,333 |
| VAT due | **1,415** | 7,173 |
| Trade creditors and credit card | **288,287** | 86,857 |
| **Total Creditors** | **656,869** | 386,214 |

## 16 Operating Leases

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| **Equipment:** | | |
| Not more than one year | **1,984** | 1,820 |
| Greater than one year and less than five years | **2,805** | 3,068 |
| **Total operating lease commitments** | **4,789** | 4,888 |

| 17 | Movements in deferred income | Local authority income | Donations and other income | 2024 | 2023 |
|---|---|---|---|---|---|
| | | £ | £ | £ | £ |
| | Deferred income at 1st April 2023 | 152,340 | (15,211) | **137,129** | 287,657 |
| | Expended during the year | (604,502) | (129,573) | **(734,075)** | (825,585) |
| | Income received during the year: | 489,426 | 183,613 | **673,039** | 675,057 |
| | **Deferred income at 31st March 2024** | 37,264 | 38,829 | **76,093** | 137,129 |

Deferred income relating to monies received from local authorities and donations will be realised in the following financial period through the Statement of Financial Activities

| 18 | Movement in Funds | At 1st April 2023 | Incoming resources | Resources expended | Transfers between funds | At 31st March 2024 |
|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ |
| | **Unrestricted funds** | | | | | |
| **(a)** | General Funds | 1,199,715 | 4,503,315 | (4,746,019) | **42,532** | **999,543** |
| **(b)** | Designated Funds | 1,020,367 | 33,178 | (33,178) | **82,468** | 1,102,835 |
| | **Total Unrestricted Funds** | 2,220,082 | 4,536,493 | (4,779,197) | **125,000** | 2,102,378 |
| | **Restricted funds** | | | | | |
| **(c)** | Bradbury Centre | 1,845,503 | - | (23,282) | - | **1,822,221** |
| **(d)** | Respite Trust Nights and Equipment | - | 46,054 | (53,554) | - | **(7,500)** |
| **(e)** | Community Services and Equipment | - | 55,805 | (55,805) | - | **-** |
| **(f)** | Family Services | - | 188 | (188) | - | **-** |
| **(g)** | Fundraising | - | - | - | - | **-** |
| **(h)** | Other | - | 80,124 | (72,624) | - | **7,500** |
| | **Total Restricted Funds** | 1,845,503 | 182,171 | (205,453) | **-** | 1,822,221 |
| | **Endowment funds** | | | | | |
| **(i)** | Edward Gostling Foundation | 875,000 | - | - | (125,000) | **750,000** |
| | **Total Endowment Funds** | **875,000** | **-** | **-** | **(125,000)** | **750,000** |
| | **Total Funds** | **4,940,585** | **4,718,664** | **(4,984,650)** | **-** | **4,674,599** |

**Comparatives for movement in funds prior year**

| | Movement in Funds | At 1st April 2022 | Incoming resources | Resource expended | Transfers between funds | At 31st March 2023 |
|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ |
| | **Unrestricted funds** | | | | | |
| **(a)** | General Funds | 1,210,305 | 3,531,615 | (3,707,065) | **164,860** | **1,199,715** |
| **(b)** | Designated Funds | 1,060,227 | - | - | **(39,860)** | 1,020,367 |
| | **Total Unrestricted Funds** | 2,270,532 | 3,531,615 | (3,707,065) | **125,000** | 2,220,082 |
| | **Restricted funds** | | | | | |
| **(c)** | Bradbury Centre | 1,868,785 | - | (23,282) | - | **1,845,503** |
| **(d)** | Respite Trust Nights and Equipment | - | 61,868 | (61,868) | - | - |
| **(e)** | Community Services and Equipment | - | 86,468 | (86,468) | - | - |
| **(f)** | Family Services | - | 372,629 | (372,629) | - | - |
| **(g)** | Fundraising | - | 11,931 | (11,931) | - | - |
| **(h)** | Other | - | 36,446 | (36,446) | - | - |
| | **Total Restricted Funds** | 1,868,785 | 569,342 | (592,624) | **-** | 1,845,503 |
| | **Endowment funds** | | | | | |
| **(i)** | Edward Gosling Foundation | - | 1,000,000 | - | (125,000) | **875,000** |
| | **Total Endowment Funds** | **-** | **1,000,000** | **-** | **(125,000)** | **875,000** |
| | **Total Funds** | **4,139,317** | **5,100,957** | **(4,299,689)** | **-** | **4,940,585** |

**Unrestricted reserves**

**(a)** The General Funds represent the free funds of the charity which are set aside to cover working capital requirements and to cover losses in contract income.

**(b)** The Designated Funds are broken down as follows:

| | | |
|---|---|---|
| Fixed asset replacement reserve | = | 250,000 |
| Tangible fixed asset not easily convertible to cash | = | 852,835 |

**Restricted reserves**

**(c)** The original building of the Bradbury Centre is a restricted fund.

Additionally, restricted Income Funds were received for the following projects and areas of work:

**(d) Respite**

Support for our emergency overnight respite project providing support to families in crisis included £18,700 from St James Place, £12,500 from Masonic Charitable Trust, £4,517 from Weinstock Fund and £5,415 from The Gerald Micklem Charitable Trust,

Much needed equipment in our indoor and outdoor spaces throughout our respite unit have helped to provide fun, sensory play, engagement, and dignity to those staying with us. This has been supported with £4,922 through donations.

**(e) Community**

We received £55,405 from South Western Railway to run an Activities Scheme and £400 through donations.

**f) Family**

We received a donation of £188.

**(g) Other**

Support for our gardens and soft play area included £36,785 from the Edwin Gosling Foundation, £9,136 from The Morrisons Foundation, £4,203 from the Screwfix Foundation, £7,500 from the Masonic Charitable Foundation and £22,500 from the MACE Foundation.

**(h) Endowment reserves**

The Association in 22/23 received a large expendable endowment donation of £1,000,000 from the Edward Gostling Foundation towards our core costs. This amazing gift will support Rose Road to build our capacity and financial and organisational wellbeing over the next 8 years. The endowment must be drawn down over an 8-year period at £125,000 a year starting from the year of reporting.

| 19 | **Analysis of net assets between funds** | **Unrestricted funds** | **Restricted funds** | **Endowment Funds** | **2024** | 2023 |
|---|---|---|---|---|---|---|
| | | **£** | **£** | **£** | **£** | £ |
| | Fixed assets | 852,835 | 1,822,221 | - | **2,675,056** | 2,582,870 |
| | Current assets | 1,906,412 | - | 750,000 | **2,656,412** | 2,743,929 |
| | Investments | - | - | - | **-** | - |
| | Current liabilities | (656,869) | - | - | **(656,869)** | (386,214) |
| | Long term liabilities | - | - | - | **-** | **-** |
| | **Total Funds** | **2,102,378** | **1,822,221** | **750,000** | **4,674,599** | 4,940,585 |

The original build element of the Bradbury Centre building is a restricted asset but subsequent work that has been carried out and capitalised to form a portion of this asset is unrestricted

**20 Notes to the cash flow statement.**

| Reconciliation of net incoming resources to net cash inflow / (outflow) from operating activities | 2024 | 2023 |
|---|---|---|
| | **£** | £ |
| Net (outgoing)/ incoming resources | **(265,986)** | 801,268 |
| Investment income | **(43,881)** | (13,296) |
| Depreciation | **116,515** | 111,276 |
| (Gain)/Loss on Disposal Fixed Asset | **1,156** | 9,958 |
| (Increase)/ Decrease in Debtors | **(197,568)** | (56,910) |
| Increase/(Decrease) in Creditors | **270,655** | (105,706) |
| **Net cash (outflow) /inflow from operating activities** | **(119,109)** | 746,590 |

**20a Capital expenditure and financial investment**

| | 2024 | 2023 |
|---|---|---|
| | **£** | £ |
| Purchase of tangible fixed assets | **(209,857)** | (100,092) |
| Sale of tangible fixed assets | **-** | |
| **Net cash inflow / (outflow) from investing activities** | **(209,857)** | (100,092) |

**20b Returns on investments and servicing of finance**

| | 2024 | 2023 |
|---|---|---|
| | **£** | £ |
| Investment income received | **43,881** | 13,296 |
| **Net cash inflow / (outflow) from financing activities** | **43,881** | 13,296 |

**21 Contingent liabilities**

The group had no contingent liabilities as at 31 March 2024 or 31 March 2023.

**22 Capital commitments**

The group had no capital commitments at 31 March 2024 or 31 March 2023.

**23 Related party transactions**

The charity is exempt from disclosing related party transactions within the group due to lack of materiality.

On the 1st April 2012 the finance and IT functions of The Rose Road Association were transferred to Solent Support Solutions Limited, a company which is jointly controlled by The Rose Road Association and Solent Mind. On the 1st November 2023 the Association brought its Finance and IT services back in house. Support Solutions provided services valued at £118,106 during the year to 31st March 2024 (Prior year: £130,479). The Association owed Solent Support Solutions £43,317 at 31st March 2024 (Prior year: £6,333). Solent Support Solutions owed the Association £0 at 31st March 2023 (Prior year: £0).

**24 Taxation**

As a registered charity the income is generally exempt from corporation tax under Section 478, of the Corporation Tax Act 2010 by reason of its charitable objects and activities.

**THE ROSE ROAD ASSOCIATION**

England & Wales - Charity number 276172

# Accounts










# Annual Report

OF THE TRUSTEES AND AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2023

2022-2023

Rose Road Association

Making a **positive difference** to the lives of young disabled people

This is the report of the Trustees for the year April 2022 to March 2023. It is prepared in accordance with all statutory and regulatory requirements, taking into account the Statement of Recommended Practice issued and revised in 2019. The report seeks to provide a summary of activity and achievements during this time.

Registered Charity Number (England and Wales): 276172
Registered Company Number (England and Wales): 01366534

This document can be made available in other formats. Please contact us on 023 8072 1234 if this would be helpful.

# Contents

Thank you....3
Reference and Administrative Details....4
Our Vision, Mission and Values....5
Governance....6
Message from the Chair - Julie Gomer....6
Public Benefit Entity Compliance....8

Strategy Objectives and Activities....7
- Our Main Activities....9
- Our Positive Outcomes and Impact....10
- Significant Impacts and Achievements....11

Departmental Achievements and Performance....12
- Oaks and Acorns Respite Units....12
- Community Services....13
  - Community Outreach....13
  - The Hut @ Rose Road....13
  - Activities....13
- Avenues....15
- Family Services....16

Fundraising Achievements....17
Fundraising Statement....18

A New Strategy for 2023-2028: "Care & Ambition"....19

Review of the year....20
Principle Funding Sources....20
Fund Movements....21
Statement of Trustees' Responsibilities for the Annual Accounts....24
Independent auditor's report to the members of The Rose Road Association....26

Statement of Financial Activities....29

# Thank You

The Trustees are indebted to each and every donor and supporter for all the generous donations made during the year. This includes individuals, companies and charitable trusts, those who have remembered us in their wills or provided services at low or no cost, and volunteers who give their time so freely to help us.

We value and thank all of our volunteers, staff, trustees, our members, ambassadors, many supporters and the children, young people and families that we support who have all helped to make a difference this year. We specifically acknowledge the following grant giving organisations for their significant support during this period.

Arnold Clarke Community Fund
Beaulieu Beaufort Foundation
Charles Burnett Memorial Fund
Charlie Waller Trust
Greendale Foundation
Hampshire & Isle of Wight Community Foundation
Hampshire and Isle of Wight Integrated Care Board
Hampshire County Council
Hospital Saturday Fund
LCP Foundation
Manali Charitable Trust
Marks and Spencer
Peter Harrison Foundation
Portsmouth City Council
Quilter Foundation
Richard Kirkman Trust
Southampton City Council
St James's Place Charitable Foundation
The Department for Education
The Reed Foundation
West Berkshire Council

We offer special thanks to **Edward Gostling Foundation** for believing in us, and their long-term commitment




We are also extremely grateful for the donations this year made in memory of children, young people, ambassadors and supporters who we have lost over the last 12 months. We remember those we have lost with all of our love and thanks.

# Reference & Administrative Details

| | |
|---|---|
| Registered Charity Number: | 276172 |
| Constituted: | 20th July 1970 |
| Company registration: | 01366534 |
| Country of Incorporation: | United Kingdom |
| Incorporated: | 4th May 1978 |
| Trustees and Company Directors: | Julie Gomer (Chair)<br>Con Attridge (Vice Chair)<br>Chris Sirl (Treasurer)<br>Doug Miller<br>Jane Lyon-Maris<br>Kym Provan<br>Sam Clough<br>Sheila Stokes White<br>Paul Best<br>Zoe Evans |
| Chief Executive Officer: | Steve Swift |
| Principle and Registered office: | The Bradbury Centre, 300 Aldermoor Road, Southampton, SO16 5NA |
| Telephone number: | 023 8072 1234 |
| Website address: | **www.roseroad.org.uk** |
| Auditors: | Sheen Stickland, 7 East Pallant, Chichester West Sussex, PO19 1TR |
| Principal Bankers: | National Westminster Bank plc<br>43 London Road, Southampton SO15 2BL |
| Solicitors: | Womble Bond Dickinson<br>Oceana House, 39-49 Commercial Road<br>Southampton, SO15 1GA |
| Patron: | Dame Esther Rantzen DBE |

Ambassadors:

Martin Jay CBE DL
Geoff Holt MBE DL
Richard & Jane Smith
Karl & Kim Simmonds
Nina Basset
Bruce Elkins FCA
Nina Schofield
Kerry Swain
Clive & Eryl Thompsett
Mike Andrews
Janice Viveash
Chris White
Michael Kurn
Alan Blair MBE
Gay Drysdall & Leonora (Jo) Rood
Paul Murray MBE
Nick Vaughan
Alice Carroll

# Our Vision, Mission and Values

The Rose Road Association started in 1952 as a small group of parents who provided education, activities and support for disabled children and young adults and their families. The need for our services continues to be in high demand, and we continue to have at our heart the needs of the whole family.

## Our Vision:

A community where disabled people and their families can thrive, feel a sense of belonging and achieve their aspirations.

## Our Purpose:

To make a powerful, positive impact for the lives of the people we support. To be recognised as an adaptive, highly skilled and preferred provider of services to people with disabilities and their families and to be regarded as an organisation driven by care and ambition.

## Our mission:

To empower disabled people and their families, through personalised, high-quality care and support, to lead the life they choose whilst also creating an environment for our staff to grow and develop.

We will actively listen to our stakeholders, break down barriers to access, and share our expertise to create a more inclusive society – utilising technology to improve our service provision and user experience.

## Our Values:



# Governance

Our trustees come from a diverse range of professional backgrounds and we regularly undertake Board health-checks to understand better where and when we need to recruit. Our Board includes family members who use our services, people with lived experience of our cause and local people passionate about removing barriers for disabled people. Trustees undertake a vigorous induction process which includes spending time with our staff team and service users. We are actively seeking to recruit people who better represent the cultural diversity of the city in which we are based and are currently working through the Charity Governance Code, Principle 6: 'Equality, diversity and inclusion', to help us do this better.

As well as our quarterly Board meetings, we make decisions through our two main sub-committees. The Finance & Fundraising Committee and the Quality, Standards and People Committee. Alongside our decision making function, trustees attend a regular Strategy Group to help shape our future plans.  We are excited to be launching a Young Persons Committee soon, the young persons committee will work alongside our Board of trustees to help inform decisions about our service and other provision locally.

# Message from the Chair, Julie Gomer



After another busy, challenging year, writing this message is a very welcome opportunity to reflect and celebrate the many achievements of the amazing organisation that is 'Rose Road'.

Our innovative, energetic and committed staff teams devised solutions to problems big and small . We now have more vehicles to enhance our service provision, have recruited more staff to drive down our vacancies, have expanded our fundraising team to secure income to fund our future plans, and have maintained our "Good" rating from Ofsted.

Meanwhile, our board of trustees worked enthusiastically on developing the new strategy. With a series of workshops involving families and staff, and monthly meetings to maintain the momentum, the strategy was finalised. I need to thank every trustee for giving your time so generously over the last year. The next steps are already underway on implementing that strategy and developing detailed business plans and I am excited at the opportunity this presents for the whole Rose Road community.

It has been a privilege to meet so many of our supporters, funders, donors and volunteers over the course of the year. Without you, we simply would not be able to reach so many families and children. Thank you to each and every one of you.

J Gomer

# Strategy Objectives and Activities

**Our key aims for 2022/23 were to begin to address the challenges laid out in year four of our Business Plan 2019-24, with a focus on:**

- Responding to the costs of living crisis and increasing the pay of our staff team
- Improving our levels of staff recruitment and retention and ensure our Respite FTE vacancies are no more than 1, and reducing the number of cancellations to families
- Building the capacity of our staff team and developing their skills by introducing apprenticeship opportunities across all our services
- Developing a programme to support siblings and to increase the activity levels of people with disabilities take part in with their families.
- Increasing the reach of our day services opportunities in 'The Hut @ Rose Road'
- Developing a new values-based performance framework for our regulated and non-regulated services
- Maintaining our regulated standards as 'Good' with both CQC and Ofsted
- Introducing new programmes of value-added work such as a young people-led activities programme
- Building the capacity of the Fundraising team to grow our fundraised income
- Looking at how we respond to the increase in demand for our services for young adults, including identifying space for the addition of one new bedroom in Oaks and continuing conversations about off-site provisions and new builds
- Increased use of digital technology across all of our services through a new digital strategy
- Starting to implement the Charity Governance Code to help us diversify our Board of Trustees
- Mapping our service users, areas of high IMD and census disability data – a key tool to understand how we increase our reach and ensure we are welcoming to all communities
- Developing how we shape our services with those who have lived experience of disability



**Rose Road got to know Gemma so well. They really helped her to settle and grow and develop, she went out and about and did new activities and learnt new skills! I am so grateful to them for playing such an important part in our lives. I don't know where we'd be without them.**

Gemma's mum

**And we set out to achieve:**

### A more reliable and higher quality of service to our families through:

- Meeting all care packages
- Recruiting and retaining quality staff
- Complying with all relevant legislation
- Maintaining our estate to a high standard
- Involving service users and their families more in our planning and influencing policy
- Service development

### Improved choice for service users through new initiatives including:

- Providing supported holidays as well as traditional respite for older young people
- Providing structured day/evening/weekend services
- Providing or supporting post 19 residential options
- Increasing/expanding our current service availability
- A clear and accessible offer for those on personal budgets

### Improved organisational sustainability through:

- Meeting our fundraising targets
- Pricing new and existing work realistically
- Improving the level of our free reserves
- Improving the engagement of volunteers
- Developing and training our staff



## Public Benefit Entity Compliance

The Trustees confirm that they have complied with their duty to have due regard to guidance on public benefit published by the Charity Commission in exercising their power and duties. The public benefit of the charity's activities are outlined under "activities" and "outcomes" in the following pages.

# Our Main Activities



## Overnight short breaks

We provide 15 respite care beds for 49 weeks a year at the Bradbury Centre, our purpose built unit in Southampton, where children, young people and adults can enjoy an overnight break, a weekend break or a week-long stay depending on need. During their stay they have access to a range of activities and outings and are given opportunities to develop and practise independent living skills.

## Community Outreach



Available 7 days a week on a one to one basis, our outreach service provides domiciliary care, leisure activities in the home or community, special outings, and trips to see friends or to attend activities.

**#Destinations** is a day service that provides young adults who attend Rose Road all day with activities in the community and sessions with purpose. We create a person-centred plan to inspire them to achieve their own personal goals. Each person has 1:1 staffing to help them work toward their targets.



For college leavers aged 24-26 who require a combination of education and community based services, we have **The Hut @ Rose Road**. This service is run in the building next door to the Bradbury Centre and can be a stepping stone to #Destinations. It supports them in a positive environment allowing them to thrive in a safe space.

## Young Adult Specialist Provision



Avenues College has been designed to extend learning opportunities for young adults, aged 19-25, with severe/profound learning disabilities with additional physical and sensory needs. The model of education standards we are using is based on the success, knowledge, skills and understanding of Rosewood Free School.



## Activity Schemes

We offer a range of activity schemes in the school holidays and on Saturdays for children and young people from across Southampton and Hampshire. These schemes provide disabled young people with much needed opportunities for play, and a social setting in which they can relax and take part in activities. They also enable parents of disabled people to remain economically active.

## Family Support



We provide Information Advice and Support to disabled children and young people and their families. These services were delivered in West Berkshire, Southampton, and Portsmouth. We also supported 2 Parent Carer Forums to represent the views of parents of disabled children in strategic decision making.

# Our Positive Outcomes and Impact

## Support for family units

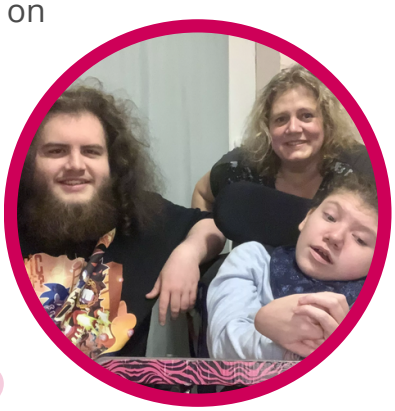
Respite care and short breaks make a huge contribution to the prevention of family crises by decreasing the stress levels experienced by parent carers. The knowledge that a regular, planned break can be taken is clearly beneficial enabling them to re-charge their batteries and spend time with other family members. Our Family Services empower parent carers and young people, giving them the information they need to participate in decisions about the services they receive.

### Penny's story, by her Mum:

Penny was a very sweet, cuddly, gentle baby. An MRI at 12 months old showed changes in her brain and I was told she would need support throughout her life. Life was not easy – I felt like everything was being thrown at me. Then we got to know Rose Road.

Penny has been attending respite for 10 years now and she loves going. She knows she will enjoy their yummy food, the sensory toys, have a lovely bath and a pamper. Also, she loves to be around the bubbly friendly staff and her peers. Penny has become more confident and she always looks content and refreshed when she comes home.

Rose Road's support also means I can spoil her brother, take him on days out and give him all my attention.



Penny's needs have become more complex and but I work with Rose Road to ensure all her needs are met.

**It is such a relief to know she is so safe and well looked after at Rose Road. I also get a good night's sleep to rejuvenate and I can totally relax!**

## Removing barriers and supporting young people out of social isolation

With our overnight short breaks, outreach service and holiday activity schemes, children can have fun and develop friendships with other young people. Our Bradbury Saturday Club gives families an opportunity to interact with other families in a safe and supportive environment, it also gives siblings of disabled young people a chance to mix with other young carers and share experiences.



Our Family Services social media presence informs parent carers about local support groups and activities where they can meet other families in a similar situation.

### Increased social confidence and emotional wellbeing

A tremendous benefit of respite care is the opportunities for personal development as young people have the chance to visit new places, develop new interests, practice independent living skills and widen their social network. Our services support young people to progress towards preparing for adulthood key outcomes of employment, independent living, community inclusion and health.

### Wider impact

Local authorities experience less need for social care interventions, a decrease in costly out-of-area placements and a fall in the number of disabled children entering the looked-after system.

## Significant Impacts and Achievements

As we return to 'business as usual' after the Pandemic, we are still seeing multiple impacts for families of disabled people – including loss of other services, declines in health and wellbeing, economic difficulty and increasing complexity of care needs. These all impact on the way we operate, however we have been able to achieve significant outcomes this year against our Business Plan, these include:

- Maintaining our **'Good' rating** with Ofsted
- Achieving occupancy levels for overnight respite of **82%, improving 12%** from last year
- Reducing our staff vacancies in Respite to **zero**
- **Increasing the hours delivered** through the Hut @ Rose Road by 20%
- As we return to in-person interviews, we **met our 30 day** 'application to appointment' target
- Providing **first class support** for our SEND Information Advice and Support service despite a 39% growth in call volume over the last 24 months
- Securing funding for a **new programme** of value-added work to deliver a young people-led activities timetable
- Developing a new behaviours framework to measure our performance while **implementing the digital transformation strategy,** including upgrading 17, 000 records to a new CRM system, updating our IT support providers and selecting a new digital care system
- Created an **ambitious capital and fundraising plan** to add a bedroom (work to commence in June 2023), improve adult respite care spaces, sensory room, soft play and garden spaces
- Recruiting people with **lived experience of disability** to our Board of trustees, writing a co-production plan and finalising Terms of Reference for a Youth Committee to launch in 2023
- **Introduced a staff wellbeing strategy**, including mental first aid support sessions for staff, the creation of a staff wellbeing room (formally a small box room/office) and better mental health training for managers

**Additionally we have:**

- Reviewed and **updated our organisational vision, mission and values** to make sure they better reflect us as an organisation
- Reviewed our Business plan and **written our new 5-year strategy** for 2023-2028 'Care and Ambition' which will help us to grow and increase our reach to more families

# Departmental Achievements and Performance

## Oaks and Acorns Respite Unit




We provided a total of **3,653 bed nights** over the course of the year, which was a **17% increase** on the previous year, we operated at **82% occupancy**, just shy of our 85% target. At the beginning of the year occupancy was lower due to having a reduced capacity owing to staff shortages, staff sickness including Covid isolation and agency supply chain difficulties. Happily, this situation has **improved dramatically** as the year has progressed. This year we provided overnight **respite to 100 families**, and we continue to see an increase in referral of both children and young adults with complex health needs.

### Key Successes in Oaks and Acorns



- We had an OFSTED inspection where we retained our overall rating of 'GOOD'
- Respite staffing **vacancies have reduced to -2.25 FTE**. This staffing establishment level allows us to cover unplanned absences such as sickness leave
- We have **received compliments** from external health care professionals on how well we support our service users.
- Increasing our staffing establishment, working with partners and planning for an additional bedroom in our adult respite provision means we are able to **open up referrals again** for the first time since before the Pandemic

### Challenges Experienced

- The waiting list for overnight respite currently **stands at 56**, which capital and partnership plans will help reduce. Demand from disabled people with complex needs is increasing.
- Our **aging vehicle fleet** is impacting how we deliver activities, our own transport is limiting, as is availability of local community transport for wheelchair users. We are working with local providers and partners to find innovative travel solutions to overcome these barriers.

# Community Services

**32,089** hours delivered through Outreach, the Hut and Destinations

**100+** families

**32** Saturday clubs

**48** holiday playschemes

## Community Outreach

The Outreach service has been running its community-based activities **throughout the year**, providing day services to adults and weekend/afterschool sessions for children and young people. We have focussed on supporting our young people to make more choices about the activities they take part in and supported them to use a range of transport options – we have had **great fun using the rail network** to visit new places. This year we delivered **22,118 hours** of support across all services in Outreach to **over 100 families.**



## The Hut @ Rose Road

The Hut continues to expand and develop – both with new staff and young people joining them this year. The Hut have started to make **more frequent use of community facilities**, attending regular coffee mornings with local community groups and exploring work experience opportunities to develop learning. The young people **particularly enjoy supporting and taking part in fundraising events** where possible and have enjoyed several trips to our corporate partners' offices. They recently welcomed a Winchester College jazz band for an afternoon of music and fun. The Hut remained open for the duration of the year, closing only over the Christmas period and **delivered a total of 9,968 hours of support this year.**

## Activities

We continued to offer a range of Activity Schemes & Saturday Clubs across Southampton & Hampshire, providing much needed opportunities for play for children and young adults. During this year we have delivered **32 Saturday clubs** and **48 playscheme sessions**, with over **77 families accessing** the sessions.
We adapt our sessions to meet the individual needs of all the children and young people attending, encouraging and supporting social interaction between peers. The Activity service continues to **offer valuable respite** for families and carers over school holidays and weekends.



## Key Successes in Community Services

- We have held several **on site Recruitment days** that have seen an increase in our recruitment and retention rates.
- We have continued to develop and promote our internal staff by **creating more vacancies** where possible including a shift lead role in The Hut. We are continually encouraging our staff to push themselves to **reach their full potential** and ensure that we offer development opportunities where possible including the opportunity to take part in NVQ and Apprenticeship awards.
- We have increased the head count in The Hut to **8 young people** – the most we've ever had. We are continuing to **ensure that we have a transition plan in place** for those young people coming up to us, partnership working with agencies including Rosewood School/Avenues. We are also ensuring that we are assisting those young people to take that next step into adult social care and **promoting their independence** within the community, with the goal of them attending our community-based day service, Destinations.
- We have taken part in a **wide range of community-based activities** including Mocktail making at The Orange Rooms, Cycles4all, Wet Wheels trips, Zoo trips, Work experience with Ordnance Survey and many more!
- We have also sourced a **wide range of site-based activities** including music therapy and accessible dance sessions.



## Challenges experienced in Community Services

- **Recruitment has remained a challenge** across all services within Community and we are working really hard to ensure that we are as accessible as possible to new recruits – attending as many external jobs fairs as possible, working with local colleges and universities and ensuring that we have a strong social media presence.



We have seen an increase in referrals that are being received but unfortunately **many of these are for Evening and Weekend support**, so we are having to put these on hold until we have increased staffing capacity.



**My favourite thing about this role is the connection and trust you build with the young person - you get to know their unique personality. But you also get to know the family around that young person and I take pride in building their trust that we will always do what's needed to meet their needs.**

Hayley, Support Worker

## Avenues at Rose Road

During this year Avenues@Rose Road remained open for those most in need. Avenues@Rose Road is an interim day services provision with an educational component for 19-25 year olds with complex physical and/or health needs. Rose Road is subcontracting the running of this provision to Avenues College Limited.

The core aims of Avenues are:

- To **prepare students** who have severe and/or profound learning disabilities, with complex physical and sensory needs, for adulthood in an adult orientated environment.
- To provide opportunities to **develop lifelong learning skills**, reduce dependency and increase community participation.
- Avenues@Rose Road has been designed to **extend the learning opportunities** for young adults with severe/profound learning disabilities with additional physical and sensory needs.
- The need for the provision and the model of education standards they are using is based on the **success, knowledge, skills and understanding** of Avenues@Rose Road.

We have been really delighted to be working alongside such professional and person-centred delivery. It has been a joy to have **16 Avenues learners in with us** taking part in the life of Rose Road, sharing their journeys and adding to the richness of our daily experience.



# Family Services




We continued to deliver SEND Information Advice and Support in West Berkshire, Southampton and Portsmouth and supported 1,759 families during the year. This is an increase of 39%. We also supported Parent Carer Forums in West Berkshire; Windsor & Maidenhead; Bournemouth, Christchurch & Poole, Southampton and Hampshire, enabling parent carers to have a say in strategic decision making about the services delivered by the Local Authority and CCGs.

## Key successes in Family Services:

- Secured **further funding** for 23/24 for Southampton & West Berkshire SENDIAS services.
- The Hampshire Parent Carer Network **continued to run support and information events** at Get Togethers, Ask About Autism, and Future in Mind sessions across Hampshire.
- We gained agreement and funding of a **new transition project** called 'Bridging the Gap'.
- Supported the **transition to independent operation** of Southampton PCF, West Berkshire PCF, Windsor and Maidenhead PCF, and Bournemouth, Christchurch and Poole PCT.
- Increasing SENDIASS **focus on empowering** parents/carers, children, and young people to self-advocate. This is demonstrated by over 30,000 website page views for resources and information.
- 1,759 families supported with information, advice and guidance on education, health, and social care. This is a 39% increase from the previous 24 months

## Key Challenges:

- Demand on the SENDIAS services is **increasing year on year** with a further 39% increase this year. Meeting this demand without additional resource is becoming more challenging with wait times for support increasing. A more comprehensive self-help model has had to be implemented to attempt to meet the demand within service capacity. Process changes and innovative solutions will be a focus for 23/24.
- In the Hampshire Parent Carer Network we have had lower numbers of Reps and Steering Group members available as well as a **reduced paid staff team**. This results in a challenge to support all sessions and workstreams scheduled. A recruitment drive for Reps and Steering Group members is planned for 23/24.



# Fundraising

**Every year we need to fundraise over £500,000 from donations and gifts in Wills just to keep going. Our ambition is to not only keep going but to also grow our support for the many families on our waiting lists.**

As with the previous year, our supporters and donors have shown flexibility and responsiveness in unprecedented levels. They have removed restrictions so we can target funds where they were needed most. They have worked with us to re-design project outcomes and targets and have provided emergency funding to get help to most vulnerable families, when they need it.




We sadly lost our friend, ambassador and long-time fundraising volunteer Jan Pierson this year (in picutre, left). Jan raised an incredible amount for Rose Road over the years by bringing her local community together to support Rose Road and in doing so, helped break down barriers for many disabled children and young people. We are extremely grateful for her support and she will be deeply missed. We are inspired by her determination and kindness and know she would have been proud of our achievements this year.

## Some highlights of this year have been:

- Working in Partnership with the Edward Gostling Fondation, who are providing an endowment Gift of Deed which will **contribute £125,000** to our operating costs over the next 8 years. This is a truly remarkable gift which will help us reach more families who need our help, recruit and retain our talented care staff team and enable us to plan for the future.
- Our 3 year Partnership with OS sadly came to an end this year, however it raised an **astonishing £51,000**!
- Our work placement student from Treloars college is now a **regular fundraising volunteer** and supports us in the office two days per week
- Trusts and Foundations continue to support our emergency overnight bednights programme and are **engaging with our new project** to help improve the wellbeing of young people who are struggling due to effects of the Pandemic
- We have successfully transferred 17,000 records to a new CRM system which is **streamlining and improving** our financial and stewardship functions
- Despite the economic situation globally and locally, we have a **vibrant business community** supporting us.
- Attendance at events, sponsorship and corporate volunteering have **all increased this year**.



- For the year ahead we are **focusing on growing our fundraised income again.**
- We have **increased our team to 5.3FTE posts** (this includes maternity cover for one post and an apprenticeship funded post).
- We have **increased our fundraised income targets by 25%** due to the increased cost of living, increasing complexity of the care we deliver and growing demands on our services.

We are **thankful and grateful to all our donors and supporters** who have continued to support us in whatever ways they can and we look forward to the future and supporting many more families.




# Fundraising Statement

In accordance with Charities (Protection and Social Investment) Act 2016 section 13:

All fundraising activities at Rose Road were undertaken by staff employed directly by the association and no professional fundraiser or commercial participator carried out any of those activities in the year 2021-22.
The Association is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the Institute of Fundraising and abide by its Compliance Framework.
There have been no instances of failure to comply with Fundraising Regulator standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

# A New Strategy for 2023 - 2028: "Care & Ambition"

In developing our new strategy "Care and Ambition". we placed a strong emphasis on engaging with and gathering input from key people including families, staff, partner organisations and other stakeholders.This involved conducting face-to-face workshops, hosting meetings, completing surveys, and holding individual consultations. This comprehensive approach provided valuable insights and ensured that the strategy aligns with the needs and aspirations of all stakeholders for years to come. Care and Ambition reflects the key themes that emerged.

Our short-term Strategic Objectives (Years 1-3) are for improved service delivery, improved choice for service users and improved organisational stability.

**Improved Service Delivery**

- Meeting all care packages
- Increased staff retention rates – organisation to sit below average for sector (current national rate of attrition is 33%)
- Complying with all relevant legislation and maintaining gradings of 'Good' with Ofsted & CQC
- Improving quality of estate
- Increase adult respite unit by 1 bedroom
- Developing a strategy for our fleet of vehicles to make more effective use of resource and enable access to a wider range of activities
- Developing new services and provisions – including a young persons' committee
- Increased use of technology to complement, enhance and improve service delivery – to have, at least, implemented and embedded a new digital care system and to have automated payroll, expenses and mileage tracking
- Developing a range of audit functions to identify where improvements are necessary

**Improved choice for service users**

- Identifying opportunities to enhance our current provision to provide additional choice to service users e.g. providing supported holidays as well as our traditional respite provision
- Providing structured after school activities
- Creating an activities coordinator role to improve and increase choice for children and young adults accessing our services
- Adapt the sensory provision across the organisation to enable more people to access sensory experiences – and to improve the current sensory space to allow for a more person-centred approach to its use

**Improved organisational stability**

- Pricing services appropriately to ensure financial stability is achieved and maintained
- Meeting increased fundraised targets
- Increase level of free reserves
- Improve and increase engagement of volunteers
- Identify professional development opportunities for all staff
- Grow our apprenticeship offer
- Development of a community footprint using either retail or hospitality services to increase income as well as community identity

## Review of the year

Financial performance for the year ending 31st March 2023 has shown a surplus of £801,268 against a budgeted surplus of £25,120.

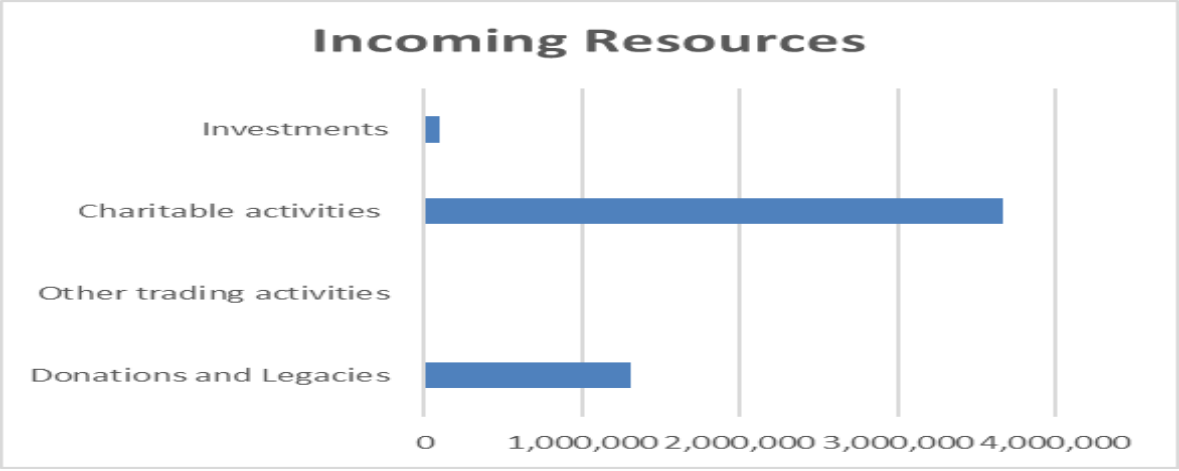
The revenue position (excluding capital income of £2,862 and income received for future years £875,000), was a deficit of £(76,593) compared to a revenue budgeted deficit of £(15,880). Future year income of £875,000 was received through a donation and recognised in the financial year, but is restricted by the funder to be released from reserves over the next 7 financial years so has been removed when showing this revenue position.

There are a number of reasons for the adverse revenue financial performance, including:

- An additional pay increase was approved for staff by the board mid-year to help with the cost of living crisis.
- Additional investment was approved by the board for IT
- Additional increases to management were approved by the board during the year.

## Principal Funding Sources

The vast majority of funding is through service contracts and grants with local authorities related to individual care packages and are for between one and three year periods. This provides the Association with financial stability over the medium term and allows for greater planning certainty and decision making.




The charity also receives income through fund raising and grants for our work with families and individuals.

The principal funding sources are derived from incoming resources from charitable activities, which accounts for 72% or £3,662,950 of Association's total income.

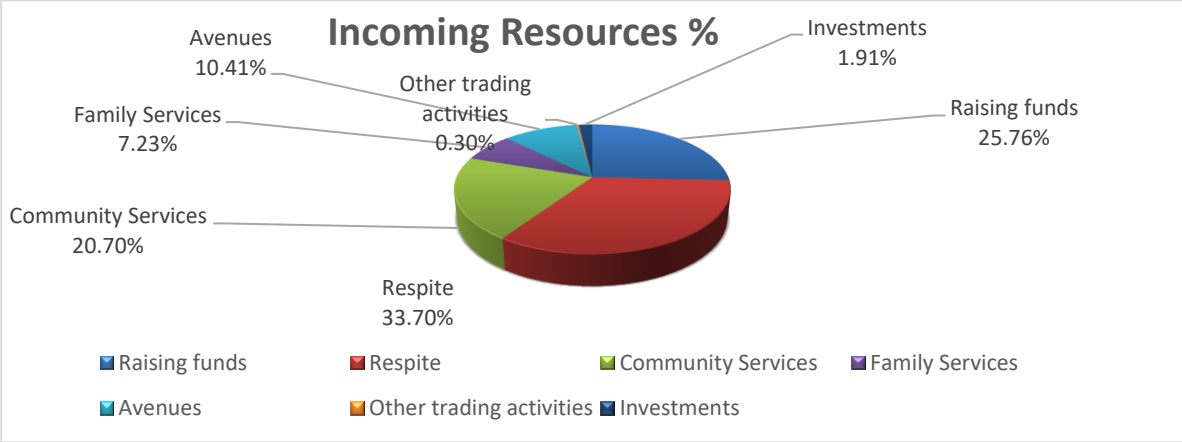
# Fund Movements

## Net Incoming Resources for the Year

Total net incoming resources from all operations for the year amounted to £801,268, compared to £(37,875) in 2021/22 and represents 15.71% (21/22: (1.00)%) of total incoming resources for the period.

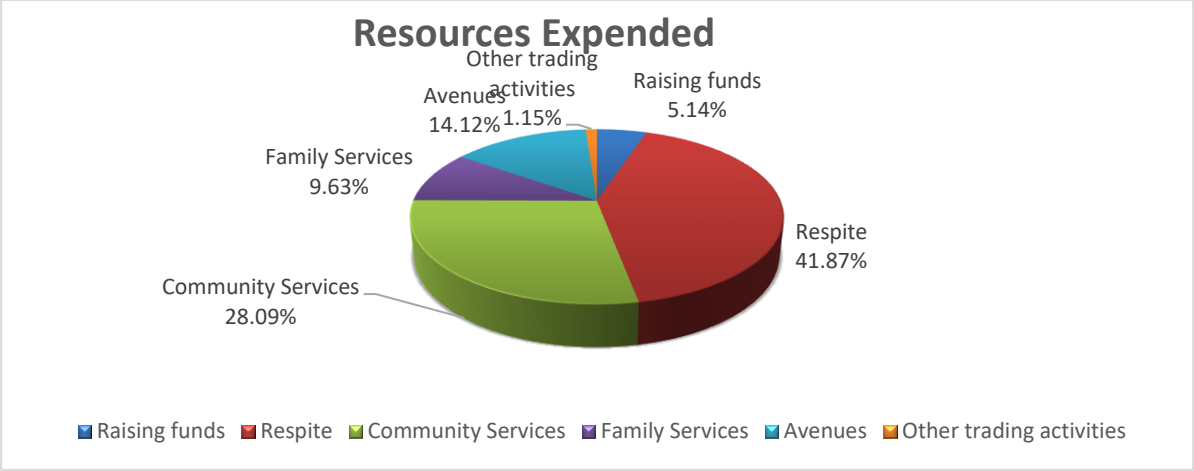
## Incoming Resources

Incoming Resources for the year totalled £5,100,957, an increase of 35.24% (£1,329,084) on last year (2021/22: £3,771,873).




## Resources Expended

Resources expended for the year totaled £4,299,689, an increase of 12.86% £489,941 on last year (2021/22 £3,809,748).



## Capital Expenditure

The Association's capital expenditure for the year amounted to £100,092 compared to £70,036 in 2021/22.

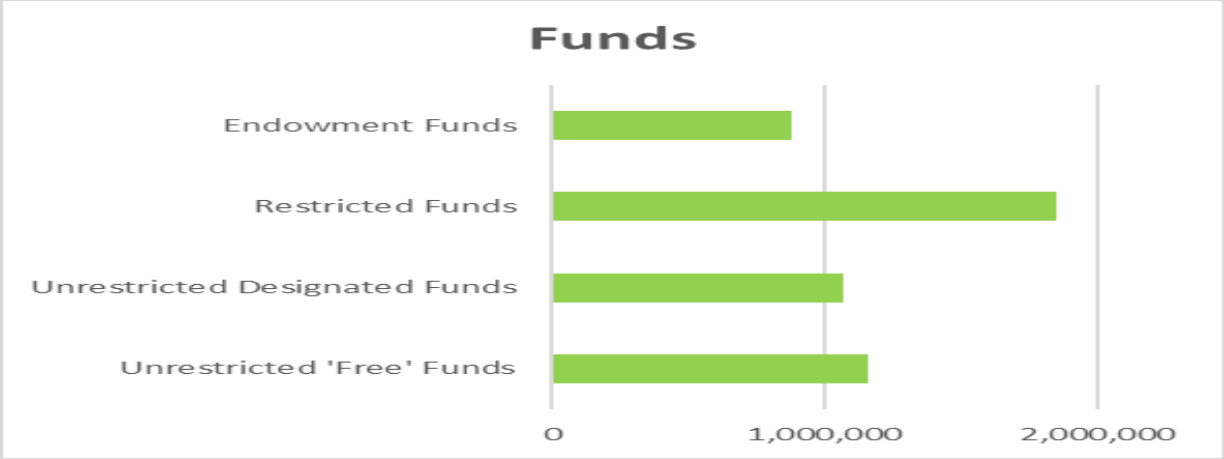
## Funds

Unrestricted Funds - total net outgoing resources for the year amounted to £(50,450).

Restricted Funds - total net outgoing resources for the year amounted to £(23,282), which is the depreciation on the Bradbury Centre building.

Endowment Funds - total net incoming resources for the year amounted to £875,000 which is a donation from the Edward Gosling Fund.

Total funds as at 31st March 2023 stand at £4,940,585, of which £2,220,082 relates to unrestricted funds, £1,845,503 relates to restricted funds, which is the net book value of the Bradbury Centre building and £875,000 relates to endowment funds.




## Basis of accounting

The annual financial statements of The Rose Road Association are attached to this report. The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

## Reserves Policy

The Trustees are keenly aware of the need to secure the viability of the Association beyond the immediate future. To enable the charity to provide reliable services over the longer term, The Rose Road Association must be able to absorb setbacks and to take advantage of change and opportunity. The charity provides for this by putting aside, when it can afford to, some of its current income as reserves.
The Trustees consider it prudent to set aside reserves to provide resilience against potential risks, but also to have funds available to take advantage of any opportunities that may come the way of the charity. The charity also needs reserves to provide sufficient working capital to support its day to day operations. The Board of Trustees considers it prudent to keep a level of reserves to meet their responsibilities and commitments, protect and advance its current activities and to enable it to progress its long term aims and objectives which are outlined in the Business Strategy.
The Rose Road Association's Board of Trustees has reviewed the adequacy of its reserves held on 31st March 2023, in line with its policy to do so on an annual basis and have established the following unrestricted reserve funds:

- A designated fund for the net book value of unrestricted tangible fixed assets, including specialised equipment, which cannot easily be converted into cash of £737,367.
- A designated fund to reflect the risk of major unplanned expenditure being required on the Bradbury Centre or its equipment of £250,000.
- A designated fund to reflect the unprecedented uncertainties and potential impact on income and operational costs caused by the Covid-19 Pandemic of £50,000.
- A designated fund to cover initial costs associated with a review of its IT infrastructure of £25,000.
- A General Fund to provide working capital equivalent to between 2 and 4 months operating expenditure of £1,219,583. The General Fund currently stands at 4 months operating expenditure cover.

The Association has Restricted Reserves of £1,783,635 - this represents the original cost of the Bradbury Centre before any capital improvements.
At 31st March 2023, the unrestricted General Fund fell within the range required by the policy.
A detailed breakdown of all reserves held by the group can be seen in Notes 17 – 17a in the Notes to the Financial Statements.

## Investment Policy

The Board of Trustees does not consider it prudent at this stage to invest income for the longer term. Its policy for investment is therefore to retain funds as cash and place them on short term bank deposits at the best rate obtainable.

## Statement of Trustees' Responsibilities for the Annual Accounts

The trustees (who are also directors of the Rose Road Association for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees confirm that:

- So far as each trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom

governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on ……

**Julie Gomer** **Chris Sirl**

**Director and Chair of Trustees** **Director and Treasurer**

## Independent auditor's report to the members of The Rose Road Association

### Opinion

We have audited the financial statements of The Rose Road Association (the 'charity') for the year ended 31 March 2023 which comprise Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the notes to the to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

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

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

## Other information

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

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

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the Strategic Report and the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specific by law are not made; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 23, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.
- reviewing minutes of meetings of those charged with governance
- Receiving financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

## Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for

no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.

Signed:

Paul Wright FCA DChA (Senior Statutory Auditor)
for and on behalf of Sheen Stickland
Chartered Accountants
Statutory Auditors
7 East Pallant, Chichester
West Sussex, PO19 1TR
Date:

**The Rose Road Association**

**Statement of Financial Activities**
**For the Year Ended 31st March 2023**

| | Note | Unrestricted Funds | Restricted Funds | Endowment Funds | Total Funds 2023 | Total Funds 2022 |
|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ |
| **INCOME AND ENDOWMENTS FROM** | | | | | | |
| Donations and Legacies | 2 | 204,627 | 105,212 | 1,000,000 | **1,309,839** | **319,921** |
| Charitable activities | 3 | 3,198,820 | 464,130 | - | **3,662,950** | **3,370,779** |
| Other trading activities | 4 | 15,055 | - | - | **15,055** | **80,104** |
| Investments | 5 | 13,296 | - | - | **13,296** | **1,069** |
| Other Income | 6 | 99,817 | - | - | **99,817** | **-** |
| **Total incoming resources** | | 3,531,615 | 569,342 | 1,000,000 | **5,100,957** | 3,771,873 |
| **EXPENDITURE ON** | | | | | | |
| Raising funds | 7 | | | | | |
| - Fundraising | | 208,977 | 11,931 | - | **220,908** | 180,098 |
| - Trading Activities | | 49,586 | **-** | **-** | **49,586** | 112,392 |
| Charitable activities | 8 | 3,448,502 | 580,693 | | **4,029,195** | 3,517,258 |
| **Total resources expended** | | 3,707,065 | 592,624 | - | **4,299,689** | 3,809,748 |
| **NET INCOMING/(OUTGOING) RESOURCES** | | (175,450) | (23,282) | 1,000,000 | **801,268** | **(37,875)** |
| **Transfer between funds** | | 125,000 | - | (125,000) | **-** | - |
| **NET MOVEMENTS IN FUNDS** | | (50,450) | (23,282) | 875,000 | **801,268** | (37,875) |
| **Reconciliation of funds** | | | | | | |
| Fund balances at 1 April 2022 | | 2,270,532 | 1,868,785 | - | **4,139,317** | 4,177,192 |
| **Fund balances at 31 March 2023** | | 2,220,082 | 1,845,503 | 875,000 | **4,940,585** | 4,139,317 |

All gains and losses recognised in the year are included above.

**The Rose Road Association**

**Balance Sheet**
**At 31st March 2023**

| | Note | 2023 | 2022 |
|---|---|---|---|
| | | £ | £ |
| **FIXED ASSETS** | | | |
| Tangible assets | 12 | **2,582,870** | **2,604,012** |
| Investments | 13 | **-** | - |
| | | **2,582,870** | 2,604,012 |
| **CURRENT ASSETS** | | | |
| Debtors | 14 | **965,176** | 908,266 |
| Cash at bank and in hand | | **1,778,753** | 1,118,959 |
| | | **2,743,929** | 2,027,225 |
| **LIABILITIES** | | | |
| Creditors: Amounts falling due within one year | 15 | **386,214** | 491,920 |
| **NET CURRENT ASSETS** | | **2,357,715** | 1,535,305 |
| **TOTAL ASSETS LESS CURRENT** | | | |
| | | **4,940,585** | 4,139,317 |
| **LIABILITIES** | | | |
| Liabilities: Amounts falling due after more than one year | | **-** | - |
| **TOTAL NET ASSETS** | | **4,940,585** | 4,139,317 |
| **FUNDS** | 18 | | |
| Unrestricted funds | | | |
| General Fund | | **1,199,715** | 1,210,305 |
| Designated Fund | | **1,020,367** | 1,060,227 |
| Total Unrestricted Funds | | **2,220,082** | **2,270,532** |
| Restricted funds | | **1,845,503** | **1,868,785** |
| Endowment funds | | **875,000** | **-** |
| **TOTAL FUNDS** | | **4,940,585** | **4,139,317** |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on ..... and were signed on its behalf by:

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Julie Gomer

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Chris Sirl

) Members of the Board of Trustees

**The Rose Road Association**

## Consolidated Cash Flow Statement
## For the Year Ended 31st March 2023

| | Note | 2023 | 2022 |
|---|---|---|---|
| | | **£** | £ |
| Net cash (outflow)/ inflow from operating activities | **20** | **746,590** | (292,999) |
| Net cash (outflow)/ inflow from investing activities | **20a** | **(100,092)** | (68,036) |
| Net cash inflow / (outflow) from financing activities | **20b** | **13,296** | 1,069 |
| (Decrease)/ Increase in cash in the year | | **659,794** | (359,966) |
| Net funds at 1st April 2022 | | **1,118,959** | **1,478,925** |
| Net cash at bank at 31st March 2023 | | **1,778,753** | 1,118,959 |

**The Rose Road Association**

**Notes to the Financial Statements**

**For the Year Ended 31st March 2023**

## 1 Accounting policies

### 1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) ' Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)' Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

### 1.2 Basis of consolidation

The Rose Road Association has chosen not to produce consolidated group accounts for the year ending 31st March 2023, under section 405 of the Companies Act 2006, due to the lack of materiality in Solent Support Solutions, the joint venture it shares with Solent Mind.

### 1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### 1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis (inclusive of any irrecoverable VAT) and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings (such as support costs), they have been allocated to activities on a basis consistent with the use of the resources. Governance Costs includes an apportionment of Staff time, audit fees and costs of the Annual General Meeting.

### 1.5 Investments and investment income

Investments held as fixed assets are stated at cost. Gains and losses on investments both realised and unrealised are included in the Statement of Financial Activities. All income arising on investments is accounted for on a receivable basis. Income tax recoverable is accounted for on the same basis as the income to which it relates.

**1.6 Tangible fixed assets**

IT Tangible fixed assets costing more than £350 and all other tangible fixed assets costing more than £1,000 are capitalized and are stated in the balance sheet at cost less depreciation, which is calculated at rates to write off the excess of cost over estimated residual values of individual assets, over their estimated useful lives as follows:

| | |
|---|---|
| Land | Not depreciated |
| Freehold Buildings | 1 % straight line |
| Building adaptations | 15% reducing balance |
| Motor vehicles | 20% straight line |
| Furniture and equipment | 15% reducing balance |
| Computer equipment | 25% straight line |

**1.7 Pensions**

The charity contributes to pension schemes in which the benefits are determined by the value of contributions paid in respect of each member. Accordingly the charge in the Statement of Financial Activities represents the amount of contributions payable to the pension schemes in respect of the accounting period.

**1.8 Operating leases**

Rentals under operating leases are charged to the Statement of Financial Activities over the period in which the cost is incurred.

**1.9 Fund accounting**

General funds are unrestricted funds which 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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are subject to specific conditions laid down by the donors as to how they may be used or which have been raised by the charity for particular purposes. The aim and use of the funds is set out in the notes to the financial statements.

Endowment funds can be Permanent Endowments, which are restricted by the donor for use or investment within the charity and cannot be converted into income or Expendable Endowments, which can be converted into income by the trustees. The aim and use of the funds is set out in the notes to the financial statements.

All funds are reviewed annually and transfers between funds undertaken as determined by that review.

**1.10 Going Concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

**1.11 Judgements in applying accounting policies and key sources of estimation uncertainty**

Key judgements that the charity has made which have a significant effect on the accounts include reviewing and carrying out a risk analysis of the factors affecting the charity's ability to continue to fundraise income and win and retain service contracts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**The Rose Road Association**

**Notes To The Financial Statements For The Year Ended 31St March 2023**

**2 Voluntary fundraising income**

| | Unrestricted | Restricted | Endowment | 2023 Total | 2022 Total |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Trusts | 50,820 | 97,531 | 1,000,000 | **1,148,351** | 137,532 |
| Community | 114,872 | 7,681 | - | **122,553** | 140,418 |
| Corporate | 29,266 | - | - | **29,266** | 41,971 |
| Events | 4,985 | - | - | **4,985** | - |
| Major Donors | 4,684 | - | - | **4,684** | - |
| **Total Fundraising Income** | **204,627** | **105,212** | **1,000,000** | **1,309,839** | 319,921 |

**3 Incoming Resources from Charitable Activities**

| | Respite Services | Community Services | Family Services | Avenues | 2023 Total | 2022 Total |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| Contractual payments from Local Authorities | 1,701,913 | 892,599 | - | 511,452 | **3,105,964** | 2,661,232 |
| Grants received for revenue purposes | 1,590 | 89,796 | 367,629 | - | **459,015** | 586,315 |
| Other incoming resources from charitable activities | 9,963 | 70,008 | - | 18,000 | **97,971** | 123,232 |
| **Total Charitable Activities income** | **1,713,466** | **1,052,403** | **367,629** | **529,452** | **3,662,950** | 3,370,779 |

| 4 | **Charity shops and other trading income** | **2023** | 2022 |
|---|---|---|---|
| | | **£** | £ |
| | Facilities | **15,055** | 80,104 |
| | **Total Trading income** | **15,055** | 80,104 |

| 5 | **Investment income** | **2023** | 2022 |
|---|---|---|---|
| | | **£** | £ |
| | Interest receivable | 13,296 | 1,069 |
| | **Total Investment income** | **13,296** | **1,069** |

| 6 | **Other income** | **2023** | 2022 |
|---|---|---|---|
| | | **£** | £ |
| | RoseWood School | **83,788** | |
| | Miscellaneous | **16,029** | - |
| | Other income | **99,817** | - |

| 7a | **Raising funds - Fundraising costs** | **2023** | 2022 |
|---|---|---|---|
| | | **£** | £ |
| | Fundraising costs | **201,154** | 160,518 |
| | Support costs | **18,618** | 18,455 |
| | Governance costs | **1,136** | 1,125 |
| | **Total Fundraising costs** | **220,908** | 180,098 |

| 7b | **Raising funds - Trading Activities costs** | **2023** | 2022 |
|---|---|---|---|
| | | **£** | £ |
| | Facilities | **47,860** | 106,538 |
| | Support costs | **1,370** | 5,502 |
| | Governance costs | **356** | 352 |
| | **Total Trading Activities costs** | **49,586** | 112,392 |

**8 Charitable activities costs**

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Respite | **1,630,683** | 1,261,616 |
| Community Services | **1,103,711** | 930,378 |
| Family Services | **377,656** | 416,228 |
| Avenues | **554,772** | 536,063 |
| Support costs | **333,282** | 338,621 |
| Governance costs | **29,091** | 34,352 |
| **Total Charitable Activities costs** | **4,029,195** | 3,517,258 |

**9 Analysis of Support and Governance Costs**

| | Trading Activities | Raising Funds | Respite Services | Community Services | Family Services | Avenues | 2023 | 2022 |
|---|---|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ | £ | £ |
| Management | 300 | 4,081 | 34,178 | 20,991 | 7,332 | 10,561 | **77,443** | 88,842 |
| Finance | 470 | 6,386 | 53,472 | 32,842 | 11,473 | 16,522 | **121,165** | 117,667 |
| Human Resources | 272 | 3,692 | 30,913 | 18,987 | 6,633 | 9,552 | **70,049** | 77,050 |
| Information Technology | 328 | 4,459 | 37,341 | 22,935 | 8,012 | 11,538 | **84,613** | 79,019 |
| Governance | 356 | 1,136 | 13,608 | 8,358 | 2,920 | 4,205 | **30,583** | 35,829 |
| **Total Support costs** | 1,726 | 19,754 | 169,512 | 104,113 | 36,370 | 52,378 | **383,853** | 398,407 |

**9a Governance Costs**

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Allocated staff salaries for accounts and annual report preparation | **3,606** | 3,570 |
| Allocated staff salaries for attendance at trustee meetings | **8,750** | 8,663 |
| Allocated staff salaries for company secretary work | **930** | 921 |
| Allocated staff salaries for trustee liaison and strategy work | **7,656** | 7,580 |
| Auditors' remuneration | **9,640** | 15,095 |
| Professional and other costs | **-** | - |
| **Total Governance costs** | **30,582** | 35,829 |

**10 Resources expended by the charity includes:**

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Depreciation | **111,276** | 101,009 |
| Auditors' remuneration | **9,640** | 15,095 |
| Operating Leases - Equipment | **4,888** | 4,264 |

**11 Staff costs for the charity**

| | **2023** | 2022 |
|---|---|---|
| | **£** | £ |
| Salaries and other costs | **2,339,994** | 2,157,281 |
| Social security costs | **155,789** | 130,466 |
| Pension costs | **59,668** | 57,087 |
| **Total Staff costs** | **2,555,451** | 2,344,834 |

**11a Key Management Personnel Remuneration**

The number of personnel paid on the following bandings during the year were:

| | **2023** | 2022 |
|---|---|---|
| £60,000 to £69,999 | **-** | - |
| £70,000 to £79,999 | **1** | 2 |

| | **2023** | 2022 |
|---|---|---|
| | **£** | £ |
| The total amount of remuneration to key management personnel, including employer pension and NI, for their services to the charity during the year was: | **240,733** | 237,294 |

No trustee received any remuneration during the current year. (Prior year: £0).

**11b Pension Schemes**

The Association operated two defined contribution pension schemes during the year.
The employer pension costs for all schemes for the year was £59,668. (Prior year: £57,087)
At the year-end employer and employee pension contributions totaling £12,286 were owed to the schemes. (Prior year: £10,790)

**11c Average numbers of employees**

The average number of employees and their full time equivalent in the year was as follows:

| | **Average number of employees** | | **Average number of Full- time Equivalents** | |
|---|---|---|---|---|
| | **2023** | 2022 | **2023** | 2022 |
| Respite Service | **60** | 61 | **42** | 47 |
| Community services | **58** | 57 | **33** | 31 |
| Family Services | **18** | 19 | **11** | 10 |
| Avenues | **-** | - | **-** | - |
| Strategic Charity Development | **1** | 1 | **1** | 1 |
| Raising Funds | **6** | 6 | **5** | 4 |
| Trading Activities | **1** | 1 | **-** | - |
| Administration | **5** | 8 | **5** | 6 |
| **Total** | **149** | 153 | **97** | 99 |

**12 Tangible fixed assets**

| | Freehold Land & Buildings | Equipment | Motor vehicles | Total |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Cost** | | | | |
| At 1st April 2022 | 2,630,593 | 908,751 | 93,884 | 3,633,228 |
| Additions | - | 63,270 | 36,822 | 100,092 |
| Disposals | - | (56,005) | (15,265) | (71,270) |
| **At 31st March 2023** | **2,630,593** | **916,016** | **115,441** | **3,662,050** |
| **Depreciation** | | | | |
| At 1st April 2022 | 443,940 | 540,614 | 44,662 | 1,029,216 |
| Disposals | - | (48,580) | (12,732) | (61,312) |
| Charge for the year | 26,251 | 66,946 | 18,079 | 111,276 |
| **At 31st March 2023** | **470,191** | **558,980** | **50,009** | **1,079,180** |
| **Net book value at 31st March 2023** | **2,160,402** | **357,036** | **65,432** | **2,582,870** |
| Net book value at 31st March 2022 | 2,186,653 | 368,137 | 49,222 | 2,604,012 |

**13 Investments**

The Association holds no investments as of 31st March 2023.

**14 Debtors**

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Prepayments | **87,859** | 83,875 |
| Accrued income | **27,327** | 80,537 |
| Statutory authority debtors | **780,286** | 616,357 |
| Trade debtors | **69,554** | 126,481 |
| Other debtors | **150** | 1,002 |
| Intercompany debtor | **-** | 14 |
| **Total Debtors** | **965,176** | 908,266 |

| 15 | Creditors | 2023 | 2022 |
|---|---|---|---|
| | | £ | £ |
| | Accruals | **88,043** | 84,014 |
| | Taxation and social security | **-** | 29,073 |
| | Pension | **12,286** | 10,790 |
| | Other Creditors | **48,393** | 232 |
| | Deferred income (note 16) | **137,129** | 287,657 |
| | Intercompany creditor | **6,333** | 46 |
| | VAT due | **7,173** | 477 |
| | Trade creditors | **86,857** | 79,631 |
| | **Total Creditors** | **386,214** | 491,920 |

| 16 | Operating Leases | 2023 | 2022 |
|---|---|---|---|
| | | £ | £ |
| | **Equipment:** | | |
| | Not more than one year | **1,820** | 853 |
| | Greater than one year and less than five years | **3,068** | 3,411 |
| | **Total operating lease commitments** | **4,888** | 4,264 |

| 17 | Movements in deferred income | Local authority income | Donations and other income | 2023 | 2022 |
|---|---|---|---|---|---|
| | | £ | £ | £ | £ |
| | Deferred income at 1st April 2022 | 208,366 | 79,291 | **287,657** | 249,893 |
| | Expended during the year | (478,164) | (347,421) | **(825,585)** | (861,128) |
| | Income received during the year: | 422,138 | 252,919 | **675,057** | 898,892 |
| | **Deferred income at 31st March 2023** | 152,340 | (15,211) | **137,129** | 287,657 |

Deferred income relating to monies received from local authorities and donations will be realised in the following financial period through the Statement of Financial Activities

| 18 | Movement in Funds | At 1st April 2022 | Incoming resources | Resources expended | Transfers between funds | At 31st March 2023 |
|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ |
| | **Unrestricted funds** | | | | | |
| **(a)** | General Funds | 1,210,305 | 3,531,615 | (3,707,065) | **164,860** | **1,199,715** |
| **(b)** | Designated Funds | 1,060,227 | - | - | **(39,860)** | 1,020,367 |
| | **Total Unrestricted Funds** | 2,270,532 | 3,531,615 | (3,707,065) | **125,000** | 2,220,082 |
| | **Restricted funds** | | | | | |
| **(c)** | Bradbury Centre | 1,868,785 | - | (23,282) | - | **1,845,503** |
| **(d)** | Respite Trust Nights and Equipment | - | 61,868 | (61,868) | - | **-** |
| **(e)** | Community Services and Equipment | - | 86,468 | (86,468) | - | **-** |
| **(f)** | Family Services | - | 372,629 | (372,629) | - | **-** |
| **(g)** | Fundraising | - | 11,931 | (11,931) | - | **-** |
| **(h)** | Other | - | 36,446 | (36,446) | - | **-** |
| | **Total Restricted Funds** | 1,868,785 | 569,342 | (592,624) | **-** | 1,845,503 |
| | **Endowment funds** | | | | | |
| **(i)** | Edward Gosling Foundation | - | 1,000,000 | - | (125,000) | **875,000** |
| | **Total Endowment Funds** | **-** | **1,000,000** | **-** | **(125,000)** | **875,000** |
| | **Total Funds** | **4,139,317** | **5,100,957** | **(4,299,689)** | **-** | **4,940,585** |

**Comparatives for movement in funds prior year**

| | Movement in Funds | At 1st April 2021 | Incoming resources | Resources expended | Transfers between funds | At 31st March 2022 |
|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ |
| | **Unrestricted funds** | | | | | |
| **(a)** | General Funds | 1,191,773 | 3,101,180 | (3,115,773) | **33,125** | **1,210,305** |
| **(b)** | Designated Funds | 1,093,352 | - | - | **(33,125)** | 1,060,227 |
| | **Total Unrestricted Funds** | 2,285,125 | 3,101,180 | (3,115,773) | **-** | 2,270,532 |
| | **Restricted funds** | | | | | |
| **(c)** | Bradbury Centre | 1,892,067 | - | (23,282) | - | **1,868,785** |
| **(d)** | Respite Trust Nights and Equipment | - | 28,513 | (96,121) | 67,608 | **-** |
| **(e)** | Community Services and Equipment | - | 97,424 | (144,349) | 46,925 | **-** |
| **(f)** | Family Services | - | 397,086 | (397,292) | 206 | **-** |
| **(g)** | Fundraising | - | 133,319 | - | (133,319) | **-** |
| **(h)** | Other | - | 14,351 | (32,931) | 18,580 | **-** |

| | | | | | | |
|---|---|---|---|---|---|---|
| | **Total Restricted Funds** | 1,892,067 | 670,693 | (693,975) | - | 1,868,785 |
| | **Endowment funds** | | | | | |
| **(i)** | Edward Gosling Foundation | - | - | - | - | - |
| | **Total Endowment Funds** | **-** | **-** | **-** | **-** | **-** |
| | **Total Funds** | **4,177,192** | **3,771,873** | **(3,809,748)** | **-** | **4,139,317** |

**Unrestricted reserves**

**(a)** The General Funds represent the free funds of the charity which are set aside to cover working capital requirements and to cover losses in contract income.

**(b)** The Designated Funds are broken down as follows:

| | | |
|---|---|---|
| Fixed asset replacement reserve | = | 250,000 |
| Tangible fixed asset not easily convertible to cash | = | 737,367 |
| Additional Assistant Manager Respite Reserve | = | 33,000 |

**Restricted reserves**

**(c)** The original building of the Bradbury Centre is a restricted fund.

Additionally, restricted Income Funds were received for the following projects and areas of work:

**(d) Respite**

Support for our emergency overnight respite project providing support to families in crisis included £18,700 from St James's Place Charitable Foundation, £10,000 from The Quilter Foundation and £10,000 from The Peter Harrison Foundation.

Much needed equipment in our indoor and outdoor spaces throughout our respite unit have helped to provide fun, sensory play, engagement, and dignity to those staying with us. This has been supported with £2,000 from the Hospital Saturday Fund, £861.89 from Meon Valley Lions Club, £6,295 from Crown Foods, £1,500 from Rasanco and donations raised in memory of a Rose Road young person.

**(e) Community**

Support for our emergency care project in outreach and respite has included £5,722 from the HIWCF Charles Burnett Fund and funding from The Quilter Foundation. Equipment for these projects, to ensure all children regardless of their support needs can play and have fun, have been provided by John Lightfoot and Finda Recruitment. Donations made in memory of a Rose Road young person have funded changes to our play spaces.

**(i) Other**

Support for our gardens and cinema room project included £3,000 from Netley Marsh Steam and Craft Show, and donations from our local community in memory of a Rose Road young person.

**(j) Endowment reserves**

The Association received a large expendable endowment donation of £1,000,000 from the Edward Gostling Foundation towards our core costs. This amazing gift will support Rose Road to build our capacity and financial and organisational wellbeing over the next 8 years. The endowment must be drawn down over an 8 year period at £125,000 a year starting from the year of reporting.

**19 Analysis of net assets between funds**

| | Unrestricted funds | Restricted funds | Endowment Funds | 2023 | 2022 |
|---|---|---|---|---|---|
| | **£** | **£** | **£** | **£** | £ |
| Fixed assets | 737,367 | 1,845,503 | - | **2,582,870** | **2,604,012** |
| Current assets | 1,868,929 | - | 875,000 | **2,743,929** | **2,027,225** |
| Investments | - | - | - | **-** | **-** |
| Current liabilities | (386,214) | - | - | **(386,214)** | **(491,920)** |
| Long term liabilities | - | - | - | **-** | **-** |
| **Total Funds** | **2,220,082** | **1,845,503** | **875,000** | **4,940,585** | 4,139,317 |

The original build element of the Bradbury Centre building is a restricted asset but subsequent work that has been carried out and capitalised to form a portion of this asset is unrestricted

**20 Notes to the cash flow statement.**

**Reconciliation of net incoming resources to net cash inflow / (outflow) from operating activities**

| | 2023 | 2022 |
|---|---|---|
| | **£** | £ |
| Net (outgoing)/ incoming resources | **801,268** | (37,875) |
| Investment income | **(13,296)** | (1,069) |
| Depreciation | **111,276** | 101,009 |
| (Gain)/loss on Disposal Fixed Asset | **9,958** | (1,566) |
| (Increase)/ Decrease in Debtors | **(56,910)** | (357,048) |
| Increase/(Decrease) in Creditors | **(105,706)** | 3,550 |
| **Net cash (outflow) /inflow from operating activities** | **746,590** | (292,999) |

| 20a | Capital expenditure and financial investment | 2,023 | 2,022 |
|---|---|---|---|
| | | £ | £ |
| | Purchase of tangible fixed assets | (100,092) | (70,036) |
| | Sale of tangible fixed assets | - | 2,000 |
| | **Net cash inflow / (outflow) from investing activities** | **(100,092)** | (68,036) |

| 20b | Returns on investments and servicing of finance | 2,023 | 2,022 |
|---|---|---|---|
| | | £ | £ |
| | Investment income received | 13,296 | 1,069 |
| | **Net cash inflow / (outflow) from financing activities** | **13,296** | 1,069 |

## 21 Contingent liabilities

The group had no contingent liabilities as at 31 March 2023 or 31 March 2022.

## 22 Capital commitments

The group had no capital commitments at 31 March 2023 or 31 March 2022.

## 23 Related party transactions

The charity is exempt from disclosing related party transactions within the group due to lack of materiality.

On the 1st April 2012 the finance and IT functions of The Rose Road Association were transferred to Solent Support Solutions Limited, a company which is jointly controlled by The Rose Road Association and Solent Mind. Support Solutions provided services valued at £130,479 during the year to 31st March 2023 (Prior year: £183,362) .The Association owed Solent Support Solutions £6,333 at 31st March 2023 (Prior year: £46). Solent Support Solutions owed the Association £0 at 31st March 2023 (Prior year: £14).

## 24 Taxation

As a registered charity the income is generally exempt from corporation tax under Section 478, of the Corporation Tax Act 2010 by reason of its charitable objects and activities.

**THE ROSE ROAD ASSOCIATION**

England & Wales - Charity number 276172

# Accounts











# Annual Report

## OF THE TRUSTEES AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2022

2021-2022

70 YEARS

Rose Road Association

Making a **positive difference** to the lives of young disabled people

This is the report of the Trustees for the year April 2021 to March 2022. It is prepared in accordance with all statutory and regulatory requirements, taking into account the Statement of Recommended Practice issued and revised in 2016. The report seeks to provide a summary of activity and achievements during this time.

Registered Charity Number (England and Wales): 276172
Registered Company Number (England and Wales): 01366534

This document can be made available in other formats. Please contact us on 023 8072 1234 if this would be helpful.

# Contents

Thank you ..... 3
Reference and Administrative Details ..... 4
Our Vision, Mission and Values ..... 5
Message from the Chair – Julie Gomer ..... 6
Public Benefit Entity Compliance ..... 7

Strategy Objectives and Activities ..... 7
- Our Main Activities ..... 8
- Our Positive Outcomes and Impact ..... 9
- Significant Impacts and Factors ..... 10

Departmental Achievements and Performance ..... 11
- Oaks and Acorns Respite Units ..... 11
- Family Services ..... 12
- Community Services ..... 13
  - Community Outreach ..... 13
  - The Hut @ Rose Road ..... 13
  - Activities ..... 13
  - Avenues@Rose Road ..... 14
- Fundraising ..... 15

Fundraising Statement ..... 16

Our Five Year Plan for 2019–2024 ..... 16

Review of the year ..... 17
Fund Movements ..... 18
Statement of Trustees' Responsibilities for the Annual Accounts ..... 22
Independent auditor's report to the members of The Rose Road Association ..... 24

Statement of Financial Activities ..... 29

# Thank You

The Trustees are indebted to each and every donor and supporter for all the generous donations made during the year. This includes individuals, companies and charitable trusts, those who have remembered us in their wills or provided services at low or no cost, and volunteers who give their time so freely to help in our achievements.

We value and thank all our volunteers, staff, trustees, our members, special ambassadors, many supporters and the children and young people we support who helped make a difference this year.

We specifically acknowledge the following grant-giving organisations for their significant support during this period.

Arnold Clarke Community Fund
ASDA Foundation
Baily Thomas Charitable Fund
Barker-Mill Foundation
Ford Britain Trust
Green Hall Foundation
LCP Foundation
Manali Charitable Trust
O'Sullivan Family Charitable Trust
Persimmon Homes
Richard Kirkman Trust
South Western Railway
St James's Place Charitable Foundation
The Beaulieu Beaufort Foundation
The D'Oyly Carte Charitable Trust
The Edward Gostling Foundation
The Gerald Micklem Charitable Trust
The Hospital Saturday Fund
The Leathersellers' Company Charitable Fund
The Peter Harrison Foundation
The Reta Lila Howard Foundation
TK Maxx and Homesense Foundation
Yorkshire Building Society



# Reference & Administrative Details

| | |
|---|---|
| Registered Charity Number: | 276172 |
| Constituted: | 20th July 1970 |
| Company registration: | 01366534 |
| Country of Incorporation: | United Kingdom |
| Incorporated: | 4th May 1978 |
| Trustees and Company Directors: | Julie Gomer (Chair & interim Treasurer)<br>Con Attridge (Vice Chair)<br>Chris Sirl (Treasurer Elect)<br>Doug Miller<br>Jane Lyon-Maris<br>Kym Provan (co-opted March 22)<br>Sam Clough<br>Sheila Stokes White<br>Paul Best<br>Zoe Evans |
| Chief Executive Officer: | Steve Swift<br>Juno Hollyhock (resigned 28 February) |
| Principle and Registered office: | The Bradbury Centre, 300 Aldermoor Road,<br>Southampton, SO16 5NA |
| Telephone number: | 023 8072 1234 |
| Website address: | www.roseroad.org.uk |
| Auditors: | Mazars LLP<br>5th Floor, Merck House, Seldown Lane<br>Poole, Dorset, BH15 1TW |
| Principal Bankers: | National Westminster Bank plc<br>43 London Road, Southampton SO15 2BL |
| Solicitors: | Womble Bond Dickinson<br>Oceana House, 39-49 Commercial Road<br>Southampton, SO15 1GA |
| Patron: | Patron Dame Esther Rantzen DBE |

Ambassadors:

| | | | |
|---|---|---|---|
| Martin Jay CBE DL | Nina Basset | Janice Viveash | Paul Murray MBE |
| Geoff Holt MBE DL | Bruce Elkins FCA | Chris White | Nick Vaughan |
| Richard & Jane Smith | Nina Schofield | Michael Kurn | Mike Andrews |
| Jan Peirson | Kerry Swain | Alan Blair MBE | |
| Karl & Kim Simmonds | Clive & Eryl Thompsett | Gay Drysdall & Leonora (Jo) Rood | |

# Our Vision, Mission and Values

The Rose Road Association started in 1952 as a small group of parents who provided education, activities and support for disabled children and young adults and their families. The need for our services continues to be in high demand, and we continue to have at our heart the needs of the whole family.

## Our Vision

**A world where disability is not a barrier.**

## Our Mission

**To break down barriers and inspire people to reach their potential.**

## Our Values

**At Rose Road Association we really care.**

- **We value individuals**
- **We respect choices**
- **We challenge barriers**


















# Message from the Chair, Julie Gomer



A very warm welcome to you all as you read about our progress during the year, the challenges we face and our plans for the future.

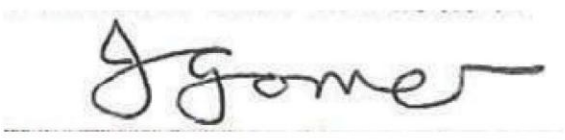
Let me start with some important thank yous. Doug Miller stood down as Chair of Trustees in October after many years of providing outstanding leadership to the Board of Trustees. We are fortunate that Doug will remain as a Trustee such that we can continue to benefit from his wisdom, experience, commitment and good humour.Thank you Doug.

Juno Hollyhock gave us several months notice of her intention to resign from the role of Chief Executive. During her tenure, Juno's energy, passion, enthusiasm and exceptional leadership has strengthened our service provision and our finances. Her collaborative style and can-do attitude ensured we stayed open to support families during the pandemic when many other providers closed their doors. Thank you Juno from everyone at Rose Road.

Juno's resignation gave the Board what we thought would be the difficult, if not impossible,task of recruiting a new CEO.Following a rigorous recruitment process, we were delighted to appoint Steve Swift as CEO who joined us in early 2022.Steve very quickly established himself in the role and his first few weeks included emergency planning for storm Eunice and dealing with an outbreak of Covid. Steve's early focus was on establishing internal and external relationships; essential building blocks for the CEO role and he has already firmly established himself in the role.

As we move on from the very challenging acute stages of the pandemic, now is the time for the Board to refocus on our strategic objectives, to ensure we continue to meet the evolving needs of service users and families. This work has already started with an outline plan for completion in early 2023. We plan to include as many stakeholders as possible over the coming months. We face many challenges including the nationally well publicised difficulties in recruiting staff to the sector, but our staff group are working hard on an innovative recruitment strategy that is starting to address this. This is so indicative of the way in which our whole staff group respond with enthusiasm and professionalism to the many challenges in delivering our services and I am enormously proud of them all.

Finally, I continue to be humbled by our many supporters, donors and volunteers without whom we would not be the strong, caring organisation that I am proud to be a part of. Thank you to each and every one of you. As the number of events, we are able to organise and participate in increases, I hope to meet as many of you as possible over the coming months.



# Public Benefit Entity Compliance

The Trustees confirm that they have complied with their duty to have due regard to guidance on public benefit published by the Charity Commission in exercising their power and duties. The public benefit of the charity's activities are outlined under "activities" and "outcomes" below.

# Strategy Objectives and Activities

Our key aims for 2021/22 were to begin to address the challenges laid out in year three of our five year Business Plan 2019-24, with a focus on:

- Embedding a new offer around supported holidays (delayed owing to COVID in 2019/20 and 20/21).
- Opening our new accessible Family Cinema
- Publishing a book to support siblings of a disabled child and/or young people
- Developing quality systems for our non-regulated services and our family services
- Maintaining our regulated standards
- Developing plans for value added projects such as a young people-led activities programme
- Continuing to explore the possibility of collaborating in a supported living programme
- Increasing the numbers of individual givers supporting the day to day work of the Association
- Looking at how we respond to the increase in demand for our services for young adults, including furthering our conversations around a new build adult respite home
- Increased use of digital technology across all of our services through a new digital strategy
- Starting to implement the Charity Governance Code
- Recruit proactively to be representative of our client group demographic
- Grow our payroll giving programme
- Explore how we increase private payments through personal allowances
- Increasing the number of organisations we deliver disability awareness training to and for

And we set out to achieve:

A more reliable and higher quality of service to our families through:

- Meeting all care packages
- Recruiting and retaining quality staff
- Complying with all relevant legislation
- Maintaining our estate to a high standard
- Involving service users and their families more in our planning and influencing policy
- Service development

Improved choice for service users through new initiatives including:

- Providing supported holidays as well as traditional respite for older young people
- Providing structured day/evening/weekend services
- Providing or supporting post 19 residential options
- Increasing/expanding our current service availability
- A clear and accessible offer for those on personal budgets

Improved organisational sustainability through:

- Meeting our fundraising targets
- Pricing new and existing work realistically
- Improving the level of our free reserves
- Improving the engagement of volunteers
- Developing and training our staff

# Our Main Activities



## Overnight short breaks

We provide 15 respite care beds for 49 weeks a year at the Bradbury Centre, our purpose built unit in Southampton, where children, young people and adults can enjoy an overnight break, a weekend break or a week-long stay depending on need. During their stay they have access to a range of activities and outings and are given opportunities to develop and practise independent living skills.



## Community Outreach

Available 7 days a week on a one to one basis, our outreach service provides domiciliary care, leisure activities in the home or community, special outings, and trips to see friends or to attend activities.



## Young Adult Specialist Provision

Avenues College has been designed to extend learning opportunities for young adults, aged 19-25, with severe/profound learning disabilities with additional physical and sensory needs. The model of education standards we are using is based on the success, knowledge, skills and understanding of Rosewood Free School.

**#Destinations** is a day service that provides young adults who attend Rose Road all day with activities in the community and sessions with purpose. We create a person-centred plan to inspire them to achieve their own personal goals. Each individual has 1:1 staffing to help them to work towards their targets.



For college leavers who require a combination of education and community based services, we have **The Hut @ Rose Road.** This service is run in the building next door to the Bradbury Centre and can be a stepping stone to #Destinations. This provision is for young adults aged 24-26, and supports them in a positive environment allowing them to thrive in a safe space.



## Activity Schemes

We offer a range of activity schemes in the school holidays and on Saturdays across Southampton and Hampshire. These schemes provide disabled young people with much needed opportunities for play, and a social setting in which to relax or take part in activities.



## Family Support

We provide Information Advice & Support to disabled children and young people and their families. These services are delivered in West Berkshire, Southampton and Portsmouth. We also support 3 Parent Carer Forums to represent views of parents of disabled children in strategic decision making.

# Our Positive Outcomes and Impact

## Support for family units

Respite care and short breaks make a huge contribution to the prevention of family crises by decreasing the stress levels experienced by parent carers. The knowledge that a regular, planned break can be taken is clearly beneficial enabling them to re-charge their batteries and spend time with other family members. Our Family Services empower parent carers and young people, giving them the information they need to participate in decisions about the services they receive.

### JT's story, by his Dad:

JT has profound Autism and had become quite isolated in recent years, so it had become increasingly hard to function as a family. Because of the pandemic, there was a long pause in respite provision during his transition to Rose Road, but he settled in very quickly and readily accepted Rose Road, which is a great testament to the patience of staff who really seem to 'get him'.

Not only has it built up his confidence and independence, but it allows us to do things as a family that we'd normally miss out on – trips to the beach, cinema, going to family events and even going on holiday; a 5-day extended break with Rose Road allowed us to take a trip away.

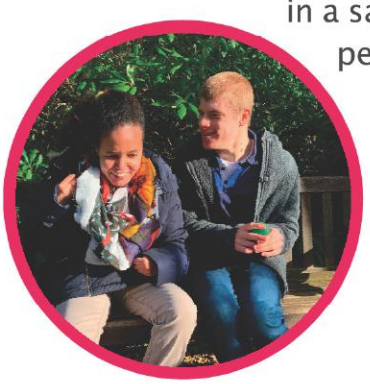
Although we were heartbroken not to have JT with us, Rose Road provides a safe and secure environment, and it is very reassuring to us that JT is happy when he is away from us.

**Having Rose Road during a time when our entire support network fell away has been so important for the whole family's wellbeing and mental health.**



## Removing barriers and supporting young people out of social isolation

With our overnight short breaks, outreach service and holiday activity schemes, children can have fun and develop friendships with other young people. Our Bradbury Saturday Club gives families an opportunity to interact with other families in a safe and supportive environment, it also gives siblings of disabled young people a chance to mix with other young carers and share experiences.



Our Family Services social media presence informs parent carers about local support groups and activities where they can meet other families in a similar situation.

### Increased social confidence and emotional wellbeing

A tremendous benefit of respite care is the opportunities for personal development as young people have the chance to visit new places, develop new interests, practice independent living skills and widen their social network. Our services support young people to progress towards preparing for adulthood key outcomes of employment, independent living, community inclusion and health.



**Rose Road got to know Gemma so well. They really helped her to settle and grow and develop, she went out and about and did new activities and learnt new skills! I am so grateful to them for playing such an important part in our lives. I don't know where we'd be without them.**

Gemma's mum

### Wider impact

Local authorities experience less need for social care interventions, a decrease in costly out-of-area placements and a fall in the number of disabled children entering the looked-after system. (Together for Disabled Children Report "Towards a more ordinary life " 2011).

## Significant Impact and Factors

Despite the global pandemic continuing to impact on our service we have been able to achieve significant outcomes this year against our Business Plan, these include:

- Maintaining **high standards with our regulators** rated as good by both Ofsted and CQC
- Achieving over **70% uptake of our community outreach packages and our overnight respite occupancy** despite very challenging recruitment difficulties and staff absences in the early part of the year
- Using virtual methodologies to maintain swift transition through recruitment services **keeping to our 30 day target** of 'application to appointment'
- A successful recruitment campaign including local TV news coverage is **improving recruitment and retention**. We are starting to see improvements despite a difficult first 6 months.
- Providing **first class support** for our SEND Information Advice and Support despite **21% growth in call volume**.
- Significant capital improvements including the **refurbishment of Acorns** children's overnight respite home, replacements of hoists and door openers, and the installation of our **new cinema space** (fully funded by external sponsors).

# Departmental Achievements and Performance

The Trustees confirm that they have complied with their duty to have due regard to guidance on public benefit published by the Charity Commission in exercising their power and duties. The public benefit of the charity's activities are outlined under "activities" and "outcomes" below.

## Oaks and Acorns Respite Unit




We provided a total of 3,035 bed nights over the course of the year, and we operated at 69% occupancy which was sadly below our 85% target. This was due to having a reduced capacity owing to staff shortages attributed to a sector wide recruitment crisis, staff sickness including Covid isolation requirements and agency supply chain difficulties. This year we provided overnight respite to a total of 117 families, and we continue to see an increase in referral of both children and young adults with complex health needs.

## Key Successes in Oaks and Acorns

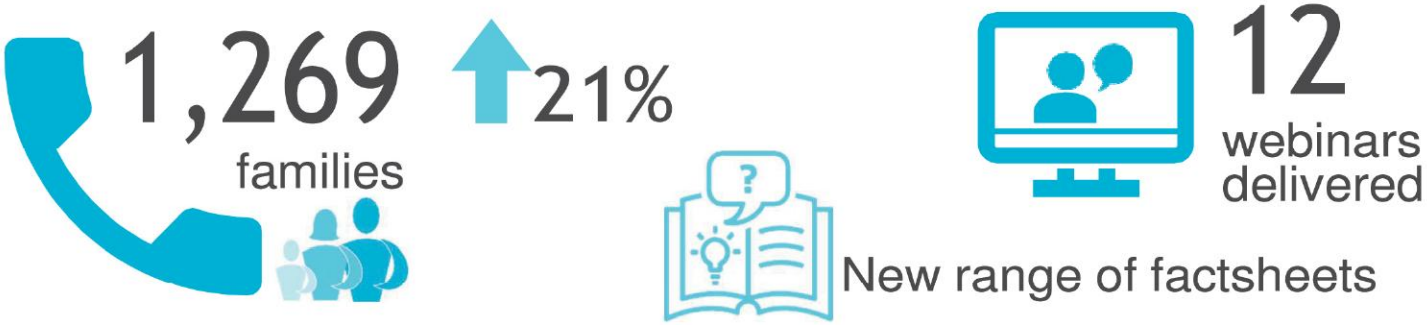
- We had a CQC infection control inspection which went really well
- We had an OFSTED inspection which was of a high standard - we remain GOOD in all areas.
- We have received some wonderful compliments from candidates who have been through the recruitment process and in spite of recruitment being a challenge we are recruiting staff and things are starting to look positive going forward.
- Despite the challenges that COVID has thrown at us along the way, we remained open throughout last year.

## Challenges Experienced

- Recruitment has remained a challenge for Oaks & Acorns
- New referrals have had to be put on hold due to the staffing shortages



## Family Services




We continued to deliver SEND Information Advice and Support in West Berkshire, Southampton and Portsmouth and supported 1269 families during the year. This is an increase of 21%. We also supported Parent Carer Forums in West Berkshire; Windsor & Maidenhead; Bournemouth, Christchurch & Poole, Southampton and Hampshire, enabling parent carers to have a say in strategic decision making about the services delivered by the Local Authority and CCGs.

### Key successes in Family Services:

- We delivered a series of virtual weekly drop-in opportunities to give parent carers the chance to speak with the team and also get peer support.
- We created 12 new webinars to inform and empower parent carers and young people.
- We produced a range of new factsheets (including three which were translated) and added new pages to our website to increase our self-help resources.
- We have been engaging directly with Young People via TikTok and engagement with local Youth forums.
- We have worked with partner organisations to deliver two new projects in Southampton as part of our Southampton Parent Carer Forum work focused on improving experiences of children with autism in mainstream school (Autism in Schools) and providing peer support opportunities and 1:1 advice and support (Autism Allies).
- The All Aboard project completed its final year. 150 rail journeys have been taken by disabled children and young people who don't normally use the train and 50 families who don't normally travel by train engaged in the project and travelled by rail
- The West Berkshire Youth Forum continues to go from strength to strength with 8 members actively taking part to influence local provision and services for young disabled people

### Key Challenges:

- Central government funding has reduced significantly for our SENDIASS services, and demand far outweighs our staffing capacity. We are now working on how we can continue to deliver a high quality service with reducing funding in the future.



## Community Services

**23,023** hours outreach delivered

**9** new Support Workers

**42** Saturday clubs

**85** playschemes

### Community Outreach

The Outreach service has been returning to community-based activities throughout the year, now that the Covid restrictions have eased. We have pushed our recruitment campaigns, taking on 9 new Outreach support workers in the last quarter of the year, allowing us to begin to take on new referrals and increase the number of hours that we are fulfilling for current packages. The Outreach team have supported young people to get back to 'normal' after the Pandemic and have embraced the ever-changing Covid restrictions. This year we delivered 23,023 hours of support across all Outreach services to 82 families and achieved a 70% uptake of our services over the year.



### The Hut @ Rose Road

The Hut continues to expand and develop – both with new staff members and a new young person joining them this year. The Hut have started to make use of the community facilities around them, attending regular coffee mornings with local community groups and exploring work experience opportunities to develop their learning. The young people particularly enjoy supporting and participating in fundraising events where possible and have enjoyed several trips to the Ordnance survey to offer their judging expertise in their 'Bake off's'. The Hut remained open for the duration of the year, closing only over the Christmas period.
We delivered a total of 8,131 hours of additional support to young people over the last year.

### Activities

We continued to offer a range of Activity Schemes & Saturday Clubs across Southampton & Hampshire, providing much needed opportunities for play for children and young adults. During the year we delivered 42 Saturday clubs and 85 playscheme sessions, with over 95 families accessing sessions. We continue to adapt sessions to meet the various individual needs of all the children & young people attending, encouraging and supporting social interaction between peers. The Activity service continues to offer valuable respite for families and carers over school holidays and weekends.





**My favourite thing about this role is the interaction with our young people; they make the day really fun. Every day is varied as we're led by their choices, and seeing them develop friendships and learn new skills is so rewarding. I wish I'd found this job years before I did!**

Julie, Hut Support Worker

**Avenues at Rose Road**

During this year Avenues@Rose Road remained open for those most in need. Avenues@Rose Road is an interim day services provision with an educational component for 19-25 year olds with complex physical and/or health needs. Rose Road is subcontracting the running of this provision to Avenues College Limited.

The core aims of Avenues are:

- To prepare students who have severe and/or profound learning disabilities, with complex physical and sensory needs, for adulthood in an adult orientated environment.
- To provide opportunities to develop lifelong learning skills, reduce dependency and increase community participation.
- Avenues@Rose Road has been designed to extend the learning opportunities for young adults with severe/profound learning disabilities with additional physical and sensory needs.
- The need for the provision and the model of education standards they are using is based on the success, knowledge, skills and understanding of Avenues@Rose Road.

We have been really delighted to be working alongside such professional and person-centred delivery. It has been a joy to have sixteen Avenues learners in with us taking part in the life of Rose Road, sharing their journeys and adding to the richness of our daily experience.



# Fundraising

**It costs us £10,000 each day to run the Rose Road Association. Statutory sources fund £8,500 - we have to find £1,500 a day from donations and gifts in Wills just to keep going. Our ambition is to not only keep going but to also grow our support for the many families on our waiting lists.**

As with the previous year, our supporters and donors have shown flexibility and responsiveness in unprecedented levels. They have removed restrictions, so we have been able to target funds where they were needed most. They have worked with us to re-design project outcomes and targets and they have provided emergency funding to support the most vulnerable families get the help they need following the Pandemic.

We have tentatively entered back into the world of events. The Pandemic taught us that our fundraising events are far more than just opportunities to raise money; they give our community and the families we support a much needed social and recreational opportunity.

**Some highlights of this year have been:**

- We have extended our Partnership with Ordnance Survey by a third year. At the end of March 31st 2022 this partnership has raised over £35,000
- Our team has been supported by a work placement student from Treloars college and a number of placements from elsewhere. This is strengthening the team and our outputs
- We took part in the Big Give match funding programme for the first time and met our target with help from a range of donors, old and new
- Trusts and Foundations continue to support our emergency overnight bednights programme and are engaging with our new project to help improve the wellbeing of young people who are struggling due to impacts effects of the Pandemic
- The Edward Gostling Foundation has again helped us to continue with planned capital improvements, making vital changes to the social spaces in our children's respite centre

For the year ahead we are focusing on growing our income. In the coming financial year, we will increase our fundraising capacity from 3.5 to 5.3FTE posts. We will start the process for upgrading our very old CRM database to help us improve our stewardship and data management and will be delivering our legacy fundraising strategy with the help and support of Richard Radcliffe. We will continue with our supported internship programme from which we have learnt much.



We are very thankful and grateful to all our donors and supporters who have continued to support us during this difficult year. We look forward to the future and supporting many more families.

# Fundraising Statement

In accordance with Charities (Protection and Social Investment) Act 2016 section 13:

All fundraising activities at Rose Road were undertaken by staff employed directly by the association and no professional fundraiser or commercial participator carried out any of those activities in the year 2021-22.
The Association is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the Institute of Fundraising and abide by its Compliance Framework.
There have been no instances of failure to comply with Fundraising Regulator standards and 0 complaints have been received since our registration with them. Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

# Our 5 Year Plan 2019 - 2024



Our five-year Business Plan runs from 2019-24.
As we go into Year 4 we will be focussing on:

- Introducing a staff **wellbeing strategy** to support our teams and improve staff retention resulting in a higher quality service for all
- Working with our **youth forums** and service user groups to give all those we support a true voice in shaping services
- Embedding a new offer around **supported holidays** (delayed owing to COVID in 2019-22)
- **Maintaining** our regulated standards
- Introducing new programmes of value added work such as a **young people-led activities** programme (delayed owing to COVID in 2019 - 2022)
- Continuing to explore the possibility of collaborating in a **supported living programme**
- Increasing the **numbers of individual givers** supporting the day to day work of the Association and introducing a new gifts in wills strategy
- Looking at how we respond to the **increase in demand** for our services for young adults, including furthering our **conversations** around a new build adult respite home
- Increased use of digital technology across all of our services through a **new digital transformation strategy**
- Continuing to **implement** the Charity Governance Code
- **Recruit proactively to be representative** of our client group demographic
- Engaging our stakeholders in redeveloping our **vision and mission** statements
- Increasing the number of organisations we **deliver disability awareness** training to and for

## Review of the year

Financial performance for the year ending 31st March 2022 has shown a deficit of £(37,875) against a budgeted surplus of £88,249.

The revenue deficit (excluding capital income of £17,594), was £(55,471) compared to a revenue budgeted surplus of £66,557.

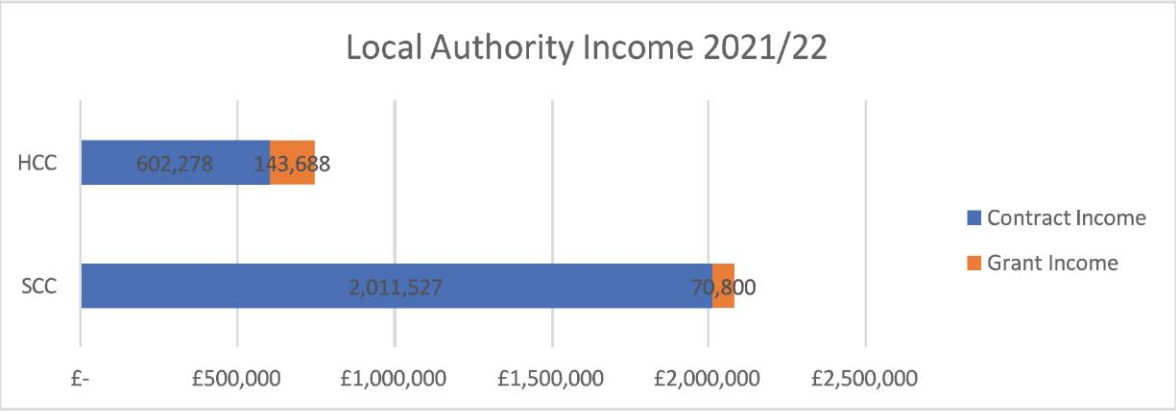
There are a number of reasons for the adverse financial performance, including:

- Government Pay to Plan (1) for Respite and Community services in place during 2020-21 was not repeated during 2021-22. Due to Covid related staff sickness and cancellations the Association therefore had losses in these areas of direct delivery
- In addition to staff sickness and cancellations, recruitment issues – in part linked to the requirement for staff in the care sector to be fully vaccinated against Covid, which is now removed – limited the Associations ability to deliver services to budgeted levels throughout the year and resulted in increased recruitment costs compared to budget
- The Association had a change of CEO during the year resulting in some unbudgeted recruitment and handover costs.
- Trading Activities produced a loss due to an inability to rent out the Hydrotherapy pool for large portions of the year attributable to COVID restrictions and safety measures.

(1) Under procurement notice 0220 Government enabled local authorities to pay for their contracted services during the first wave of Covid, despite not all services being delivered, to help prevent closures of organisations

## Principal Funding Sources

The vast majority of funding is through service contracts and grants with local authorities related to individual care packages and are for between one and three year periods. This provides the Association with financial stability over the medium term and allows for greater planning certainty and decision making.




The charity also receives income through fund raising and grants for our work with families and individuals.

The principal funding sources are derived from incoming resources from charitable activities, which accounts for 89% or £3,370,779 of Association's total income.

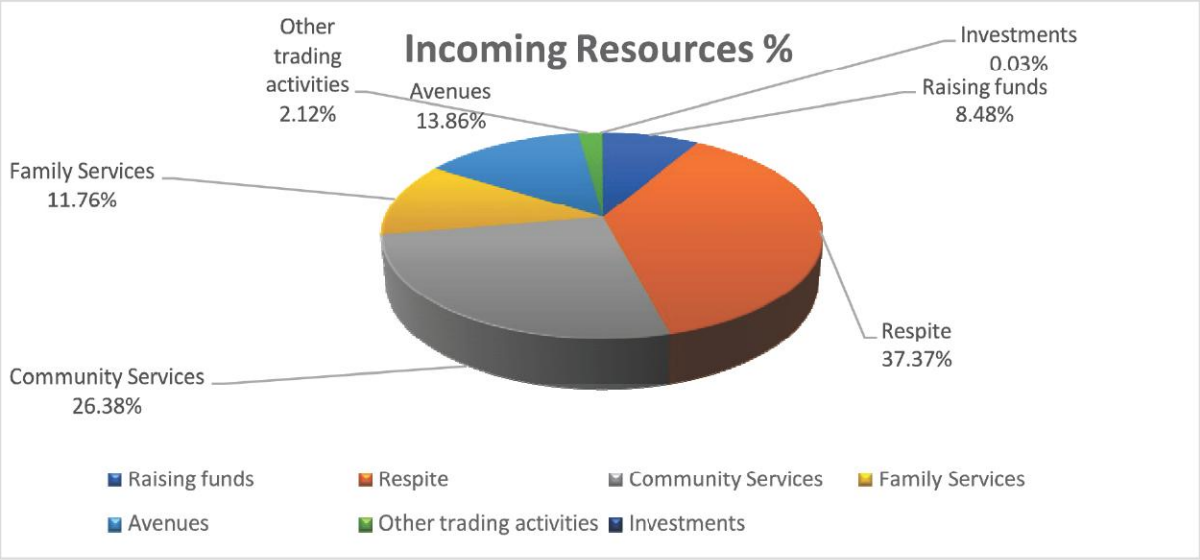
# Fund Movements

## Net Incoming Resources for the Year

Total net incoming resources from all operations for the year amounted to £(37,875), compared to £478,157 in 2020/21 and represents (1.00)% (20/21: 11.82%) of total incoming resources for the period.

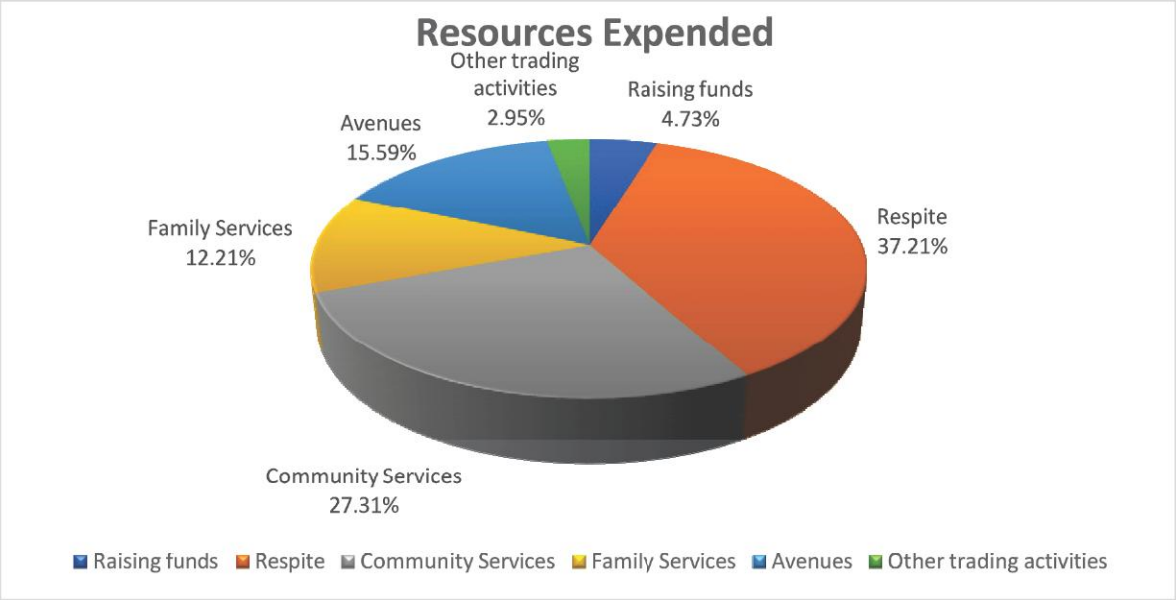
## Incoming Resources

Incoming Resources for the year totalled £3,771,873, a decrease of (6.77)% (£274,009) on last year (2020/21: £4,045,882).




## Resources Expended

Resources expended for the year totalled £3,809,748, an increase of 6.78% £242,023 on last year (2020/21 £3,567,725).




## Capital Expenditure

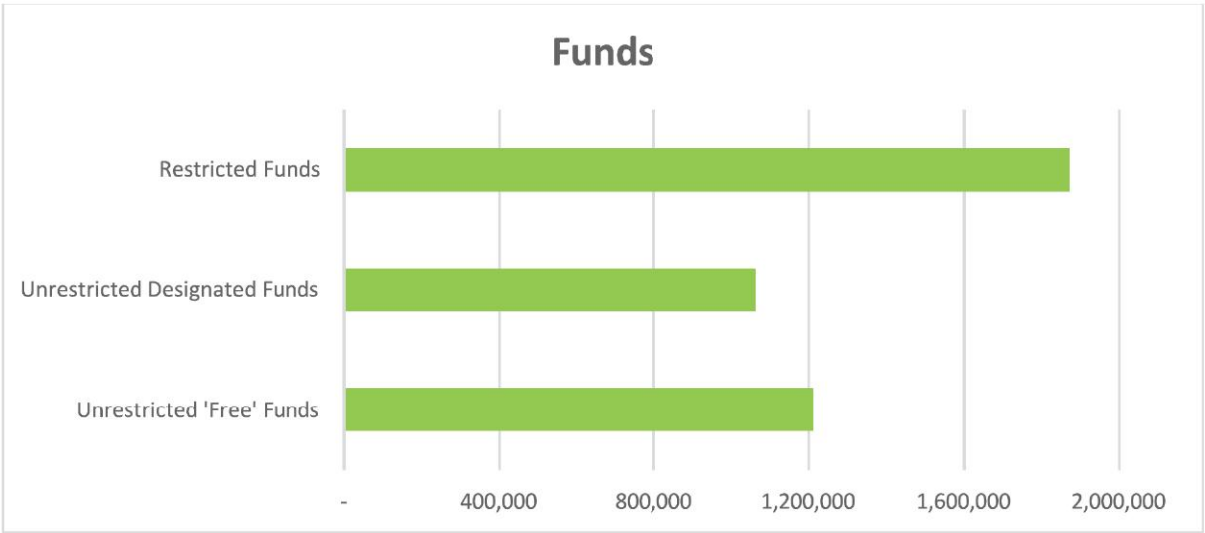
The Association's capital expenditure for the year amounted to £70,036 compared to £125,452 in 2020/21.

## Funds

Unrestricted Funds - total net outgoing resources for the year amounted to £(14,593).

Restricted Funds - total net outgoing resources for the year amounted to £ (23,282), which is the depreciation on the Bradbury Centre building.

Total funds as at 31st March 2022 stand at £4,139,317, of which £2,270,532 relates to unrestricted funds and £1,868,785 relates to restricted funds, which is the net book value of the Bradbury Centre building.



## Basis of accounting

The annual financial statements of The Rose Road Association are attached to this report. The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

## Reserves Policy

The Trustees are keenly aware of the need to secure the viability of the Association beyond the immediate future. To enable the charity to provide reliable services over the longer term, The Rose Road Association must be able to absorb setbacks and to take advantage of change and opportunity. The charity provides for this by putting aside, when it can afford to, some of its current income as reserves.

The Trustees consider it prudent to set aside reserves to provide resilience against potential risks, but also to have funds available to take advantage of any opportunities that may come the way of the charity. The charity also needs reserves to provide sufficient working capital to support its day to day operations. The Board of Trustees considers it prudent to keep a level of reserves to meet their responsibilities and commitments, protect and advance its current activities and to enable it to progress its long term aims and objectives which are outlined in the Business Strategy.

The Rose Road Association's Board of Trustees has reviewed the adequacy of its reserves held on 31st March 2022, in line with its policy to do so on an annual basis and have established the following unrestricted reserve funds:

- A designated fund for the net book value of unrestricted tangible fixed assets, including specialised equipment, which cannot easily be converted into cash of £735,227.
- A designated fund to reflect the risk of major unplanned expenditure being required on the Bradbury Centre or its equipment of £250,000.
- A designated fund to reflect the unprecedented uncertainties and potential impact on income and operational costs caused by the Covid-19 Pandemic of £50,000.
- A designated fund to cover initial costs associated with a review of its IT infrastructure of £25,000.
- A General Fund to provide working capital equivalent to between 2 and 4 months operating expenditure of £1,210,305. The General Fund currently stands at 4 months operating expenditure cover.

The Association has Restricted Reserves of £1,868,785 - this represents the original cost of the Bradbury Centre before any capital improvements.

At 31st March 2022, the unrestricted General Fund fell within the range required by the policy.

A detailed breakdown of all reserves held by the group can be seen in Notes 17 – 17a in the Notes to the Financial Statements.

## Investment Policy

The Board of Trustees does not consider it prudent at this stage to invest income for the longer term. Its policy for investment is therefore to retain funds as cash and place them on short term bank deposits at the best rate obtainable.

## COVID-19

The Association acknowledges the difficult environment which it continued to operate in throughout the year due to the Covid-19 pandemic. Although lockdowns and legal restrictions mostly lifted during the year, the Association works with many vulnerable people and has had to ensure rigorous standards for the safety of its users and staff and this has had a continued impact on Rose Road's financial performance for the year ending 31st March 2022 due to cancellations and staff sickness.

The Association is in the fortunate position to be largely funded by local authority contracts and last year (2020-21) these funders continued to make payments as per our contractual agreements – however, this arrangement did not continue into 2021-22 and the Association had to absorb the impact of COVID staff sickness and cancellations which has been partially responsible for its deficit performance for the year.

The Association has sufficient reserves to cover uncertainties arising from Covid- 19 but we will keep this situation under review. The Association considers that there are no going concern issues arising from the outbreak.

## Statement of Trustees Responsibilities for the Annual Accounts

The trustees (who are also directors of the Rose Road Association for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees confirm that:

- So far as each trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

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

Approved by the Board of Trustees on 13/12/2022

**Julie Gomer**
**Director and Chair of Trustees**



**Chris Sirl**
**Director and Treasurer Elect**



# Independent auditor's report to the members of The Rose Road Association

## Opinion

We have audited the financial statements of The Rose Road Association (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

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

## Other information

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

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

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report which includes the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of Trustees

As explained more fully in the trustees responsibilities statement set out on page 22, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Auditor's responsibilities for the audit of the financial statements

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the charity and its industry, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: employment regulation, health and safety regulation, anti-money laundering regulation, non-compliance with implementation of government support schemes relating to COVID-19.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the charity is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and

- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as tax legislation, pension legislation, the Charities Act 2011 and the Companies Act 2006.

In addition, we evaluated the trustees and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, revenue recognition (which we pinpointed to the cut off assertion), and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

## Use of the audit report

This report is made solely to the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

Signed: 
Jonathan Marchant (Dec 14, 2022 10:59 GMT)

Jonathan Marchant (Senior Statutory for
and on behalf of Mazars LLP
Chartered Accountants and Statutory
Auditor
5th Floor
Merck House
Seldown Lane
Poole
Dorset
BH15 1TW

Date: Dec 14, 2022

## The Rose Road Association

### Statement of Financial Activities
### For the Year Ended 31st March 2022

| | Note | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ | Total Funds 2021 £ |
|---|---|---|---|---|---|
| **INCOME AND ENDOWMENTS FROM** | | | | | |
| Donations and Legacies | 2 | 186,602 | 133,319 | **319,921** | **377,215** |
| Charitable activities | 3 | 2,833,405 | 537,374 | **3,370,779** | **3,603,190** |
| Other trading activities | 4 | 80,104 | - | **80,104** | **64,641** |
| Investments | 5 | 1,069 | - | **1,069** | **836** |
| **Total incoming resources** | | 3,101,180 | 670,693 | **3,771,873** | 4,045,882 |
| **EXPENDITURE ON** | | | | | |
| Raising funds | 6 | | | | |
| - Fundraising | | 180,098 | - | **180,098** | 154,502 |
| - Trading Activities | | 112,392 | - | **112,392** | 101,368 |
| Charitable activities | 7 | 2,823,283 | 693,975 | **3,517,258** | 3,311,855 |
| **Total resources expended** | | 3,115,773 | 693,975 | **3,809,748** | 3,567,725 |
| **NET INCOMING/(OUTGOING) RESOURCES** | | (14,593) | (23,282) | **(37,875)** | **478,157** |
| **Transfer between funds** | | - | - | - | - |
| **NET MOVEMENTS IN FUNDS** | | (14,593) | (23,282) | **(37,875)** | 478,157 |
| **Reconciliation of funds** | | | | | |
| Fund balances at 1 April 2021 | | 2,285,125 | 1,892,067 | **4,177,192** | 3,699,035 |
| **Fund balances at 31 March 2022** | | 2,270,532 | 1,868,785 | **4,139,317** | 4,177,192 |

All gains and losses recognised in the year are included above.

**The Rose Road Association**

**Balance Sheet**

**At 31st March 2022**

| | Note | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| **FIXED ASSETS** | | | |
| Tangible assets | 11 | **2,604,012** | **2,635,419** |
| Investments | 12 | **-** | - |
| | | **2,604,012** | 2,635,419 |
| **CURRENT ASSETS** | | | |
| Debtors | 13 | **908,266** | 551,218 |
| Cash at bank and in hand | | **1,118,959** | 1,478,925 |
| | | **2,027,225** | 2,030,143 |
| **LIABILITIES** | | | |
| Creditors: Amounts falling due within one year | 14 | **491,920** | 488,370 |
| **NET CURRENT ASSETS** | | **1,535,305** | 1,541,773 |
| **TOTAL ASSETS LESS CURRENT** | | | |
| | | **4,139,317** | 4,177,192 |
| **LIABILITIES** | | | |
| Liabilities: Amounts falling due after more than one year | | - | - |
| **TOTAL NET ASSETS** | | **4,139,317** | 4,177,192 |
| **FUNDS** | 17 | | |
| Unrestricted funds | | | |
| General Fund | | **1,210,305** | 1,191,773 |
| Designated Fund | | **1,060,227** | 1,093,352 |
| Total Unrestricted Funds | | **2,270,532** | **2,285,125** |
| Restricted funds | | **1,868,785** | **1,892,067** |
| **TOTAL FUNDS** | | **4,139,317** | **4,177,192** |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 13/12/22. and were signed on its behalf by:



---------- )
Julie Gomer )
)



) Members of the Board of Trustees
---------- )
Chris Sirl )

**The Rose Road Association**

**Consolidated Cash Flow Statement**

**For the Year Ended 31st March 2022**

| | Note | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| Net cash (outflow)/ inflow from operating activities | 18 | **(292,999)** | 718,582 |
| Net cash (outflow)/ inflow from investing activities | 18a | **(68,036)** | (125,452) |
| Net cash inflow / (outflow) from financing activities | 18b | **1,069** | 836 |
| (Decrease)/ Increase in cash in the year | | **(359,966)** | 593,966 |
| Net funds at 1st April 2021 | | **1,478,925** | **884,959** |
| Net cash at bank at 31st March 2022 | | **1,118,959** | 1,478,925 |

**The Rose Road Association**

**Notes to the Financial Statements For the Year Ended 31st March 2022**

## 1 Accounting policies

### 1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) ' Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2021)' Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

### 1.2 Basis of consolidation

The Rose Road Association has chosen not to produce consolidated group accounts for the year ending 31st March 2022, under section 405 of the Companies Act 2006, due to the lack of materiality in its subsidiary's undertakings, Rose Road Retail, which has been a dormant trading company for the full year. Solent Support Solutions, the joint venture with Solent Mind, is also not included in the consolidated financial statements due to its lack of materiality under the same exemption.

### 1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### 1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis (inclusive of any irrecoverable VAT) and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings (such as support costs), they have been allocated to activities on a basis consistent with the use of the resources. Governance Costs includes an apportionment of Staff time, audit fees and costs of the Annual General Meeting.

### 1.5 Investments and investment income

Investments held as fixed assets are stated at cost. Gains and losses on investments both realised and unrealised are included in the Statement of Financial Activities. All income arising on investments is accounted for on a receivable basis. Income tax recoverable is accounted for on the same basis as the income to which it relates.

### 1.6 Tangible fixed assets

IT Tangible fixed assets costing more than £350 and all other tangible fixed assets costing more than £1,000 are capitalised and are stated in the balance sheet at cost
less depreciation, which is calculated at rates to write off the excess of cost over estimated residual values of individual assets, over their estimated useful lives as follows:

| | |
|---|---|
| Land | Not depreciated |

| | |
|---|---|
| Leasehold Buildings | 1 % straight line |
| Building adaptations | 15% reducing balance |
| Motor vehicles | 20% straight line |
| Furniture and equipment | 15% reducing balance |
| Computer equipment | 25% straight line |

**1.7 Pensions**

The charity contributes to pension schemes in which the benefits are determined by the value of contributions paid in respect of each member. Accordingly the charge in the Statement of Financial Activities represents the amount of contributions payable to the pension schemes in respect of the accounting period.

**1.8 Operating leases**

Rentals under operating leases are charged to the Statement of Financial Activities over the period in which the cost is incurred.

**1.9 Fund accounting**

General funds are unrestricted funds which 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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are subject to specific conditions laid down by the donors as to how they may be used or which have been raised by the charity for particular purposes. The aim and use of the funds is set out in the notes to the financial statements.

All funds are reviewed annually and transfers between funds undertaken as determined by that review.

**1.10 Going Concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

**1.11 Judgements in applying accounting policies and key sources of estimation uncertainty**

Key judgements that the charity has made which have a significant effect on the accounts include reviewing and carrying out a risk analysis of the factors affecting the charity's ability to continue to fundraise income and win and retain service contracts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that has a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**The Rose Road Association**

**Notes To The Financial Statements For The Year Ended 31St March 2022**

**2 Voluntary fundraising income**

| | Unrestricted | Restricted | 2022 Total | 2021 Total |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Trusts | 51,460 | 86,072 | **137,532** | 188,562 |
| Community | 93,171 | 47,247 | **140,418** | 162,790 |
| Corporate | 41,971 | - | **41,971** | 25,863 |
| Events | - | - | **-** | - |
| Major Donors | - | - | **-** | - |
| Other | - | - | **-** | - |
| **Total Fundraising Income** | **186,602** | **133,319** | **319,921** | 377,215 |

**3 Incoming Resources from Charitable Activities**

| | Respite Services | Community Services | Family Services | Avenues | 2022 Total | 2021 Total |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| Contractual payments from Local Authorities | 1,364,012 | 776,065 | 16,303 | 504,852 | **2,661,232** | 2,874,709 |
| Grants received for revenue purposes | 42,864 | 116,365 | 427,086 | - | **586,315** | 571,221 |
| Grants received for capital purposes | - | - | - | - | **-** | - |
| Other incoming resources from charitable activities | 2,539 | 102,693 | - | 18,000 | **123,232** | 157,260 |
| **Total Charitable Activities income** | **1,409,415** | **995,123** | **443,389** | **522,852** | **3,370,779** | 3,603,190 |

**4 Charity shops and other trading income**

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Facilities | **80,104** | 64,641 |
| **Total Trading income** | **80,104** | 64,641 |

| 5 | Investment income | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| | Interest receivable | **1,069** | 836 |

| 6a | Raising funds - Fundraising costs | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| | Fundraising costs | **160,518** | 136,032 |
| | Support costs | **18,455** | 17,367 |
| | Governance costs | **1,125** | 1,103 |
| | **Total Fundraising costs** | **180,098** | 154,502 |

| 6b | Raising funds - Trading Activities costs | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| | Facilities | **106,538** | 95,574 |
| | Support costs | **5,502** | 5,448 |
| | Governance costs | **352** | 346 |
| | **Total Trading Activities costs** | **112,392** | 101,368 |

| 7 | Charitable activities costs | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| | Respite | **1,261,616** | 1,208,36 |
| | Community Services | **930,378** | 784,288 |
| | Family Services | **416,228** | 419,211 |
| | Avenues | **536,063** | 562,701 |
| | Support costs | **338,621** | 305,140 |
| | Governance costs | **34,352** | 32,119 |
| | **Total Charitable Activities costs** | **3,517,258** | 3,311,85 |

| 8 | Analysis of Support and Governance Costs | Trading Activities | Raising Funds | Respite Service | Community Services | Family Services | Avenues | 2022 | 2021 |
|---|---|---|---|---|---|---|---|---|---|
| | | £ | £ | £ | £ | £ | £ | £ | £ |
| | Management | 1,348 | 4,522 | 34,693 | 24,495 | 10,914 | 12,870 | **88,842** | 79,223 |
| | Finance | 1,786 | 5,989 | 45,949 | 32,442 | 14,455 | 17,046 | **117,667** | 110,818 |
| | Human Resources | 1,169 | 3,922 | 30,088 | 21,244 | 9,465 | 11,162 | **77,050** | 68,479 |
| | Information Technology | 1,199 | 4,022 | 30,857 | 21,787 | 9,707 | 11,447 | **79,019** | 69,433 |
| | Governance | 352 | 1,15 | 14,364 | 10,141 | 4,519 | 5,328 | **35,829** | 33,568 |
| | **Total Support costs** | 5,854 | 19,580 | 155,91 | 110,109 | 49,060 | 57,853 | **398,407** | 361,521 |

| 8 | Governance Costs | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| | Allocated staff salaries for accounts and annual report preparation | **3,570** | 3,535 |
| | Allocated staff salaries for attendance at trustee meetings | **8,663** | 8,577 |
| | Allocated staff salaries for company secretary work | **921** | 912 |
| | Allocated staff salaries for trustee liaison and strategy work | **7,580** | 7,505 |
| | Auditors' remuneration | **15,095** | 12,360 |
| | Professional and other costs | **-** | 679 |
| | **Total Governance costs** | **35,829** | 33,568 |

| 9 | Resources expended by the charity includes: | 2022 | 2021 |
|---|---|---|---|
| | | £ | £ |
| | Depreciation | **101,009** | 95,145 |
| | Auditors' remuneration | **15,095** | 12,360 |
| | Operating Leases - Equipment | **853** | 564 |

**10 Staff costs for the charity**

| | 2022 | 2022 |
|---|---|---|
| | £ | £ |
| Salaries and other costs | **2,157,281** | 1,965,426 |
| Social security costs | **130,466** | 114,717 |
| Pension costs | **57,087** | 51,054 |
| **Total Staff costs** | **2,344,834** | 2,131,197 |

**10a Key Management Personnel Remuneration**

The number of personnel paid on the following bandings during the year were:

| | 2022 | 2021 |
|---|---|---|
| £60,000 to £69,999 | - | - |
| £70,000 to £79,999 | **2** | 1 |

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| The total amount of remuneration to key management personnel, including employer pension and NI, for their services to the charity during the year was: | **237,294** | 208,384 |

No trustee received any remuneration during the current year. (20/21: £0).

**10b Pension Schemes**

The Association operated two defined contribution pension schemes during the year.

The employer pension costs for all schemes for the year was £57,087. (20/21: £51,054)

At the year end employer and employee pension contributions totalling £10,790 were owed to the schemes. (20/21: £10,146)

## 10c Average numbers of employees

The average number of employees and their full time equivalent in the year was as follows:

| | Average number of employees | | Average number of Full-time Equivalents | |
|---|---|---|---|---|
| | **2022** | 2021 | **2022** | 2021 |
| Respite Service | **61** | 59 | **47** | 45 |
| Community services | **57** | 43 | **31** | 24 |
| Family Services | **19** | 20 | **10** | 12 |
| Avenues | **-** | 4 | **-** | 3 |
| Strategic Charity Development | **1** | 1 | **1** | 1 |
| Raising Funds | **6** | 4 | **4** | 4 |
| Trading Activities | **1** | 2 | **-** | 1 |
| Administration | **8** | 7 | **6** | 6 |
| **Total** | **153** | 140 | **99** | 96 |

## 11 Tangible fixed assets

| | Freehold Land & Buildings | Equipment | Motor vehicles | Total |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Cost** | | | | |
| At 1st April 2021 | 2,630,593 | 853,373 | 95,561 | 3,579,527 |
| Additions | - | 56,517 | 13,519 | 70,036 |
| Disposals | - | (1,139) | (15,196) | (16,335) |
| **At 31st March 2022** | **2,630,593** | **908,751** | **93,884** | 3,633,228 |
| **Depreciation** | | | | |
| At 1st April 2021 | 417,689 | 477,966 | 48,453 | 944,108 |
| Disposals | - | (705) | (15,196) | (15,901) |
| Charge for the year | 26,251 | 63,353 | 11,405 | 101,009 |
| **At 31st March 2022** | **443,940** | **540,614** | **44,662** | 1,029,216 |
| **Net book value at 31st March 2022** | **2,186,653** | **368,137** | **49,222** | 2,604,012 |
| Net book value at 31st March 2021 | 2,212,904 | 375,407 | 47,108 | 2,635,419 |

## 12 Investments

The Association holds no investments as of 31st March 2022.

## 13 Debtors

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Prepayments | **83,875** | 84,712 |
| Accrued income | **80,537** | 10,256 |
| Statutory authority debtors | **616,357** | 334,873 |
| Trade debtors | **126,481** | 118,101 |
| Other debtors | **1,002** | 3,262 |
| Intercompany debtor | **14** | 14 |
| VAT recoverable | **-** | - |
| Income tax recoverable | **-** | - |
| **Total Debtors** | **908,266** | 551,218 |

## 14 Creditors

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Accruals | **84,014** | 86,742 |
| Taxation and social security | **29,073** | 25,723 |
| Pension | **10,790** | 10,146 |
| Other Creditors | **232** | 8,225 |
| Deferred income (note 16) | **287,657** | 249,893 |
| Intercompany creditor | **46** | - |
| VAT due | **477** | 2,282 |
| Trade creditors | **79,631** | 105,359 |
| **Total Creditors** | **491,920** | 488,370 |

## 15 Operating Leases

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| **Equipment:** | | |
| Not more than one year | **853** | 564 |
| Greater than one year and less than five years | **3,411** | - |
| **Total operating lease commitments** | **4,264** | 564 |

| 16 | **Movements in deferred income** | **Local authority income** £ | **Donations and other income** £ | **2022** £ | 2021 £ |
|---|---|---|---|---|---|
| | Deferred income at 1st April 2021 | 210,039 | 39,854 | **249,893** | 174,137 |
| | Expended during the year | (598,043) | (263,085) | **(861,128)** | (776,817) |
| | Income received during the year: | 596,370 | 302,522 | **898,892** | 852,573 |
| | **Deferred income at 31st March 2022** | 208,366 | 79,291 | **287,657** | 249,893 |

Deferred income relating to monies received from local authorities and donations will be realised in the following financial period through the Statement of Financial Activities

| 17 | **Movement in Funds** | **At 1st April 2021** | **Incoming resources** | **Resources expended** | **Transfers between Funds** | **At 31st March 2022** |
|---|---|---|---|---|---|---|
| **(a)** | General Funds | 1,191,773 | 3,101,180 | (3,115,773) | **33,125** | **1,210,305** |
| **(b)** | Designated Funds | 1,093,352 | - | - | **(33,125)** | 1,060,227 |
| | **Total Unrestricted Funds** | 2,285,125 | 3,101,180 | (3,115,773) | - | 2,270,532 |
| | **Restricted funds** | | | | | |
| **(c)** | Bradbury Centre | 1,892,067 | - | (23,282) | - | **1,868,785** |
| **(d)** | Respite Trust Nights and Equipment | - | 96,121 | (96,121) | - | - |
| **(e)** | Community Services and Equipment | - | 144,349 | (144,349) | - | - |
| **(f)** | Family Services | - | 397,292 | (397,292) | - | - |
| **(g)** | COVID Grants | - | - | - | - | - |

| | | | | | | |
|---|---|---|---|---|---|---|
| (i) | Other | - | 32,931 | (32,931) | - | - |
| | **Total Restricted Funds** | 1,892,067 | 670,693 | (693,975) | - | 1,868,785 |
| | **Total Funds** | **4,177,192** | **3,771,873** | **(3,809,748)** | - | **4,139,317** |

**Unrestricted reserves**

**(a)** The General Funds represent the free funds of the charity which are set aside to cover working capital requirements and to cover losses in contract income.

**(b)** The Designated Funds are broken down as follows:

| | | |
|---|---|---|
| Fixed asset replacement reserve | = | 250,000 |
| Tangible fixed asset not easily convertible to cash | = | 735,227 |
| COVID-19 Pandemic Disruption Reserve | = | 50,000 |
| IT Infrastructure Reserve | = | 25,000 |

**(c)** **Restricted reserves**

Additionally, restricted Income Funds were received for the following projects and areas of work:

**(d)** **Respite**

Support for our emergency overnight respite project, providing support to families in crisis, included £18,700 from St. James's Place Charitable Foundation, £15,000 from the Baily Thomas Charitable Fund, £12,500 the Reta Lila Howard Foundation, £10,000 from the Peter Harrison Foundation, £8,240 from the LCP Foundation and £4,000 from the D'Oyly Carte Charitable Trust.

Much needed sensory and accessibility equipment provided fun and dignity to children and young adults staying with us and was supported by £4,000 from the Greenhall Foundation and £2,600 from the Ford Britain Trust.

A grant from the Edward Gostling Foundation of £21,282 enabled us to upgrade our doors and hoists in our respite home helping with our Independence for All project.

**(e)** **Community**

£1,885 from the Yorkshire Building society, given through the Charities Trust helped us to buy a P-Pod chair to improve the comfort of the children and young people using our Outreach services.

**(f) Family Services**

£65,236 was awarded from Southwestern Railway Customer and Communities Improvement Fund to complete the 2nd year of the All Aboard project – making rail travel more accessible for young disabled people and their families.

The Beaulieu Beaufort Foundation gave us £5,000 to help meet the unprecedented demand for our help and advice lines.

**(g) Central Services**

The Barker Mill Foundation support us with a grant £2,000 towards improving our digital services to support more families.

**17a Analysis of net assets between funds**

| | Unrestricted funds | Restricted funds | 2022 | 2021 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Fixed assets | 735,227 | 1,868,785 | **2,604,012** | 2,635,419 |
| Current assets | 2,027,225 | - | **2,027,225** | 2,030,143 |
| Investments | - | - | **-** | - |
| Current liabilities | (491,920) | - | **(491,920)** | (488,370) |
| Long term liabilities | - | - | **-** | - |
| **Total Funds** | **2,270,532** | **1,868,785** | **4,139,317** | 4,177,192 |

The original build element of the Bradbury Centre building is a restricted asset but subsequent work that has been carried out and capitalised to form a portion of this asset is unrestricted

**18 Notes to the cash flow statement.**

**Reconciliation of net incoming resources to net cash inflow / (outflow) from operating activities**

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Net (outgoing)/ incoming resources | **(37,875)** | 478,157 |
| Investment income | **(1,069)** | (836) |
| Depreciation | **101,009** | 95,145 |
| (Gain)/loss on Disposal Fixed Asset | **(1,566)** | 2,765 |
| (Increase)/ Decrease in Debtors | **(357,048)** | 166,024 |
| Increase/(Decrease) in Creditors | **3,550** | (22,673) |
| **Net cash (outflow) /inflow from operating activities** | **(292,999)** | 718,582 |

**18a Capital expenditure and financial investment**

| | 2,022 | 2,021 |
|---|---|---|
| | £ | £ |
| Purchase of tangible fixed assets | **(70,036)** | (125,452) |
| Sale of tangible fixed assets | **2,000** | - |
| **Net cash inflow / (outflow) from investing activities** | **(68,036)** | (125,452) |

**18b Returns on investments and servicing of finance**

| | 2,022 | 2,021 |
|---|---|---|
| | £ | £ |
| Investment income received | **1,069** | 836 |
| **Net cash inflow / (outflow) from financing activities** | **1,069** | 836 |

**19 Contingent liabilities**

The group had no contingent liabilities as at 31 March 2022 or 31 March 2021.

## 20 Capital commitments

The group had no capital commitments at 31 March 2022 or 31 March 2021.

## 21 Related party transactions

The charity is exempt from disclosing related party transactions within the group due to lack of materiality.

On the 1st April 2012 the finance and IT functions of The Rose Road Association were transferred to Solent Support Solutions Limited, a company which is jointly controlled by The Rose Road Association and Solent Mind. Support Solutions provided services valued at £183,362 during the year to 31st March 2022 (20/21:£197,026) .The Association owed Solent Support Solutions £46 at 31st March 2022 (20/21: £0). Solent Support Solutions owed the Association £14 at 31st March 2022 (20/21: £14).

## 22 Taxation

As a registered charity the income is generally exempt from corporation tax under Section 478, of the Corporation Tax Act 2010 by reason of its charitable objects and activities.

**THE ROSE ROAD ASSOCIATION**

England & Wales - Charity number 276172

# Accounts

# REPORT OF THE TRUSTEES AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

**Registered Charity Number (England and Wales):** **276172**
**Registered Company Number (England and Wales):** **1366534**

**This document can be made available in other formats. Please contact us on 02380721234 if this would be helpful.**

## Contents

Thank you ..... 3
Reference and Administrative Details ..... 4
Our Mission Vision and Aims ..... 5
Message from the Chair – Douglas Miller ..... 6
Our Year in Numbers 2020/21 ..... 7
Public Benefit Entity Compliance ..... 8
Strategy Objectives and Activities ..... 8
Our main activities ..... 9
Our positive outcomes and impact ..... 10
Significant Impacts and Factors ..... 11
Departmental Achievements and Performance ..... 12
Oaks and Acorns Respite Units ..... 12
Family Services ..... 12
Community Services ..... 13
Avenues@Rose Road ..... 13
Fundraising ..... 14
Fundraising Statement ..... 15
Our Five Year Plan for 2019-24 ..... 15
COVID-19 ..... 16
Review of the year ..... 19
Fund Movements ..... 20
Statement of Trustees' Responsibilities for the Annual Accounts ..... 23
Independent auditor's report to the members of The Rose Road Association ..... 24
Statement of Financial Activities ..... 28
Balance Sheet ..... 29
Consolidated Cash Flow Statement ..... 30
Notes to the Financial Statements ..... 31
Cash flow Statement ..... 40

This is the report of the Trustees for the year April 2020 to March 2021. It is prepared in accordance with all statutory and regulatory requirements, taking into account the Statement of Recommended Practice issued and revised in 2016. The report seeks to provide a summary of activity and achievements during this time.

## Thank you

The Trustees are indebted to each and every donor and supporter for all the generous donations made during the year. This includes individuals, companies and charitable trusts, those who have remembered us in their wills or provided services at low or no cost, and volunteers who give their time so freely to help in our achievements. We value and thank all our volunteers, staff, trustees, our members, special ambassadors, many supporters and the children and young people we support who helped make a difference this year. We specifically acknowledge the following grant-giving organisations for their significant support during this period.

Asda Foundation
BBC Children in Need
Beaulieu Beaufort Foundation
Bothwell Charitable Trust
Broyst Foundation
Card Factory Foundation
Charity of Stella Symons
Co-op Food Fund
Department for Digital, Culture, Media & Sport
DWF Charitable Foundation
Edward Gostling Foundation
EF and MG Hall Charitable Trust
Garfield Weston Foundation
Gerald Micklem Charitable Trust
Graham High Charitable Trust
Hampshire & Isle of Wight Community Foundation
Hampshire County Council
Julia and Hans Rausing Trust
LCP Foundation
Leathersellers' Company Charitable Fund
Manali Charitable Trust
National Emergency Trust Fund
Olwen McPherson Trust
O'Sullivan Family Charitable Trust
Peter Harrison Foundation
Richard Kirkman Trust
South Western Railway
Southampton City Council
Southampton Voluntary Services IT Support Fund
Tesco Charity Trust

## Reference and Administrative Details

| | |
|---|---|
| Registered Charity Number | 276172 |
| Constituted | 20th July 1970 |
| Company registration | 1366534 |
| Country of Incorporation | United Kingdom |
| Incorporated | 4th May 1978 |
| Trustees and Company Directors | Doug Miller (Chair)<br>Con Attridge (Vice Chair)<br>Julie Gomer (Treasurer & Vice Chair)<br>Chris Cundy<br>Jane Lyon-Maris<br>Sarah Parker<br>Zoe Evans<br>Sam Clough<br>Paul Best<br>Sheila Stokes-White |
| Chief Executive Officer | Juno Hollyhock |
| Principle and Registered office | The Bradbury Centre, 300 Aldermoor Road,<br>Southampton, SO16 5NA |
| Telephone number | 023 8072 1234 |
| Website address | www.roseroad.org.uk |
| Auditors | Mazars LLP<br>5th Floor, Merck House, Seldown Lane<br>Poole, Dorset, BH15 1TW |
| Principal Bankers | National Westminster Bank plc<br>43 London Road, Southampton SO15 2BL |
| Solicitors | Womble Bond Dickinson<br>Oceana House, 39-49 Commercial Road<br>Southampton, SO15 1GA |
| Ambassadors | Martin Jay CBE DL, Geoff Holt MBE DL, Richard & Jane Smith, Jan Peirson, Karl & Kim Simmonds, Nina Basset, Bruce Elkins FCA, Gabby & Pauline Gibbons, Nina Schofield, Kerry Swain, Clive & Eryl Thompsett, Janice Viveash, Chris White, Gay Drysdall & Leonora (Jo) Rood, Michael Kurn, Alan Blair MBE, Paul Murray MBE and Mike Andrews |
| Patron | Dame Esther Rantzen DBE |

## Our Mission Vision and Aims

The Rose Road Association started in 1952 as a small group of parents which provided education, activities and support for disabled children and young adults and their families. The need for our services continues to be in high demand, and we continue to have at our heart the needs of the whole family.

# Vision, Mission and Values 2019-2024

Rose Road Association

**Our Vision:**

**A world where disability is not a barrier**

Our Mission:

**At Rose Road we really care**

- **We value individuals**
- **Respect choices**
- **Challenge barriers**

**Inspiring people to reach their potential.**

Our Values:


















## Message from the Chair – Douglas Miller

I'm sure everyone will remember my closing comments from my message in the 2020 annual report. Of course, you do. What.....no? Here is a little reminder. "So, what will I be writing about next year. Who knows? What I do know is that the team at Rose Road will have been resilient, planned, achieved, and loved every minute of it."

At that time, we were still in the grip of the first lock down. We were implementing a new testing system that was essential to the provision of a safe service. It was keeping our young people and staff safe. In the months that followed there was no let-up in the pressures and challenges facing our staff, and yet our service continued, and dare I say thrived in providing our essential services to those most in need in our community.

Without staff, none of it would have happened, and I cannot say thank you enough from the trustees to them. Every challenge was met and overcome. There was never a comment of "we can't" only, "how and when will we do this?" We are proud that we only required minimal use of the Coronavirus Job Retention scheme.

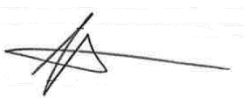
Of course, a key issue in such a time of national crisis was communication. I must say that our lines of communication at Rose Road were always impeccable but, in a time when we were not able to even see each other, we found new ways of keeping those lines clear and flowing. At no time do I recall needing to ask a question about what was going on, as updates from Juno to staff and trustees were full and comprehensive.

The information and feedback was so quick for all concerned, that decisions and revisions of policy could take place with lightning speed. Regulations and guidance were being interpreted daily and provided to all. I found I got better guidance from Juno than the daily briefing from Downing Street. Most of all, everyone was supported. We learned that the evolving pandemic was not in any way a static problem. It changed every day and what worked at first needed to evolve as everyone's experience would also evolve. We now all know that how we felt in the first lockdown, had really changed by the third one. I am so proud of our staff in their dynamic response to the national emergency.

Of course, it is not just about staff. I am so pleased that our families have provided such positive feedback about our efforts during the pandemic. We knew our services would be needed. It would have been possible to shut down and wait it out. But we all know that's just not the Rose Road way. We are also extremely grateful to our supporters and donors for their continued support and flexibility during the year, enabling support to the many emergency placements that resulted from the pressures of the pandemic.

So back to last year's closing comments. Resilient, planned, achieved, and loved every minute.....

I was hoping I could quote a Meatloaf song and say 2 out of 3 ain't bad, but 3 out of 4 just does not have the same ring to it. I will not ask anyone to say that they should love what they have experienced since last year. But I will ask everyone to be proud of it.



Doug Miller, Chair of Trustees

## Our Year in Numbers 2020/21

# OUR YEAR IN NUMBERS

2020/2021

Rose Road Association

### FAMILY SERVICES

Have helped **1,046** families

*"I would have lacked confidence and knowledge without access to this amazing support - Thank You"*





### COMMUNITY OUTREACH

Provided **23,650** hours of support

*"We as a family and especially our son, are so lucky to have your support in giving us the help we need to maintain some kind of normality"*

### OAKS AND ACORNS

Provided **3,624** overnight stays

*"Thank you so much for your continuing support of our little family, we appreciate it way more than you know, you are literally our lifeline, so from the bottom of our hearts, THANK YOU"*





### ACTIVITY& HOLIDAY SCHEMES

Ran **175** play sessions for **93** families

*"I can't say thank you enough, he has had the best day. I really value what Rose Road does for my son, he only knew Acorns so this was new for him but he absolutley loved it"*

## Public Benefit Entity Compliance

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their power and duties. The public benefit of the charity's activities is outlined under "activities" and "outcomes" below.

## Strategy Objectives and Activities

Our key aims for 2020/21 were to begin to address the challenges laid out in year two of our five-year Business Plan 2019-24, with a focus on:

- Embedding a new offer around supported holidays (delayed owing to COVID-19 in 2019/20 and 2020/21)
- Opening The Hut@Rose Road for 24-year-olds and over
- Developing quality systems for our non-regulated services and our family services
- Maintaining our regulated standards
- Introducing new programmes of value-added work such as the Rail Project
- Continuing to explore the possibility of collaborating in a supported living programme
- Increasing the numbers of individual givers supporting the day-to-day work of the Association
- Looking at how we respond to the increase in demand for our services for young adults, including furthering our conversations around a new build adult respite home
- Improving our estate by rolling out the refurbishment of Oaks adult respite home
- Increased use of digital technology across all of our services
- Better planning and implementation of our volunteer programme
- Managing the impact of COVID-19 on our services and our income generation

And we set out to achieve:

A more reliable and higher quality of service to our families through:

- Meeting all care packages
- Recruiting and retaining quality staff
- Complying with all relevant legislation
- Maintaining our estate to a high standard
- Involving service users and their families more in our planning and influencing policy
- Service development

Improved choice for service users through new initiatives including:

- Providing supported holidays as well as traditional respite for young adults
- Providing structured day/evening/weekend services
- Providing or supporting post 19 residential options
- Increasing/expanding our current service availability
- A clear and accessible offer for those on personal budgets

Improved organisational sustainability through:

- Meeting our fundraising targets
- Pricing new and existing work realistically
- Improving the level of our free reserves
- Improving the engagement of volunteers
- Developing and training our staff

**Read what our families have to say:**

*"The Rose Road team have been amazing during the last 6 months, they called every 2 weeks to check that our family were ok and if they could help us with shopping or support.*

*They have managed to support my son with outreach and playschemes, it is the only break we get, and he loves going. Thank you."*

**Person Centred**

## Our main activities

| | |
|---|---|
| Overnight Short Breaks | We provide 15 respite care beds for 49 weeks a year at the Bradbury Centre, our purpose-built unit in Southampton, where children, young people and adults can enjoy an overnight break, a weekend break or a week-long stay depending on need. During their stay they have access to a range of activities and outings and are given the opportunity to develop and practice independent living skills. |
| Community Outreach | Available 7 days a week on a one-to-one basis this provides domiciliary care, leisure activities in the home or community, special outings, and trips to see friends or to attend activities.<br><br>#Destinations is a service that provides young adults that attend Rose Road all day with activities and sessions with purpose. We create a person-centred plan to help them to achieve their own personal goals and to inspire them. Each individual has 1:1 staffing to help them to work towards their targets. |
| Activity Schemes | We offer a range of activity schemes in the school holidays and on Saturdays across Southampton and Hampshire. These schemes provide disabled young people with much needed opportunities for play, and a social setting in which they can relax and take part in activities. |
| Family Support | We provide Information Advice and Support to disabled children and young people and their families. These services are delivered in West Berkshire, Southampton, and Portsmouth. We also support 5 Parent Carer Forums to represent the views of parents of disabled children in strategic decision making. |

| | |
|---|---|
| Young adult specialist provision | Avenues College has been designed to extend the learning opportunities for young adults, aged 19-25, with severe/profound learning disabilities with additional physical and sensory needs. The model of education standards we are using is based on the success, knowledge, skills and understanding of Rosewood Free School.<br><br>For college leavers that require a combination of education and community-based services we have The Hut @ Rose Road. This service is run in the building next door to the Bradbury Centre and we see it as a stepping stone to #Destinations. This provision is for young adults aged 24-26. It supports young adults in a positive environment allowing them to thrive in a safe space. |

## Our positive outcomes and impact

| | |
|---|---|
| Support for family units | Respite care/short breaks make a huge contribution to the prevention of family crises by decreasing the stress levels experienced by parent carers. The knowledge that a regular, planned break can be taken is clearly beneficial enabling them to re-charge their batteries and spend time with other family members. Our Family Services empower parent carers and young people, giving them the information they need to participate in decisions about the services they receive. |
| Removing barriers and supporting young people out of social isolation | With our overnight short breaks, outreach service and holiday activity schemes, children can have fun and develop friendships with other young people. Our Bradbury Saturday Club gives families an opportunity to interact with other families in a safe and supportive environment, it also gives siblings of disabled young people a chance to mix with other young carers, and to share experiences. Our Family Services social media presence informs parent carers about local support groups and activities where they can meet other families in a similar situation. |
| Increased social confidence and emotional wellbeing | A tremendous benefit of respite care is the opportunities for personal development as young people have the chance to visit new places, develop new interests, practice independent living skills and widen their social network. Our services support young people to progress towards preparing for adulthood key outcomes of employment, independent living, community inclusion and health. |
| Wider impact | Local authorities experience less need for social care interventions, a decrease in costly out-of-area placements and a fall in the number of disabled children entering the looked-after system. (Together for Disabled Children Report “Towards a more ordinary life “(2011). |

**Read what professionals have to say:**

*"Staff have been extremely supportive in a very complex situation with a child. They have gone above and beyond with the support they have provided" – Ofsted Nov 2020*

Trust and Respect

## Significant Impacts and Factors

Despite the global pandemic we have been able to achieve significant outcomes this year against our Business Plan, these include:

- Staying open throughout the pandemic to all services
- Delivering additional emergency placements for social service referred families
- Doubling our playschemes provision during school holidays to compensate for other local providers closing owing to the pandemic
- Maintaining high standards with our regulators – achieving excellent Ofsted COVID-19 Assurance and Monitoring visit reports and also meeting the requirements for the Ofsted registration for our Bradbury Centre registered playschemes
- Achieving 92% uptake of our target 90% for our community outreach packages
- Achieving 81% of our target 85% overall occupancy in overnight respite despite the COVID-19 new, highly transmissible variant meaning that we had to reduce overnight capacity to 50% from mid January 2021 to the end of March 2021, effectively we would have been on track to exceed this target had the reduction in capacity not been mandated by our commissioners
- A significant reduction in our agency staffing levels maintaining agency at no more than 1 FTE at any one time
- Using virtual methodologies to maintain swift transition through recruitment services keeping to our 30 day 'application to appointment' targets
- Significant capital improvements including the refurbishment of Oaks adult overnight respite home, the provision of an additional medications room, replacement baths and hoists and the purchase of three replacement vehicles
- Successful opening and continued delivery of service of The Hut day service
- Excellent staff feedback relating to the support and provision given to them during the pandemic

**Read what professionals have to say:**

*"The ambition, drive and determination to continue providing this service has had a significant impact. It has helped to support families who need the respite service, especially when considering the additional pressures, the COVID-19 pandemic has placed on them. 'Their care is amazing' said a parent of a child. 'They go above and beyond to ensure professional and parental confidence is assured' reported a senior manager from a local authority. Consequently, families have received a highly valued service when other support networks in the community have closed. This is a credit to the organisation and the staff working in this home" – Ofsted Feb 2021*

Pride and Passion

## Departmental Achievements and Performance

### Oaks and Acorns Respite Units

We provided a total of 3,624 bed nights over the course of the year, and we operated at 81% occupancy which was slightly below our 85% target. This was due to having a reduced capacity between January and March 2021 owing to COVID-19 and restrictions placed on us by the local authority. This year we provided overnight respite to a total of 130 families, and we continue to see an increase in referral of both children and young adults with complex health needs.

Key successes in Oaks and Acorns

- We remained open throughout the COVID-19 Pandemic
- We had 2 inspections with Ofsted both being of high standard
- We remain Good with an Outstanding judgment in both CQC and Ofsted
- Refurbishment of Oaks to provide more space within the social area
- The installation of 2 new much needed baths for both Oaks and Acorns
- A high level of success in our recruitment drive providing some dedicated staff to the team

Challenges experienced

- COVID-19 has had a huge impact on the wellbeing of both staff and service users over the past year
- Having to delay some referrals throughout the year due to COVID-19

### Family Services

We continued to deliver SEND Information Advice and Support in West Berkshire, Southampton and Portsmouth and supported 1,046 families during the year. We also supported Parent Carer Forums in West Berkshire; Windsor & Maidenhead; Bournemouth, Christchurch & Poole, Southampton and Hampshire, enabling parent carers to have a say in strategic decision making about the services delivered by the Local Authority and CCGs. We added a new project this year with funding from South West Rail – the All Aboard project which seeks to improve accessibility of rail travel for people with profound and multiple learning disabilities.

Key successes in Family Services:

- We successfully delivered a series of online training sessions for Parent Carers which were well attended and received very positive feedback
- We now have 8 ways to access advice from our SENDIASS Services – calling the helpline, webchat, form on our website, calling the adviser directly (for Young People), text, email, Facebook messenger and weekly SENDIASS virtual drop-in sessions
- Our Parent Carer Forums have been delivering engagement events and coffee mornings online, and have reached parents who previously hadn't engaged with them at all due to difficulties travelling to face-to-face meetings
- The All Aboard Project rose to the challenge of giving experience of rail travel while under national restrictions by developing a board game and sensory story sack which we will be circulating to families and other organisations this year

Key Challenges:

- Central government funding has reduced significantly for our SENDIASS services, and demand far outweighs our staffing capacity. We are working on how we can continue to deliver a high-quality service with reduced funding in the future

## Community Services

## Community Outreach

We continued to provided face to face outreach support throughout the pandemic. Alongside this we adapted some of our ways of delivering support to help the young people and their families who were isolating. This included Zoom calls as well as providing additional support to families for basics such as shopping. We encouraged young people we support to develop their independent living skills and to make their own choices about their care, promoting a person-centred approach. This year we delivered 23,649 hours of support across all the services in Outreach to 104 families and managed to achieve a 92% uptake of ours services over the year.

## Activities

We continued to offer a reduced range of Activity Schemes & Saturday Clubs across Southampton & Hampshire due to some local authority COVID-19 restrictions. Providing much needed opportunities for play for children and young adults. During this year we have delivered 75 Saturday clubs and 100 playscheme sessions, with over 90 families accessing the sessions. Thanks to the flexibility of our funders and commissioners we have been able to offer extra sessions for children/young adults of key workers during school holidays when local special school staff took a well-deserved break.

**Read what young people who use our services have to say:**

*"I'd just like to take the opportunity to say a big thank you from a service user's point of view to everybody at Rose Road. Thank you to all the care team who have all gone above and beyond to keep life as normal as possible for all of us service users. Thank you to all the fundraising team. Thank you to all the supporters who have donated generously to this incredible place!"*

**Quality and Standards**

## Avenues@Rose Road

During this year Avenues@ Rose Road remained open for those most in need. Avenues@Rose Road is an interim day services provision with an educational component for 19-25 year olds with complex physical and/or health needs. Rose Road is subcontracting the running of this provision to Avenues College Limited.

The core aims of Avenues are to prepare students who have severe and/or profound learning disabilities, with complex physical and sensory needs, for adulthood in an adult orientated environment. To provide opportunities to develop lifelong learning skills, reduce dependency and increase community participation. Avenues@Rose Road has been designed to extend the learning opportunities for young adults with severe/profound learning disabilities with additional physical and sensory needs. The need for the provision

and the model of education standards they are using is based on the success, knowledge, skills and understanding of Avenues College.

We have been really delighted to be working alongside such professional and person-centred delivery. It has been a joy to have sixteen Avenues learners in with us taking part in the life of Rose Road, sharing their journeys and adding to the richness of our daily experience.

## Fundraising

During the last year, our supporters and donors have shown flexibility and responsiveness in unprecedented levels. They have removed restrictions, so we have been able to target funds where they were needed most. They have worked with us to re-design project outcomes and targets and they have provided emergency funding to support the most vulnerable families get the help they needed during the Pandemic.

At the beginning of the year we adapted our 3 year Fundraising Strategy to take account of the reduced event fundraising opportunities, reduced ability of our corporate partners to support us and potential impact on the incomes of our community supporters and braced ourselves for a significant drop of income.

To mitigate a potential drop in income we focussed on the following aims:

- Creating an emergency respite campaign to support families struggling due to COVID-19
- Increasing our digital capacity, awareness and engagement
- Improving stewardship of our existing supporters – we wanted to reach out and check in on our extended community family
- Improving how we report and tell family stories to our supporters
- Restructuring and training staff to be able to diversify specialisms across multiple funding sources
- Building better partnerships with other local charities to share support and mentoring opportunities with each other
- Being more confident in discussing restrictions and changes to outcomes with funders

We have been overwhelmed by the support we have received in the year and the negative impact of the pandemic was less than we feared. Our better-than-expected organisational financial performance supports our current reserves policy, the last year has shown us that it is essential for our families that we are stable and secure.

Some highlights of this year have been:

- The first year of our corporate charity of the year partnership with Ordnance Survey has been very successful and extended to take account of missing events and opportunities
- As significant grant from the Garfield Weston Foundation for support towards our core costs has enabled us to continue with planned pay rises for our frontline care staff and improve outcomes for those with the most complex of health needs
- A significant grant from the Julia and Hans Rausing Trust replaced lost income from fundraising events and enabled us to continue with our services and planned projects
- Our skydiving events have really ‘taken-off’ with 25 keen jumpers already booked for next year
- The Edward Gostling Foundation helped us to continue with planned capital improvements, making vital changes to the social spaces in our adult respite centre

For the year ahead we plan to restructure the team and are already recruiting to a vacant post, continue developing a methodology for recording impact of our charity partnerships and get back to supporting the events industry which has been so integral in helping Rose Road over recent years. We are thankful and grateful to all our donors and supporters who have continued to support us during this difficult year.

## Fundraising Statement

In accordance with Charities (Protection and Social Investment) Act 2016 section 13:

All fundraising activities at Rose Road were undertaken by staff employed directly by the association and no professional fundraiser or commercial participator carried out any of those activities in the year 2020-21.

The Association is voluntarily registered with the Fundraising Regulator and practices its fundraising activities within the regulator's Code of Fundraising Practice. Senior fundraising staff are members of the Institute of Fundraising and abide by its Compliance Framework.

There have been no instances of failure to comply with Fundraising Regulator standards and 0 complaints have been received since our registration with them.

Fundraising staff and volunteers adhere to the Association's Ethical Fundraising Policy and relevant safeguarding policies to ensure vulnerable people are protected.

**Read what our families have to say:**

*"Our son absolutely loves attending Rose Road respite unit and the playscheme. Staff are very helpful and have given me well deserved breaks, I always know he is safe and well taken care of - I couldn't thank this place enough!"*

**Pride and Passion**

## Our Five Year Plan for 2019-24

Our five-year Business Plan runs from 2019-24, as we go into year three of the plan we will be focussing on:

- Embedding a new offer around supported holidays (delayed owing to COVID-19 in 2019/20 and 20/21).
- Opening our new accessible Family Cinema
- Publishing a book to support siblings of disabled children and/or young people
- Developing quality systems for our non-regulated services and our family services
- Maintaining our regulated standards
- Introducing new programmes of value-added work such as a young people-led activities programme
- Continuing to explore the possibility of collaborating in a supported living programme
- Increasing the number of individual givers supporting the day-to-day work of the Association
- Looking at how we respond to the increase in demand for our services for young adults, including furthering our conversations around a new build adult respite home
- Increased use of digital technology across all of our services through a new digital strategy
- Better planning and implementation of our volunteer programme

- Starting to implement the Charity Governance Code
- Recruit proactively to be representative of our client group demographic
- Grow our payroll giving programme
- Explore how we increase private payments through personal allowances
- Increasing the number of organisations we deliver disability awareness training to and for

## COVID-19

COVID-19 has had a significant impact on us as an organisation and so considerable detail is given to the impacts of this here:

### Staffing

Staffing has been the key factor in ensuring that we have been able to continue to deliver our vital services to families throughout the pandemic.

Without our direct service staff continuing to come to work, despite their fear, we could not have stayed open. Likewise, our office and home-based staff were flexible and creative, accommodating home working while home schooling for some time to continue to provide support to families.

### Furlough

We furloughed very few staff during the period as we continued to run all our services and demand was extremely high after an initial spike in cancellations due to understandable concerns.

We claimed from the government Coronavirus Job Retention Scheme only as follows:

- 1 events fundraising staff member for one month – no events possible
- 1 weekend lettings caretaker – no weekend lettings
- 1 cleaner for 3 months - due to childcare needs
- 2 FTE private care support and staff who were clinically vulnerable – where we had a small number of private payers cancel until after lockdown and therefore income was not protected

### Support and motivation

We learned some key lessons about supporting staff during COVID-19, many of which we wish to continue.

- We learned that communication was the key to making decisions. All major COVID-19 decisions were taken in consultation with the most affected staff – and we changed some decisions very quickly as a result of frontline staff feedback
- We learned that providing a modern Employee Support Programme offering 24/7 telephone support and counselling is not always sufficient in the moment. Staff needed most to talk to managers and colleagues that they knew and could trust and who already knew some of their own family context, it was immediate and imperative that we created time in managers' diaries for this
- We learned that one of the most valuable roles that we could have was to interpret guidance for our staff and help them to understand how it impacted their day-to-day life outside of work as well as at work

- We learned that regular, personal, tailored and honest emails and communications were hugely valuable when they were transparent and shared personal experiences of the pandemic and the challenges it brought
- We learned that we had to grow in our understanding of the psychology of a pandemic and ensuant lockdown and come up with new and creative solutions to those psychological challenges as they presented.

## Finances and ethics

Government Procurement Policy Note PPN 02/20 meant that Local Authorities were advised by Government to honour contracted payments where possible even if the pandemic meant that these services might not always be fulfilled, to ensure organisations were available when they were needed again. This was known as 'pay to plan'.

Whilst demand remained high for us, and we fulfilled that demand, it was still helpful to have this certainty of a portion of our funding going forward.

Pay to plan funding came to an end at different times throughout the year depending on the service and the commissioner.

Some health funders added an additional 10% to the cost of a service for a short period to allow for additional PPE requirements.

Southampton City Council awarded Infection Control Fund, Rapid Testing Funds and Workforce Development funds in different waves across different services. This enabled us to pay staff in full whilst self-isolating, pay staff to attend for testing, pay additional staff to carry out and administrate testing and vaccination planning, cover additional cleaning and venue hire costs and a little additional income for the additional managerial burden of COVID-19 planning.

In time, free PPE portals for care home settings such as Oaks and Acorns enabled us to access PPE and testing supplies free of charge.

As we remained open and were asked to provide additional emergency placements, and as we received pay to plan income, we were in a fortunate position and were able to maintain a well-balanced budget. When a number of our familiar funders offered additional financial support to help during COVID-19 we felt that it would not be right for us always to uptake that additional support and we chose not to apply for some of those funds as we felt they should be targeted at charities more in need than we were at the time. This may well change of course going forwards now that pay to plan etc has ceased.

## Guidance and infection control

We responded to all Government guidance as it came out, which meant that the senior management team met frequently, daily in the early months, to ensure that we could remain open safely.

This meant we were frequently:

- Updating and publishing service and organisational risk assessments
- Creating COVID-19 individual risk assessments for both our young people and our more vulnerable staff

- Attending infection prevention and control webinars and disseminating learning
- Updating families
- Changing our practice
- Reading the daily Government updates and consulting with our regulators to ensure that we understood how they were to be interpreted in practice, this was not always clear
- Supporting our children and young people who were inevitably thrown by the changes happening around them that they could not understand.

Often, we had to amend guidance overnight as changes were made that had huge operational impact on us, as a 24/7 service it was not always possible to go out to consultation on this or wait until the next working day, we had to act immediately.

Going forward, we remain committed to our highly rigorous and effective testing routines. Our new infection prevention control measures will remain in place as long as they need to, and we remain extremely responsive to new variants of concern.

In addition, we are proud to have one of the highest staff vaccination rates for a care provider in the local area.

## Families

The families that we serve were the reason that we stayed open.

The feedback that we have had from them has been tremendously important for all of us as a staff team.

Many of the families' support networks shut down and we knew that the risks of them not coping were extremely high. We believed that we could have a positive role to play in keeping them going and supporting them. This meant that we carried out a number of tasks that are normally outside our brief such as shopping and collecting prescriptions, providing checking in telephone calls and broadening the reach of our Family Services team who saw numbers calling into the helplines increase considerably.

## Morale and hope

All of us have struggled at times with morale but we can all identify with some of the positives that have come out of this last year.

Our relationships with our commissioners and regulators feel stronger than ever. We feel that we have been able to work together as a powerful team around the most vulnerable families and this is a way of working that we want to continue.

We have also worked strongly with other sector partners, learning from each other, supporting each other and coming together to help provide solutions for families.

Going forward we know that the transition into the 'new normal' will be just as hard for our children and young people and their families as was the transition into lockdown.

Our intention is to remain as a consistent source of ongoing support for our families for as long as they need us.

# Review of the year

Financial performance for the year ending 31st March 2021 has been strong with the Association posting a surplus of £478,157 (including capital income) against a budgeted surplus of £112,715.

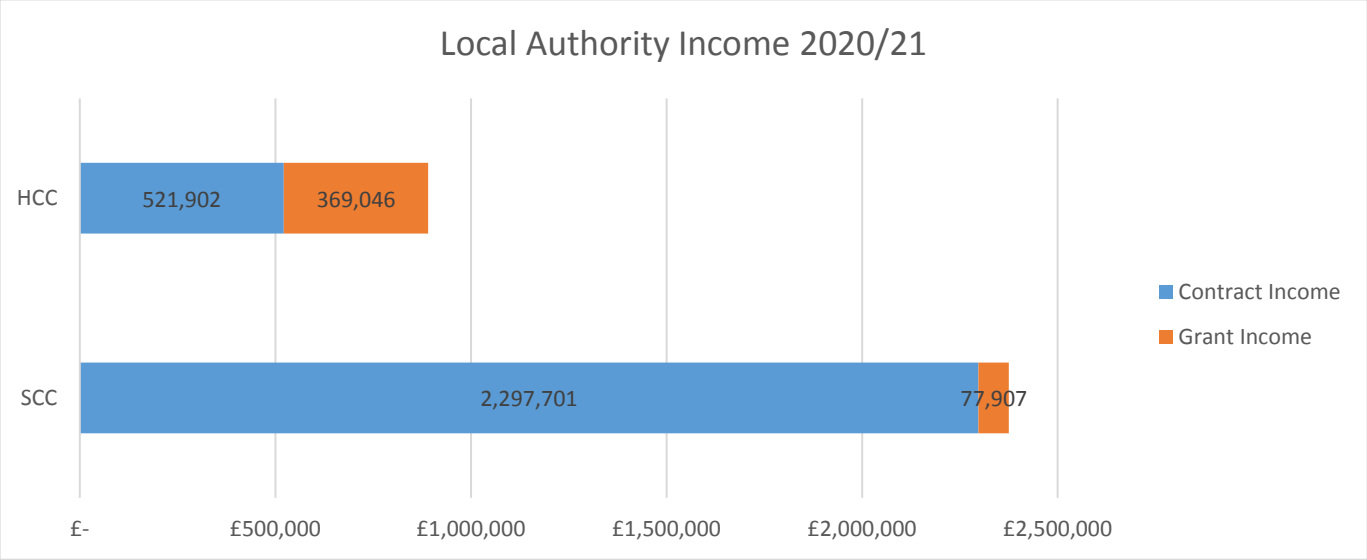
The revenue surplus, excluding capital income of £32,060, was £446,097 compared to a revenue budgeted surplus of £36,523.

There are a number of reasons for the strong financial performance;

- The main reason was our commissioners continuing to pay contracts to plan during the pandemic, together with staff savings resulting from cancelled services and a large reduction in agency costs due to COVID-19, which resulted in high surpluses in both our Respite and Community Services
- Fundraising produced an unrestricted surplus of £120,299 for the year - 10% better than budget due to an increase in unrestricted Trust income
- The Association received a number of COVID-19 grants
- Robust financial and resource management including the use of the government's Coronavirus Job Retention Scheme has resulted in cost savings
- Efficiencies in staffing arrangements have resulted in less time spent on duties other than direct service delivery, reducing staff costs

## Principal Funding Sources

The vast majority of funding is through service contracts and grants with local authorities related to individual care packages and are for between one and three year periods. This provides the Association with financial stability over the medium term and allows for greater planning certainty and decision making.




The charity also receives income through fundraising and grants for our work with families and individuals.

The principal funding sources are derived from incoming resources from charitable activities, which accounts for 89% or £3,603,190 of Association's total income.

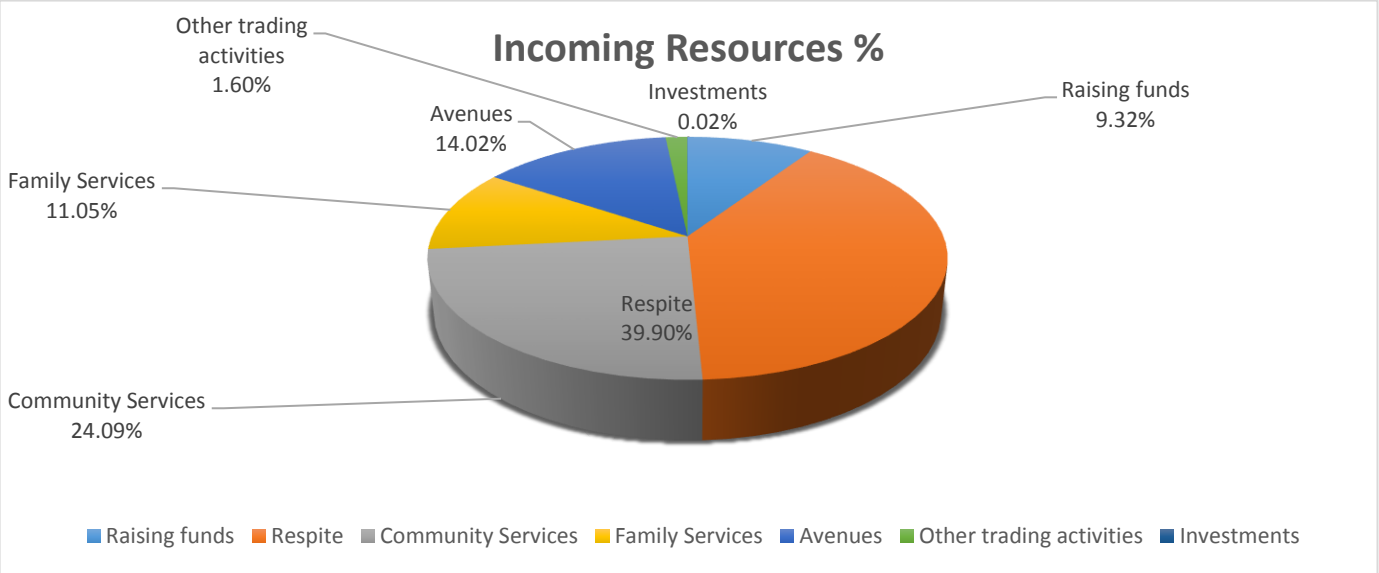
# Fund Movements

## Net Incoming Resources for the Year

Total net incoming resources from all operations for the year amounted to £478,157, compared to £262,331 in 2019/20 and represents 11.82% (19/20: 6.82%) of total incoming resources for the period.

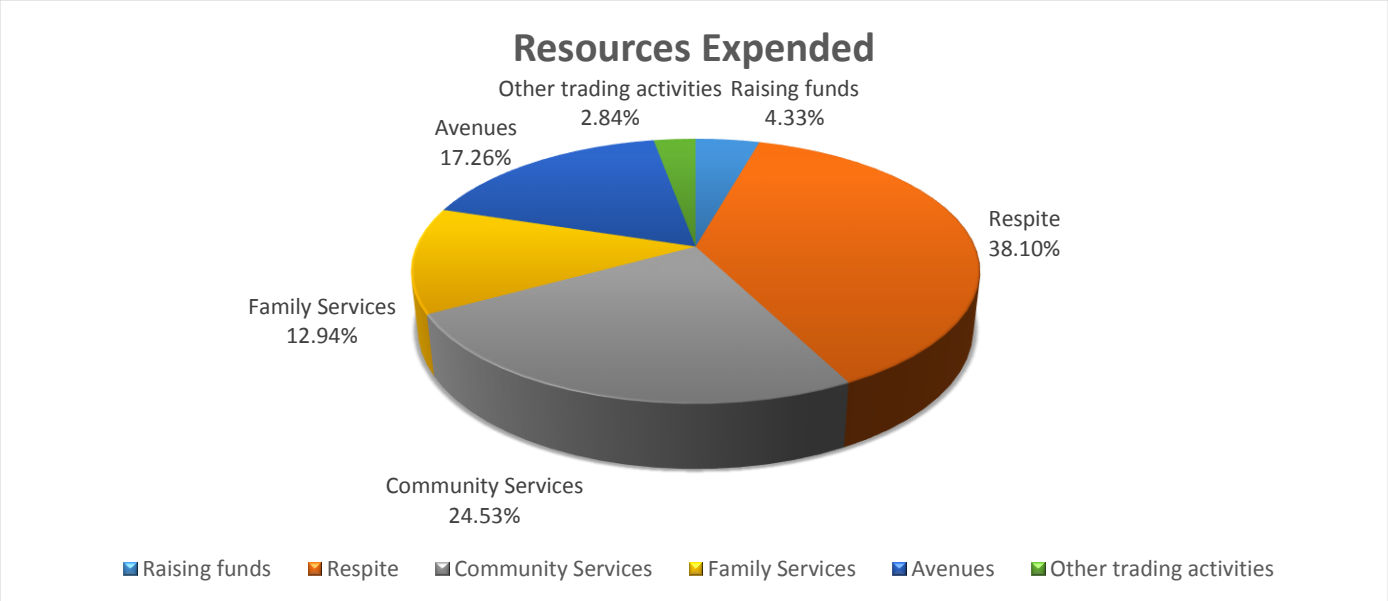
## Incoming Resources

Incoming Resources for the year totalled £4,045,882 an increase of 5.18% (£199,109) on last year (2019/20: £3,846,773).




## Resources Expended

Resources expended for the year totalled £3,567,725 a decrease of (0.46%) (£16,717) on last year (2019/20 £3,584,442.



## Capital Expenditure

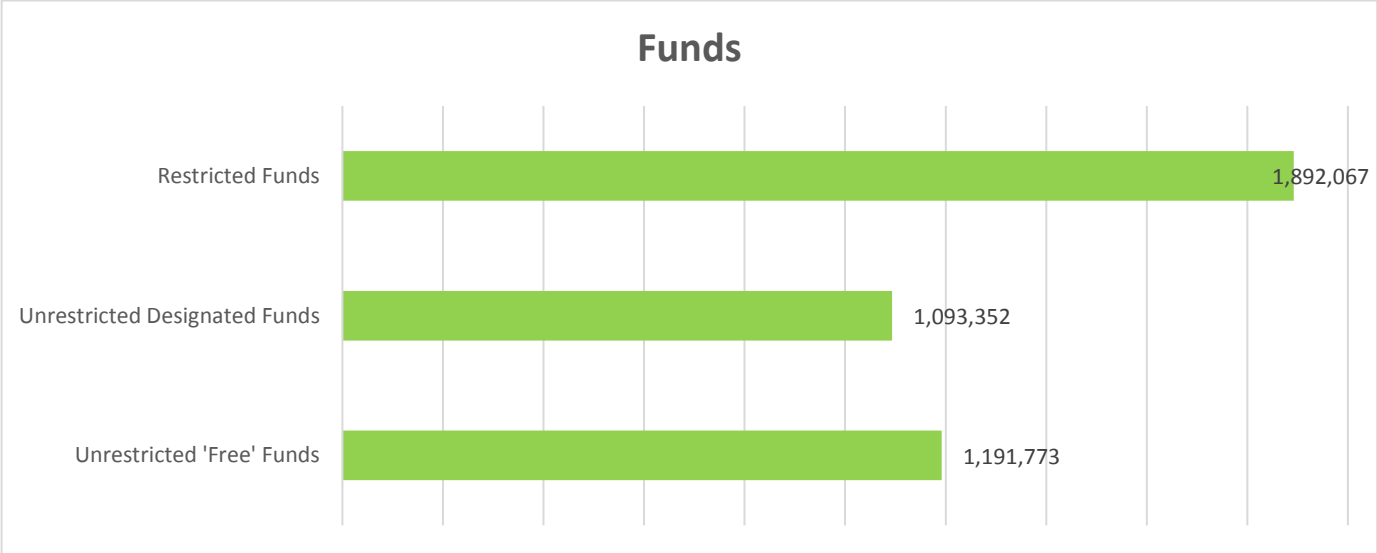
The Association's capital expenditure for the year amounted to £125,452 compared to £70,891 in 2019/20.

## Funds

Unrestricted Funds - total net incoming resources for the year amounted to £501,439.

Restricted Funds - total net outgoing resources for the year amounted to (£23,282), which is the depreciation on the Bradbury Centre building.

Total funds as at 31st March 2021 stand at £4,177,192, of which £2,285,125 relates to unrestricted funds and £1,892,067 relates to restricted funds, which is the new book value of the Bradbury Centre building.




## Basis of accounting

The annual financial statements of The Rose Road Association are attached to this report. The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

## Reserves Policy

The Trustees are keenly aware of the need to secure the viability of the Association beyond the immediate future. To enable the charity to provide reliable services over the longer term, The Rose Road Association must be able to absorb setbacks and to take advantage of change and opportunity. The charity provides for this by putting aside, when it can afford to, some of its current income as reserves.

The Trustees consider it prudent to set aside reserves to provide resilience against potential risks, but also to have funds available to take advantage of any opportunities that may come the way of the charity. The charity also needs reserves to provide sufficient working capital to support its day-to-day operations. The Board of Trustees considers it prudent to keep a level of reserves to meet their responsibilities and

commitments, protect and advance its current activities and to enable it to progress its long term aims and objectives which are outlined in the Business Strategy.

The Rose Road Association's Board of Trustees has reviewed the adequacy of its reserves held on 31st March 2021, in line with its policy to do so on an annual basis and have established the following unrestricted reserve funds:

- A designated fund for the net book value of unrestricted tangible fixed assets, including specialised equipment, which cannot easily be converted into cash of £743,352
- A designated fund to reflect the risk of major unplanned expenditure being required on the Bradbury Centre or its equipment of £250,000
- A designated fund to reflect the unprecedented uncertainties and potential impact on income and operational costs caused by the COVID-19 Pandemic of £50,000
- A designated fund to reflect the unprecedented uncertainties and potential impact on income and operational costs to Family services of £50,000
- A General Fund to provide working capital equivalent to between 2 and 4 months operating expenditure of £1,191,774. The General Fund currently stands at 4 months operating expenditure cover.

The Association has Restricted Reserves of £1,892,067 - this represents the original cost of the Bradbury Centre before any capital improvements.

At 31st March 2021, the unrestricted General Fund fell within the range required by the policy.

A detailed breakdown of all reserves held by the group can be seen in Notes 17 – 17a in the Notes to the Financial Statements.

## Investment Policy

The Board of Trustees does not consider it prudent at this stage to invest income for the longer term. Its policy for investment is therefore to retain funds as cash and place them on short term bank deposits at the best rate obtainable.

## COVID-19

The Association acknowledges the difficult environment which it is currently operating in due to the COVID-19 pandemic, however unlike many charities in the sector the impact on Rose Road's financial performance for the year ending 31st March 2021 has been minimal.

The Association is in the fortunate position to be largely funded by local authority contracts, these funders continued to make payments as per our contractual agreements. The charity also attracted COVID-19 grant income to help to cover COVID-19 related costs.

Fundraising income held firm during the year and the Association saw increases in its unrestricted fundraising surpluses compared to the previous year.

The Association has sufficient reserves to cover uncertainties arising from COVID-19 but we will keep this situation under review in the light of any extension of the current restrictions, and/or any future changes to Government guidance. The Association considers that there are no going concern issues arising from the outbreak.

## Statement of Trustees' Responsibilities for the Annual Accounts

The trustees (who are also directors of the Rose Road Association for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources. In preparing these financial statements, the trustees are required to:

Select suitable accounting policies and then apply them consistently;
Observe the methods and principles in the Charities SORP (FRS 102);
Make judgments and accounting estimates that are reasonable and prudent;
State whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees confirm that:

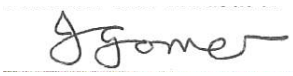
- So far as each trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

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

Approved by the Board of Trustees on 27th July 2021



**Doug Miller**
**Director and Chair of Trustees**



**Julie Gomer**
**Director and Treasurer**

# Independent auditor's report to the members of The Rose Road Association

## Opinion

We have audited the financial statements of The Rose Road Association (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

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

## Other information

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

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

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 24, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the Rose Road Association and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the directors and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the company which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

## Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Jonathan Marchant (Senior Statutory Auditor) for and on behalf of Mazars LLP

Chartered Accountants and Statutory Auditor

5th Floor, Merck House
Seldown Lane
Poole, Dorset
BH15 1TW

Date 10th August 2021

# Statement of Financial Activities

**For the Year Ended 31st March 2021**

| | Note | Unrestricted Funds | Restricted Funds | **Total Funds 2021** | Total Funds 2020 |
|---|---|---|---|---|---|
| | | **£** | **£** | **£** | £ |
| **INCOME AND ENDOWMENTS FROM** | | | | | |
| Donations and Legacies | 2 | 216,813 | 160,402 | **377,215** | 346,604 |
| Charitable activities | 3 | 3,553,061 | 50,129 | **3,603,190** | 3,395,923 |
| Other trading activities | 4 | 64,641 | - | **64,641** | 102,882 |
| Investments | 5 | 836 | - | **836** | 1,364 |
| **Total incoming resources** | | 3,835,351 | 210,531 | **4,045,882** | 3,846,773 |
| **EXPENDITURE ON** | | | | | |
| Raising funds | 6 | | | | |
| - Fundraising | | 154,502 | - | **154,502** | 191,260 |
| - Trading Activities | | 101,368 | - | **101,368** | 123,008 |
| Charitable activities | 7 | 3,078,042 | 233,813 | **3,311,855** | 3,270,174 |
| **Total resources expended** | | 3,333,912 | 233,813 | **3,567,725** | 3,584,442 |
| **NET INCOMING/(OUTGOING) RESOURCES** | | 501,439 | (23,282) | **478,157** | 262,331 |
| **Transfer between funds** | | - | - | **-** | - |
| **NET MOVEMENTS IN FUNDS** | | 501,439 | (23,282) | **478,157** | 262,331 |
| **Reconciliation of funds** | | | | | |
| Fund balances at 1 April 2020 | | **1,783,686** | 1,915,349 | **3,699,035** | 3,436,704 |
| **Fund balances at 31 March 2021** | | 2,285,125 | 1,892,067 | **4,177,192** | 3,699,035 |

All gains and losses recognised in the year are included above.

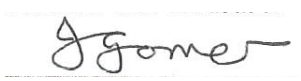
# Balance Sheet

**At 31st March 2021**

| | Note | 2021 | 2020 |
|---|---|---|---|
| | | £ | £ |
| **FIXED ASSETS** | | | |
| Tangible assets | 11 | **2,635,419** | 2,607,877 |
| | | **2,635,419** | 2,607,877 |
| **CURRENT ASSETS** | | | |
| Debtors | 13 | **551,218** | 717,242 |
| Cash at bank and in hand | | **1,478,925** | 884,959 |
| | | **2,030,143** | 1,602,201 |
| **LIABILITIES** | | | |
| Creditors: Amounts falling due within one year | 14 | **488,370** | 511,043 |
| **NET CURRENT ASSETS** | | **1,541,773** | 1,091,158 |
| **TOTAL ASSETS LESS CURRENT** | | | |
| | | **4,177,192** | 3,699,035 |
| **FUNDS** | 17 | | |
| Unrestricted funds | | | |
| General Fund | | **1,191,773** | 791,157 |
| Designated Fund | | **1,093,352** | 992,529 |
| Total Unrestricted Funds | | **2,285,125** | 1,783,686 |
| Restricted funds | | **1,892,067** | 1,915,349 |
| **TOTAL FUNDS** | | **4,177,192** | 3,699,035 |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.
The financial statements were approved by the Board of Trustees on 27th July 2021 and were signed on its behalf by:

Doug Miller 

Julie Gomer 

) Members of the
) Board of Trustees

# Consolidated Cash Flow Statement

**For the Year Ended 31st March 2021**

| | Note | 2021 | 2020 |
|---|---|---|---|
| | | **£** | £ |
| Net cash inflow / (outflow) from operating activities | **18** | **718,582** | 248,073 |
| Net cash inflow / (outflow) from investing activities | **18a** | **(125,452)** | (70,891) |
| Net cash inflow / (outflow) from financing activities | **18b** | **836** | 1,364 |
| Increase / (decrease) in cash in the year | | **593,966** | 178,546 |
| Net funds at 1st April 2020 | | **884,959** | 706,413 |
| Net cash at bank at 31st March 2021 | | **1,478,925** | 884,959 |

# Notes to the Financial Statements

**For the Year Ended 31st March 2021**

## 1 Accounting policies

### 1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) ' Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2020)' Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

### 1.2 Basis of consolidation

The Rose Road Association has chosen not to produce consolidated group accounts for the year ending 31st March 2021, under section 405 of the Companies Act 2006, due to the lack of materiality in its subsidiary's undertakings, Rose Road Retail, which has been a dormant trading company for the full year. Solent Support Solutions, the joint venture with Solent Mind, is also not included in the consolidated financial statements due to its lack of materiality under the same exemption.

### 1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### 1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis (inclusive of any irrecoverable VAT) and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings (such as support costs), they have been allocated to activities on a basis consistent with the use of the resources. Governance Costs includes an apportionment of Staff time, audit fees and costs of the Annual General Meeting.

### 1.5 Investments and investment income

Investments held as fixed assets are stated at cost. Gains and losses on investments both realised and unrealised are included in the Statement of Financial Activities. All income arising on investments is accounted for on a receivable basis. Income tax recoverable is accounted for on the same basis as the income to which it relates.

### 1.6 Tangible fixed assets

IT Tangible fixed assets costing more than £350 and all other tangible fixed assets costing more than £1,000 are capitalised and are stated in the balance sheet at costless depreciation, which is calculated at rates to write off the excess of cost over estimated residual values of individual assets, over their estimated useful lives as follows:

| | |
|---|---|
| Land | Not depreciated |
| Leasehold Buildings | 1 % straight line |
| Building adaptations | 15% reducing balance |
| Motor vehicles | 20% straight line |
| Furniture and equipment | 15% reducing balance |
| Computer equipment | 25% straight line |

**1.7 Pensions**

The charity contributes to pension schemes in which the benefits are determined by the value of contributions paid in respect of each member. Accordingly the charge in the Statement of Financial Activities represents the amount of contributions payable to the pension schemes in respect of the accounting period.

**1.8 Operating leases**

Rentals under operating leases are charged to the Statement of Financial Activities over the period in which the cost is incurred.

**1.9 Fund accounting**

General funds are unrestricted funds which 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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are subject to specific conditions laid down by the donors as to how they may be used or which have been raised by the charity for particular purposes. The aim and use of the funds is set out in the notes to the financial statements.

All funds are reviewed annually and transfers between funds undertaken as determined by that review.

**1.10 Going Concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

**1.11 Judgements in applying accounting policies and key sources of estimation uncertainty**

Key judgements that the charity has made which have a significant effect on the accounts include reviewing and carrying out a risk analysis of the factors affecting the charity's ability to continue to fundraise income and win and retain service contracts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a

| 2 | Voluntary fundraising income | Unrestricted £ | Restricted £ | 2021 Total £ | 2020 Total £ |
|---|---|---|---|---|---|
| | Trusts | 125,621 | 62,941 | **188,562** | 120,261 |
| | Community | 65,329 | 97,461 | **162,790** | 151,610 |
| | Corporate | 25,863 | - | **25,863** | 34,733 |
| | Events | - | - | **-** | - |
| | Major Donors | - | - | **-** | 40,000 |
| | Other | - | - | **-** | - |
| | **Total Fundraising Income** | **216,813** | **160,402** | **377,215** | 346,604 |

| 3 | Incoming Resources from Charitable Activities | Respite Services £ | Community Services £ | Family Services £ | Avenues £ | 2021 Total £ | 2020 Total £ |
|---|---|---|---|---|---|---|---|
| | Contractual payments from Local Authorities | 1,603,728 | 721,620 | - | 549,361 | **2,874,709** | 2,557,653 |
| | Grants received for revenue purposes | - | 124,268 | 446,953 | - | **571,221** | 663,055 |
| | Grants received for capital purposes | - | - | - | - | **-** | - |
| | Other incoming resources from charitable activities | 10,658 | 128,602 | - | 18,000 | **157,260** | 175,215 |
| | **Total Charitable Activities income** | **1,614,386** | **974,490** | **446,953** | **567,361** | **3,603,190** | 3,395,923 |

| 4 | Other trading income | 2021 £ | 2020 £ |
|---|---|---|---|
| | Facilities | **64,641** | 102,882 |
| | **Total Trading income** | **64,641** | 102,882 |

| 5 | Investment income | 2021 £ | 2020 £ |
|---|---|---|---|
| | Interest receivable | **836** | 1,364 |

| 6a | Raising funds - Fundraising costs | 2021 £ | 2020 £ |
|---|---|---|---|
| | Fundraising costs | **136,032** | 172,942 |
| | Support costs | **17,367** | 17,216 |

| | | | |
|---|---|---|---|
| | Governance costs | **1,103** | 1,102 |
| | **Total Fundraising costs** | **154,502** | 191,260 |

| | | | |
|---|---|---|---|
| **6b** | **Raising funds - Trading Activities costs** | **2021** | 2020 |
| | | **£** | £ |
| | Facilities | **95,574** | 114,665 |
| | Support costs | **5,448** | 7,997 |
| | Governance costs | **346** | 346 |
| | **Total Trading Activities costs** | **101,368** | 123,008 |

| | | | |
|---|---|---|---|
| **7** | **Charitable activities costs** | **2021** | 2020 |
| | | **£** | £ |
| | Respite | **1,208,396** | 1,286,298 |
| | Community Services | **784,288** | 605,840 |
| | Family Services | **419,211** | 493,649 |
| | Avenues | **562,701** | 589,328 |
| | Support costs | **305,140** | 263,622 |
| | Governance costs | **32,119** | 31,437 |
| | **Total Charitable Activities costs** | **3,311,855** | 3,270,174 |

| **8** | **Analysis of Support and Governance Costs** | **Trading Activities** | **Raising Funds** | **Respite Services** | **Community Services** | **Family Services** | **Avenues** | **2021** | 2020 |
|---|---|---|---|---|---|---|---|---|---|
| | | **£** | **£** | **£** | **£** | **£** | **£** | **£** | £ |
| | Management | 1,316 | 4,195 | 32,964 | 19,898 | 9,265 | 11,585 | **79,223** | 77,428 |
| | Finance | 1,841 | 5,868 | 46,110 | 27,834 | 12,960 | 16,205 | **110,818** | 109,975 |
| | Human Resources | 1,138 | 3,626 | 28,493 | 17,199 | 8,009 | 10,014 | **68,479** | 43,856 |
| | Information Technology | 1,153 | 3,677 | 28,891 | 17,439 | 8,120 | 10,153 | **69,433** | 57,576 |
| | Governance | 349 | 1,114 | 14,357 | 8,666 | 4,035 | 5,047 | **33,568** | 32,885 |
| | **Total Support costs** | 5,797 | 18,480 | 150,815 | 91,036 | 42,389 | 53,004 | **361,521** | 321,720 |

| | | | |
|---|---|---|---|
| **8a** | **Governance Costs** | **2021** | 2020 |
| | | **£** | £ |
| | Allocated staff salaries for accounts and annual report preparation | **3,535** | 3,500 |

| | | |
|---|---|---|
| Allocated staff salaries for attendance at trustee meetings | **8,577** | 8,492 |
| llocated staff salaries for company secretary work | **912** | 903 |
| Allocated staff salaries for trustee liaison and strategy work | **7,505** | 7,431 |
| Auditors' remuneration | **12,360** | 11,880 |
| Professional and other costs | **679** | 679 |
| **Total Governance costs** | **33,568** | 32,885 |

**9 Resources expended by the charity includes:**

| | **2021** | 2020 |
|---|---|---|
| | **£** | £ |
| Depreciation | **95,145** | 101,370 |
| Auditors' remuneration | **12,360** | 11,880 |
| Operating Leases - Equipment | **564** | 352 |

**10 Staff costs for the charity**

| | **2021** | 2020 |
|---|---|---|
| | **£** | £ |
| Salaries and other costs | **1,965,426** | 1,803,252 |
| Social security costs | **114,717** | 107,893 |
| Pension costs | **51,054** | 54,460 |
| **Total Staff costs** | **2,131,197** | 1,965,605 |

**10a Key Management Personnel Remuneration**

The number of personnel paid on the following bandings during the year were:

| | **2021** | 2020 |
|---|---|---|
| £60,000 to £69,999 | **-** | 1 |
| £70,000 to £79,999 | **1** | - |

| | **2021** | 2020 |
|---|---|---|
| | **£** | £ |
| The total amount of remuneration to key management personnel, including employer pension and NI, for their services to the charity during the year was: | **208,384** | 227,838 |

No trustee received any remuneration during the current year (20/21: £0).

**10b Pension Schemes**

The Association operated two defined contribution pension schemes during the year.

The employer pension costs for all schemes for the year was £51,054. (19/20:£54,460)

At the year end employer and employee pension contributions totalling £10,145.97 were owed to the schemes. (19/20: £9,835)

**10c Average numbers of employees**

The average number of employees and their full time equivalent in the year was as follows:

| | Average number of employees | | Average number of Full-time Equivalents | |
|---|---|---|---|---|
| | **2021** | 2020 | **2021** | 2020 |
| Respite Service | **59** | 56 | **45** | 41 |
| Community services | **43** | 48 | **24** | 22 |
| Family Services | **20** | 20 | **12** | 12 |
| Avenues | **4** | - | **3** | - |
| Strategic Charity Development | **1** | 1 | **1** | 1 |
| Raising Funds | **4** | 5 | **4** | 4 |
| Trading Activities | **2** | 2 | **1** | 1 |
| Administration | **7** | 6 | **6** | 5 |
| **Total** | **140** | 138 | **96** | 86 |

**11 Tangible fixed assets**

| | Freehold Land & Buildings £ | Equipment £ | Motor vehicles £ | Total £ |
|---|---|---|---|---|
| **Cost** | | | | |
| At 1st April 2020 | 2,630,593 | 771,566 | 75,656 | 3,477,815 |
| Additions | - | 81,807 | 43,645 | 125,452 |
| Disposals | - | - | (23,740) | (23,740) |
| **At 31st March 2021** | **2,630,593** | **853,373** | **95,561** | 3,579,527 |
| **Depreciation** | | | | |
| At 1st April 2020 | 391,438 | 416,887 | 61,613 | 869,938 |
| Disposals | - | - | (20,975) | (20,975) |
| Charge for the year | 26,251 | 61,079 | 7,815 | 95,145 |
| **At 31st March 2021** | **417,689** | **477,966** | **48,453** | 944,108 |
| **Net book value at 31st March 2021** | **2,212,904** | **375,407** | **47,108** | 2,635,419 |
| Net book value at 31st March 2020 | 2,239,155 | 354,679 | 14,043 | 2,607,877 |

**12 Investments**

The Association holds no investments as of 31st March 2021.

| 13 | **Debtors** | **2021** | 2020 |
|---|---|---|---|
| | | **£** | £ |
| | Prepayments | **84,712** | 102,893 |
| | Accrued income | **10,256** | 35,631 |
| | Statutory authority debtors | **334,873** | 405,374 |
| | Trade debtors | **118,101** | 169,838 |
| | Other debtors | **3,262** | 2,962 |
| | Intercompany debtor | **14** | 544 |
| | VAT recoverable | **-** | - |
| | Income tax recoverable | **-** | - |
| | **Total Debtors** | **551,218** | 717,242 |

| 14 | **Creditors** | **2021** | 2020 |
|---|---|---|---|
| | | **£** | £ |
| | Accruals | **86,742** | 63,608 |
| | Taxation and social security | **25,723** | 27,038 |
| | Pension | **10,146** | 9,835 |
| | Other Creditors | **8,225** | 2,868 |
| | Deferred income (note 16) | **249,893** | 174,137 |
| | Intercompany creditor | **-** | - |
| | VAT due | **2,282** | 278 |
| | Trade creditors | **105,359** | 233,279 |
| | **Total Creditors** | **488,370** | 511,043 |

| 15 | **Operating Leases** | **2021** | 2020 |
|---|---|---|---|
| | | **£** | £ |
| | **Equipment:** | | |
| | Not more than one year | **564** | 352 |
| | Greater than one year and less than five years | **-** | - |
| | **Total operating lease commitments** | **564** | 352 |

| 16 | **Movements in deferred income** | **Local authority income** | **Donations and other income** | **2021** | 2020 |
|---|---|---|---|---|---|
| | | **£** | **£** | **£** | £ |
| | Deferred income at 1st April 2020 | **154,025** | **20,112** | **174,137** | 159,705 |
| | Expended during the year | **(566,254)** | **(210,563)** | **(776,817)** | (826,675) |
| | Income received during the year: | **622,268** | **230,305** | **852,573** | 841,107 |

| | | | | | |
|---|---|---|---|---|---|
| | **Deferred income at 31st March 2021** | 210,039 | 39,854 | **249,893** | 174,137 |

Deferred income relating to monies received from local authorities and donations will be realised in the following financial period through the Statement of Financial Activities

| | **17 Movement in Funds** | **At 1st April 2020** | **Incoming resources** | **Resources expended** | **Transfers between funds** | **At 31st March 2021** |
|---|---|---|---|---|---|---|
| | | **£** | **£** | **£** | **£** | **£** |
| | **Unrestricted funds** | | | | | |
| **(a)** | General Funds | 791,157 | 3,835,351 | (3,333,912) | **(100,823)** | **1,191,773** |
| **(b)** | Designated Funds | 992,529 | - | - | **100,823** | 1,093,352 |
| | **Total Unrestricted Funds** | 1,783,686 | 3,835,351 | (3,333,912) | **-** | 2,285,125 |
| | **Restricted funds** | | | | | |
| **(c)** | Bradbury Centre | 1,915,349 | - | (23,282) | - | **1,892,067** |
| **(d)** | Respite Trust Nights and Equipment | - | 68,404 | (68,404) | - | **-** |
| **(e)** | Community Services and Equipment | - | 13,652 | (13,652) | - | **-** |
| **(f)** | Family Services | - | 11,757 | (11,757) | - | **-** |
| **(g)** | COVID Grants | - | 50,129 | (50,129) | | |
| | Other | - | 66,589 | (66,589) | **-** | - |
| | | | | - | | |
| | **Total Restricted Funds** | 1,915,349 | 210,531 | (233,813) | **-** | 1,892,067 |
| | **Total Funds** | **3,699,035** | **4,045,882** | **(3,567,725)** | **-** | **4,177,192** |

*Note on reserve transfer of £742,529:

It has always been the organisations aim to have free reserves to cover 2-4 month operating costs from cash or equivalent reserves and this has now been reflected in an updated reserve policy. To reflect this, reserves represented by fixed assets have been 'designated' as a fixed asset reserve and removed from this figure of free reserves, because they are not easily convertible into cash.
Although these were not previously labelled a 'designated' reserve, in essence they have always been considered and treated this way. If these fixed assets had previously been shown as a designated reserve, the prior year comparatives would be:

| | | |
|---|---|---|
| General Funds | = | 1,191,773 |
| Designated Funds | = | 1,093,352 |
| **Total unrestricted reserves** | = | **£2,285,125** |

**Unrestricted reserves**

**(a)** The General Funds represent the free funds of the charity which are set aside to cover working capital requirements and to cover losses in contract income.

**(b)** The Designated Funds are broken down as follows:

| | | |
|---|---|---|
| Fixed asset replacement reserve | = | 250,000 |
| Tangible fixed asset not easily convertible to cash | = | 743,352 |
| COVID-19-19 Pandemic Disruption Reserve | = | 50,000 |
| Family Services Designated Reserve | = | 50,000 |

**Restricted reserves**

**(c)** The original building of the Bradbury Centre is a restricted fund.

Additionally, restricted Income Funds were received for the following projects and areas of work:

**(d) Respite**

Bothwell Charitable Trust for replacement hoisting systems and shower chairs in Oaks and Acorns, giving the children and young people greater access to our facilities.
The DWF Charitable Foundation for helping to fund changing beds and the Graham High Charitable Trust for a contribution to new baths - helping to give a better experience to children and young adults during stays.
The Leathersellers' Company Charitable Fund continued to support our emergency and additional overnight short breaks programme. The Peter Harrison Foundation, The Gerald Micklem Trust, the LCP Foundation, Hampshire and IOW Community Foundation, the Card Factory Foundation and two charitable trusts who wish to remain anonymous also made significant contributions to this programme.
The Edward Gostling Foundation supported phase 3 of the Independence for All project by funding the extension of the dining room in the Adults Respite Centre and a contribution to new baths.

**(e) Community**

BBC Children in need for continuing to support the Saturday stay and play sessions for the whole family. During this pandemic year they have been flexible and responsive, supporting our adapted model of remote support.

**(f) Family Services**

South Western Railway's Customer and Communities Improvement Fund (CCIF) for seeing the potential in and funding our 'All Aboard' project, to encourage more disabled users to access rail travel

**Unrestricted reserves**

The General Funds represent the free funds of the charity which are set aside to cover working capital requirements and to cover losses in contract income.

**(g) COVID Grants**

We received three different sources of COVID income. These grants were - Infection Control Grant, Workplace Capacity Fund and Rapid Testing Fund.

| 17a | **Analysis of net assets between funds** | **Unrestricted funds** | **Restricted funds** | **2021** | 2020 |
|---|---|---|---|---|---|

| | £ | £ | £ | £ |
|---|---|---|---|---|
| Fixed assets | 743,352 | 1,892,067 | **2,635,419** | 2,607,877 |
| Current assets | 2,030,143 | - | **2,030,143** | 1,600,448 |
| Investments | - | - | **-** | - |
| Current liabilities | (488,370) | - | **(488,370)** | (509,290) |
| Long term liabilities | - | - | **-** | - |
| **Total Funds** | **2,285,125** | **1,892,067** | **4,177,192** | 3,699,035 |

The original build element of the Bradbury Centre building is a restricted asset but subsequent work that has been carried out and capitalised to form a portion of this asset is unrestricted

**Cash flow Statement**

| 18 **Reconciliation of net incoming resources to net cash inflow / (outflow) from operating activities** | **2021** | 2020 |
|---|---|---|
| | **£** | £ |
| Net incoming (outgoing) resources | **478,157** | 262,331 |
| Investment income | **(836)** | (1,364) |
| Depreciation | **95,145** | 101,370 |
| (Gain)/loss on Disposal Fixed Asset | **2,765** | 1,620 |
| Decrease/(Increase) in Debtors | **166,024** | (123,356) |
| Increase/(Decrease) in Creditors | **(22,673)** | 7,472 |
| **Net cash inflow / (outflow) from operating activities** | **718,582** | 248,073 |

| 18a **Capital expenditure and financial investment** | **2,021** | 2,020 |
|---|---|---|
| | **£** | £ |
| Purchase of tangible fixed assets | **(125,452)** | (70,891) |
| Sale of tangible fixed assets | **-** | - |
| **Net cash inflow / (outflow) from investing activities** | **(125,452)** | (70,891) |

| 18b **Returns on investments and servicing of finance** | **2,021** | 2,020 |
|---|---|---|
| | **£** | £ |
| Investment income received | **836** | 1,364 |
| **Net cash inflow / (outflow) from financing activities** | **836** | 1,364 |

**19 Contingent liabilities**

The group had no contingent liabilities as at 31 March 2021 or 31 March 2020.

## 20 Capital commitments

The group had no capital commitments at 31 March 2021 or 31 March 2020.

## 21 Related party transactions

The charity is exempt from disclosing related party transactions within the group due to lack of materiality.

On the 1st April 2012 the finance and IT functions of The Rose Road Association were transferred to Solent Support Solutions Limited, a company which is jointly controlled by The Rose Road Association and Solent Mind, Solent Support Solutions provided services valued at £197,026 during the year to 31st March 2021 (19/20: £177,455) .The Association owed Solent Support Solutions £0 at 31st March 2021 (19/20: £0). Solent Support Solutions owed the Association £14 at 31st March 2021 (19/20: £544).

## 22 Taxation

As a registered charity the income is generally exempt from corporation tax under Section 478, of the Corporation Tax Act 2010 by reason of its charitable objects and activities.