COMPTON CARE GROUP LIMITED

England & Wales · Charity number 512387

Details

Other names	COMPTON HALL LIMITED, COMPTON HOSPICE LIMITED, COMPTON HOSPICE
Status	Registered
Legal form	Charitable company
Company number	01607631
Registered	1982-03-12
Register	View on the Charity Commission register

Contact

Address	Compton Care Group Ltd Compton Hall 4 Compton Road West Wolverhampton WV3 9DH
Phone	03003230250
Email	hello@comptoncare.org.uk
Website	www.comptoncare.org.uk

Activities

Objects: 3.1 To assist in the provision of care for people with advancing and progressive long-term health conditions and terminal illness who are principally resident in Wolverhampton, Dudley, Walsall, Sandwell and the counties of Shropshire and South and East Staffordshire and any additional locations as agreed by the Directors, primarily but not exclusively through:3.1.1 undertaking appropriate ancillary activities and services including the provision of residential care and care co-ordination of palliative and social care services;3.1.2 conducting or promoting research into the care and treatment of people with progressive long-term conditions; and3.1.3 the advancement of education in the provision of palliative care and related disciplines.

Activities: To relieve and provide palliative care to persons principally resident in Wolverhampton, Dudley, Sandwell and Walsall and the counties of Staffordshire and Shropshire who are suffering from cancer, lymphoedema or terminal illness. To provide education and training for healthcare professionals and others, including volunteers, who are involved in providing palliative care.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** SEE OBJECTS
- Dudley
- Sandwell
- Shropshire
- Staffordshire
- Walsall
- Wolverhampton

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£13,337,960	£15,189,357	£16,595,913	314
2024-03-31	£13,116,008	£14,787,510	£18,447,072	307
2023-03-31	£12,132,116	£13,773,253	£19,650,116	290
2022-03-31	£13,711,186	£11,974,500	£21,796,889	272
2021-03-31	£12,095,202	£11,854,696	£19,424,574	280

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Trustees

Name	Role	Appointed
Mrs Rosemary Eileen Keeton	Chair	2016-07-27
Carl Roy Peddie		2024-08-14
Denise Mary Burkett-Stus		2023-03-27
Dr Davinder Bagary		2022-11-16
Helen Julia Holden		2021-02-17
Helen Macpherson Hibbs		2021-11-10
Joanna Watson		2025-06-18
Linda Annette Pascall		2020-04-03
Mr Jim McKinnon		2017-02-09
Munminder Singh Gill		2026-03-25
Sharnjit Kaur Samra		2025-12-03

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COMPTON CARE GROUP LIMITED

England & Wales - Charity number 512387

Accounts

Compton Care

specialist palliative and bereavement support

COMPTON CARE GROUP LIMITED

Annual Report and Consolidated Financial Statements

Year Ended 31 March 2025

Registered Charity Number: 512387
Company Limited by Guarantee Registered Number: 01607631
Registered Office - 4 Compton Road West, Compton, Wolverhampton WV3 9DH
www.comptoncare.org.uk

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Opening Statement from the Chair of the Board and CEO

For over four decades, Compton Care has stood as a pillar of compassionate, specialist palliative and end-of-life care for communities across Wolverhampton, the Black Country, South Staffordshire, and East Shropshire. We exist to ensure no-one faces a life limiting condition alone. Every day of the year, 24 hours a day, we are here to provide expert care, support, and compassion to those who need it most.

This past year has been one of transformation, growth, and deepened community connection – driven by innovation, compassion, and unwavering dedication. We have reached more people needing support than ever before.

We believe everyone deserves the best possible care - wherever they are and whenever they need it. This year:

- Our Virtual Ward expanded significantly, supported by the NHS Black Country Integrated Care Board (ICB) funding, enabling more patients to receive consultant-led care at home. 97% of patients remained out of hospital, and 98% had their end-of-life wishes fulfilled, reflecting our focus on personalised, dignified care.
- We opened a new clinic in Low Hill, a culturally diverse and economically deprived area, offering lymphoedema treatment, bereavement services, and complementary therapies, making our care more accessible.
- All 18 rooms in our Inpatient Unit were upgraded to modern, peaceful environments, alongside the creation of family-friendly spaces, including a family room and play area, enhancing the therapeutic experience for loved ones.

We continued to innovate and evolve our services to meet changing needs:

- Clinical dashboards allow us to analyse trends in demand, care standards, and service growth. Our patients are older, more complex, and using more services than ever before.
- Our 24/7 telephone advice line, co-developed with fellow hospices and Staffordshire's ICB, ensures help is always available.
- Recognising the important role our paramedics play in our community workforce – a pioneering initiative nationally recognised at the Palliative Care Congress.
- We are proud our clinical standards remain exceptionally high, with harm incidents such as falls staying extremely low, and over 90% of our patients are supported to die in their preferred place.

We go beyond clinical care, recognising the broader needs of those we support to strengthen communities and develop our social impact:

- Through our partnership with the City of Wolverhampton Council, we have distributed £120,000 in Household Support Funds since it started in 2022, making over 700 awards to individuals and families facing hardship last year.
- New community hubs in Codsall and Dudley, complete with cafes and information points increase visibility of our services and provide welcoming community spaces.
- We're developing a social impact framework to measure and report on the broader value of our services – from recycling through retail, to job creation and volunteer development.

We've continued to develop a culture of learning, inclusion, and development. Our people are the heart of Compton Care. This year:

- We achieved low vacancy, turnover, and sickness rates, and introduced a new pay structure based on staff feedback.
- The Dr. Janet Anderson Education Fund supported staff learning, alongside the launch of our first in-person Schwartz Rounds for emotional reflection and provision of a bespoke leadership programme for our clinical leaders.

- Our Staff and Volunteer Surveys showed significant improvements in satisfaction – over 90% of staff are proud to work at Compton.
- We conducted a comprehensive Equality, Diversity, and Inclusion review and launched a new steering group to lead the next phase of our inclusivity strategy.
- We are also proud to pilot Hospice UK's 'Volunteer to Career' programme, helping volunteers progress into paid clinical roles.

Ensuring resilient fundraising and commercial growth has remained a priority. With over 65% of our projected £15.7 million annual cost needing to be raised independently, we embraced innovation:

- Our Lottery generated over £400,000, and a new recruitment partnership expanded our reach.
- Events like Walk for Compton, a Gala Dinner and our Summer Appeal, 'In Sandy's Memory', captured hearts and raised vital funds.
- Through our Store of Excellence programme, we continued to enhance customer experience and extend our footprint. Our Retail division opened new stores in Bilston, Fallings Park, and the Mander Centre, including a wedding/prom wear destination store, all while delivering nearly 11% like-for-like growth. This is the third conservative year of double-digit sales growth, generating over £4.9 million in sales.
- A new Commercial Director was appointed to drive strategic business development and diversification of income.
- We were proud to be part of Hospice UK's national legacy campaign, *This is Hospice Care*, encouraging the public to consider leaving a gift in their will. We are incredibly grateful for the generous legacies left to us – totalling £1.1 million last year – which help us continue providing vital care and support.
- We have further improved our carbon footprint this year with the installation of solar panels at the Hall. This will not only improve our green credentials but will also reduce our electricity bills in the future.

From a partnerships, policy and advocacy perspective, we continued to work closely with stakeholders to strengthen our relationships and improve engagement across the region:

- We deepened ties with local authorities, NHS bodies, MPs, and businesses, contributing to national conversations on funding and care strategy.
- In response to the proposed Assisted Dying Bill, we agreed a clear corporate position and provided opportunities for ongoing staff education and dialogue.
- Capital funding from the Government was used to further enhance our estate, with plans underway for the next phase of investment in 2025/26.

As we reflect on a year of meaningful progress, we remain focused on delivering exceptional, person-centred care to every individual who needs us - whenever and wherever that may be. We recognise just how challenging the financial environment is in the charity sector, but our strategic intention continues to be to grow income through innovative means and to continue to seek fair allocations of funds from the NHS. In order to do this, we acknowledge the exceptional talent and commitment from our dedicated staff, selfless volunteers, and generous supporters. Thank you. You make everything possible.

Ros Keeton,
Chair of the Board of Trustees

Rachel Overfield,
CEO

TRUSTEES' ANNUAL REPORT

Strategic Report

We Are Compton Care

Our Vision: Compton Care will be a leader in delivering palliative care and support for the community.

Our Mission: Compton Care provides high quality accessible care and support for the people in our communities living with life limiting conditions.

Our Values:

- COLLABORATION - We work with patients, families, and wider healthcare communities to deliver personalised care.
- ACCOUNTABILITY - We demonstrate individual accountability for behaviour, performance, and impact.
- RESPECT - We are inclusive, we value difference, and we work together responsibly.
- EMPATHY - We listen, engage and act with warmth, kindness and understanding.

Our Services

At Compton Care we believe people are more than their diagnosis. For over 40 years, Compton has been providing palliative and end of life care to patients, and their families, helping them to navigate every aspect of life with a life limiting condition. Our services aim to help patients and families with:

- The physical – helping patients deal with the physical changes brought about by their illness helping with symptom control and pain management.
- The practical – supporting families to manage practical aspects including finances, housing, legal matters and making future care plans.
- The emotional and spiritual – providing a safe space for patients' families to express their thoughts, feelings, and emotions throughout the duration of a person's illness and after death.

As well as delivering high quality essential clinical care, Compton offers a wide range of enhanced care services including psychological therapies, social support, respite, and complementary therapies which exist to support patients and families through every aspect of their palliative care journey and beyond.

All services are delivered to patients aged 18 or over (and their families) living in Wolverhampton, parts of the Black Country, South Staffordshire, and East Shropshire.

Every year, we review our service provision in line with our Strategic Plans and with the requirements of our local NHS commissioners.

Our services offered at both the Hall and Ruskin Road sites include:

- Living Well Service - giving people the practical and emotional tools to continue to live actively and independently with their condition. Each person's needs are assessed, and a bespoke package of care is offered. This can include:
    - access to activities, workshops and support groups on topics including symptom management, nutrition, exercise, relaxation, horticulture, craft, and chat and planning for the future.
    - regular appointments and consultations with medical and clinical staff.
    - training and education sessions which are also available for family members and carers supporting loved ones with incurable illnesses.
- Therapeutic Support - as well as supporting patients with the physical aspects of life with an incurable condition, Compton also provides emotional and spiritual support in the form of talking therapies, counselling, complementary therapies, art therapy, occupational therapy, and physiotherapy.

- Patient & Family Support - our team, that includes palliative care social workers, offer emotional support and help patients to manage practical matters such as dealing with finances, housing, legal matters and making future care plans.
- Inpatient Unit – delivering 24-hour care for patients needing support with pain management and symptom control, respite, and end of life care. We provide 18 beds, each with ensuite facilities and most have views of our beautiful gardens. Family members can stay overnight, and pets are encouraged to visit too.
- Community Services - we understand for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of specialist palliative care clinicians and community specialist palliative care consultants work in partnership with GPs, district nurses and other healthcare providers to ensure families receive the support they need to manage their condition, maintain a good quality of life, and avoid unnecessary hospital admissions. We visit people in person, by phone or video consultation providing specialist advice and support including symptom management and pain control, emotional support and in some areas arrange the provision of overnight support from our team of healthcare assistants. Our responsive approach to specialist palliative care has become a lifeline for so many of our patients and their families, supporting patients to remain in the place they call home if preferred and preventing hospital admissions. Our rapid response team is now embedded into our services and provides essential responsive care to people whose condition changes unexpectedly or where there is an escalation of anxiety within the patient's home.

  Our community-based virtual ward has gone from strength to strength, offering hospital level care to people with very specialist palliative care needs in the place they call home. This avoids hospital attendance and admissions and ensures the vast majority of people achieve their preferred place of care and death.

- Family and Carer Services – a life-limiting illness not only affects the person diagnosed, but those closest to them too. Compton provides support for family members, carers and the people that mean the most to patients through support groups, talking therapies, counselling, complementary therapies, social work support and respite care. Support is available throughout the duration of a person's illness and after death through our dedicated bereavement service. Bereavement counselling is available for friends, family and loved ones of Compton patients.
- Lymphoedema Care - our team of lymphoedema specialists provide treatment to ease symptoms as well as offer advice and support to help people manage and live independently with their condition.

Public Benefit

Compton Care is registered with and regulated by the Care Quality Commission for the following regulated activities:

- Caring for adults under 65 and over 65.
- Treatment of disease, disorder, or injury.

The quality of our services was last inspected by the Care Quality Commission in October 2019 and rated as 'Good', with an Outstanding in responsiveness.

Compton Care benefits the public providing services free of charge to patients, families, and carers within our catchment area of the Black Country and the counties of Shropshire, and South and East Staffordshire. Services are open to individuals over the age of 18 regardless of race, religion, sexual orientation, age, or diagnosis. The Trustees have referred to the Charity Commission's general guidance on public health when reviewing the aims and objectives of Compton Care and in planning future activities.

Support Services

A team of dedicated and specialist support service staff and volunteers work tirelessly behind the scenes to ensure our clinicians and supportive care practitioners can deliver patient care. These services include our People teams comprising HR, Volunteer Services and Learning & Development; our Estates team of stewards, housekeeping, and catering; our Marketing and Communications staff; IT support, Finance, and administration colleagues.

Income Generation

Patients and families receive our care and expertise free of charge, however this care is not free to provide. Our income generation teams are responsible for raising over 58% of our annual running costs, equating to nearly £8.7 million of the £14.9 million needed every year. Our income generation teams support and encourage individuals and businesses to raise this vital income through fundraising events and appeals, a weekly lottery and retail activities (charity shops and e-commerce).

Our Board of Trustees

Ros Keeton BDS, MCDH, DDPHRCS, FUW – Chair of the Board

Ros is an experienced NHS Chief Executive and health care leader who combines a dental background with substantial leadership experience across the full range of health and social care settings. She was Chief Executive of an NHS Partnership Trust offering mental health, learning disabilities, and substance misuse services. Ros then led the highly respected Birmingham Women's NHS Foundation Trust one of only two specialist women's hospitals in the UK. Ros is a Trustee of Hospice UK and the Chair of the Hospice Boards Council (UK).

James Frederick McKinnon BSc (Hons), MSc - Vice Chair of the Board

James has wide experience gained at many levels in a variety of global roles during a lengthy career with Goodyear Tire & Rubber Company. James has held senior finance and IT roles within the UK organisation, including Treasurer, Plant Controller and General Credit Manager, all of which also included extended European management responsibility.

Dr. Davinder Bagary

Dav is a highly experienced GP working within our local community. Dav specialises in learning disabilities and autism and has extensive experience of working on Boards and Committees. He knows Compton very well and is keen to support in expanding our services.

Anne Elizabeth Brookes

Anne has enjoyed a long and successful career in both retail and private banking and currently heads a wealth management business in Birmingham. Anne has latterly focused on the investment and lending side of banking and manages a team of bankers and investment managers along with a portfolio of her own clients. Whilst Anne still works full time, any free time is spent walking or gardening.

Denise Mary Burkett-Stus

With a career spanning some 40 years and having recently retired from a leadership role in the financial services sector, Denise is a senior business leader with deep knowledge and experience in all areas of a business and how to drive transformation to deliver continued success.

Dr. Helen Macpherson Hibbs

Helen worked as a GP in the Wolverhampton area and has had a long and positive relationship with Compton Care.

Helen Julia Holden LLB

Julia is a semi-retired solicitor, working part-time as a judge on the Oxford and Midland Circuit. She became managing partner of her law firm in the late 1980s. Her legal experience as a solicitor was predominantly in the fields of insurance law and large and complex personal injury claims.

Linda Annette Pascall MBA

Linda was appointed a trustee in 2020 and is a registered nurse, active coach, teacher, and mentor. She has held a series of senior nursing roles within the NHS and has extensive professional training and experience.

Carl Peddie

Carl, as a local entrepreneur, has had a lengthy, very successful career in the Retail Fashion business, starting with one store in Wolverhampton in 1989 and subsequently expanding to owning multiple stores across the UK selling various fashion brands. More recently Carl has diversified into property management.

Joanna Watson MA FCA
Joanna is a management consultant specialising in governance improvement in public purpose organisations, including the NHS and charities. She has over 35 years of experience working in professional services firms, providing assurance and advisory services. She is an experienced charity trustee and is a fellow of the Institute of Chartered Accountants in England and Wales and is an honorary fellow of the Healthcare Financial Management Association.

Our Executive Leadership Team

- Rachel Overfield RGN DPSN BSc (Hons): Chief Executive Officer & Director of Nursing
- Dr Fran Hakkak MBBS BSc MSc FRCP: Medical Director
- Russell Bulkeley: Director of Finance & HR
- Rebecca Brown RN: Director of Clinical Governance, Compliance & Informatics
- Jenny Warren RN (Dip) HE, BSC (Hons), PG Cert, QN: Director of Clinical Services
- Steve Samra: Commercial Director

Our Staff

Compton Care has a dedicated team of 313 staff working within clinical services, income generation and support services to provide care and support to our patients, family members, supporters, donors, and stakeholders.

Our Volunteers

Our staff are supported by a team of volunteers who offer their time in a variety of roles including greeting callers and visitors to our reception, providing essential administration support, attending events, sorting donations, and serving customers in our charity shops and much more. Compton simply could not deliver the vast range of services we do without the help of these heroes.

A Year in Numbers

- 3,849 patients referred in the financial year.
- 7,578 inbound referrals received.
- 347 admissions were made to the IPU.
- 98% of patients /carers rated Compton Care services as good or above in a review.
- 772 admissions to the Virtual Ward service.
- Rapid Response made 3,191 visits.
- The Community Team made 5,234 visits.
- 2,579 support sessions were conducted by our Lymphoedema team.
- Living Well and Complementary Therapies teams supported 2,058 patients and carers.
- The Advice and Referral Team received 28,255 calls in the financial year answering these calls within an average time of 11 seconds.
- Night Support Team conducted 256 night visits over the year.
- Up to 500 people are accessing our counselling and support team for bereavement and psychological support at any time.

Activity Update

Care and support wherever it is needed

We understand for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of specialist palliative and community medical staff work in partnership with GPs, district nurses and other health care providers to ensure families receive the support they need to manage their condition, maintain a good quality of life, and avoid unnecessary hospital admissions.

We have continued to develop our community services ensuring wherever possible we deliver care to people in their own home or place they call home. Our aim is to keep people out of hospital beds and avoid unnecessary hospital attendances. We do this through delivery of exceptional care in the community via a team of skilled multi-disciplinary healthcare professionals.

We have succeeded in keeping the vast majority of people known to Compton out of hospital and over 90% of people achieve their preferred place of care/death.

Our Inpatient Unit remains ever present for those people who simply cannot be looked after at home, usually because of complex symptoms or social circumstances. Occupancy throughout the year remained at around 90%.

This year we purchased a second site at Ruskin Road in the Low Hill part of Wolverhampton. This is a socio economically deprived area with high levels of poor health, unemployment and diversity. The site was previously a GP practice and will now deliver most elements of Compton's outpatient services including lymphoedema clinics, complementary therapies and bereavement and family support. The site opened in August and feedback so far has been very positive mainly around access and reduced travel costs.

Ensuring Accessibility

Referrals into our clinical services continue to increase every year and we anticipate this trend to continue as mortality rates nationwide are predicted to rise over the next few years.

Our advice and referral line now takes in excess of 2,000 calls per month, directing people to the right service or directly helping people where possible. We also now share cover with other Staffordshire hospices ensuring people in Staffordshire have access to advice around the clock regardless of where they live.

We have extended our complementary therapy offering and also increased the size of our bereavement team, so we are able to support more people.

We have secured additional funding this year for our virtual ward, the 24/7 advice line and GP support in their practices.

Partnerships and collaborations

Relationships have continued to develop with other local hospices, and the pan-Staffordshire 24-hour help and advice line has now been fully embedded with additional NHS funds provided. The Staffordshire collaborative have other plans including a county-wide rapid response model. We have also piloted an approach to costing services at Compton that has now been shared and repeated by colleagues in Staffordshire. This is contributing to a national debate on the topic of funding models.

We have continued to work with Walsall Healthcare on a potential partnership to deliver some services within Walsall and are currently awaiting the launch of a tendering exercise.

At Wolverhampton Place and Black Country ICB level we hold leadership roles and are actively trying to influence the improvement of palliative care across the system, working with colleagues.

Over the past year, we commenced formal work on stakeholder engagement that included a review of who we would consider our most influential stakeholders and who would be the most appropriate relationship holder. Having completed this, we established a process for collecting details on how the relationship is progressing including recording trends and identifying themes from stakeholders we need to address.

NHS Commissioning

Conversations with commissioners continue to be frustrating, but we do feel that there is a more positive tone to the debate. The improved frameworks which give greater clarity to the commissioning of PEOLC for ICBs does now seem to be creating some movement on meaningful and relevant commissioning of our core specialist services. The costings exercise that we undertook has complemented this work and has resulted in some increases in funding albeit small. For the first time in many years, we had inflationary increases from all commissioners in line with the national recommendation

Estates

We have installed solar panels at the Hall site as part of our commitment to reduce our carbon footprint and utilities bills.

After the successful installation of three catering pods, we have added a further two at the Hall site.

The Ruskin Road site was purchased at the end of June 2024, and the initial refurbishment is complete including a redecoration throughout and some work on the external appearance.

We have achieved 5 star food hygiene rating across all of our catering outlets.

Information technology

We have continued to improve our cyber security measures, focussing on upskilling the IT team through away days, training and simulation exercises. Both Cyber Essentials accreditation and NHS Data Security Protection Toolkit were achieved again this year.

In partnership with the Royal Wolverhampton Trust, we have implemented a system that simultaneously updates the records of patients at both organisations.

We have implemented electronic pathology requesting and reporting and commenced the use of GP Connect enabling access to patients' GP records and the ability to update GPs electronically.

Learning & Development

We have continued to shape our learning and development offer to support the ongoing development in specialist palliative care for both our internal teams and wider health and social care partners. This has been a period of developing and embedding new programmes and reviewing and updating existing programmes. We are committed to ongoing development of our staff and continue to provide a range of training; we have expanded the programme further and have encouraged non-clinical staff to participate in broader training sessions based on topics relevant to specialist palliative care.

This year, we launched a new award scheme following a generous legacy gift from Dr Janet Anderson, who was a long-term Compton supporter and former trustee. The award scheme is open to staff and volunteers who are looking to make an improvement within the organisation linked to our core objectives. So far, we have funded twenty-three people in their improvement ideas.

During 2024/25, we have worked closely with the Black Country Integrated Care Board Palliative and End of Life Care Education and Training Working Group, co-chairing the group. We have supported the underpinning subgroups working collaboratively to shape and define the communication and palliative care training framework across the Black Country.

We introduced a new initiative, "Bitesize sessions", open events for healthcare colleagues from across the region to join us, providing an opportunity to network and learn more about Compton whilst also delivering educational sessions. The first event focussed on the importance of corneal donation and dementia in end of life. Sessions were co-delivered by Compton, the University of Wolverhampton and the Black Country Healthcare NHST Foundation Trust.

We have expanded our clinical placements offer to include other professions relevant to our services, which has led to an increase in placements in the year. We have also facilitated various early career initiatives, particularly in our non-clinical services including Duke of Edinburgh volunteers and supported internships.

Staff and Volunteers

At 31 March 2025, the number of paid staff was as follows:

	Paid staff		
	Full time	Part time	Total
Directors (Trustees)	-	-	-
Patient care and Learning & Development	65	104	169
Income Generation and Marketing	57	67	124
Support Services	16	4	20
Total Compton Care Group – 31 March 2025	**138**	**175**	**313**
Total Compton Care Group – 31 March 2024	**142**	**162**	**304**

Human Resources

Staff levels over the past year have again remained consistent, although it is continually necessary to develop leaner ways of working enabling us to use our limited existing resources to recruit into growth areas whilst redistributing tasks across other established teams.

The planned staff survey was completed during the first quarter of the year, with an increased effort made to encourage staff to participate to obtain a truly representative picture of views across the organisation. This led to a completion rate of 84% which was very pleasing, and the feedback showed significant improvements from the last survey in 2021, in all categories and staff groups. Feedback from the survey has been used in subsequent months to inform decision-making to address where possible detailed issues that were raised.

A number of comments were made in the survey regarding the old pay structure, so a new structure was introduced for the 2025/26 financial year, which addressed the concerns raised. The new structure has been designed to increase flexibility, facilitate progression and provide fairness.

Process changes to workforce procedures have seen tighter financial controls implemented particularly during recruitment, with managers having on-going training to help monitor and manage, holidays, sickness, time-off-in-lieu, overtime, and flexible working requests.

The HR system is now rolled out to all staff as a 'one stop' shop which helps the organisation with key initiatives around workforce planning, managing wellbeing, succession and talent planning and providing good data metrics upon which to make workforce decisions. Employees are able to own their own data, ensuring accuracy is maintained with training modules and wellbeing benefits linked.

Volunteer Support

Much of the work Compton does would not be possible without the hard-working and committed volunteer base, who dedicate their time across the whole organisation. Over 88% of our volunteers support our shops and other income generation areas, with the remaining 12% supporting the various clinical departments and support services.

During the year, we undertook our first volunteer survey which was well received with 46% of our volunteers completing the survey. Feedback was generally positive, with recurring concerns listened to leading to improved communication opportunities via the CEO briefing sessions either 'face to face' or via a Teams link. Volunteers in the shops also now receive the weekly 'Trading Post' which is displayed on notice boards.

Volunteering recruitment practices were further stream-lined in 2024 with improved technology in the shops driving further growth in volunteer numbers during the year.

The Trustees, who themselves are volunteers, along with the Executive Leadership Team and Compton as a whole, would like to thank all our volunteers for their hard work and dedication.

Community Fundraising

We have had tremendous support from our community in 2024/25, raising over £271,000 from community fundraising activity, which was 9% growth on last year. Compton supporters undertook various challenges and activities to raise money on our behalf, including quiz nights, cake sales, sponsored head shaves to name a few!

We are incredibly grateful to Compton Choir who sang throughout the year, raising funds and donated almost £9,000 following a mammoth Christmas concert tour across Wolverhampton. We also had a group of supporters who undertook a European road trip, travelling 3,232 miles from Brewood to Azerbaijan, and raised £1,600 during their incredible journey.

We held our third consecutive Gala Dinner in November 2024, which took place in the Wulfrun Hall in Wolverhampton, hosted by ITV's weather presenter, Des Coleman; the evening raised an incredible £82,788 with 180 guests attending the event. We were also delighted that M&E Global Resources were our headline sponsors, together with event sponsor, Moog Aircraft Wolverhampton.

In January 2025 we delivered the best performing year of Compton's Tree-cycling initiative, raising over £22,000, as well as receiving over £7,000 in gift in kind from corporate supporters (including from C&W Commercials Ltd and Wolverhampton Tree Service Ltd). We would like to say a 'big thank you' to the City of Wolverhampton Council for supporting this campaign, providing volunteers for the scheme, and assisting with some of the logistics.

Local businesses continue to support Compton through membership of the Business Club, which we've seen grow to 17 members. Over £107,000 was raised through corporate support in 2024/25. In addition to their financial support, 15 local companies have volunteered for Compton, which involved 113 staff volunteering their time to support Compton.

In March 2025, Compton was the main charity partner for the Wolves 10km for the third year, and raised over £30,000, with 148 runners taking part.

Green

We have worked with an external company this year to fully understand our energy usage and identify plans to reduce energy consumption, working with the same company to assess what if anything we could do to work towards a carbon neutral position. We have now received assurances we are doing as much as could be reasonably expected with some notable improvements recommended. This includes installation of solar panels, secondary double glazing for the main Hall, conversion to e-vehicles and some additional staff awareness training.

The first of these actions is now complete with plans to address the others.

Section 172(1) statement (The Companies (Miscellaneous Reporting) Regulations 2018)

The Charity regularly reviews principal stakeholders and Compton engages with them. The stakeholder voice is brought into the boardroom throughout the annual cycle through information provided by the management team and by direct engagement with stakeholders themselves. The relevance of each stakeholder group may increase or decrease depending on the matter or issue in question, so the Board seeks to consider the needs and priorities of each stakeholder group during its discussions and as part of its decision making.

The Charity does not have a dependency on any supplier but deals with both large and small enterprises aiming to always pay within terms and build a long-standing relationship with its suppliers which is beneficial to both parties. Where it is practicable, local suppliers are included in tender processes.

Looking Forward to 2025/26

This year we will commence work on a new strategic direction for the next 5 years, with the aim to approve new plans in Q4 ahead of the new financial year.

We would expect the focus of our clinical strategy to continue to be around access and reach so all of the communities we serve can receive excellent palliative and end of life care. We will also be considering projects that take our clinical services beyond our normal geographical boundaries. Within this there will be ambitious plans for growth, workforce development and innovation. We will continue to build on progress around a relevant funding model for the NHS and will focus services that ensure people receive a full suite of care as close to home as possible. We will continue to grow bereavement and supportive care services in recognition of increasing demand. Clinical education externally will focus on equipping others to deliver excellent palliative care and bereavement support.

Our Finance & Income Generation strategy is linked to our financial forecast position and have plans detailed regarding increasing income through retail growth, new commercial opportunities, corporate and stakeholder engagement and lottery expansion. This work will be increasingly important given the current financial climate. Doing things differently and innovatively are critical to our income generation strategy going forward.

Our People strategy will focus on workforce innovation and efficiency. It is essential we look to reduce our workforce costs by being more efficient in the way we utilise staff resource. This will include considering how we develop more generic flexible roles, outsourcing where appropriate along with growing our volunteer base.

We will continue to work hard on partnerships with our key stakeholders, who will be key to delivery of our strategic aims.

The new Government funding for capital schemes will be spent wisely with the intention of improving standards or experience for our users, reducing future spend or maximising future income.

If plans around clinical services expansion and commercial innovation come to fruition, we will need to be agile to ensure they happen at pace and with minimal disruption. With this in mind, we will be mindful of not supporting low level schemes to protect management resources for higher stake projects.

How we raise our money

So many of the achievements in this review are only possible because of the generosity and kindness of amazing individuals, organisations, and trusts. Their donations and support have enabled us to make a real impact and improve the lives of our patients and families.

- £431,969 was raised by our incredible community supporters through events, community organised initiatives or various celebrations including birthdays, weddings, and anniversaries.
- Corporate partners donated over £107,000 including over £30,000 of gifts in kind and 15 local companies provided 113 volunteers to support Compton with their time.
- £1,106,838 was gifted by generous individuals leaving us a gift in their will.
- £983,668 was raised through ticket sales and donations by our Compton Lottery community.
- 148 runners took part in the Wolves 10k raising over £30,000.
- £415,120 was raised by supporters adding Gift Aid to their donated goods to our shops.
- 8,794 customers raised over £283,452 through our online retail channels.
- We received £3.7m in grant funding from the NHS.
- Total income for the year ended 31 March 2025 was £13,337,960.

Financial Review

Activity during the year

Activities by the Group resulted in an operating deficit of £1,851,159 (2024: deficit £1,203,044) during the financial year.

Income

Total income for the year ended 31 March 2025 was £13,337,960 which was an increase of £221,952 on the previous year. The principal funding sources for the Group are donations and legacies 18.0% (2024: 27.3%), charitable activities 32.6% (2024: 28.5%), other trading activities 47.7% (2024: 41.9%), and investments 1.7% (2024: 2.3%).

Donations and legacies are an essential income source for the Group and the total income received in the year was £2,402,161 which continues to show the tremendous support Compton receives from the wider community. This however was a decrease of £1,178,207 largely caused by a decrease in legacies of £1,297,439. Individual giving, community income and events increased by £106,370.

Charitable activities comprise the income received from the Integrated Care Boards ('ICBs'), along with other health care and governmental organisations. Income at £4,348,267 showed an increase of £611,299 from the previous year, of which £342,122 due to increases in activity masking the underlying reduction in the real value of funding received from ICBs, £45,762 related to expanded education activities, and £223,415 direct capital funding from Government.

Other trading activities comprise fundraising events along with income generated through the shop network and lottery operation. Income generation activities in fundraising and retail both showed organic growth, with the retail shops showing nearly 11% like-for-like growth in the period. The lottery team signed up a new external canvasser to

cover venues, with early indications the additional sales will help push the profitability forward in future years. Sales increased from £5,491,522 to £6,362,754, with £527,024 directly attributable to sales in the retail network which included four new store openings in the year and £228,647 at our café sites, with two new offerings commencing. During the year, new stores opened in the centre of Wolverhampton, Fallings Park, Dudley and Bilston with the plan to provide much needed additional funds to be used for charitable purposes. The café at the Codsall Community Hub was also acquired in the spring of 2024 further embedding Compton right into the heart of the community in south Staffordshire. Additional commercial opportunities continue to be pursued with the anticipation of more activities planned to be opened during 2025/26.

Investment markets remained flat over the year, with the small gain during the first half of the financial year, eliminated by a similar fall in the second half year growth meant the portfolio achieved a net return of 1.9%. This performance was below the ARC Charity Steady Growth return of 2.7%. The Charity continues to hold a mixed portfolio of high-quality investments, with the investment strategy reviewed at least annually by the Finance & Income Generation Committee along with the investment manager.

Expenditure

Costs associated with patient care decreased £86,051 with inflationary pressures absorbed by more efficient working without the need to reduce service provision. Costs associated with raising funds through fundraising and trading activities increased by £486,770 due to inflationary pressures plus expanded fundraising activities and additional shops opening during the financial year.

Deficit

Overall, net expenditure exceeded income excluding investment gains and profits on the disposal of fixed assets by £1,851,397. The overall deficit for the year of £1,851,159 was stated after recognising the effect of realised and unrealised gains and losses on investments amounting to a net loss of £112.

Funds and Reserves Policy

The total funds of the Charity at 31 March 2025 of £16,595,913 are split between:

- Restricted Funds £43,526
- Designated Funds £1,116,732
- General Fund £15,435,655.

Restricted Funds

During 2024/25, donations totalling £375,857 were received from donors to enable specific projects to be undertaken. At the end of the financial year, £43,526 remained unspent, with the largest project outstanding £10,424 funding for a Childrens' Support Worker from BBC Children In Need. Most of the outstanding expenditure will be incurred during 2025/26.

Designated Funds

The Trustees have established two designated funds which are explained as follows:

Business Improvement & Innovation Fund (£116,732)

£431,825 was allocated during 2020/21 to facilitate cost reduction exercises where one-off termination costs are incurred such as dilapidations, asset and lease write-offs, IT automation and enhancements. £259,641 was spent in previous years on shop closures (£112,772), staff rationalisation plans (£106,606). IT automation and enhancements (£15,414) and old pension liabilities (£24,849). During 2024/25, £68,092 was spent relating to redundancy and associated costs, with £12,640 released back to the fund for a shop closure provision that was not required.

Development Fund (£1,000,000)

The Development Fund was set up in 2021/22 to upgrade our facilities, so they were safe and user friendly, and to allow us to care for more patients than ever before as we reach out to those who need us. The initial review identified the need for substantial investment due to the age of our facilities hence the Development Fund being created to ensure upgrades could occur. At 31 March 2023, the balance on the fund was £1,171,336, of which £1,000,000 was allocated for developing a new site, £154,674 for upgrading the patients' rooms on the IPU and the balance of

£16,662 for other related matters. During 2024/25, a final £97,667 was incurred on the IPU rooms leaving just the £1,000,000 set aside for developing a new site, an objective that is still being actively pursued.

General Fund

The Trustees consider fulfilling the Charity's obligations to the communities served, existing and future patients and their families and to the paid staff of 313, it is a desirable objective for there to be unrestricted funds available at any time equivalent to cover at least twelve-month's running costs of the group (excluding one-off projects).

At 31 March 2025, the general fund of £15,435,655 represented approximately 12.5 months' expenditure (2024: 14.2 months). Continued investment in the service provision is forecast during the upcoming financial year due to significant cost pressures following the increases in the National Minimum Wage and increased taxation through employers' national insurance which are expected to further reduce the future level of reserves held.

The level of 'free reserves' (general fund less fixed assets) totalled £8,244,415. The targeted level of 'free reserves' is £7,501,000.

Investment Policy

The Charity's main investment portfolio is professionally managed with the objective of preserving the real buying power of the assets and income.

The investments are managed as a 'moderate risk' portfolio with a mixture of equities, bonds and property assets within the ranges agreed by the Trustees after consultation with the investment manager. The practice of holding a portfolio of investments with different and diversifying performance characteristics leaves the portfolio less exposed to movements in any asset class.

Individual investments within each category of the portfolio will vary according to market conditions and the portfolio is actively managed. Compton's policy is to negatively screen companies or sectors that are contrary to the values of the organisation such as:

- any companies with substantial activities in tobacco.
- any companies that might damage Compton's good name.

An ESG (Environmental, Social and Governance) overlay is embedded in our investment process, augmented by external rating systems Morningstar and Sustainalytics used by the investment manager.

- The Sustainalytics ESG risk score was 18.7 (2024 19.5) and remains within the low risk range 10-20.
- The CDP score (formerly Carbon Disclosure Project) measures the commitment to climate change mitigation, adaptation, and transparency. The portfolio scored 7.0 (2024 6.2) out of 8, where 0 is poor and 8 is excellent.
- The Sustainable Development Goals (SDGs) index scores the portfolio at 2.7 (2024 3.1) on a range between -10 (negative contribution to SDGs) to +10 (positive contribution to SDGs). This compares to the global benchmark of 1.5.

The Trustees formally review the investment policy and investment manager's performance each January.

Overall, the portfolio continues to be sufficiently diversified and is producing reasonable returns. A review of the current strategy is underway although no major changes to the portfolio are being contemplated.

Governance

Constitution

The Charity was formed as a company limited by guarantee on 14 January 1982 and is governed by its Memorandum and Articles of Association. The Charity was incorporated in England and Wales.

As a company limited by guarantee it has no allotted share capital. Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

Trustees

Trustees are appointed by the Board of Trustees at a Board meeting, but their appointment only takes effect once ratified by the majority of Company Members voting at a General Meeting or by written resolution. Under the Articles, Trustees are appointed for an initial three-year term, and a Trustee who is willing to continue in office may serve up to a maximum of three terms of three years. After completion of their third three-year term, a Trustee may only be appointed for subsequent one-year terms where the Board decide it is in the best interests of the Company to do so.

The Chair is elected by their fellow Trustees following a recruitment and selection process. The Chair Ros Keeton was appointed with effect from 26 September 2018 and re-appointed for a final two-year term, in November 2024.

Potential new Trustees are identified from a variety of sources including external recruitment, personal recommendation by members or the current Trustees. Often, but not exclusively, potential Trustees will have previously been associated with the work of the Charity perhaps as a volunteer, involvement in a support organisation or in the activities of a subsidiary company. Selection for appointment is based solely on the contribution it is believed the individual is likely to make to the development and delivery of the Charity's objectives having regard to their commitment, experience and in some instances, specialist skills.

Prospective Trustees are required to submit an expression of interest and provide references. A formal interview process is undertaken by a panel of existing Trustees and the candidates have an opportunity to meet key staff. For successful candidates, the appointment is approved by the full Trustee Board. On appointment, there is a formal induction process to consolidate the information previously gained and this is reinforced by a detailed "Induction Pack" documenting the relevant details. Trustees complete mandatory training and are encouraged to attend other internal and external training events.

The Charity's Trustees are also directors of the company for the purposes of company law. Trustee indemnity insurance is provided for the benefit of the Trustees.

The Charity also has two Associate Trustees. The Associate Trustee role is a 'step up' role aimed to attract potential Trustee candidates who do not have sufficient Board-level experience, or do not currently have the required availability, but have the ability and potential to succeed in a Board-level role. Associate Trustees may also be recruited to provide targeted technical support to Compton.

Subsidiary Companies

The Charity has two wholly owned subsidiary companies which operate for the purpose of raising funds and promoting public awareness of the Charity. They are:

- Compton Care Trading Limited (registered company number 02328703) which operates 28 Charity shops and trading outlets.
- Compton Care Lottery Limited (registered company number 03188860), which operates regular lotteries.

Each subsidiary company gift aids any profits made to the Charity. Note 17 to the Accounts summarises their performance.

Corporate Governance and Internal Control

The Charity is governed by the Board of Trustees which is responsible for setting the strategic direction of the organisation, establishing policy, and agreeing the annual financial budget, business plan and monitoring progress against the budget. The Board meets regularly throughout the year. Overall responsibility for the day-to-day management of the organisation is delegated by the Board to the Chief Executive. The Chief Executive reports to the Chair of the Board and together with the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance & HR, Director of Clinical Governance, Compliance & Informatics, Director of Clinical Services and Commercial Director, attend all Board meetings.

Charity Governance

Responsibility for the governance structure of the organisation is split between several committees and the Executive Leadership Team. The make-up and responsibilities of these committees are described below. Trustees are encouraged to attend meetings of any of these committees and working groups where appropriate to their roles and interests. The Charity follows the Charity Governance Code.

Executive Leadership Team

The Executive Leadership Team meets at least twice a month and comprises the Chief Executive, Medical Director, Director of Finance & HR, Director of Clinical Governance, Compliance & Informatics, Director of Clinical Services and Commercial Director. The meeting is chaired by the Chief Executive.

The Executive Leadership Team is responsible for strategic leadership, organisational development, external relationships, environment, change leadership and organisational communication.

Quality Assurance Committee

The Quality Assurance Committee meets quarterly and is a standing Committee of the Trustee Board. The Committee is responsible for monitoring and assuring the clinical quality of services and that standards defined by external regulators are met. The Committee comprises Dr. Helen Hibbs (Chair and Trustee), Dr. Davinder Bagary (Trustee), Rebecca Brown (Director of Clinical Governance, Compliance, and Informatics), Dr Fran Hakkak (Medical Director), Jenny Warren (Director of Clinical Services), and Kerry Walters (Associate Director of Nursing). Other specialist members of staff are invited to attend for specific agenda items.

The specific duties of the Committee are to:

- Maintain a strong awareness of the latest legislation and practices affecting or relating to our services and provide assurance to the Board of Trustees.
- Receive assurance related to areas of risk and how these are mitigated.
- Utilise monitoring systems to evaluate progress at regular agreed intervals and recommend actions to mitigate risk as appropriate.
- Receive assurance that all systems and processes are integrated across all functions where appropriate e.g. incident reporting and complaints management.
- Receive assurance that all practice is evidence based and agree a programme of audit including but not limited to falls, pressure damage, learning from deaths and nutrition standards.
- Promote safety and excellence.
- Monitor operational performance of clinical areas ensuring good utilisation of resources and response to any trends.
- Receive and review assurance reporting and strategy updates, escalating items to the Board when appropriate.
- Have overview responsibility for compliance with the Care Quality Commission.
- Monitor the effectiveness of clinical practice.
- Receive assurance there are effective processes in place to manage infection risk.
- Receive assurance there are processes in place to effectively safeguard children and adults.
- Monitor the external environment and ensure Compton is responding appropriately to changes in commissioning, palliative care policy etc.
- Drive quality improvement.
- Ensure synergy between committees and that items are communicated and escalated effectively.
- Escalate issues to the Trustee Board as appropriate.

Remuneration Committee

This committee is responsible for ensuring the remuneration arrangements support the strategic aims of the organisation. The committee comprises Ros Keeton (Chair and Trustee), James McKinnon (Trustee) plus two additional Trustees Linda Pascall and Helen Hibbs meeting at least twice a year and as required. Rachel Overfield (Chief Executive) and Russell Bulkeley (Director of Finance & HR) attend to provide a briefing and give evidence.

The main responsibilities of the Committee are to:

- Formulate and monitor the organisation's remuneration policy.

- Review the organisation's salary banding process and related remuneration and reward packages against agreed independent market benchmarking tools and ensure Compton Care's salary and reward packages are equitable, fair and remain competitive.
- Approve the annual cost of living salary increase for all staff considering rates of inflation and known NHS, charity sector and commercial benchmarking in the given year.
- Approve any non-consolidated pay awards (bonus) as recommended by the Chief Executive which relates to the Compton Care policy in this matter.
- Determine the remuneration and reward package of the Chief Executive and other Directors who are considered to have senior level responsibility for the leadership and management of Compton Care.
- Approve pension arrangements and ensure contractual terms on termination are fair to the individual and to Compton Care, that poor performance is not rewarded and, where possible, potential losses are mitigated.
- To determine and approve succession planning and talent management for the Chief Executive and Leadership Team.
- Review any additional ad-hoc reports covering such issues as benchmarking and the Gender Pay Gap.

People & Support Services Committee

The role of the People & Support Services Committee is to oversee the people and support services function of Compton Care. This includes human resources, learning and development, volunteer services, estates, health and safety and IT. The committee serves to provide assurance to the Board of Trustees that all structures, processes, and controls are effective, fully compliant with the requirements of regulators and of the high standards expected of Compton Care.

The Committee comprises Linda Pascall (Chair and Trustee), Julia Holden (Trustee), Denise Burkett-Stus (Trustee), Kam Sandhu-Patel (Associate Trustee), Rachel Overfield (Chief Executive), Russell Bulkeley (Director of Finance & HR), Rebecca Brown (Director of Clinical Governance, Compliance, and Informatics), Steve Samra (Commercial Director), and Jenny Warren (Director of Clinical Services). Other specialist members of staff are invited to attend for specific agenda items.

The main responsibilities of the Committee are to:

- Regularly review and approve all relevant policies and procedures.
- Provide a platform to discuss current concerns and risks.
- Ensure best practice is applied consistently across the organisation.
- Identify and consider the impact and mitigation of specific organisational risks.
- Review information received from working parties, listening events and forums across the organization including the outputs from staff surveys.
- Update the Board of Trustees on any legislation that could have an impact on Compton.
- Advise the Board of Trustees on key performance indicators and data analysis.
- Review progress against the various strategies.

Finance & Income Generation Committee

The main responsibilities of the Committee is to ensure the financial viability of Compton Care, provide stewardship of the charitable assets and oversee the annual external audit. In addition, the Committee provides assurance to the Board of Trustees that all financial and income generation structures, processes, and controls are fully compliant with regulators and commissioners, are effective and efficient and are of the high standards expected of Compton Care.

The committee comprises James McKinnon (Chair and Trustee), Denise Burkett-Stus (Trustee), Carl Peddie (Trustee), Jane Ambrose (Associate Trustee), Rachel Overfield (Chief Executive), Russell Bulkeley (Director of Finance & HR), and Steve Samra (Commercial Director).

The committee meets five times a year and on other occasions as required to deal with specific matters raised by the Board of Trustees. The specific duties of the Committee are to:

- Develop, approve, and evaluate progress against the Finance & Income Generation Strategy and recommend actions to mitigate risk
- Maintain a strong awareness of the latest legislation, regulatory obligations, practices, and requirements affecting or related to income generation including the latest Fundraising regulation and Gambling

Commission obligations
- Identify areas of risk (including fraud) and/or development opportunity, approving investment and agreeing priorities
- Support and review KPIs via the dashboard ensuring appropriate monitoring mechanisms are in place which are specific to Income Generation
- Review the financial position and income generation performance of Compton Care ensuring budget achievement is realistic and proportionate to investment
- Recommend the Reserves policy to the Board of Trustees and review the use of reserves
- Recommend approval of the annual financial plan (budget)
- Review the quarterly 24 month rolling forecast to ensure projections are reasonable and are aligned with the Trustees reserves policy initially approving any exceptions and escalating to the Board for final approval
- Set accounting policies for Compton Care
- Approve all banking arrangements and reviewing performance
- Appoint external auditors and financial advisors; reviewing performance and ensuring adherence to Compton's constitution ensuring that auditors and investment advisors are reviewed and re-tendered according to guidelines
- Liaise with the external auditors before, during and after the annual statutory audit, ensuring all key issues identified are satisfactorily resolved
- Review internal audit reports prepared by the Finance Manager, ensuring all key issues identified are satisfactorily resolved
- Monitor the performance of Compton Care's investment managers advising them of Compton's funding requirements both in terms of new investments and the timing of potential drawdowns
- Ensure policies are reviewed annually or in line with designated review periods
- Escalate issues to the Trustee Board as appropriate.

Risk Management

The Board, in conjunction with the Executive Team, follows a formal process as outlined in the Risk Management Policy to identify, assess and manage the risks faced by Compton. To achieve this, Board Committees and staff at all levels have delegated responsibility for managing risks in their respective areas.

The Board sub-committees: Quality Assurance, People & Support Services, Finance & Income Generation, maintain a high-level risk register, which provides the base for the board's overarching risk register. The sub-committees have delegated responsibility to keep those risks specific to them under review and escalate to the Board of Trustees where necessary.

We have introduced a new module on the risk management system to capture risks; this has been piloted in key services this year and will be implemented across the organisation next year.

The two most significant risks facing the organisation in 2025 are:
- Ongoing risk of cyber-attack, the increased digital dependence coupled with broader access points for criminals, and profitable gains from cyber-attacks means we have maintained this risk as significant in this reporting period.
- Ongoing risk to services due to commissioning decisions regarding funding, despite the publication of the NHS commissioning framework, we continue to work closely with our local commissioners to agree service costs.

Trustees' Responsibilities

The Trustees, who are also directors of Compton Care Group Limited for the purposes of company law, are responsible for preparing the Trustees' 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. 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.
- Make judgements 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 company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees is aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware, and,
- The Trustees have taken all steps that they should have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £5,233 (2024: £5,233).

Fundraising

The Charity is registered with the Fundraising Regulator and will abide by its updated code of practice. The Charity undertakes a range of public facing fundraising activities including events, individual giving schemes, corporate fundraising, and a lottery programme. The lottery activities (door-to-door canvassing and attendance at events) are largely conducted by external providers who take a commission on each sale. Canvassers used in 2024/25 were Lottery Funding Solutions Limited and JM Fundraising Limited.

We achieved NHS Data Security and Protection Toolkit in June 2024 and have no outstanding mandatory assertions, and we also achieved Cyber Essentials accreditation in 2024. We will work towards IASME Cyber Assurance which is the next level of accreditation aiming for later in 2025.

Policies and procedures relating to the protection of vulnerable people, the monitoring and oversight of any third-party professional canvassing, and fundraising operations have all been introduced and all members of the income generation team are being trained to adhere to these standards.

Compliments and complaints are regularly monitored, culminating in an annual complaints return being submitted to the Fundraising Regulator. Supporter experience is a priority for all Compton income generation teams and as such any complaints will be investigated and dealt with in line with our updated complaints procedure. Thirteen complaints were received throughout the 2024/25 financial year, all minor incidents across our fundraising and retail departments. An internal logging system is used to record, track, and monitor these incidents and adhere to the guidance provided by the Fundraising Regulator.

The efficacy of all income generation streams is ensured through weekly commissioning and regulation updates within the Executive Leadership Team and through the various committees, which will ensure continual monitoring and adherence to any emerging regulatory requirements.

Streamlined Energy and Carbon Reporting

The Group's greenhouse gas emissions and energy consumption for the twelve months to 31 March 2025 are:

Consumption	kWh 2025	2024	Emissions	tCO_2e 2025	2024
Electricity	672,080	750,968	Electricity	139	156
Gas combustion	731,954	658,039	Gas combustion	134	118
Business travel	115,886	122,476	Business travel	28	29
Total in the year	**1,519,920**	**1,531,483**	**Total in the year**	**301**	**303**

Intensity ratio – emissions per employee headcount – 0.96 tCO_2e (2024 0.97).

Energy efficiency measures

Compton has a robust internal energy monitoring system. Energy consumption data is consistently recorded and evaluated through internal mechanisms. Regular energy audits are also completed by external consultants. Findings from these audits are used to identify energy efficiency improvement opportunities.

Energy efficiency measures recently implemented by Compton include the installation of a 70.76kW solar photovoltaic system at Compton Hall. This system is estimated to provide almost a third of the site's energy requirements. Buildings have also been fitted with energy efficient LED lighting units. Company vehicles and energy-consuming business equipment is regularly maintained and serviced. New buildings have also been designed for energy efficiency. Compton's Green Group focuses on reducing waste and energy consumption. Employees are encouraged to adopt energy efficient behaviours which reduce energy waste.

Legal and Administrative Information

Charity Name	Compton Care Group Limited
Charity Registration Number	512387
Incorporation	Company Limited by Guarantee registered company number 01607631
Registered Office and principal operating address	4 Compton Road West, Compton, Wolverhampton, West Midlands WV3 9DH
Directors	
Chair	Ros Keeton BDS, MCDH, DDPHRCS
Vice Chair	James McKinnon BSc (Hons), MSc
Other Directors	Dr. Davinder Bagary Anne Brookes Denise Burkett-Stus Dr Helen Hibbs Julia Holden LLB Linda Pascall MBA Carl Peddie (appointed 14th August 2024) Joanna Watson MA FCA (appointed 18th June 2025) Gary Burke (resigned 16th October 2024) Adam Frankling BSc MCIM (resigned 18th June 2025)
Associate Trustees	Kam Sandhu-Patel Jane Ambrose

Senior Management Personnel	
Chief Executive Officer	Rachel Overfield RGN DPSN BSc Hons
Medical Director	Dr Fran Hakkak MBBS BSc MSc FRCP
Director of Finance & HR	Russell Bulkeley
Director of Clinical Governance, Compliance & Informatics	Rebecca Brown RN
Director of Clinical Services	Jenny Warren
Commercial Director	Steve Samra
Company Secretary	Russell Bulkeley
Subsidiary Companies	
Compton Care Trading Limited	James McKinnon BSc (Hons), MSc – Chair
Compton Care Lottery Limited	James McKinnon BSc (Hons), MSc - Chair
Principal Bankers	Barclays Bank PLC, PO Box 777, Wolverhampton BX3 2BB
Investment Manager	Rathbones (incorporating Investec Wealth & Investment UK), 30 Gresham Street, London EC2V 7QN
Solicitors	Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES
Auditor	Crowe U.K. LLP, Black Country House, Rounds Green Road, Oldbury, West Midlands B69 2DG

This report, which incorporates the Strategic Report, was approved by the Board of Directors on 10 September 2025 and signed on its behalf by:

By Order of the Trustees

Ros Keeton
Chair

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED

Opinion

We have audited the financial statements of Compton Care Group Limited ('the charitable company') and its subsidiaries ('the group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, Group Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and the charitable company's affairs as at 31 March 2025 and of the group's 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 group 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 or the group'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 contained within the annual report. The other information comprises the information included in the annual report, 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.

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 our audit:

- the information given in the Trustees' report, which includes the Directors' report and the Strategic 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 have been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED
(continued)

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their 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
- 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 on page 18, 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.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED
(continued)

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be with the completeness and accuracy of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Income Generation Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 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 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.

Helen Blundell

Helen Blundell LLB FCA FCIE DChA
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG

Date: 29 September 2025

COMPTON CARE GROUP LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
Year ended 31 March 2025

	Note	2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total 2025 £	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total 2024 £
INCOME FROM:							
Donations and legacies	4	2,066,304	335,857	2,402,161	3,364,646	215,722	3,580,368
Charitable activities	4	4,308,267	40,000	4,348,267	3,686,968	50,000	3,736,968
Other trading activities	4	6,362,754	-	6,362,754	5,491,522	-	5,491,522
Investments		224,778	-	224,778	307,150	-	307,150
TOTAL		12,962,103	375,857	13,337,960	12,850,286	265,722	13,116,008
EXPENDITURE ON:							
Raising funds	5	5,790,916	-	5,790,916	5,234,050	70,096	5,304,146
Charitable activities	5	9,260,619	137,822	9,398,441	9,416,557	66,807	9,483,364
TOTAL		15,051,535	137,822	15,189,357	14,650,607	136,903	14,787,510
Net (expenditure) / income before net (losses) / gains on investments and fixed assets		(2,089,432)	238,035	(1,851,397)	(1,800,321)	128,819	(1,671,502)
Profit on disposal of fixed assets	2	350	-	350	-	-	-
Net (losses) / gains on investments	8	(112)	-	(112)	468,458	-	468,458
Transfers	13, 14	237,645	(237,645)	-	150,358	(150,358)	-
NET MOVEMENT IN FUNDS	2	(1,851,549)	390	(1,851,159)	(1,181,505)	(21,539)	(1,203,044)
Reconciliation of Funds:							
TOTAL FUNDS brought forward	13, 14	18,403,936	43,136	18,447,072	19,585,441	64,675	19,650,116
TOTAL FUNDS carried forward	13, 14	16,552,367	43,526	16,595,913	18,403,936	43,136	18,447,072

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

The surplus / (deficit) for the year for Companies Act purposes comprises the net income for the year for 2025 a deficit of £1,328,120 (2024: £715,927).

COMPTON CARE GROUP LIMITED (Company Number 01607631)

BALANCE SHEETS
As at 31 March 2025

	Note	Group 2025 £	Group 2024 £	Company 2025 £	Company 2024 £
TANGIBLE ASSETS					
Tangible assets	7	7,191,240	7,143,245	7,191,240	7,143,245
Investments	8	6,795,230	7,192,439	6,815,232	7,212,441
		13,986,470	14,335,684	14,006,472	14,355,686
CURRENT ASSETS					
Stocks		26,005	30,494	-	-
Debtors	9	2,175,065	2,725,049	2,227,666	2,726,346
Cash at bank and in hand	10	1,505,607	2,629,202	789,688	1,906,648
		3,706,677	5,384,745	3,017,354	4,632,994
CREDITORS: amounts falling due within one year	11	(1,097,234)	(1,261,467)	(1,074,522)	(1,256,781)
NET CURRENT ASSETS		2,609,443	4,123,278	1,942,832	3,376,213
PROVISIONS FOR LIABILITIES	12	-	(11,890)	-	(11,890)
TOTAL ASSETS LESS CURRENT LIABILITIES		16,595,913	18,447,072	15,949,304	17,720,009
FUNDS					
Restricted funds	13	43,526	43,136	43,526	43,136
Unrestricted funds:					
Designated funds	14 & 15	1,116,732	1,269,851	1,116,732	1,269,851
General fund	14 & 15	15,435,655	17,134,085	14,789,046	16,407,022
	14 & 15	16,552,387	18,403,936	15,905,778	17,676,873
TOTAL FUNDS		16,595,913	18,447,072	15,949,304	17,720,009

The parent charity's net movement in funds for the year was a deficit of £1,770,705 (2024: deficit £1,234,188).

These financial statements were approved and authorised for issue by the Trustees on 10 September 2025 and signed on their behalf.

Ros Keeton
Trustee (Director)

CONSOLIDATED STATEMENT OF CASH FLOWS
Year ended 31 March 2025

	Note	The Group 2025 £	2024 £
Cash flows from operating activities:			
Net cash used in operating activities	A	(1,172,749)	(1,307,727)
Cash flows from investing activities:			
Dividends and interest from investments		224,778	307,150
Purchase of property, plant, and equipment		(573,071)	(282,087)
Proceeds from sales of property, plant, and equipment		350	-
Proceeds from sales of investments		2,706,344	5,048,760
Purchase of investments		(2,309,247)	(5,552,187)
Net cash provided by / (used in) investing activities		49,154	(478,364)
Change in cash and cash equivalents in the reporting period		(1,123,595)	(1,786,091)
Cash and cash equivalents at the beginning of the reporting period		2,629,202	4,415,293
Cash and cash equivalents at the end of the reporting period	B	1,505,607	2,629,202

NOTES TO THE CASH FLOW STATEMENT

A. Reconciliation of net income to net cash flow from operating activities

	The Group 2025 £	2024 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,851,159)	(1,203,044)
Adjustments for:		
Depreciation charges	525,076	480,994
(Gains) on the sale of tangible fixed assets	(350)	-
Losses / (gains) on investments	112	(468,458)
Dividends and interest from investments	(224,778)	(307,150)
Decrease in stocks	4,489	23,070
Decrease in debtors	549,984	155,057
(Decrease) / increase in creditors and provisions	(176,122)	11,804
Net cash used in operating activities	(1,172,749)	(1,307,727)

B. Analysis of cash and cash equivalents

	The Group 2025 £	2024 £
Cash in hand and equivalents	1,365,607	1,739,202
Notice deposits (less than 3 months)	140,000	890,000
Total cash and cash equivalents	1,505,607	2,629,202

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation or uncertainty in the preparation of the financial statements are as follows:

i) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), Charities Act 2011 and the Companies Act 2006. There is no material impact from transition to the Charities SORP 2019.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

ii) Preparation of group accounts on a going concern basis

The Trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The review of our financial position, reserves levels and plan give Trustees confidence the Charity remains a going concern for the foreseeable future.

The Charity has performed a going concern assessment, and the Trustees have considered the analysis and confirmed that use of the going concern assumption is appropriate.

Accounting convention

The financial statements are prepared under the historical cost convention except for fixed asset investments, which are included at market value.

Basis of consolidation

The statement of financial activities ("the SOFA") and balance sheet consolidate the financial statements of the charitable company and its subsidiary companies, Compton Care Trading Limited and Compton Care Lottery Limited for the financial year ended 31 March 2025. The results of the subsidiary companies are consolidated on a line-by-line basis.

The charity has also taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirements to present a charity only Statement of Cash Flows and certain disclosures about the charity's financial instruments within the consolidated financial statements.

No separate SOFA has been presented by the Charity alone as permitted by Section 408 of the Companies Act 2006.

Income

a) Donations and similar income

Donations and similar income are included in income when they are received.

b) Legacies

Legacies are accounted for when probate has been granted and conditions for their receipt have been met, and the amount can be quantified with reasonable accuracy. Material legacies receivable at the year-end are accounted for at their probate value. Legacies received in the form of property or investments are accounted for at the lower of probate or market value.

No residual or pecuniary legacies have been notified to the Charity before 31 March 2025 that have not been recognised as income in the year as they do not meet the Charities SORP (FRS 102) income recognition criteria.

c) Grants receivable from health authorities and other bodies for activities in furtherance of the Charity's objects

Income due from health authorities and other bodies is included in the financial statements of the year when the service is provided.

d) Government Grants

Grants from government bodies and other sources are received for specific projects/costs and are recognised in accordance with their individual terms and conditions. Income is recognised when the charity has entitlement to the funds which is when any performance conditions attached are met, it is probable that the income will be received, and the amount can be reliably measured. Grant income will be deferred if received in advance of meeting performance conditions or if the funder specifically states the income must be spent in a future accounting period.

e) Fees and other sundry income

All such income is accounted for in the year in which it is receivable by the Charity.

f) Gift Aid

Gift Aid is accounted for in the period the donation is received. Any Gift Aid on restricted donations are shown within restricted funds.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

1. ACCOUNTING POLICIES (CONTINUED)

Allocation of costs
Where it is possible, costs are allocated directly to main expenditure categories of the SOFA. Where this is not possible, costs are first allocated on estimated usage and then on an appropriate basis.

a) Patient care
Patient care costs represent expenditure in relation to all medical, nursing, and associated staff and the related costs of operating these functions.

b) Education
Education costs represent expenditure in relation to the running of the Learning and Development Centre including associated staff and other related costs.

c) Raising Funds
Raising Funds costs represent expenditure in relation to staff members who are directly engaged in fundraising and the related costs of the Fundraising Department and Trading Subsidiaries. These have been allocated between donations and legacies and other trading activities costs.

d) VAT
Irrecoverable VAT recovery is allocated to the associated cost.

Fund accounting
The Charity maintains various types of funds as follows:

a) Restricted funds
Restricted funds are used for specific purposes as laid down by the donor.

b) Unrestricted funds
Designated funds represent amounts, which have been put aside out of unrestricted funds at the discretion of the Trustees for projects. The designation is for administrative purposes only and does not legally restrict the Trustees' discretion to apply the funds.

General unrestricted funds represent amounts that are expendable at the discretion of the Trustees in the furtherance of the objects of the Charity. Such funds may be held to finance both working capital and capital investment.

Investments
Investments are a form of basic financial instruments and are initially shown in the financial statements at market value. Movements in the market values of investments are shown as unrealised gains and losses in the Statement of Financial Activities.

Profits and losses on the realisation of investments are shown as realised gains and losses in the Statement of Financial Activities. Realised gains and losses on investments are calculated between sales proceeds and their opening carrying values or their purchase value if acquired after the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year-end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

Tangible fixed assets
Freehold properties are stated in the balance sheet at cost or value at the date of receipt, less depreciation.

Tangible fixed assets are stated at cost less depreciation. Any expenditure on individual assets with a value below £2,500 is written off directly to revenue. Depreciation is provided in equal annual instalments over the estimated useful lives of the assets.

Costs incurred under refurbishment or building projects are allocated to assets under construction and upon completion of the works; these costs are re-classified under their appropriate tangible fixed asset headings.

No depreciation is charged on freehold land where the land element can be separately identified or Assets Under Construction until they are commissioned. The useful lives assigned to other assets are:

Freehold property	- 30 to 50 years
Fixtures and fittings	- 2 to 10 years
Motor vehicles	- 7 years

Stocks
Stocks, which comprise goods for resale, are stated at the lower of cost and net realisable value.

Goods donated for resale
The Charity receives donated goods for resale which it recognises at point of sale as the Trustees consider it to be impracticable to recognise such gifts on their receipt due to the large number of small value items received. As such, stocks of unsold donated goods are not valued for balance sheet purposes.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

1. ACCOUNTING POLICIES (CONTINUED)

Debtors
Other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due. A provision for restructuring is recognised if, as part of a past event, the Charity has a present legal or constructive obligation that can be estimated reliably, and it is probable an outflow of economic benefits will be required to settle the obligation.

Pension costs
Most staff are members of either the National Health Senior Superannuation Scheme ("the NHS scheme") or a defined contribution scheme operated by the Charity. The schemes are funded by contributions from the Charity and employees. The NHS scheme is a defined benefits scheme; however, the nature of the scheme is such that the Charity cannot identify its share of the scheme's underlying assets and liabilities. In accordance with FRS 102, payments to the NHS scheme have been treated in the same way as contributions to the defined contribution schemes and the payments made by the Charity are charged against the profits of the year in which they become payable.

Employee benefits
a) Short term benefits
Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

b) Employee termination benefits
Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Operating leases
Rental costs under operating leases are charged to the SOFA as the lease charges are incurred.

During the prior year, a review was undertaken of all lease agreements and as a result, an adjustment has been made for lease incentives to be accounted for over the full term of the lease, or the break option if at the time of taking out the lease the length of occupancy is not certain.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year, are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

The areas where these judgements and estimates have been made include:

- Depreciation and residual values - the Trustees have reviewed the asset lives and associated residual values of all fixed tangible assets, and, the useful economic life and residual values of freehold buildings, fixtures and fittings and motor vehicles, and have concluded that the asset lives, and residual values are appropriate.
- Debtors - debtors include amounts due from external organisations and individuals. An allowance for doubtful debt will be maintained for any estimated losses resulting from the viability of these external organisations and individuals to make the required payments. Any allowance is based on the Group's regular assessment of the credit worthiness and financial conditions for those external parties included within debtor balances.
- Accrued income - accrued income includes legacy income amounts. In recognising accrued legacy income, the Trustees have considered the probability of receiving each legacy. Each legacy is carefully assessed to determine an appropriate allowance which reflects the possibility of not subsequently receiving the full legacy income amounts that the Charity is aware of. The allowance is based on the circumstances behind each legacy and the probability of receiving the income.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

1. ACCOUNTING POLICIES (CONTINUED)

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost except for investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. NET INCOME

		2025 £	2024 £
Stated after charging:			
Auditor's remuneration:			
For statutory audit services		20,710	19,400
For taxation services		4,710	4,430
Depreciation of tangible fixed assets		525,076	480,994
Profit on disposal of fixed assets		350	-
Operating lease rentals	- property	536,244	475,923
	- equipment	23,529	18,709

3. STAFF COSTS

		2025 £	2024 £
(a)	Directors' remuneration	-	-

(b) The average head count analysed by function was:

	2025	2024
Patient care	172	179
Income generation	121	106
Support	21	22
	314	307

		2025 £	2024 £
(c)	Staff costs comprise:		
	Wages and salaries	9,552,951	9,433,475
	Social security costs	822,860	817,376
	Pension costs	639,042	626,749
		11,014,853	10,877,600

Included in Wages and salaries above are invoiced and agency costs of £522,311 (2024: £500,869).

		2025 £	2024 £
(d)	Key management personnel remuneration	782,677	694,762

		2025 £	2024 £
(e)	Total redundancy and termination payments – 6 individuals (2024 – 1).	35,872	6,145

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

3. STAFF COSTS (continued)

During the year, no Trustees (2024 - One for £116) had expenses reimbursed. No Trustee or person related or connected by business to them, has received either any remuneration from the Charity during the year (2024 - None).

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £5,233 (2024: £5,233).

The number of senior staff paid over £60,000 during the year (salary plus taxable benefits, excluding pension contributions) was:

	The Group		The Company	
	2025 No.	2024 No.	2025 No.	2024 No.
£60,001 - £70,000	2	2	2	2
£70,001 - £80,000	2	3	2	3
£80,001 - £90,000	1	-	1	-
£90,001 - £100,000	3	2	3	2
£110,001 - £120,000	1	1	1	1
£130,001 - £140,000	-	1	-	1
£150,001 - £160,000	1	-	1	-

The total contributions in the year in respect of senior staff for the provision of defined benefit schemes amount to £42,404 (2024: £29,840). The number of senior staff to whom retirement benefits are accruing under defined benefit schemes respectively is 3 (2024: 3).

4. INCOME

	2025 £	2024 £
Donations and legacies comprise:		
Donations and similar income	1,295,323	1,176,091
Legacies	1,106,838	2,404,277
	2,402,161	3,580,368
Charitable activities comprise:		
Grants receivable from Integrated Care Boards	4,032,342	3,690,220
Government Grants - Department of Health & Social Care	223,415	-
Education income	92,510	46,748
	4,348,267	3,736,968
Other trading activities comprise:		
Fundraising events	160,612	126,741
Sales of goods and trading activities	4,142,686	3,808,374
Sales of donated goods subject to gift aid	2,059,456	1,556,407
	6,362,754	5,491,522

There are no unfulfilled conditions relating to government grants recognised above in income'.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

5. TOTAL EXPENDITURE

	Direct costs			Allocated		
	Staff Costs £	Deprec-iation £	Support Costs £	Support Costs £	Total 2025 £	Total 2024 £
Raising Funds						
Expenditure on raising donations and legacies	596,353	9,540	127,800	39,779	773,472	809,055
Expenditure on other trading activities	2,697,188	113,178	2,066,256	84,300	4,960,922	4,440,933
Governance costs	-	-	-	20,710	20,710	19,400
Investment management costs	-	-	35,812	-	35,812	34,758
	3,293,541	122,718	2,229,868	144,789	5,790,916	5,304,146
Charitable Activities						
Patient Care	7,408,135	400,828	957,091	255,371	9,021,425	9,107,476
Education	313,177	1,530	47,452	14,857	377,016	375,888
	7,721,312	402,358	1,004,543	270,228	9,398,441	9,483,364
	11,014,853	525,076	3,234,411	415,017	15,189,357	14,787,510

Property costs and the cost of central support services such as Human Resources, IT and Finance are allocated to activities by time spent or estimated usage.

6. ANALYSIS OF SUPPORT FOR CHARITABLE ACTIVITIES

	Patient Care £	Education £	Total 2025 £	Total 2024 £
Costs	9,021,425	377,016	9,398,441	9,483,364
Income:				
Grants receivable from Integrated Care Boards	(4,032,342)	-	(4,032,342)	(3,690,220)
Course fees	-	(92,510)	(92,510)	(46,748)
	4,989,083	284,506	5,273,589	5,746,396

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

7. TANGIBLE FIXED ASSETS

Group & Company Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Total £
At 1 April 2024	28,645	7,478,206	2,733,376	153,070	10,393,297
Additions	-	189,304	383,787	-	573,071
Disposals	-	(3,223)	(245,998)	-	(249,221)
At 31 March 2025	28,645	7,664,287	2,871,145	153,070	10,717,147
Accumulated depreciation					
At 1 April 2024	-	1,580,552	1,518,941	150,559	3,250,052
Charge for the year	-	154,905	368,736	1,435	525,076
Disposals	-	(3,223)	(245,998)	-	(249,221)
At 31 March 2025	-	1,732,234	1,641,679	151,994	3,525,907
Net Book Value					
At 31 March 2025	28,645	5,932,053	1,229,466	1,076	7,191,240
At 31 March 2024	28,645	5,897,654	1,214,435	2,511	7,143,245

The net book value of Intangible Assets included within Fixtures & Fittings is £36,962 (2024 - £54,835).
Included within Tangible Fixed Asset additions are assets with a cost of £223,415 and net book value of £216,777 which were funded by grants from the Department of Health & Social Care.

8. INVESTMENTS

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Listed UK Stock Exchange Investments	6,795,230	7,192,439	6,795,230	7,192,439
Shares in subsidiary companies	-	-	20,002	20,002
	6,795,230	7,192,439	6,815,232	7,212,441

(a) **Listed UK Stock Exchange Investments**

	Group and Company	
	2025 £	2024 £
Market value 1 April 2024	7,192,439	6,220,554
Additions at cost	2,309,247	5,552,187
Proceeds of disposals	(2,706,344)	(5,048,760)
Realised gains on disposals	442,473	986,719
Revaluation	(442,585)	(518,261)
Market value at 31 March 2025	6,795,230	7,192,439

(b) **Shares in subsidiary companies at cost**

	Company	
	2025 £	2024 £
At 1 April 2024 and 31 March 2025	20,002	20,002

The Charity has two wholly owned subsidiary companies which operate for the purposes of raising funds and promoting public awareness of the Charity. The subsidiary companies operate only in England.

Compton Care Trading Limited (registered number 02328703) sells new goods (and donated goods as an agent of the Charity) in the charity's shops and is registered and incorporated in England and Wales.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

9. DEBTORS

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Amounts owed by subsidiary undertakings receivable within one year	-	-	175,642	33,824
Trade debtors	157,685	225,292	157,685	225,292
Other debtors	143,330	121,326	143,330	121,326
Prepayments and accrued income	1,874,050	2,378,431	1,751,009	2,345,904
	2,175,065	2,725,049	2,227,666	2,726,346

10. CASH AT BANK AND IN HAND

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Money Market accounts	140,000	890,000	-	750,000
Bank deposit accounts	1,230,348	1,548,902	715,419	1,023,814
Interest bearing accounts	1,370,348	2,438,902	715,419	1,773,814
Bank current accounts and cash in hand	135,259	190,300	74,269	132,834
	1,505,607	2,629,202	789,688	1,906,648

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Trade creditors	319,562	397,687	307,370	391,423
Amounts owed to subsidiary undertakings payable within one year	-	-	132,049	139,510
Other taxes and social security	189,828	184,323	189,828	184,323
Other creditors	112,449	147,697	112,449	146,779
Accruals and deferred income	475,395	531,760	332,826	394,746
	1,097,234	1,261,467	1,074,522	1,256,781

Deferred income included within Accruals and deferred income above comprise:

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Balance brought forward	130,377	134,002	22,474	23,224
Released in the year	(130,377)	(134,002)	(22,474)	(23,224)
Arising in the year	146,231	130,377	34,994	22,474
Balance carried forward	146,231	130,377	34,994	22,474

Deferred income at the year-end represents lottery members' contributions taken in advance of £111,237 (2024 - £107,903) and income taken in advance for fundraising activities totalling £34,994 (2024 - £22,474).

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

12. PROVISIONS FOR LIABILITIES

	The Group		The Company	
	2025	2024	2025	2024
Dilapidations	£	£	£	£
Balance brought forward	11,890	61,940	11,890	61,940
Arising in the year	-	-	-	-
Utilised in the year	-	(27,850)	-	(27,850)
Released in the year	(11,890)	(22,200)	(11,890)	(22,200)
Balance carried forward	-	11,890	-	11,890

The provision for dilapidations represented the estimated amount payable relating to four shops that closed in May 2023. Three settlements were made during 2023-24, with the final provision released in 2024-25.

13. RESTRICTED FUNDS

Group and Company	Balance 1 April 2024 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2025 £
Government capital grant	-	223,415	-	(223,415)	-	-
Other restricted donations	43,136	152,442	(137,822)	(14,230)	-	43,526
Restricted donation	43,136	375,857	(137,822)	(237,645)	-	43,526

The Government's capital grant was used to purchase a new clinical facility at Low Hill in Wolverhampton (£192,788), as well as part funding the installation of solar panels at the Compton Hall site (£30,627).

Other restricted donations are amounts received from donors to be spent on specified items. The balance at 31 March 2025 represents expenditure which had not been completed by this date but is expected to be completed during 2025-26. The largest outstanding item within other restricted donations is £10,424 funding for a Childrens' Support Worker from BBC Children In Need.

14. UNRESTRICTED FUNDS

The Trustees have designated certain of the charity's reserves as shown in the table below:

Group	Balance 1 April 2024 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2025 £
Designated funds:						
Development fund	1,097,667	-	(97,667)	-	-	1,000,000
Business improvement & innovation fund	172,184	-	(55,452)	-	-	116,732
	1,269,851	-	(153,119)	-	-	1,116,732
General fund	17,134,085	12,962,103	(14,898,416)	237,645	238	15,435,655
	18,403,936	12,962,103	(15,051,535)	237,645	238	16,552,387

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

14. UNRESTRICTED FUNDS (continued)

Company	Balance 1 April 2024 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2025 £
Designated funds:						
Development fund	1,097,667	-	(97,667)	-	-	1,000,000
Business improvement & innovation fund	172,184	-	(55,452)	-	-	116,732
	1,269,851	-	(153,119)	-	-	1,116,732
General fund	16,407,022	12,229,028	(14,084,887)	237,645	238	14,789,046
	17,676,873	12,229,028	(14,238,006)	237,645	238	15,905,778

The Development Fund was established to upgrade existing facilities and invest in new facilities to meet the medium-term strategic aims of the organisation. At 31 March 2023, the balance on the fund was £1,171,336, of which £1,000,000 was allocated for developing a new site, £154,674 for upgrading the patients' rooms on the IPU and the balance of £16,662 for other related matters. During 2024/25, a final £97,667 was incurred on the IPU rooms leaving just the £1,000,000 set aside for developing a new site, an objective that is still being actively pursued.

The Business Improvement & Innovation Fund was set up to facilitate cost reduction exercises where one-off termination costs are incurred such as for dilapidations, asset and lease write-offs, IT automation and enhancements, and redundancies.

15. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

Group	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Fixed Assets:						
Tangible assets	7,191,240	-	7,191,240	7,143,245	-	7,143,245
Investments	6,795,230	-	6,795,230	7,192,439	-	7,192,439
Current Assets:						
Stocks	26,005	-	26,005	30,494	-	30,494
Debtors	2,175,065	-	2,175,065	2,725,049	-	2,725,049
Cash at bank and in hand	1,462,081	43,526	1,505,607	2,586,066	43,136	2,629,202
Creditors falling due within one year	(1,097,234)	-	(1,097,234)	(1,261,467)	-	(1,261,467)
Provisions for liabilities	-	-	-	(11,890)	-	(11,890)
	16,552,387	43,526	16,595,913	18,403,936	43,136	18,447,072

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

15. ANALYSIS OF ASSETS AND LIABILITES BETWEEN FUNDS (continued)

Company	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Fixed Assets:						
Tangible assets	7,191,240	-	7,191,240	7,143,245	-	7,143,245
Investments	6,815,232	-	6,815,232	7,212,441	-	7,212,441
Current Assets:						
Debtors	2,227,666	-	2,227,666	2,726,346	-	2,726,346
Cash at bank and in hand	746,162	43,526	789,688	1,863,512	43,136	1,906,648
Creditors falling due within one year	(1,074,522)	-	(1,074,522)	(1,256,781)	-	(1,256,781)
Provisions for liabilities	-	-	-	(11,890)	-	(11,890)
	15,905,778	43,526	15,949,304	17,676,873	43,136	17,720,009

16. SHARE CAPITAL

The company is limited by guarantee and therefore has no allotted share capital.

Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

17. TRADING SUBSIDIARIES

Compton Care Trading Limited sells new goods in the Charity's shops and is paid a commission for the marketing, distribution, and sale to customers of donated goods. Compton Care Lottery Limited generates income from operating regular lotteries.

A summary of the trading results is shown below:

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2025 £	Total 2024 £
Results				
Turnover	727,281	952,023	1,679,304	1,438,873
Cost of sales / prizes awarded	(185,806)	(121,335)	(307,141)	(209,682)
Gross profit	541,475	830,688	1,372,163	1,229,191
Administration and other costs	(331,536)	(407,511)	(739,047)	(520,126)
Net income from trading activities	209,939	423,177	633,116	709,065
Investment income	-	15,618	15,618	20,018
Net profit before Gift Aid	209,939	438,795	648,734	729,083
Payments to Compton Care Group Limited under Gift Aid	(201,728)	(527,460)	(729,188)	(697,939)
Result for the financial year as reported by trading subsidiaries	8,211	(88,665)	(80,454)	31,144

Profits from the subsidiary companies payable under Gift Aid
Profits are recognised when paid, and so these remain within reserves of the trading subsidiaries at 31 March 2025 and will be paid across to the parent charity within nine months of the year end.

Investment income and other expenditure are included in the Consolidated Statement of Financial Activities under the appropriate headings.

The total turnover generated by the shops amounted to £4,975,132 (2024: £4,064,032) which comprises the sales of donated goods through Compton Care Group Limited and sales of giftware through Compton Care Trading Limited.

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2025 £	Total 2024 £
Aggregate of the assets, liabilities and funds				
Total assets	217,649	779,367	997,016	925,085
Creditors	(7,442)	(322,963)	(330,405)	(178,020)
	210,207	456,404	666,611	747,065
Funds				
Share capital	2	20,000	20,002	20,002
Reserves	210,205	436,404	646,609	727,063
	210,207	456,404	666,611	747,065

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

18. FINANCIAL COMMITMENTS

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Capital commitments				
Contracted for but not provided	-	-	-	-
Authorised but not yet contracted	40,500	383,220	40,500	383,220

The authorised amount for 2025 comprises the set-up costs for a new retail outlet and a new IT server.

Operating lease commitments

At 31 March 2025, the total future minimum lease payments under non-cancellable operating leases for the group was as follows for each of the following periods:

	2025		2024	
	Land and Buildings £	Other Equipment £	Land and Buildings £	Other Equipment £
Leases amounts due:				
Not later than one year	429,103	10,290	357,706	11,998
Later than one year and not later than five years	668,111	13,076	484,772	23,204
Later than five years	8,015	-	16,167	-
	1,105,229	23,366	858,645	35,202

19. PARENT COMPANY RESULTS

As permitted by Section 408 of the Companies Act 2006, the income and expenditure account of the charitable company is not presented as part of these accounts. The Company's own income amounted to £12,604,885 (2024: £12,564,308) for the financial year with a resultant deficit of £1,770,705. (2024: deficit £1,234,188).

20. RELATED PARTY TRANSACTIONS

Transactions with Compton Care Trading Limited
The Charity received a Gift Aid donation of £201,728 (2024: £205,377) during the year.

The Charity paid a commission fee of £223,159 (2024: £196,195) for the marketing, distribution, and sale to customers of donated goods supplied in respect of the management of the retail premises.

The Charity received a licence fee of £9,500 (2024: £9,500) for the shared use of the retail premises as a charity retail shop.

At the Balance Sheet date, the Charity owed £132,049 (2024 £139,510).

Transactions with Compton Care Lottery Limited
The Charity received a Gift Aid donation of £527,460 (2024: £492,562) during the year.

At the Balance Sheet date, the Charity was owed £175,642 (2024: £33,824).

Transactions with Burke Bros Wolverhampton Limited (50% owned by former Trustee Mr G Burke)
The Charity paid £Nil (2024: £1,831) for storage and vehicle recovery fees

Transactions with Trustee L. Pascal
The Charity paid £600 (2024: £Nil) for training support.

Transactions with MGS Medical Practice (Trustee Mr. D. Bagary is a 50% owner of the practice)
The Charity paid £185,000 for the purchase of the freehold of 30-32 Ruskin Road, Wolverhampton WV10 8DJ – authorised by the Charity Commission for England and Wales on 30 April 2024.
The Charity paid £1,560 (2024: £6,360) for room hire
The Charity was paid £9,832 (2024: £Nil) for delivery of the PEOLc theme of the Wolverhampton Primary Care Framework.

NOTES TO THE ACCOUNTS
Year ended 31 March 2025

21. FINANCIAL INSTRUMENTS

	2025 £	2024 £
Financial assets measured at fair value	6,795,230	7,192,439

Financial assets measured at fair value comprise investments.

22. PENSION COMMITMENTS

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £639,042 (2024 - £626,749). Contributions totalling £48,506 (2024 - £43,149) were payable to the fund at the balance sheet date.

23. COMPANY INFORMATION

The Charity, Compton Care Group Limited was formed as a company limited by guarantee.

The company is registered in England and Wales.

The company's registered office is 4 Compton Road West, Compton, Wolverhampton WV3 9DH.

COMPTON CARE GROUP LIMITED

England & Wales - Charity number 512387

Accounts

COMPTON CARE GROUP LIMITED

Annual Report and Consolidated Financial Statements

Year Ended 31 March 2024

Registered Charity Number: 512387
Company Limited by Guarantee Registered Number: 01607631
Registered Office - 4 Compton Road West, Compton, Wolverhampton WV3 9DH
www.comptoncare.org.uk

Celebrating Countless Moments of Care

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Opening Statement from the Chairman of the Board and CEO

The last year has been a period of change, consolidation, and evolution for Compton Care, as we continue our mission of providing high quality accessible care and support for the people in our communities living with life limiting conditions.

Since helping our first patients in 1982, we continue to provide tailored specialist care and support that meet our patients' individual needs and wishes. In line with our new Clinical Strategy, we've developed and embedded our Virtual Ward service, meaning patients with complex symptoms related to their palliative diagnosis can now remain in their own home and receive enhanced specialist level and consultant-led care. This advancement in patient care has helped to prevent crisis escalation, avoid hospital admissions, and support hospital discharges. A new website has also made the referral process simpler and more user friendly for external organisations and patients to self-refer, which has led to record numbers of referrals and calls to our 24/7 Advice and Referral Line.

We have continued to enhance the hospice environment so that its welcoming, comfortable, and reassuring for patients and families. Our Inpatient Unit rooms have begun a transformation programme to ensure we offer modern, therapeutic, and peaceful spaces. 11 of our 18 rooms have been renovated so far and equipped with amenities including smart TVs and iPads that help patients stay connected with loved ones and enjoy their favourite entertainment. Additionally, translation apps facilitate better communication for patients who speak a different language, ensuring they feel understood and supported. The local community rallied to support us, generously donating to our 'Home Away from Home' Appeal to help fund this vital work.

A terminal illness not only affects the person diagnosed, but those closest to them. We have continued to provide support for family members, carers and the people who mean the most to patients through support groups, talking therapies, counselling, complementary therapies, and social work support. Our support is available throughout the duration of a person's illness and after death through our dedicated bereavement service and we've reviewed our bereavement support and information offer for the wider community this year to increase future accessibility.

We've developed more meaningful engagement with our communities. We launched a People Panel that now brings insight and involvement from members of the community and service users to our activities and decision-making processes to help gain a more rounded perspective of how our services can be developed. And we've begun to better understand the people within the communities we serve.

Fulfilling our ambition to work collaboratively with others, we've continued to make excellent progress to further develop our relationships with other hospices, the NHS, Members of Parliament, and the local authority. It was incredible to be able to support our most financially vulnerable patients and their loved one during the cost-of-living crisis and help reduce their stress and anxiety through our partnership with the City of Wolverhampton Council, allocating £50,000 from the government's Household Support Fund to those who needed it most. And we worked collaboratively with the three other Staffordshire hospices, along with the Staffordshire & Stoke on Trent Integrated Care Board (ICB), to make life easier for patients and healthcare professionals in the county to access specialist palliative and end of life care help and advice via a new 24/7 telephone advice line.

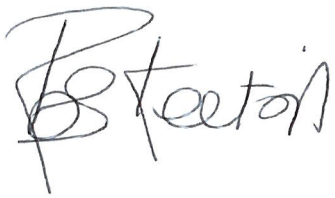
Patients and families receive our care and expertise free of charge, however this care is not free to provide. With the ongoing global financial crisis and rising costs, it has been another challenging year for our income generation teams, who are responsible for raising over 60% of our annual running costs, equating to nearly £9 million of the £14.5 million needed every year. It is due to the vital role that Compton plays in the local communities we serve that we saw £2,404,277 received, a record-breaking amount from gifts in wills. Our prestigious Gala Dinner was held at The Halls in Wolverhampton, hosted by TV's Jay Blades MBE and had over 220 guests including members of our Business Club in attendance who helped to raise an incredible £88,298.

Despite the challenges on the high street, our Retail network had a bumper year, delivering 12% like-for-like growth and generating over £4 million in sales. Building on our store of excellence programme designed to improve customer care and experience, we have continued to improve and expand. Activity to refurbish several stores was successfully completed, along with the opening of a new store in Walsall. Our trading arm

not only continues to focus on delivering maximum profit to financially support the charity but also to maximise the social impact and value our shops make in the communities they are based in.

It is our staff and volunteers that continue to be our most valued asset, and we have focused on improving communication, engagement, support, training, and development during the past year. Our Learning & Development team have supported colleagues through our Managing@Compton programme, Learning Club and Developing Yourself workshops, along with a Clinical Development programme to support nurses. We have continued to provide external training including Advanced Communication Skills, sharing our expertise with healthcare professionals across the region, and we have worked with schools and colleges to increase placement opportunities, helping to develop the next generation.

Our sincere thanks go to every staff member and volunteer for their dedication and commitment, helping to ensure we are there for people when they need us most. Together, we will continue to make a meaningful difference for people navigating life with a life limiting illness, helping them to live a good quality life despite the challenges they face. We understand that the impact extends far beyond the individual. It touches the lives of families, friends, and carers. That is why we are here not just for the duration of a person's illness, but beyond – offering specialist care, support, and comfort to all those affected.



Ros Keeton,
Chairman of the Board of Trustees

Rachel Overfield,
CEO

TRUSTEES' ANNUAL REPORT

Strategic Report

We Are Compton Care

Our Vision: Compton Care will be a leader in delivering palliative care and support for the community.

Our Mission: Compton Care provides high quality accessible care and support for the people in our communities living with life limiting conditions.

Our Values:

- COLLABORATION - We work with patients, families, and wider healthcare communities to deliver personalised care.
- ACCOUNTABILITY - We demonstrate individual accountability for behaviour, performance, and impact.
- RESPECT - We are inclusive, we value difference, and we work together responsibly.
- EMPATHY - We listen, engage and act with warmth, kindness and understanding.

Our Services

At Compton Care we believe people are more than their diagnosis. For over 40 years, Compton has been providing palliative and end of life care to patients, and their families, helping them to navigate every aspect of life with a life limiting condition. Our services aim to help patients and families with:

- The physical – helping patients deal with the physical changes brought about by their illness helping with symptom control and pain management.
- The practical – supporting families to manage practical aspects including finances, housing, legal matters and making future care plans.
- The emotional and spiritual – providing a safe space for patients' families to express their thoughts, feelings, and emotions throughout the duration of a person's illness and after death.

As well as delivering high quality essential clinical care, Compton offers a wide range of enhanced care services including psychological therapies, social care, respite, and complementary therapies which exist to support patients and families through every aspect of their palliative care journey and beyond.

All services are delivered to patients aged 18 or over (and their families) living in Wolverhampton, parts of the Black Country, South Staffordshire, and East Shropshire.

Every year, we review our service provision in line with our Strategic Plans and with the requirements of our local NHS commissioners.

Our services include:

- Living Well Service - giving people the practical and emotional tools to continue to live actively and independently with their condition. Each person's needs are assessed, and a bespoke package of care is offered. This can include:
    - Access to activities, workshops and support groups on topics including symptom management, nutrition, exercise, relaxation, horticulture, craft, and chat and planning for the future.
    - Regular appointments and consultations with medical and clinical staff.
    - Training and education sessions which are also available for family members and carers supporting loved ones with incurable illnesses.

- Therapeutic Support - as well as supporting patients with the physical aspects of life with an incurable condition, Compton also provides emotional and spiritual support in the form of talking therapies, counselling, complementary therapies, art therapy, occupational therapy, and physiotherapy.

- Social Work Support - our team of palliative care social workers offer emotional support and help patients to manage practical matters such as dealing with finances, housing, legal matters and making future care plans.

- Inpatient Unit – delivering 24-hour care for patients needing support with pain management and symptom control, respite, and end of life care. We provide 18 beds, each with ensuite facilities and most have views of our beautiful gardens. Family members can stay overnight, and pets are encouraged to visit too.

- Community Services - we understand for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of specialist palliative care clinicians and community specialist palliative care consultants work in partnership with GPs, district nurses and other healthcare providers to ensure families receive the support they need to manage their condition, maintain a good quality of life, and avoid unnecessary hospital admissions. We visit people in person, by phone or video consultation providing specialist advice and support including symptom management and pain control, emotional support and in some areas arrange the provision of overnight support from our team of healthcare assistants. Our responsive approach to specialist palliative care has become a lifeline for so many of our patients and their families, supporting patients to remain in the place they call home if preferred and preventing hospital admissions. Our rapid response team is now embedded into our services and provides essential responsive care to people whose condition changes unexpectedly or where there is an escalation of anxiety within the patient's home.

  We continue to provide a successful proactive service into our local care homes, working with GPs to ensure advance care plans and ReSPECT documents are completed for appropriate residents. Sadly, this service was ceased at the end March 2024 pending funding provision from GPs to be able to continue.

  Our community-based virtual ward has gone from strength to strength, offering hospital level care to people with very specialist palliative care needs in the place they call home. This avoids hospital attendance and admissions and ensures the vast majority of people achieve their preferred place of care and death.

- Family and Carer Services – a life-limiting illness not only affects the person diagnosed, but those closest to them too. Compton provides support for family members, carers and the people that mean the most to patients through support groups, talking therapies, counselling, complementary therapies, social work support and respite care. Support is available throughout the duration of a person's illness and after death through our dedicated bereavement service. Bereavement counselling is available for friends, family and loved ones of Compton patients. We also facilitate a series of bereavement information hubs for those wanting to connect with others who are experiencing any kind of bereavement, grief, or loss.

- Lymphoedema Care - our team of lymphoedema specialists provide treatment to ease symptoms as well as offer advice and support to help people manage and live independently with their condition. At home and out-patient appointments are offered.

- Community Engagement Team - we understand the value of connecting people who share similar experiences. We facilitate a series of support groups via our bereavement hubs and connect people with our various community partners with the aim of reducing isolation and improving wellbeing.

Public Benefit

Compton Care is registered with and regulated by the Care Quality Commission for the following regulated activities:

- Caring for adults under 65 and over 65.
- Treatment of disease, disorder, or injury.

The quality of our services was last inspected by the Care Quality Commission in October 2019 and rated as 'Good', with an Outstanding in responsiveness.

Compton Care benefits the public providing services free of charge to patients, families, and carers within our catchment area of the Black Country and the counties of Shropshire, and South and East Staffordshire. Services are open to individuals over the age of 18 regardless of race, religion, sexual orientation, age, or diagnosis. The Trustees have referred to the Charity Commission's general guidance on public health when reviewing the aims and objectives of Compton Care and in planning future activities.

Social Impact

We recognise our impact goes beyond our clinical services and we have commenced work this year to start to measure, evaluate and celebrate this important work. Areas include the employment of several hundred volunteers from very diverse backgrounds, many of whom struggle to be meaningfully employed in traditional paid work. Often working as a volunteer is the only social contact the person has, or it develops confidence to apply for paid work, supplies valuable work experience for onward careers or provides a purpose to someone who needs significant flexibility around employment. We recycle thousands of donated items every year, generating income for the charity but also avoiding landfill and the impact on the environment. Our shops provide a community focus on many high streets helping to avoid social isolation and subsequent mental health problems. Similarly, our retail operations provide affordable clothing, children's goods, furniture and household items to economically deprived parts of our communities.

We intend to continue to build on our social impact, recognising some of our value is about being part of our communities, supporting communities in numerous ways and not just about our clinical work.

Support Services

A team of dedicated and specialist support service staff and volunteers work tirelessly behind the scenes to ensure our clinicians and supportive care practitioners can deliver patient care. These services include our People teams including HR, Volunteer Services and Learning and Development; our Estates team of stewards, housekeeping, and catering; our Marketing and Communications staff; IT support, Finance, and administration colleagues.

Income Generation

Patients and families receive our care and expertise free of charge, however this care is not free to provide. Our income generation teams are responsible for raising over 60% of our annual running costs, equating to nearly £9 million of the £14.5 million needed every year. Our income generation teams support and encourage individuals and businesses to raise this vital income through fundraising events and appeals, a weekly lottery and retail activities (charity shops and e-commerce).

Our Board of Trustees

Ros Keeton BDS, MCDH, DDPHRCS, FUW – Chairman of the Board

Ros is an experienced NHS Chief Executive and health care leader who combines a dental background with substantial leadership experience across the full range of health and social care settings. She was Chief Executive of an NHS Partnership Trust offering mental health, learning disabilities, and substance misuse services. Ros then led the highly respected Birmingham Women's NHS Foundation Trust one of only two specialist women's hospitals in the UK.

James Frederick McKinnon BSc (Hons), MSc - Vice Chair of the Board

James has wide experience gained at many levels in a variety of global roles during a lengthy career with Goodyear Tire & Rubber Company. James has held senior finance and IT roles within the UK organisation, including Treasurer, Plant Controller and General Credit Manager, all of which also included extended European management responsibility.

Dr. Davinder Bagary

Dav is a highly experienced GP working within our local community. Dav specialises in learning disabilities and autism and has extensive experience of working on Boards and Committees. He knows Compton very well and is keen to support in expanding our services.

Anne Elizabeth Brookes
Anne has enjoyed a long and successful career in both retail and private banking and currently heads a wealth management business in Birmingham. Anne has latterly focused on the investment and lending side of banking and manages a team of bankers and investment managers along with a portfolio of her own clients. Whilst Anne still works full time, any free time is spent walking or gardening.

Gary Burke
After studying Business & Economics, Gary started his career in the aircraft industry working in Product Support. In 1981 Gary established the highly successful Burke Bros. moving group, the company has since expanded acquiring several other companies throughout the West Midlands and now includes industrial and private properties.

Denise Mary Burkett-Stus
With a career spanning some 40 years and having recently retired from a leadership role in the financial services sector, Denise is a senior business leader with deep knowledge and experience in all areas of a business and how to drive transformation to deliver continued success.

Adam Frankling BSc MCIM
After gaining his degree in Business & Management and Professional Postgraduate Diploma in Marketing, Adam spent nearly 20 years in business development and marketing roles in the construction industry. He has spent the last three years in management consultancy, helping clients focus their strategy, leadership, and engagement. In addition, he has spent 12 years on the Board of a local educational trust, three of which were as Chair.

Dr. Helen Macpherson Hibbs
Helen worked as a GP in the Wolverhampton area and has had a long and positive relationship with Compton Care.

Helen Julia Holden LLB
Julia is a semi-retired solicitor, working part as a consultant and as a judge on the Oxford and Midland Circuit. She became managing partner of her law firm in the late 1980s. Her legal experience as a solicitor is wide, but predominantly in the fields of insurance law and large and complex personal injury.

Linda Annette Pascall MBA
Linda was appointed a trustee in 2020 and is a registered nurse, active coach, teacher, and mentor. She has held a series of senior roles within the NHS and has extensive professional training and experience.

Our Executive Leadership Team

- Rachel Overfield RGN DPSN BSc (Hons): Chief Executive Officer & Director of Nursing
- James Elliott: Deputy Chief Executive Officer & Director of Income Generation, Marketing & Partnerships
- Dr Fran Hakkak MBBS BSc MSc FRCP: Medical Director
- Russell Bulkeley: Director of Finance & HR
- Rebecca Brown RN: Director of Clinical Governance, Compliance & Informatics
- Jenny Warren RN (Dip) HE, BSC (Hons), PG Cert, QN: Director of Clinical Services

Our Staff

Compton Care has a dedicated team of 299 staff working within clinical services, income generation and support services to provide care and support to our patients, family members, supporters, donors, and stakeholders.

Our Volunteers

Our staff are supported by a team of volunteers who offer their time in a variety of roles including greeting callers and visitors to our reception, providing essential administration support, attending events, sorting donations, and serving customers in our charity shops and much more. Compton simply could not deliver the vast range of services we do without the help of these heroes.

A Year in Numbers

- We received 7,807 referrals to our services.
- 341 patients received 24-hour specialist care on our Inpatient Unit.
- 8,790 visits were provided by our community teams, consisting of Planned Care, Night Support and Rapid Response to patients in their own homes.
- 746 patients were admitted to our newly formed virtual ward.
- 26,497 calls were received and managed through our Advice and Referral Line.

Activity Update

Care and support wherever it is needed

We understand for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of specialist palliative and community medical staff work in partnership with GPs, district nurses and other health care providers to ensure families receive the support they need to manage their condition, maintain a good quality of life, and avoid unnecessary hospital admissions.

We have continued to develop our community services ensuring wherever possible we deliver care to people in their own home or place they call home. Our aim is to keep people out of hospital beds and avoid unnecessary hospital attendances. We do this through delivery of exceptional care in the community via a team of skilled multi-disciplinary healthcare professionals.

We have succeeded in keeping most people known to Compton out of hospital and over 90% of people achieve their preferred place of care/death.

Our inpatient unit remains ever present for those people who simply cannot be looked after at home, usually because of complex symptoms or social circumstances.

We have continued this year to look for a second site from which to operate clinical care and at the end of June, we purchased a property in the Low Hill area of the City. This will enable outpatient, complementary therapies, and bereavement services to be more accessible to the local community. We have also reserved space in the new Health and Social Care hubs being built in Oxley and Bilston.

Ensuring Accessibility

Referrals into our clinical services continue to increase every quarter and we anticipate this trend to continue as mortality rates nationwide are predicted to rise over the next few years.

Our advice and referral line now takes in excess of 2,000 calls per month, directing people to the right service or directly helping people where possible.

We have extended our complementary therapy offering and also increased the size of our bereavement team, so we are able to support more people. We have also secured funding for year two of our children and young person's support worker.

Partnerships and collaborations

Relationships have continued to develop with other local hospices and January 2024 saw the launch of a pan-Staffordshire 24 hour help and advice line as the first meaningful collaboration between the four Staffordshire hospices. People in Staffordshire can now dial just one number and will be connected to a palliative care organisation that will help them. The Staffordshire collaborative have other plans including a county-wide rapid response model.

We have continued to work with Walsall Healthcare on a potential partnership to deliver some services within Walsall and have supported the Trust with a medical consultant cover over recent months. We have continued to work with Mary Stevens in Stourbridge on building a hospice voice within the Black Country.

At Wolverhampton Place level we are working well with primary care colleagues on new models of care delivery and have recently participated in a mapping exercise designed to identify any gaps in service provision. Our Medical director now holds a clinical leadership role around PEOLC at Black Country ICB level.

NHS Commissioning

Conversations with commissioners have been frustrating this year. Despite improved frameworks which give greater clarity to the commissioning of PEOLC for ICBs, there has been very little movement on meaningful and relevant commissioning of our core specialist services. There was minimal uplift to contract values this year and all bids for ad-hoc NHS funds were unsuccessful.

We have completed a costing exercise this year which clearly identifies the true costs of our services and how these should be funded i.e. by the NHS or by the charity. This will form the basis of discussions this year.

In year the Board made the difficult decision that they would be prepared to reduce or close services if the funding gap from the NHS was not addressed. This will potentially become a reality in future years if we cannot agree an improvement in funding.

Growth and Development

As already referenced, we have purchased a second site in the Low Hill part of the City and reserved space in two other developments. This will increase the reach of clinical services.

Our research portfolio has continued to grow with good recruitment into trials. Several of our clinical services have also been extended this year including bereavement, outpatients, and complementary therapies.

Estates

We have completed all planned work on the Hall site this year with the training pods opened and car park work finalised.

Several assessments have been undertaken including a disability access assessment and environment assessment. Both of these highlighted improvements we could make, and these have either been delivered or will be delivered in the coming year.

The first two phases of our inpatient unit refurbishment were completed in August and December 2023 with very positive comments as a result. The third and final phase is planned for August 2024.

Information technology

We have continued to improve our cyber security measures, focussing on staff awareness and training. Both Cyber Essentials accreditation and NHS Data Security Protection Toolkit were achieved again this year.

We launched our new website which is more accessible and easier to navigate and responsive, enabling easier access to services and information through guided signposting.

We have fully implemented electronic prescribing and have commenced development of electronic pathology requesting and reporting system.

Our highly skilled IT staff have continued to support and advise other hospices recently implementing the telephone system to support a multi-hospice 24-7 advice line.

Learning & Development

Compton's Learning and Development Team continue to provide a broad range of clinical and non-clinical learning opportunities for professionals involved in health, social care and beyond. Over the last twelve months, the team has expanded and includes clinical and non-clinical trainers and an early careers coordinator. The focus during this time has been:

- Provision of skills-based sessions to support and develop existing, new, and aspiring managers.
- Building partnerships with local colleges, schools, and universities to increase work placements, support internships and volunteering opportunities, and initially showcase careers in healthcare, retail, and IT.

- Delivering clinical skills training, both general and specialist palliative care for our staff using different approaches including simulation-based (Sim's) training. Historically, Sim's training within palliative care has mostly been limited to communication skills, so this presented a new educational opportunity for our staff working in both IPU and the community to encounter various emergencies that require urgent intervention. The programme enabled staff to practice clinical skills necessary for recognising and managing palliative emergencies including anaphylaxis, seizure, and acute airway obstruction and evaluated positively.
- Improving the palliative care capabilities and skills in the wider health and social care environment and delivering training to the workforce in Care Homes and Primary Care, achieved through funding from local commissioners.

In 2023/24 two new education programmes and projects were commissioned by the NHS Black Country ICB for a range of providers including Care Homes and Advanced Care and Nurse Practitioners in Primary Care. Feedback has been positive across all areas.

We continue to take a range of health care students on placements including paramedical student placements, and our early careers coordinator has worked with external training companies to provide supported internships and work placements to enhance future opportunities for employment and volunteering.

We have also strengthened our internal training provision, with two new clinical educators joining the team in 2023.

Staff and Volunteers

At 31 March 2024, the number of paid staff was as follows:

	Paid staff		
	Full time	Part time	Total
Directors (Trustees)	-	-	-
Patient care and Learning & Development	69	107	176
Income Generation and Marketing	57	52	109
Support Services	16	3	19
Total Compton Care Group - 31 March 2024	**142**	**162**	**304**
Total Compton Care Group - 31 March 2023	**147**	**152**	**299**

Human Resources

Staff levels over the past year have remained consistent. However, due to the financial constraints within the UK economy and the consequential reduction in charitable funding, it has been necessary to develop leaner ways of working and reduce duplication of tasks. This has enabled us to use existing resources to recruit into growth areas whilst redistributing tasks across other established teams.

The calibre of candidates has improved over the previous twelve months as changes continue to develop in the way we recruit such as shortlisting within an unconscious bias methodology and selecting candidates on their skills not their socio-economic status.

The time to recruit and onboarding timelines have reduced with changes to probation periods being made to improve staff performance and retention. New role assessments have been introduced as more employees actively seek internal promotion opportunities. Disclosure & Banning Service (DBS) processes were reviewed during the year, with improved targeting of checks and results received in a timelier manner.

Process changes to workforce procedures have seen tighter financial controls implemented particularly during recruitment, with managers having on-going training to help monitor and manage, holidays, sickness, time-off-in-lieu, overtime, and flexible working requests.

The HR system is now rolled out to all staff as a 'one stop' shop which helps the organisation with key initiatives around workforce planning, managing wellbeing, succession and talent planning and providing good data metrics upon which to make workforce decisions. Employees are able to own their own data, ensuring accuracy is maintained with training modules and well-being benefits linked.

Volunteer Support

Much of the work Compton does would not be possible without the hard-working and committed volunteer base, who dedicate their time across the whole organisation. Over 85% of our volunteers support our shops and other income generation areas, with the remaining 15% supporting the various clinical departments and support services.

Following feedback from managers and volunteers around onerous recruitment practices, the whole process was reviewed during 2023 and stream-lined, which coupled with additional technology in the retail stores has greatly modernised the application process. As a consequence, volunteer numbers have increased by over 27% in the year enabling Compton to extend services and improve income generation.
Recruitment initiatives continue such as schemes for early careers and young people doing placements across the organisation within a volunteering capacity. This has enabled several volunteers to successfully apply and be offered paid roles at Compton, whilst it is pleasing that others have used the experience they have gained, to successfully find employment in the wider economy.

The Trustees, who themselves are volunteers, along with the Executive Leadership Team and Compton as a whole, would like to thank all our volunteers for their hard work and dedication and as a token of our appreciation have this last year reintroduced the presentation of long service badges to volunteers as recognition of their selfless support and service rendered.

Community Fundraising

We have had some tremendous support from our community in 2023/24, raising almost £250,000 from community fundraising activity, which was a 13% growth on last year. Compton supporters undertook various challenges and activities to raise money on our behalf, including quiz nights, cake sales, one supporter ran 10km a day throughout November, one of our intrepid supporters climbed the Matterhorn, and a special mention to Noah Showell who donated money for her 100th Birthday!

Compton held its first ever Facebook challenge in 2023/24; Compton's 'a mile a day' took place throughout the month of January which was a great success, over 100 people registered and raised almost £5,000.

Local businesses continue to support Compton Care through membership of the Business Club and through generous gifts in kind. Over £112,000 was raised through corporate support in 2023/24.

In March 2024, Compton was the main charity partner for the Wolves 10km for the second year, and raised over £29,000, with 174 runners – we were also delighted that we had four runners finishing in the top 10, including the overall winner of the race.

We held our second consecutive Gala Dinner in November 2023, which took place in the Wulfrun Hall in Wolverhampton, hosted by BBC's Repair Shop, Jay Blades, MBE; the evening raised an incredible £88,298 with 220 guests attending.

Our Light Up a Light ceremony took place at Compton Hall in December 2023, with over 700 people attending, the highest number of participants we've welcomed for this event to celebrate the lives of those no longer with us.

Green

We have worked with an external company this year to fully understand our energy usage and identify plans to reduce energy consumption, working with the same company to assess what if anything we could do to work towards a carbon neutral position.

We have undertaken a range of actions to reduce energy consumption and will be installing solar panels and secondary double glazing in the coming year.

Section 172(1) statement (The Companies (Miscellaneous Reporting) Regulations 2018)

The Charity regularly reviews principal stakeholders and Compton engages with them. The stakeholder voice is brought into the boardroom throughout the annual cycle through information provided by the management team and by direct engagement with stakeholders themselves. The relevance of each stakeholder group may increase or decrease depending on the matter or issue in question, so the Board seeks to consider the needs and priorities of each stakeholder group during its discussions and as part of its decision making.

The Charity does not have a dependency on any supplier but deals with both large and small enterprises aiming to always pay within terms and build a long-standing relationship with its suppliers which is beneficial to both parties. Where it is practicable, local suppliers are included in tender processes.

Looking Forward to 2024/25

We have now renewed all of our key underpinning strategic plans, including:

- Clinical
- Estates
- Income generation and finance
- Informatics
- People

These set the direction for the organisation in detail for the next three years and are reported against within our assurance sub-committees.

The focus of our clinical strategy continues to be around access and reach so all of the communities we serve can receive excellent palliative and end of life care. Within this there are ambitious plans for growth, workforce development and innovation.

Our estates strategy includes assessments around environmental sustainability and disability access. There is also a clear intention described regarding estates expansion in retail, coffee outlets and clinical locations. Operationally a focus will also be on bringing estates management functions closer to our retail estate functions.

Our finance and income generation strategies are linked to our financial forecast position and have plans detailed regarding increasing income through retail growth, corporate and stakeholder engagement and lottery expansion. Informatics is mainly focused on cyber security and ensuring we are as innovative as possible within our IT systems and approaches.

Our People strategy is concerned with growing and developing our workforce across the whole organisation. There is a specific focus on organisational development including staff engagement, leadership development, values and behaviours and wellbeing. We also in this period intend to review our pay structures and pension provision. Learning and development has key internal targets but also some stretch external requirements.

Finally, we recognise that to be sustainable in the long term we need to extend our reach both clinically and for income generation opportunities. There are huge opportunities to reduce our infrastructure costs and gain economies of scale if we were operating over a larger patch. So, we will continue to consider partnerships and collaborations that enable this.

How we raise our money

So many of the achievements in this review are only possible because of the generosity and kindness of amazing individuals, organisations, and trusts. Their donations and support have enabled us to make a real impact and improve the lives of our patients and families.

- £376,254 was raised by our incredible community supporters through events, community organised initiatives or various celebrations including birthdays, weddings, and anniversaries.
- Corporate partners donated nearly £112,000 including over £26,000 of gifts in kind. In addition, 4 corporate groups provided 29 volunteers donating 174 hours of their time.
- £2,404,277 was gifted by generous individuals leaving us a gift in their will.
- £967,289 was raised through ticket sales and donations by our Compton Lottery community.
- 671 people donated £34,741 as part of our annual Christmas Wish appeal.
- £289,668 was raised by supporters adding Gift Aid to their donated goods to our shops.
- 7,280 customers raised over £191,722 through our online retail channels.
- We received £3.5m in grant funding from the NHS which once more was not uplifted to match the rate of inflation during the year.
- Total income for the year ended 31 March 2024 was £13,116,008.

Financial Review

Activity during the year

Activities by the Group resulted in an operating deficit of £1,203,044 (2023: deficit £2,146,773) during the financial year.

Income

Total income for the year ended 31 March 2024 was £13,116,008 which was an increase of £983,892 on the previous year. The principal funding sources for the Group are donations and legacies 27.3% (2023: 23.7%), charitable activities 28.5% (2023: 30.4%), other trading activities 41.9% (2023: 43.7%), and investments 2.3% (2023: 2.2%).

Donations and legacies are an essential income source for the Group and the total income received in the year was £3,580,368 which continues to show the tremendous support Compton receives from the wider community. This was an increase of £707,418 largely caused by an increase in legacies of £447,102 and trust income of £163,269.

Charitable activities comprise the income received from the Integrated Care Boards ('ICBs'), formerly known as Clinical Commissioning Groups, along with other health care and governmental organisations. Income at £3,736,968 showed a small increase of £48,486 from the previous year due to increases in activity masking the reduction in the real value of funding received from ICBs.

Other trading activities comprise fundraising events along with income generated through the shop network and lottery operation. Income generation activities in fundraising and retail both showed organic growth although sales growth in retail was impacted by the closure of four shops in the spring of 2023 that were not performing financially. The lottery team generated a record profit for the seventh year running albeit with a significant downturn in recruitment activity. Sales increased from £5,307,279 to £5,491,522, with £125,433 directly attributable to sales in the retail network and £35,787 at our two café sites. During the year, a new pop-up shop in Walsall opened and has already paid back its investment and is providing much needed funds to be used for charitable purposes. More activities are planned to be opened during 2024/25.

Investment markets showed small falls during the first half of the financial year, but strong second half year growth meant the portfolio achieved a return of 9.5%. This performance was slightly above the ARC Charity Steady Growth return of 9.4%. The Charity continues to hold a mixed portfolio of high-quality investments, with the investment strategy reviewed at least annually by the Finance & Income Generation Committee along with the investment manager.

Expenditure
Costs associated with patient care increased £612,691 driven caused predominantly by increases in staff costs, the result of inflationary pressures and successful staff recruitment. Costs associated with raising funds through fundraising and trading activities increased by £611,836, with fundraising activities having returned to pre Covid levels and general inflationary pressures within most cost lines.

Deficit
Overall, net expenditure exceeded income excluding investment gains and profits on the disposal of fixed assets by £1,671,502. The overall deficit for the year of £1,203,044 was stated after recognising the effect of realised and unrealised gains and losses on investments amounting to a net gain of £468,458.

Funds and Reserves Policy

The total funds of the Charity at 31 March 2024 of £18,447,072 are split between:

- Restricted Funds £43,136
- Designated Funds £1,269,851
- General Fund £17,134,085.

Restricted Funds
During 2023/24, donations totalling £265,722 were received from donors to enable specific projects to be undertaken. At the end of the financial year, £43,136 remained unspent, with the largest project outstanding the is £11,238 for a hardship fund being administered on behalf of Wolverhampton City Council. Most of the outstanding expenditure will be incurred during 2024/25.

Designated Funds
The Trustees have established two designated funds which are explained as follows:

Business Improvement & Innovation Fund (£172,184)
£431,825 was allocated during 2020/21 to facilitate cost reduction exercises where one-off termination costs are incurred such as dilapidations, asset and lease write-offs, IT automation and enhancements. £270,040 was spent in previous years on shop closures (£127,762), staff rationalisation plans (£106,606). IT automation and enhancements (£15,414) and old pension liabilities (£20,258). During 2023/24, a further £4,591 was incurred relating to old pension liabilities, but £14,990 was released back to the fund for shop closure provisions that were not required.

Development Fund (£1,097,667)
The Development Fund was set up in 2021/22 to upgrade our facilities, so they were safe and user friendly, and to allow us to care for more patients than ever before as we reach out to those who need us. The initial review identified the need for substantial investment due to the age of our facilities hence the Development Fund being created to ensure upgrades could occur. At 31 March 2023, the balance on the fund was £1,171,336, of which £1,000,000 was allocated for developing a new site, £154,674 for upgrading the patients' rooms on the IPU and the balance of £16,662 for other related matters. During 2023/24, a further £73,669 was expensed with £66,553 incurred on the IPU rooms and £7,116 on an abortive property acquisition.

General Fund
The Trustees consider that to fulfil the Charity's obligations to the communities it serves, to existing and future patients and their families and to the paid staff of 304, it is a desirable objective for there to be unrestricted funds available at any time equivalent to cover at least twelve-month's running costs of the group (excluding one-off projects).

At 31 March 2024, the general fund of £17,134,085 represented approximately 14.2 months' expenditure (2023: 16.8 months). Continued investment in the service provision is forecast during the upcoming financial year along with cost significant pressures which together will further reduce the future level of reserves held.

The level of 'free reserves' (general fund less fixed assets) totalled £9,990,840. The targeted level of 'free reserves' is £7,291,000.

Investment Policy

The Charity's main investment portfolio is professionally managed with the objective of preserving the real buying power of the assets and income.

The investments are managed as a 'moderate risk' portfolio with a mixture of equities, bonds and property assets within the ranges agreed by the Trustees after consultation with the investment manager. The practice of holding a portfolio of investments with different and diversifying performance characteristics leaves the portfolio less exposed to movements in any asset class.

Individual investments within each category of the portfolio will vary according to market conditions and the portfolio is actively managed. Compton's policy is to negatively screen companies or sectors that are contrary to the values of the organisation such as:

- any companies with substantial activities in tobacco.
- any companies that might damage Compton Care's good name.

An ESG (Environmental, Social and Governance) overlay is embedded in our investment process, augmented by external rating systems Morningstar and Sustainalytics used by the investment manager.

- The MSCI index is used to assess sustainability, and at the last review at the end of the financial year, no holdings were held within the 'severe' category and only eight held within 'high' in a total of 100 holdings.
- The Sustainalytics ESG risk score was 19.5 (within the low risk range 10-20).
- The CDP score (formerly Carbon Disclosure Project) measures the commitment to climate change mitigation, adaptation, and transparency. The portfolio scored 6.2 out of 8 (where 0 is poor and 8 is excellent).
- The Sustainable Development Goals (SDGs) index scores the portfolio at 3.1 on a range between -10 (negative contribution to SDGs) to +10 (positive contribution to SDGs). This compares to the global benchmark of 1.2.

The Trustees formally review the investment policy and investment manager's performance each January.

Overall, the portfolio continues to be sufficiently diversified and is producing reasonable returns and no major change in strategy is contemplated.

Governance

Constitution

The Charity was formed as a company limited by guarantee on 14 January 1982 and is governed by its Memorandum and Articles of Association. The Charity was incorporated in England and Wales.

As a company limited by guarantee it has no allotted share capital. Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

Trustees

Trustees are appointed by the Board of Trustees at a Board meeting, but their appointment only takes effect once ratified by the majority of Company Members voting at a General Meeting or by written resolution. Under the Articles, Trustees are appointed for an initial three-year term, and a Trustee who is willing to continue in office may serve up to a maximum of three terms of three years. After completion of their third three-year term, a Trustee may only be appointed for subsequent one-year terms where the Board decide it is in the best interests of the Company to do so.

The Chairman is elected by his or her fellow Trustees following a recruitment and selection process. The Chairman Ros Keeton was appointed with effect from 26 September 2018 and re-appointed for a second three-year term, in November 2021. It is her intention to seek re-election for a third term at the upcoming Annual Members' Meeting.

Potential new Trustees are identified from a variety of sources including external recruitment, personal recommendation by members or the current Trustees. Often, but not exclusively, potential Trustees will have previously been associated with the work of the Charity perhaps as a volunteer, involvement in a support organisation or in the activities of a subsidiary company. Selection for appointment is based solely on the contribution it is believed the individual is likely to make to the development and delivery of the Charity's objectives having regard to their commitment, experience and in some instances, specialist skills.

Prospective Trustees are required to submit an expression of interest and provide references. A formal interview process is undertaken by a panel of existing Trustees and the candidates have an opportunity to meet key staff. For successful candidates, the appointment is approved by the full Trustee Board. On appointment, there is a formal induction process to consolidate the information previously gained and this is reinforced by a detailed "Induction Pack" documenting the relevant details. Trustees complete mandatory training and are encouraged to attend other internal and external training events.

The Charity's Trustees are also directors of the company for the purposes of company law. Trustee indemnity insurance is provided for the benefit of the Trustees.

Subsidiary Companies

The Charity has two wholly owned subsidiary companies which operate for the purpose of raising funds and promoting public awareness of the Charity. They are:

- Compton Care Trading Limited (registered company number 02328703) which operates 24 Charity shops and trading outlets.
- Compton Care Lottery Limited (registered company number 03188860), which operates regular lotteries.

Each subsidiary company gift aids any profits made to the Charity. Note 17 to the Accounts summarises their performance.

Corporate Governance and Internal Control

The Charity is governed by the Board of Trustees which is responsible for setting the strategic direction of the organisation, establishing policy, and agreeing the annual financial budget, business plan and monitoring progress against the budget. The Board meets regularly throughout the year. Overall responsibility for the day-to-day management of the organisation is delegated by the Board to the Chief Executive. The Chief Executive reports to the Chairman of the Board and together with the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance & HR, Director of Clinical Governance, Compliance & Informatics and Director of Clinical Services, attend all Board meetings.

Charity Governance

Responsibility for the governance structure of the organisation is split between several committees and the Executive Leadership Team. The make-up and responsibilities of these committees are described below. Trustees are encouraged to attend meetings of any of these committees and working groups where appropriate to their roles and interests. The Charity follows the Charity Governance Code.

Executive Leadership Team

The Executive Leadership Team meets at least twice a month and comprises the Chief Executive, the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance & HR, Director of Clinical Governance, Compliance & Informatics and Director of Clinical Services. The meeting is chaired by the Chief Executive.

The Executive Leadership Team is responsible for strategic leadership, organisational development, external relationships, environment, change leadership and organisational communication.

Quality Assurance Committee

The Quality Assurance Committee meets quarterly and is a standing Committee of the Trustee Board. The Committee is responsible for monitoring and assuring the clinical quality of services and that standards defined by external regulators are met. The Committee comprises Dr. Helen Hibbs (Chairman and Trustee), Dr. Davinder

Bagary (Trustee), Adam Frankling (Trustee), Rachel Overfield (Chief Executive), Rebecca Brown (Director of Clinical Governance, Compliance, and Informatics), Dr Fran Hakkak (Medical Director) and Jenny Warren, (Director of Clinical Services). Other specialist members of staff are invited to attend for specific agenda items.

The specific duties of the Committee are to:

- Maintain a strong awareness of the latest legislation and practices affecting or relating to our services and provide assurance to the Board of Trustees.
- Receive assurance related to areas of risk and how these are mitigated.
- Utilise monitoring systems to evaluate progress at regular agreed intervals and recommend actions to mitigate risk as appropriate.
- Receive assurance that all systems and processes are integrated across all functions where appropriate e.g. incident reporting and complaints management.
- Receive assurance that all practice is evidence based and agree a programme of audit including but not limited to falls, pressure damage, learning from deaths and nutrition standards.
- Promote safety and excellence.
- Monitor operational performance of clinical areas ensuring good utilisation of resources and response to any trends.
- Receive and review assurance reporting and strategy updates, escalating items to the Board when appropriate.
- Have overview responsibility for compliance with the Care Quality Commission.
- Monitor the effectiveness of clinical practice.
- Receive assurance there are effective processes in place to manage infection risk.
- Receive assurance there are processes in place to effectively safeguard children and adults.
- Monitor the external environment and ensure Compton is responding appropriately to changes in commissioning, palliative care policy etc.
- Drive quality improvement.
- Ensure synergy between committees and that items are communicated and escalated effectively.
- Escalate issues to the Trustee Board as appropriate.

Remuneration Committee

This committee is responsible for ensuring the remuneration arrangements support the strategic aims of the organisation. The committee comprises Ros Keeton (Chairman and Trustee), James McKinnon (Trustee) plus two additional Trustees Linda Pascall and Helen Hibbs meeting at least twice a year and as required. Rachel Overfield (Chief Executive) and Russell Bulkeley (Director of Finance & HR) attend to provide a briefing and give evidence.

The main responsibilities of the Committee are to:

- Formulate and monitor the organisation's remuneration policy.
- Review the organisation's salary banding process and related remuneration and reward packages against agreed independent market benchmarking tools and ensure Compton Care's salary and reward packages are equitable, fair and remain competitive.
- Approve the annual cost of living salary increase for all staff considering rates of inflation and known NHS, charity sector and commercial benchmarking in the given year.
- Approve any non-consolidated pay awards (bonus) as recommended by the Chief Executive which relates to the Compton Care policy in this matter.
- Determine the remuneration and reward package of the Chief Executive and other Directors who are considered to have senior level responsibility for the leadership and management of Compton Care.
- Approve pension arrangements and ensure contractual terms on termination are fair to the individual and to Compton Care, that poor performance is not rewarded and, where possible, potential losses are mitigated.
- To determine and approve succession planning and talent management for the Chief Executive and Leadership Team.
- Review any additional ad-hoc reports covering such issues as benchmarking and the Gender Pay Gap.

People and Support Services Committee

The role of the People & Support Services Committee is to oversee the people and support services function of Compton Care. This includes human resources, learning and development, volunteer services, estates, health and safety and IT. The committee serves to provide assurance to the Board of Trustees that all structures, processes, and controls are effective, fully compliant with the requirements of regulators and of the high standards expected of Compton Care.

The Committee comprises Linda Pascall (Chairman and Trustee), Julia Holden (Trustee), Denise Burkett-Stus (Trustee), Rachel Overfield (Chief Executive), James Elliott (Director of Income Generation, Marketing, Partnerships and Deputy CEO), Russell Bulkeley (Director of Finance & HR) and Rebecca Brown (Director of Clinical Governance, Compliance, and Informatics). Other specialist members of staff are invited to attend for specific agenda items.

The main responsibilities of the Committee are to:

- Regularly review and approve all relevant policies and procedures.
- Provide a platform to discuss current concerns and risks.
- Ensure best practice is applied consistently across the organisation.
- Identify and consider the impact and mitigation of specific organisational risks.
- Review information received from working parties, listening events and forums across the organization including the outputs from staff surveys.
- Update the Board of Trustees on any legislation that could have an impact on Compton Care.
- Advise the Board of Trustees on key performance indicators and data analysis.
- Review progress against the various strategies.

Finance & Income Generation Committee

The main responsibilities of the Committee is to ensure the financial viability of Compton Care, provide stewardship of the charitable assets and oversee the annual external audit. In addition, the Committee provides assurance to the Board of Trustees that all financial and income generation structures, processes, and controls are fully compliant with regulators and commissioners, are effective and efficient and are of the high standards expected of Compton Care.

The committee comprises James McKinnon (Chairman and Trustee), Denise Burkett-Stus (Deputy Chairman and Trustee), Gary Burke (Trustee), Carl Peddie (Associate Trustee), Rachel Overfield (Chief Executive), Russell Bulkeley (Director of Finance & HR) and James Elliott (Director of Income Generation, Marketing & Partnerships).

The committee meets five times a year and on other occasions as required to deal with specific matters raised by the Board of Trustees. The specific duties of the Committee are to:

- Develop, approve, and evaluate progress against the Finance & Income Generation Strategy and recommend actions to mitigate risk
- Maintain a strong awareness of the latest legislation, regulatory obligations, practices, and requirements affecting or related to income generation including the latest Fundraising regulation and Gambling Commission obligations
- Identify areas of risk and/or development opportunity, approving investment and agreeing priorities
- Support and review KPIs via the dashboard ensuring appropriate monitoring mechanisms are in place which are specific to Income Generation
- Review the financial position and income generation performance of Compton Care ensuring budget achievement is realistic and proportionate to investment
- Recommend the Reserves policy to the Board of Trustees and review the use of reserves
- Recommend approval of the annual financial plan (budget)
- Review the quarterly 24 month rolling forecast to ensure projections are reasonable and are aligned with the Trustees reserves policy initially approving any exceptions and escalating to the Board for final approval
- Set accounting policies for Compton Care
- Approve all banking arrangements and reviewing performance
- Appoint external auditors and financial advisors; reviewing performance and ensuring adherence to Compton's constitution ensuring that auditors and investment advisors are reviewed and re-tendered according to guidelines

- Liaise with the external auditors before, during and after the annual statutory audit, ensuring all key issues identified are satisfactorily resolved
- Review internal audit reports prepared by the Finance Manager, ensuring all key issues identified are satisfactorily resolved
- Monitor the performance of Compton Care's investment managers advising them of Compton's funding requirements both in terms of new investments and the timing of potential drawdowns
- Ensure policies are reviewed annually or in line with designated review periods
- Escalate issues to the Trustee Board as appropriate.

Risk Management

Compton Care has a comprehensive structure of internal controls to coordinate and manage risk within the organisation. This consists of lines of accountability through which risk issues can be debated and the effectiveness of Compton Care's risk management arrangements assured.

The Board of Trustees has a duty to assure itself that Compton Care has properly identified the risks it faces and has processes to mitigate those risks and their impact on the organisation and its stakeholders.

The Board of Trustees, in conjunction with the Executive Leadership Team, follow a formal process as defined in the risk management strategy to manage risks and uncertainties the organisation faces. The process focuses on the following potential areas of risk, strategic, financial, workforce, operational and information.

All significant risks are escalated to the corporate risk register and have a risk owner from the Executive Leadership Team who reports on their areas of responsibility to the relevant Committee and Board quarterly.

Sub-committees of the Board of Trustees have delegated responsibility to keep those risks specific to them under review and escalate to the Board of Trustees where necessary.

The two most significant risks facing the organisation in 2024 pertain to:

- Ongoing risk of cyber-attack in an ever-changing cyber security environment.
- Ongoing work to develop relationships and build knowledge of Compton with local commissioners, Integrated Care Boards, and key influencers within the health system.

Trustees' Responsibilities

The Trustees, who are also directors of Compton Care Group Limited for the purposes of company law, are responsible for preparing the Trustees' 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. 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.
- Make judgements 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 company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees is aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware, and,
- The Trustees have taken all steps that they should have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £5,233 (2023: £5,233).

Fundraising

The Charity is registered with the Fundraising Regulator and will abide by its updated code of practice. We currently undertake a range of public facing fundraising activities including events, individual giving schemes, corporate fundraising, and a lottery programme.

We achieved NHS Data Security and Protection Toolkit in June 2022 and have no outstanding assertions, we also achieved Cyber Essentials accreditation in 2022. We will work towards IASME Cyber Assurance which is the next level of accreditation in 2024.

In addition, policies and procedures relating to the protection of vulnerable people, the monitoring and oversight of any third-party professional canvassing and fundraising operations have all been introduced and all members of the income generation team will be trained to adhere to these standards.

Compliments and complaints are regularly monitored, culminating in an annual complaints return being submitted to the Fundraising Regulator. Supporter experience is a priority for all Compton Care income generation teams and as such any complaints will be investigated and dealt with in line with our updated complaints procedure. Eighteen complaints were received throughout the 2023/24 financial year, all minor incidents across our fundraising and retail departments. An internal logging system is used to record, track, and monitor these incidents and adhere to the guidance provided by the Fundraising Regulator.

The efficacy of all income generation streams is ensured through weekly commissioning and regulation updates within the Executive Leadership Team and through the various committees, which will ensure continual monitoring and adherence to any emerging regulatory requirements.

Streamlined Energy and Carbon Reporting

The Group's greenhouse gas emissions and energy consumption for the twelve months to 31 March 2024 are:

Consumption	kWh		Emissions	tCO_2e	
	2024	2023		2024	2023
Electricity	750,968	781,553	Electricity	156	151
Gas combustion	658,039	758,141	Gas combustion	118	136
Business travel	122,476	113,995	Business travel	29	28
Total in the year	**1,531,483**	**1,653,689**	**Total in the year**	**303**	**315**

Intensity ratio - emissions per employee headcount - 0.97 tCO_2e (2023 1.13).

Energy efficiency measures

Compton Care records and monitors energy consumption. Regular energy audits are also undertaken. Energy data and audit findings are used to evaluate energy consumption performance and to help identify energy efficiency improvement opportunities.

Compton Care has implemented various energy efficiency measures over recent years. These include energy efficient building design, the installation of LED lighting units and regular servicing and planned preventative maintenance of energy-consuming equipment and company vehicles. The organisation also facilitates energy efficient behaviours to reduce energy waste.

Staff surveys and consultations continue to show enthusiasm for Compton Care to do more to reduce the direct or indirect carbon footprint, with a Green Group in place and discussions centred around expanding recycling opportunities, reducing energy consumption, reducing waste, and increasing the use of local suppliers. There is also an ongoing focus on the continual improvement of energyrelated data quality.

Legal and Administrative Information

Charity Name	Compton Care Group Limited
Charity Registration Number	512387
Incorporation	Company Limited by Guarantee registered company number 01607631
Registered Office and principal operating address	4 Compton Road West, Compton, Wolverhampton, West Midlands WV3 9DH
Directors	
Chairman	Ros Keeton BDS, MCDH, DDPHRCS
Vice Chairman	James McKinnon BSc (Hons), MSc
Other Directors	Dr. Davinder Bagary Anne Brookes Gary Burke Denise Burkett-Stus Adam Frankling BSc MCIM Dr Helen Hibbs Julia Holden LLB Linda Pascall MBA Dharminder Mander (appointed 15 November 2023, resigned 20 March 2024) Andrew Rogers (resigned 14 February 2024)
Senior Management Personnel	
Chief Executive Officer	Rachel Overfield RGN DPSN BSc Hons
Director of Income Generation, Marketing & Partnerships	James Elliott
Medical Director	Dr Fran Hakkak MBBS BSc MSc FRCP
Director of Nursing	Rachel Overfield RGN DPSN BSc Hons
Director of Finance & HR	Russell Bulkeley
Director of Clinical Governance, Compliance & Informatics	Rebecca Brown RN
Director of Clinical Services	Jenny Warren
Company Secretary	Russell Bulkeley
Subsidiary Companies	
Compton Care Trading Limited	James McKinnon BSc (Hons), MSc - Chairman
Compton Care Lottery Limited	James McKinnon BSc (Hons), MSc - Chairman
Principal Bankers	Barclays Bank PLC, PO Box 777, Wolverhampton BX3 2BB
Investment Manager	Rathbones (incorporating Investec Wealth & Investment UK), 30 Gresham Street, London EC2V 7QN
Solicitors	Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES

Auditor	Crowe U.K. LLP, Black Country House, Rounds Green Road, Oldbury, West Midlands B69 2DG

This report, which incorporates the Strategic Report, was approved by the Board of Directors on 14 August 2024 and signed on its behalf by:

By Order of the Trustees

Ros Keeton
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED

Opinion

We have audited the financial statements of Compton Care Group Limited ('the charitable company') and its subsidiaries ('the group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, Group Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and the charitable company's affairs as at 31 March 2024 and of the group's 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 group 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 or the group'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 contained within the annual report. The other information comprises the information included in the annual report, 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.

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 our audit:

- the information given in the Trustees' report, which includes the Directors' report and the Strategic 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 have been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED
(continued)

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their 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
- 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 on page 18, 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.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context were the Gambling Commission, CQC Regulations. General Data Protection Regulations and Employment legislation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED (continued)

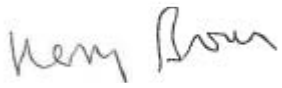
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be with the completeness and accuracy of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Income Generation Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 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 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.



Kerry Brown
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG

Date: 22 August 2024

COMPTON CARE GROUP LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

Year ended 31 March 2024

	Note	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total £	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total £
INCOME FROM:							
Donations and legacies	4	3,364,646	215,722	3,580,368	2,830,991	41,959	2,872,950
Charitable activities	4	3,686,968	50,000	3,736,968	3,567,462	121,020	3,688,482
Other trading activities	4	5,491,522	-	5,491,522	5,307,279	-	5,307,279
Other income	4	-			-	-	-
Investments		307,150	-	307,150	263,405	-	263,405
TOTAL		12,850,286	265,722	13,116,008	11,969,137	162,979	12,132,116
EXPENDITURE ON:							
Raising funds	5	5,234,050	70,096	5,304,146	4,952,773	39,536	4,992,309
Charitable activities	5	9,416,557	66,807	9,483,364	8,664,907	116,037	8,780,944
TOTAL		14,650,607	136,903	14,787,510	13,617,680	155,573	13,773,253
Net (expenditure) / income before net (losses) / gains on investments and fixed assets		(1,800,321)	128,819	(1,671,502)	(1,648,543)	7,406	(1,641,137)
Profit on disposal of fixed assets	2	-	-	-	10,216	-	10,216
Net (losses) / gains on investments	8	468,458	-	468,458	(515,852)	-	(515,852)
Transfers	13, 14	150,358	(150,358)	-	-	-	-
NET MOVEMENT IN FUNDS	2	(1,181,505)	(21,539)	(1,203,044)	(2,154,179)	7,406	(2,146,773)
Reconciliation of Funds:							
TOTAL FUNDS brought forward	13, 14	19,585,441	64,675	19,650,116	21,739,620	57,269	21,796,889
TOTAL FUNDS carried forward	13, 14	18,403,936	43,136	18,447,072	19,585,441	64,675	19,650,116

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

The surplus / (deficit) for the year for Companies Act purposes comprises the net income for the year for 2024 a deficit of £715,927 (2023: £1,326,133).

COMPTON CARE GROUP LIMITED (Company Number 01607631)

BALANCE SHEETS
As at 31 March 2024

	Note	Group 2024 £	Group 2023 £	Company 2024 £	Company 2023 £
TANGIBLE ASSETS					
Tangible assets	7	7,143,245	7,342,152	7,143,245	7,342,152
Investments	8	7,192,439	6,220,554	7,212,441	6,240,556
		14,335,684	13,562,706	14,355,686	13,582,708
CURRENT ASSETS					
Stocks		30,494	53,564	-	-
Debtors	9	2,725,049	2,880,106	2,726,346	2,924,973
Cash at bank and in hand	10	2,629,202	4,415,293	1,906,648	3,562,500
		5,384,745	7,348,963	4,632,994	6,487,473
CREDITORS: amounts falling due within one year	11	(1,261,467)	(1,199,613)	(1,256,781)	(1,054,044)
NET CURRENT ASSETS		4,123,278	6,149,350	3,376,213	5,433,429
PROVISIONS FOR LIABILITIES	12	(11,890)	(61,940)	(11,890)	(61,940)
TOTAL ASSETS LESS CURRENT LIABILITIES		18,447,072	19,650,116	17,720,009	18,954,197
FUNDS					
Restricted funds	13	43,136	64,675	43,136	64,675
Unrestricted funds:					
Designated funds	14 & 15	1,269,851	1,333,121	1,269,851	1,333,121
General fund	14 & 15	17,134,085	18,252,320	16,407,022	17,556,401
	14 & 15	18,403,936	19,585,441	17,676,873	18,889,522
TOTAL FUNDS		18,447,072	19,650,116	17,720,009	18,954,197

The parent charity's net movement in funds for the year was a deficit of £1,234,188 (2023: deficit £2,348,310).

These financial statements were approved and authorised for issue by the Trustees on 14 August 2024 and signed on their behalf.

Ros Keeton
Trustee (Director)

CONSOLIDATED STATEMENT OF CASH FLOWS
Year ended 31 March 2024

	Note	The Group 2024 £	2023 £
Cash flows from operating activities:			
Net cash used in operating activities	A	(1,307,727)	(77,827)
Cash flows from investing activities:			
Dividends and interest from investments		307,150	263,405
Purchase of property, plant, and equipment		(282,087)	(194,451)
Proceeds from sales of property, plant, and equipment		-	17,216
Proceeds from sales of investments		5,048,760	1,648,452
Purchase of investments		(5,552,187)	(1,614,550)
Net cash (used in) / provided by investing activities		(478,364)	120,072
Change in cash and cash equivalents in the reporting period		(1,786,091)	42,245
Cash and cash equivalents at the beginning of the reporting period		4,415,293	4,373,048
Cash and cash equivalents at the end of the reporting period	B	2,629,202	4,415,293

NOTES TO THE CASH FLOW STATEMENT

A. Reconciliation of net income to net cash flow from operating activities

	The Group 2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,203,044)	(2,146,773)
Adjustments for:		
Depreciation charges	480,994	443,734
Gains on the sale of tangible fixed assets	-	(10,216)
(Gains) / losses on investments	(468,458)	515,852
Dividends and interest from investments	(307,150)	(263,405)
Decrease / (increase) in stocks	23,070	(22,953)
Decrease in debtors	155,057	1,320,233
Increase in creditors and provisions	11,804	85,702
Net cash used in operating activities	(1,307,727)	(77,827)

B. Analysis of cash and cash equivalents

	The Group 2024 £	2023 £
Cash in hand and equivalents	1,739,202	2,775,293
Notice deposits (less than 3 months)	890,000	1,640,000
Total cash and cash equivalents	2,629,202	4,415,293

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation or uncertainty in the preparation of the financial statements are as follows:

i) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), Charities Act 2011 and the Companies Act 2006. There is no material impact from transition to the Charities SORP 2019.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

ii) Preparation of group accounts on a going concern basis

The Trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The review of our financial position, reserves levels and plan give Trustees confidence the Charity remains a going concern for the foreseeable future.

The Charity has performed a going concern assessment and the Trustees have considered the analysis and confirmed that use of the going concern assumption is appropriate.

Accounting convention

The financial statements are prepared under the historical cost convention except for fixed asset investments, which are included at market value.

Basis of consolidation

The statement of financial activities ("the SOFA") and balance sheet consolidate the financial statements of the charitable company and its subsidiary companies, Compton Care Trading Limited and Compton Care Lottery Limited for the financial year ended 31 March 2024. The results of the subsidiary companies are consolidated on a line-by-line basis.

The charity has also taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirements to present a charity only Statement of Cash Flows and certain disclosures about the charity's financial instruments within the consolidated financial statements.

No separate SOFA has been presented by the Charity alone as permitted by Section 408 of the Companies Act 2006.

Income

a) Donations and similar income

Donations and similar income are included in income when they are received.

b) Legacies

Legacies are accounted for when probate has been granted and conditions for their receipt have been met and the amount can be quantified with reasonable accuracy. Material legacies receivable at the year-end are accounted for at their probate value. Legacies received in the form of property or investments are accounted for at the lower of probate or market value.

£40,125 of residual and pecuniary legacies have been notified to the Charity before 31 March 2024 that have not been recognised as income in the year as they do not meet the Charities SORP (FRS 102) income recognition criteria.

c) Grants receivable from health authorities and other bodies for activities in furtherance of the Charity's objects

Income due from health authorities and other bodies is included in the financial statements of the year when the service is provided.

d) Government Grants

Grants from government bodies and other sources are received for specific projects/costs and are recognised in accordance with their individual terms and conditions. Income is recognised when the charity has entitlement to the funds which is when any performance conditions attached are met, it is probable that the income will be received, and the amount can be reliably measured. Grant income will be deferred if received in advance of meeting performance conditions or if the funder specifically states that the income must be spent in a future accounting period.

e) Fees and other sundry income

All such income is accounted for in the year in which it is receivable by the Charity.

f) Gift Aid

Gift Aid is accounted for in the period the donation is received. Any Gift Aid on restricted donations are shown within restricted funds.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

1. ACCOUNTING POLICIES (CONTINUED)

Allocation of costs
Where it is possible, costs are allocated directly to main expenditure categories of the SOFA. Where this is not possible, costs are first allocated on estimated usage and then on an appropriate basis.

a) Patient care
Patient care costs represent expenditure in relation to all medical, nursing, and associated staff and the related costs of operating these functions.

b) Education
Education costs represent expenditure in relation to the running of the Learning and Development Centre including associated staff and other related costs.

c) Raising Funds
Raising Funds costs represent expenditure in relation to staff members who are directly engaged in fundraising and the related costs of the Fundraising Department and Trading Subsidiaries. These have been allocated between donations and legacies and other trading activities costs.

d) VAT
Irrecoverable VAT recovery is allocated to the associated cost.

Fund accounting
The Charity maintains various types of funds as follows:

a) Restricted funds
Restricted funds are used for specific purposes as laid down by the donor.

b) Unrestricted funds
Designated funds represent amounts, which have been put aside out of unrestricted funds at the discretion of the Trustees for projects. The designation is for administrative purposes only and does not legally restrict the Trustees' discretion to apply the funds.

General unrestricted funds represent amounts that are expendable at the discretion of the Trustees in the furtherance of the objects of the Charity. Such funds may be held to finance both working capital and capital investment.

Investments
Investments are a form of basic financial instruments and are initially shown in the financial statements at market value. Movements in the market values of investments are shown as unrealised gains and losses in the Statement of Financial Activities.

Profits and losses on the realisation of investments are shown as realised gains and losses in the Statement of Financial Activities. Realised gains and losses on investments are calculated between sales proceeds and their opening carrying values or their purchase value if acquired after the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year-end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

Tangible fixed assets
Freehold properties are stated in the balance sheet at cost or value at the date of receipt, less depreciation.

Tangible fixed assets are stated at cost less depreciation. Any expenditure on individual assets with a value below £2,500 is written off directly to revenue. Depreciation is provided in equal annual instalments over the estimated useful lives of the assets.

Costs incurred under refurbishment or building projects are allocated to assets under construction and upon completion of the works; these costs are re-classified under their appropriate tangible fixed asset headings.

No depreciation is charged on freehold land where the land element can be separately identified or Assets Under Construction until they are commissioned. The useful lives assigned to other assets are:

Freehold property	- 50 years
Fixtures and fittings	- 2 to 10 years
Motor vehicles	- 7 years

Stocks
Stocks, which comprise goods for resale, are stated at the lower of cost and net realisable value.

Goods donated for resale
The Charity receives donated goods for resale which it recognises at point of sale as the Trustees consider it to be impracticable to recognise such gifts on their receipt due to the large number of small value items received. As such, stocks of unsold donated goods are not valued for balance sheet purposes.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

1. ACCOUNTING POLICIES (CONTINUED)

Debtors
Other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due. A provision for restructuring is recognised if, as part of a past event, the Charity has a present legal or constructive obligation that can be estimated reliably, and it is probable an outflow of economic benefits will be required to settle the obligation.

Pension costs
Most staff are members of either the National Health Senior Superannuation Scheme ("the NHS scheme") or a defined contribution scheme operated by the Charity. The schemes are funded by contributions from the Charity and employees. The NHS scheme is a defined benefits scheme; however, the nature of the scheme is such that the Charity cannot identify its share of the scheme's underlying assets and liabilities. In accordance with FRS 102, payments to the NHS scheme have been treated in the same way as contributions to the defined contribution schemes and the payments made by the Charity are charged against the profits of the year in which they become payable.

Employee benefits
a) Short term benefits
Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

b) Employee termination benefits
Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Operating leases
Rental costs under operating leases are charged to the SOFA as the lease charges are incurred.

During the prior year, a review was undertaken of all lease agreements and as a result, an adjustment has been made for lease incentives to be accounted for over the full term of the lease, or the break option if at the time of taking out the lease the length of occupancy is not certain.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year, are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

The areas where these judgements and estimates have been made include:

- Depreciation and residual values - the Trustees have reviewed the asset lives and associated residual values of all fixed tangible assets, and, the useful economic life and residual values of freehold buildings, fixtures and fittings and motor vehicles, and have concluded that the asset lives, and residual values are appropriate.
- Debtors - debtors include amounts due from external organisations and individuals. An allowance for doubtful debt will be maintained for any estimated losses resulting from the viability of these external organisations and individuals to make the required payments. Any allowance is based on the Group's regular assessment of the credit worthiness and financial conditions for those external parties included within debtor balances.
- Accrued income - accrued income includes legacy income amounts. In recognising accrued legacy income, the Trustees have considered the probability of receiving each legacy. Each legacy is carefully assessed to determine an appropriate allowance which reflects the possibility of not subsequently receiving the full legacy income amounts that the Charity is aware of. The allowance is based on the circumstances behind each legacy and the probability of receiving the income. A general non-collection provision of 15% is provided against each legacy.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

1. ACCOUNTING POLICIES (CONTINUED)

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost except for investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. NET INCOME

		2024 £	2023 £
Stated after charging:			
Auditor's remuneration:			
For statutory audit services		19,400	18,130
For taxation services		4,430	3,906
Depreciation of tangible fixed assets		480,994	443,734
Profit on disposal of fixed assets		-	10,216
Operating lease rentals	- property	475,923	508,654
	- equipment	18,709	21,616

3. STAFF COSTS

		2024 £	2023 £
(a)	Directors' remuneration	-	-

(b) The average head count analysed by function was:

	2024	2023
Patient care	179	165
Income generation	106	104
Support	22	21
	307	290

		2024 £	2023 £
(c)	Staff costs comprise:		
	Wages and salaries	9,433,475	8,553,845
	Social security costs	817,376	756,035
	Pension costs	626.749	525,151
		10,877,600	9,835,031

Included in Wages and salaries above are invoiced and agency costs of £500,869 (2023: £558,204).

		2024 £	2023 £
(d)	Key management personnel remuneration	694,762	666,362

		2024 £	2023 £
(e)	Total redundancy and termination payments	6,145	8,555

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

3. STAFF COSTS (continued)

During the year, reimbursement of expenses totalling £116 (2023 - £242) was paid to one Trustee (2023 - One). No Trustee or person related or connected by business to them, has received either any remuneration from the Charity during the year (2023 - None).

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £5,233 (2023: £5,233).

The number of senior staff paid over £60,000 during the year (salary plus taxable benefits, excluding pension contributions) was:

	The Group		The Company	
	2024 No.	2023 No.	2024 No.	2023 No.
£60,001 - £70,000	2	3	2	3
£70,001 - £80,000	3	-	1	-
£80,001 - £90,000	-	2	-	2
£90,001 - £100,000	2	1	2	1
£100,001 - £110,000	-	1	-	1
£110,001 - £120,000	1	-	1	-
£120,001 - £130,000	-	1	-	1
£130,001 - £140,000	1	-	1	-

The total contributions in the year in respect of senior staff for the provision of defined benefit schemes amount to £17,151 (2023: £15,828). The number of senior staff to whom retirement benefits are accruing under defined benefit schemes respectively is 1 (2023: 1).

4. INCOME

	2024 £	2023 £
Donations and legacies comprise:		
Donations and similar income	1,176,091	915,775
Legacies	2,404,277	1,957,175
	3,580,368	2,872,950
Charitable activities comprise:		
Grants receivable from Integrated Care Boards	3,690,220	3,650,052
Education income	46,748	38,430
	3,736,968	3,688,482
Other trading activities comprise:		
Fundraising events	126,741	162,352
Sales of goods and trading activities	3,808,374	3,696,261
Sales of donated goods subject to gift aid	1,556,407	1,448,666
	5,491,522	5,307,279

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

5. TOTAL EXPENDITURE

	Direct costs			Allocated		
	Staff Costs £	Deprec-iation £	Support Costs £	Support Costs £	Total 2024 £	Total 2023 £
Raising Funds						
Expenditure on raising donations and legacies	612,013	10,964	144,659	41,419	809,055	644,836
Expenditure on other trading activities	2,481,149	89,756	1,779,194	90,834	4,440,933	4,296,107
Governance costs	-	-	-	19,400	19,400	18,130
Investment management costs	-	-	34,758	-	34,758	33,236
	3,093,162	100,720	1,958,611	151,653	5,304,146	4,992,309
Charitable Activities						
Patient Care	7,465,441	378,730	985,026	278,279	9,107,476	8,494,785
Education	318,997	1,544	37,667	17,680	375,888	286,159
	7,784,438	380,274	1,022,693	295,959	9,483,364	8,780,944
	10,877,600	480,994	2,981,304	447,612	14,787,510	13,773,253

Property costs and the cost of central support services such as Human Resources, IT and Finance are allocated to activities by time spent or estimated usage.

6. ANALYSIS OF SUPPORT FOR CHARITABLE ACTIVITIES

	Patient Care £	Education £	Total 2024 £	Total 2023 £
Costs	9,107,476	375,888	9,483,364	8,780,944
Income:				
Grants receivable from Integrated Care Boards	(3,690,220)	-	(3,690,220)	(3,650,052)
Course fees	-	(46,748)	(46,748)	(38,430)
	5.417.256	329,140	5,746,396	5,092,462

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

7. TANGIBLE FIXED ASSETS

Group Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Total £
At 1 April 2023	28,645	7,478,206	2,728,057	153,070	10,387,978
Additions	-	-	282,087	-	282,087
Disposals	-	-	(276,768)	-	(276,768)
At 31 March 2024	28,645	7,478,206	2,733,376	153,070	10,393,297
Accumulated depreciation					
At 1 April 2023	-	1,423,652	1,476,624	145,550	3,045,826
Charge for the year	-	156,900	319,085	5,009	480,994
Disposals	-	-	(276,768)	-	(276,768)
At 31 March 2024	-	1,580,552	1,518,941	150,559	3,250,052
Net Book Value					
At 31 March 2024	28,645	5,897,654	1,214,435	2,511	7,143,245
At 31 March 2023	28,645	6,054,554	1,251,433	7,520	7,342,152

The net book value of Intangible Assets included within Fixtures & Fittings is £54,835 (2023 - £41,858).

Company Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Total £
At 1 April 2023	28,645	7,478,206	2,706,651	153,070	10,366,572
Additions	-	-	282,087	-	282,087
Transfers from group company	-	-	21,406	-	21,406
Disposals	-	-	(276,768)	-	(276,768)
At 31 March 2024	28,645	7,478,206	2,733,376	153,070	10,393,297
Accumulated depreciation					
At 1 April 2023	-	1,423,652	1,455,218	145,550	3,024,420
Transfers from group company	-	-	21,406	-	21,406
Charge for the year	-	156,900	319,085	5,009	480,994
Disposals	-	-	(276,768)	-	(276,768)
At 31 March 2024	-	1,580,552	1,518,941	150,559	3,250,052
Net Book Value					
At 31 March 2024	28,645	5,897,654	1,214,435	2,511	7,143,245
At 31 March 2023	28,645	6,054,554	1,251,433	7,520	7,342,152

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

8. INVESTMENTS

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Listed UK Stock Exchange Investments	7,192,439	6,220,554	7,192,439	6,220,554
Shares in subsidiary companies	-	-	20,002	20,002
	7,192,439	6,220,554	7,212,441	6,240,556

(a) **Listed UK Stock Exchange Investments**

	Group and Company	
	2024 £	2023 £
Market value 1 April 2023	6,220,554	6,770,308
Additions at cost	5,552,187	1,614,550
Proceeds of disposals	(5,048,760)	(1,648,452)
Realised gains on disposals	986,719	506,325
Revaluation	(518,261)	(1,022,177)
Market value at 31 March 2024	7,192,439	6,220,554

	Company	
	2024 £	2023 £
(b) **Shares in subsidiary companies at cost**		
At 1 April 2023 and 31 March 2024	20,002	20,002

The Charity has two wholly owned subsidiary companies which operate for the purposes of raising funds and promoting public awareness of the Charity. The subsidiary companies operate only in England.

Compton Care Trading Limited (registered number 02328703) sells new goods (and donated goods as an agent of the Charity) in the charity's shops and is registered and incorporated in England and Wales.

Compton Care Lottery Limited (registered number 03188860) generates income from operating regular lotteries and is registered and incorporated in England and Wales.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

9. DEBTORS

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Amounts owed by subsidiary undertakings receivable within one year	-	-	33,824	92,982
Trade debtors	225,292	184,729	225,292	184,729
Other debtors	121,326	121,977	121,326	121,977
Prepayments and accrued income	2,378,431	2,573,400	2,345,904	2,525,285
	2,725,049	2,880,106	2,726,346	2,924,973

10. CASH AT BANK AND IN HAND

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Money Market accounts	890,000	1,640,000	750,000	1,500,000
Bank deposit accounts	1,548,902	2,664,899	1,023,814	2,033,458
Interest bearing accounts	2,438,902	4,304,899	1,773,814	3,533,458
Bank current accounts and cash in hand	190,300	110,394	132,834	29,042
	2,629,202	4,415,293	1,906,648	3,562,500

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Trade creditors	397,687	441,563	391,423	436,108
Amounts owed to subsidiary undertakings payable within one year	-	-	139,510	-
Other taxes and social security	184,323	169,512	184,323	169,512
Other creditors	147,697	107,314	146,779	107,314
Accruals and deferred income	531,760	481,224	394,746	341,110
	1,261,467	1,199,613	1,256,781	1,054,044

Deferred income included within Accruals and deferred income above comprise:

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Balance brought forward	134,002	152,699	23,224	20,405
Released in the year	(134,002)	(152,699)	(23,224)	(20,405)
Arising in the year	130,377	134,002	22,474	23,224
Balance carried forward	130,377	134,002	22,474	23,224

Deferred income at the year-end represents lottery members' contributions taken in advance of £107,903 (2023 - £110,778) and income taken in advance for fundraising activities totalling £22,474 (2023 - £23,224).

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

12. PROVISIONS FOR LIABILITIES

	The Group		The Company	
Dilapidations	2024 £	2023 £	2024 £	2023 £
Balance brought forward	61,940	-	61,940	-
Arising in the year	-	61,940	-	61,940
Utilised in the year	(27,850)	-	(27,850)	-
Released in the year	(22,200)	-	(22,200)	-
Balance carried forward	11,890	61,940	11,890	61,940

The provision for dilapidations represents the estimated amount payable relating to four shops that closed in May 2023. During the year, settlement was reached for three shops at a cost of £27,850.

13. RESTRICTED FUNDS

Group and Company	Balance 1 April 2023 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2024 £
Restricted donation	64,675	265,722	(136,903)	(150,358)	-	43,136

Restricted donations are amounts received from donors to be spent on specified items. The balance at 31 March 2024 represents expenditure which had not been completed by this date but is expected to be completed during 2024-25.

The largest outstanding item within other restricted donations is £11,238 for a hardship fund being administered on behalf of Wolverhampton City Council.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

14. UNRESTRICTED FUNDS

The Trustees have designated certain of the charity's reserves as shown in the table below:

Group	Balance 1 April 2023 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2024 £
Designated funds:						
Development fund	1,171,336	-	(73,669)	-	-	1,097,667
Business improvement and innovation fund	161,785	-	10,399	-	-	172,184
	1,333,121	-	(63,270)	-	-	1,269,851
General fund	18,252,320	12,850,286	(14,587,337)	150,358	468,458	17,134,085
	19,585,441	12,850,286	(14,650,607)	150,358	468,458	18,403,936

Company	Balance 1 April 2023 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2024 £
Designated funds:						
Development fund	1,171,336	-	(73,669)	-	-	1,097,667
Business improvement and innovation fund	161,785	-	10,399	-	-	172,184
	1,333,121	-	(63,270)	-	-	1,269,851
General fund	17,556,401	12,298,586	(14,066,781)	150,358	468,458	16,407,022
	18,889,522	12,298,586	(14,130,051)	150,358	468,458	17,676,873

The Development Fund was established to upgrade existing facilities and invest in new facilities to meet the medium-term strategic aims of the organisation. At 31 March 2023, the balance on the fund was £1,171,336, of which £1,000,000 was allocated for developing a new site, £154,674 for upgrading the patients' rooms on the IPU and the balance of £16,662 for other related matters. During 2023/24, £73,669 was expensed with £66,553 incurred on the IPU rooms and £7,116 on an abortive property acquisition.

The Business Improvement and Innovation Fund was set up to facilitate cost reduction exercises where one-off termination costs are incurred such as for dilapidations, asset and lease write-offs, IT automation and enhancements, and redundancies.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

15. ANALYSIS OF ASSETS AND LIABILITES BETWEEN FUNDS

Group	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Fixed Assets:						
Tangible assets	7,143,245	-	7,143,245	7,342,152	-	7,342,152
Investments	7,192,439	-	7,192,439	6,220,554	-	6,220,554
Current Assets:						
Stocks	30,494	-	30,494	53,564	-	53,564
Debtors	2,725,049	-	2,725,049	2,880,106	-	2,880,106
Cash at bank and in hand	2,586,066	43,136	2,629,202	4,350,618	64,675	4,415,293
Creditors falling due within one year	(1,261,467)	-	(1,261,467)	(1,199,613)	-	(1,199,613)
Provisions for liabilities	(11,890)	-	(11,890)	(61,940)	-	(61,940)
	18,403,936	43,136	18,447,072	19,585,441	64,675	19,650,116

Company	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Fixed Assets:						
Tangible assets	7,143,245	-	7,143,245	7,342,152	-	7,342,152
Investments	7,212,441	-	7,212,441	6,240,556	-	6,240,556
Current Assets:						
Debtors	2,726,346	-	2,726,346	2,924,973	-	2,924,973
Cash at bank and in hand	1,863,512	43,136	1,906,648	3,497,825	64,675	3,562,500
Creditors falling due within one year	(1,256,781)	-	(1,256,781)	(1,054,044)	-	(1,054,044)
Provisions for liabilities	(11,890)	-	(11,890)	(61,940)	-	(61,940)
	17,676,873	43,136	17,720,009	18,889,522	64,675	18,954,197

16. SHARE CAPITAL

The company is limited by guarantee and therefore has no allotted share capital.

Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

17. TRADING SUBSIDIARIES

Compton Care Trading Limited sells new goods in the Charity's shops and is paid a commission for the marketing, distribution, and sale to customers of donated goods. Compton Care Lottery Limited generates income from operating regular lotteries.

A summary of the trading results is shown below:

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2024 £	Total 2023 £
Results				
Turnover	483,585	955,288	1,438,873	1,465,198
Cost of sales / prizes awarded	(91,272)	(118,410)	(209,682)	(219,351)
Gross profit	392,313	836,878	1,229,191	1,245,847
Administration and other costs	(190,585)	(329,541)	(520,126)	(577,465)
Net income from trading activities	201,728	507,357	709,065	668,382
Investment income	-	20,018	20,018	28,989
Net profit before Gift Aid	201,728	527,355	729,083	697,371
Payments to Compton Care Group Limited under Gift Aid	(205,377)	(492,562)	(697,939)	(495,834)
Result for the financial year as reported by trading subsidiaries	(3,649)	34,793	31,144	201,537

Profits from the subsidiary companies payable under Gift Aid
Profits are recognised when paid, and so these remain within reserves of the trading subsidiaries at 31 March 2024 and will be paid across to the parent charity within nine months of the year end.

Investment income and other expenditure are included in the Consolidated Statement of Financial Activities under the appropriate headings.

The total turnover generated by the shops amounted to £4,064,032 (2023: £3,920,434) which comprises the sales of donated goods through Compton Care Group Limited and sales of giftware through Compton Care Trading Limited.

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2024 £	Total 2023 £
Aggregate of the assets, liabilities and funds				
Total assets	207,965	717,120	925,085	954,637
Creditors	(5,969)	(172,051)	(178,020)	(238,716)
	201,996	545,069	747,065	715,921
Funds				
Share capital	2	20,000	20,002	20,002
Reserves	201,994	525,069	727,063	695,919
	201,996	545,069	747,065	715,921

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

18. FINANCIAL COMMITMENTS

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Capital commitments				
Contracted for but not provided	-	-	-	-
Authorised but not yet contracted	383,220	202,700	383,220	202,700

The authorised amount for 2024 includes the upgrading of inpatient rooms, the purchase of a new site for clinical activity, kitchen equipment, and set-up costs for a new retail outlet.

Operating lease commitments

At 31 March 2024, the total future minimum lease payments under non-cancellable operating leases for the group was as follows for each of the following periods:

	2024		2023	
	Land and Buildings £	Other Equipment £	Land and Buildings £	Other Equipment £
Leases amounts due:				
Not later than one year	357,706	11,998	354,506	16,326
Later than one year and not later than five years	484,772	23,204	520,866	13,756
Later than five years	16,167	-	-	-
	858,645	35,202	875,372	30,082

19. PARENT COMPANY RESULTS

As permitted by Section 408 of the Companies Act 2006, the income and expenditure account of the charitable company is not presented as part of these accounts. The Company's own income amounted to £12,564,308 (2023: £11,341,616) for the financial year with a resultant deficit of £1.234,188. (2023: deficit £2,348,310).

20. RELATED PARTY TRANSACTIONS

Transactions with Compton Care Trading Limited
The Charity received a Gift Aid donation of £205,377 (2023: £49,774) during the year.

The Charity paid a commission fee of £196,195 (2023: £188,853) for the marketing, distribution, and sale to customers of donated goods supplied in respect of the management of the retail premises.

The Charity received a licence fee of £9,500 (2023: £9,500) for the shared use of the retail premises as a charity retail shop.

At the Balance Sheet date, the Charity owed £139,510 (2023: was owed £68,519).

Transactions with Compton Care Lottery Limited
The Charity received a Gift Aid donation of £492,562 (2023: £446,060) during the year.

At the Balance Sheet date, the Charity was owed £33,824 (2023: £24,463).

Transactions with Burke Bros Wolverhampton Limited (50% owned by Trustee Mr G Burke)
The Charity paid £1,831 (2023: £Nil) for storage and vehicle recovery fees

Transactions with MGS Medical Practice (Trustee Mr. D Bagary is a 50% owner of the practice)
The Charity paid £6,360 (2023: £1,920) for room hire.

NOTES TO THE ACCOUNTS
Year ended 31 March 2024

21. FINANCIAL INSTRUMENTS

	2024 £	2023 £
Financial assets measured at fair value	7,192,439	6,220,554

Financial assets measured at fair value comprise investments.

22. PENSION COMMITMENTS

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £626,749 (2023 - £525,151). Contributions totalling £43,149 (2023 - £Nil) were payable to the fund at the balance sheet date.

23. COMPANY INFORMATION

The Charity, Compton Care Group Limited was formed as a company limited by guarantee.

The company is registered in England and Wales.

The company's registered office is 4 Compton Road West, Compton, Wolverhampton WV3 9DH.

COMPTON CARE GROUP LIMITED

England & Wales - Charity number 512387

Accounts

COMPTON CARE GROUP LIMITED

Annual Report and Consolidated Financial Statements

Year Ended 31 March 2023

Registered Charity Number: 512387
Company Limited by Guarantee Registered Number: 01607631
Registered Office - 4 Compton Road West, Compton, Wolverhampton WV3 9DH
www.comptoncare.org.uk

Celebrating Countless Moments of Care

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Opening Statement from the Chairman of the Board and CEO

The past year has continued to be a time of change, growth, and development for Compton Care. We marked our 40th year of providing palliative and end of life services since we first opened back in 1982. Fast forward to 2022 and we saw record breaking numbers of referrals and patients and families accessing both old and new services.

We continued to receive some support early in the year from NHS England as part of the post Covid recovery efforts and, for Compton, our recovery and restoration after the pandemic years has resulted in new responsive services, changes in our workforce and education models and a more responsive income generation team.

Our focus this year has been on developing our community services to help keep patients in the place they call home. This has been achieved through a dedicated team of specialist staff visiting the 70 care homes in Wolverhampton and helping residents plan their end-of-life care wishes. When the time then comes, if their wish is to remain at the home, then they are enabled to do so. This has resulted in pressure being taken off both GPs and hospital services as well as being a clear quality benefit to the residents.

We have expanded our rapid response team to being available 24 hours a day, 7 days a week to ensure that if a patient or their family have concerns, then we can respond quickly to assist. This has avoided countless hospital attendances and certainly relieved anxiety and complex symptoms, whilst at the same time keeping the person at home.

To provide expanded services, we have successfully recruited new clinical staff into our teams, including several paramedics who bring a particular expertise to Compton we did not previously have.

In collaboration with Children In Need, we have been able to recruit a Children and Young Adult specialist support worker who is providing much needed support and encouragement to young people suffering pre or post bereavement of a close family member. Encouraging children and young adults to meet up and share their feelings and experiences through group activities has reduced social anxiety and feelings of isolation amongst this often-forgotten group of people and the service is receiving very positive feedback.

Our care coordination centre changed its name to Advice and Referral Line to make it more accessible and the service has continued to grow both in numbers and complexity of calls being managed.

As part of the sale of Cedars, we upgraded parts of the Hall site to enable staff and services to move from the Cedars. We introduced flexible office spaces, new car parking and enhanced staff and public spaces. We also had the external walls of the Hall re-limed as part of our work to protect the heritage of our lovely buildings.

As part of our ambition to work in collaboration with others, we have made great progress building relationships with other hospices, the NHS, Members of Parliament, and the local authority. It was particularly encouraging to be selected as one of the mayor's selected charities for the year, resulting in the mayor attending several of our events, visiting our clinical services, and encouraging the local communities to support us.

Our work with the NHS has been focused on seeking recognition for being a key provider of treatment and care within the NHS systems locally. As part of this we have expanded and developed our learning and development team to be able to offer external educational opportunities for other care professionals who need palliative and end of life care skills. Another key component is to be recognised as an organisation that can help to progress evidence based clinical practice. To this end, we have launched our research strategy and begun to engage in formal programmes of clinical research.

Our staff and volunteers continue to be our most valued asset and it has been a pleasure to be able to support the teams through a new assistance programme, a freedom to speak up approach and a range of well-being activities. We were also able to offer some financial assistance to all our staff in the face of the cost-of-living crisis.

We celebrated our 40th birthday with a range of activities including our first gala dinner in many years, a staff picnic, the launch of a business club and of Custard, our new mascot.

After a few difficult years, our retail chain bounced back with better-than-expected sales and a store of excellence programme designed to improve customer care and experience. Our lottery had a record-breaking year, and our overall financial position remains strong. This is in large part due to the ongoing generosity of the local population for which we are truly grateful.

So, to close, it has been an amazing year with so many things to celebrate and be thankful for. As always, we want to thank our wonderful staff and volunteers who work tirelessly for Compton and without whom we would not be able to deliver the fantastic services that we are all so proud of.

Ros Keeton,
Chairman of the Board of Trustees

Rachel Overfield
CEO & Director of Nursing

TRUSTEES' ANNUAL REPORT

Strategic Report

We Are Compton Care

Our Vision: Compton Care will be a leader in delivering palliative care and support for the community.

Our Mission: Compton Care provides high quality accessible care and support for the people in our communities living with life limiting conditions.

Our Values:

- COLLABORATION - We work with patients, families, and wider healthcare communities to deliver personalised care.
- ACCOUNTABILITY - We demonstrate individual accountability for behaviour, performance, and impact.
- RESPECT - We are inclusive, we value difference, and we work together responsibly.
- EMPATHY - We listen, engage and act with warmth, kindness and understanding.

Our Services

At Compton Care we believe people are more than their diagnosis. For over 40 years, Compton has been providing palliative and end of life care to patients, and their families, helping them to navigate every aspect of life with a life limiting condition. Our services aim to help patients and families with:

- The physical – helping patients deal with the physical changes brought about by their illness helping with symptom control and pain management.
- The practical – supporting families to manage practical aspects including finances, housing, legal matters and making future care plans.
- The emotional and spiritual – providing a safe space for patients' families to express their thoughts, feelings, and emotions throughout the duration of a person's illness and after death.

As well as delivering high quality essential clinical care, Compton offers a wide range of enhanced care services including psychological therapies, social care, respite, and complementary therapies which exist to support patients and families through every aspect of their palliative care journey and beyond.

All services are delivered to patients aged 18 or over (and their families) living in Wolverhampton, parts of the Black Country, South Staffordshire, and East Shropshire.

Every year, we review our service provision in line with our Strategic Plans and with the requirements of our local NHS commissioners.

Our services include:

- Living Well Service - giving people the practical and emotional tools to continue to live actively and independently with their condition. Each person's needs are assessed, and a bespoke package of care is offered. This can include:
    - Access to activities, workshops and support groups on topics including symptom management, nutrition, exercise, relaxation, horticulture, craft and chat and planning for the future.
    - Regular appointments and consultations with medical and clinical staff.

  - Training and education sessions which are also available for family members and carers supporting loved ones with incurable illnesses.

- Therapeutic Support - as well as supporting patients with the physical aspects of life with an incurable condition, Compton also provides emotional and spiritual support in the form of talking therapies, counselling, complementary therapies, art therapy, occupational therapy, and physiotherapy.

- Social Work Support - our team of palliative care social workers offer emotional support and help patients to manage practical matters such as dealing with finances, housing, legal matters and making future care plans.

- Inpatient Unit – delivering 24-hour care for patients needing support with pain management and symptom control, respite, and end of life care. We provide 18 beds, each with ensuite facilities and most have views of our beautiful gardens. Family members can stay overnight, and pets are encouraged to visit too.

- Community Services - we understand for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of specialist palliative care clinicians and community specialist palliative care consultants work in partnership with GPs, district nurses and other healthcare providers to ensure families receive the support they need to manage their condition, maintain a good quality of life, and avoid unnecessary hospital admissions. We visit people in person, by phone or video consultation providing specialist advice and support including symptom management and pain control, emotional support and in some areas arrange the provision of overnight support from our team of healthcare assistants. Our responsive approach to specialist palliative care has become a lifeline for so many of our patients and their families, supporting patients to remain in the place they call home if preferred and preventing hospital admissions. Our regular community teams have this year been further enhanced by the development of the following new or expanded services:

  - Working alongside our specialist palliative care team is our Rapid Response team. The service, made up of a multi-disciplinary team including clinical nurse specialists, paramedics, health care assistants and medics, has been greatly benefitting patients throughout the communities we serve. They have moved from a daytime only service to now managing urgent situations 24 hours a day, responding within 4 hours to manage symptoms, anxiety, and other palliative emergencies, and hopefully keeping the person at home.

  - Compton Care's Care Home Service provides specialist palliative care advice and support to residents of care homes plus their families and care home staff. The service which is delivered by a team of experienced Clinical Nurse Specialists in Palliative Care and Paramedic Practitioners is available to residents living in residential and nursing homes in the Wolverhampton area. The team's main function is to help residents decide how they want to be cared for at the end of their life, ensuring documentation is completed to share these wishes with other health professionals, carers, and family members.

- Family and Carer Services – a life-limiting illness not only affects the person diagnosed, but those closest to them too. Compton provides support for family members, carers and the people that mean the most to patients through support groups, talking therapies, counselling, complementary therapies, social work support and respite care. Support is available throughout the duration of a person's illness and after death through our dedicated bereavement service. Bereavement counselling is available for friends, family and loved ones of Compton patients. We also facilitate a series of bereavement information hubs for those wanting to connect with others who are experiencing any kind of bereavement, grief, or loss.

- Lymphoedema Care - our team of lymphoedema specialists provide treatment to ease symptoms as well as offer advice and support to help people manage and live independently with their condition. At home and out-patient appointments are offered.

- Community Engagement Team - we understand the value of connecting people who share similar experiences. We facilitate a series of support groups via our bereavement hubs and connect people with our various community partners with the aim of reducing isolation and improving wellbeing.

Public Benefit

Compton Care is registered with and regulated by the Care Quality Commission for the following regulated activities:

- Caring for adults under 65 and over 65.
- Treatment of disease, disorder, or injury.

The quality of our services was last inspected by the Care Quality Commission in October 2019 and rated as 'Good', with an Outstanding in responsiveness.

Compton Care benefits the public providing services free of charge to patients, families, and carers within our catchment area of Wolverhampton, Walsall, Dudley, Sandwell, East Shropshire, and South Staffordshire. Services are open to individuals over the age of 18 regardless of race, religion, sexual orientation, age, or diagnosis. The Trustees have referred to the Charity Commission's general guidance on public health when reviewing the aims and objectives of Compton Care and in planning future activities.

Support Services

A team of dedicated and specialist support service staff and volunteers work tirelessly behind the scenes to ensure our clinicians and supportive care practitioners can deliver patient care. These services include our People teams including HR, Volunteer Services and Learning and Development; our Estates teams of stewards, housekeeping, and catering; our Marketing and Communications staff; our IT support team, Finance, and administration colleagues.

Income Generation

Patients and families receive our care and expertise free of charge, however this care is not free to provide. Our income generation teams are responsible for raising nearly two-thirds of our annual running costs, equating to £9 million of the £14 million needed every year. Our income generation teams support and encourage individuals and businesses to raise this vital income through fundraising events and appeals, a weekly lottery and retail activities (charity shops and e-commerce).

Our Board of Trustees

In the reporting period, we welcomed three new Trustees to Compton Care, Dr. Dav Bagary and Adam Frankling in November 2022 and Denise Burkett-Stus in March 2023.

Ros Keeton BDS, MCDH, DDPHRCS, FUW – Chairman of the Board

Ros is an experienced NHS Chief Executive and health care leader who combines a dental background with substantial leadership experience across the full range of health and social care settings. She was Chief Executive of an NHS Partnership Trust offering mental health, learning disabilities, and substance misuse services. Ros then led the highly respected Birmingham Women's NHS Foundation Trust one of only two specialist women's hospitals in the UK.

James Frederick McKinnon BSc (Hons), MSc - Vice Chair of the Board

James has wide experience gained at many levels in a variety of global roles during a lengthy career with Goodyear Tire & Rubber Company. James has held senior finance and IT roles within the UK organisation, including Treasurer, Plant Controller and General Credit Manager, all of which also included extended European management responsibility.

Dr. Davinder Bagary

Dav is a highly experienced GP working within our local community. Dav specialises in learning disabilities and autism and has extensive experience of working on Boards and Committees. He knows Compton very well and is keen to support in expanding our services.

Anne Elizabeth Brookes
Anne has enjoyed a long and successful career in both retail and private banking and currently heads a wealth management business in Birmingham. Anne has latterly focused on the investment and lending side of banking and manages a team of bankers and investment managers along with a portfolio of her own clients. Whilst Anne still works full time, any free time is spent walking or gardening.

Gary Burke
After studying Business and Economics, Gary started his career in the aircraft industry working in Product Support. In 1981 Gary established the highly successful Burke Bros. moving group, the company has since expanded acquiring several other companies throughout the West Midlands and now includes industrial and private properties.

Denise Mary Burkett-Stus
With a career spanning some 40 years and having recently retired from a leadership role in the financial services sector, Denise is a senior business leader with deep knowledge and experience in all areas of a business and how to drive transformation to deliver continued success.

Adam Frankling BSc MCIM
After gaining his degree in Business and Management and Professional Postgraduate Diploma in Marketing, Adam spent nearly 20 years in business development and marketing roles in the construction industry. He has spent the last three years in management consultancy, helping clients focus their strategy, leadership, and engagement. In addition, he has spent 12 years on the Board of a local educational trust, three of which were as Chair.

Dr. Helen Macpherson Hibbs
Helen worked as a GP in the Wolverhampton area and has had a long and positive relationship with Compton Care.

Helen Julia Holden LLB
Julia is a semi-retired solicitor, working part as a consultant and as a judge on the Oxford and Midland Circuit. She became managing partner of her law firm in the late 1980s. Her legal experience as a solicitor is wide, but predominantly in the fields of insurance law and large and complex personal injury.

Linda Annette Pascall MBA
Linda was appointed a trustee in 2020 and is a registered nurse, active coach, teacher, and mentor. She has held a series of senior roles within the NHS and has extensive professional training and experience.

Andrew Rogers
Andrew has enjoyed a successful career in the automotive industry for over 30 years. As a car enthusiast, he worked through various roles to ultimately gain a senior position within a large PLC. In 2018 he decided to take a break from PLC life and since then has worked as a self- employed consultant.

Our Executive Leadership Team

- Rachel Overfield RGN DPSN BSc (Hons): Chief Executive Officer & Director of Nursing
- James Elliott: Deputy Chief Executive Officer & Director of Income Generation, Marketing & Partnerships
- Dr Fran Hakkak MBBS BSc MSc FRCP: Medical Director
- Russell Bulkeley FCA BFP: Director of Finance
- Rebecca Brown: RN Director of Clinical Governance, Compliance & Informatics

Our Staff

Compton Care has a dedicated team of 299 staff working within clinical services, income generation and support services to provide care and support to our patients, family members, supporters, donors, and stakeholders.

Our Volunteers

Our staff are supported by a team of volunteers who offer their time in a variety of roles including greeting callers and visitors to our reception, providing essential administration support, attending events, sorting donations, and serving customers in our charity shops and much more. Compton simply could not deliver the vast range of services we do without the help of these heroes.

A Year in Numbers

- We received 6,297 referrals to our services
- 433 patients received 24-hour specialist care on our Inpatient Unit
- 4,125 visits were conducted by doctors, paramedics and nurses offering specialist support to families in their own home
- 7,200 telephone or video calls were made by our Community Services teams
- 4,211 support sessions were provided by our Patient and Carer Support services, which includes pre-bereavement, bereavement, social support, spiritual and general support
- 21,196 calls were received and managed through our Advice and Referral Line

Activity Update

Care and support wherever it is needed

We understand for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of specialist palliative and community medical staff work in partnership with GPs, district nurses and other health care providers to ensure families receive the support they need to manage their condition, maintain a good quality of life, and avoid unnecessary hospital admissions.

We supported people in 70 care homes across Wolverhampton and further developed the range of services that we offer in patients' homes. This not only helps patients and families, but also relieves pressure on the NHS including GPs and the emergency services. We've helped patients, residents and their families plan their end-of-life care and ensured these are documented for all members of the healthcare team to see and act upon.

Last year, we ensured hundreds of unnecessary hospital attendances and admissions were avoided through our work. We expanded our Rapid Response service – which received a prestigious Hospice UK Innovation award – to be available 24 hours a day, 7 days a week. This multi-disciplinary team that includes clinical nurse specialists, paramedics, health care assistants and medical staff, ensure that we can be there when we are needed most – averting a 999 call and providing the reassurance that people need, often in the middle of the night.

It is not always possible to keep people in their own home and our in-patient unit is there to support and care for people when home is just not an option.

Wherever people are receiving care they are guaranteed support from the wider team of supportive care staff who can offer therapeutic interventions and support to complement the clinical care being delivered by clinicians.

Ensuring Accessibility

Ensuring local people living with or caring for someone with palliative care needs have access to the care and support they need remains our priority. The number of referrals and people we help has increased, as we have continued to raise awareness of how self-referrals and early referrals can benefit patients and their loved ones, and we have improved our collaborative services within the community setting.

The continued development of our Care Coordination function (now called Advice and Referral line) has been instrumental in ensuring patients, families, health professionals and carers are directed to the most appropriate service for their needs. There has been a month on month increase in calls being taken and made, and the team has expanded in size, scope and opening hours resulting in even more people being assisted.

Our Community Engagement Team continues to reach out and interact with other charities across the region to ensure we are aware of and involved (where appropriate) with service users. The Community Engagement Service continues to evolve, and following a review of our community needs the team will focus on health inequalities in the coming year.

Partnerships and collaborations

We have made significant progress over the past year developing meaningful relationships with other hospice providers and statutory bodies such as the NHS Integrated Health Systems and local NHS and Social Care organisations.

We now provide some support functions for other hospices such as Payroll and have secured contracts for education provision into care homes, GPs etc because of relationship development.

We have also collaborated with clinical roles. For example, we now share an associate director (paramedic) with Katharine House Hospice, and we share a research facilitator with Walsall Healthcare NHS Trust. Our consultant medical team has also started to work sessions within the Royal Wolverhampton Trust to smooth patient pathways between the organisations.

We have had several visits over the year from MPs, CEO of NHS Trusts, the CEO of the Black Country ICB, the local authority director of public health, and we were one of the Wolverhampton Mayor's selected charities during the year.

NHS Commissioning and Grant funding

New legislation came into force during 2022/23 that requires commissioners of health care to fully fund core palliative and end of life care wherever it is provided. This, together with new commissioner frameworks, gives us a greater opportunity to have meaningful dialogue with commissioners regarding funding.

We have started this process during 2022/23 and hope to see some positive results in the coming years.

Growth and Development

We have continued to grow some of our services and seek opportunities for further development that will enable us to reach more of our communities and improve access for all.

At a Board session we agreed to pursue options for a second site within the city boundaries and closer to our more deprived areas.

In year, we welcomed our new Children and Young Persons support worker which was funded by Children in Need who will create supportive opportunities for children related to our patients either pre or post bereavement. We also welcomed a neurological conditions support worker for those people suffering from diseases such as MND.

We started work on our virtual ward model, which is promoted by the NHS as a means of keeping people at home rather than in a hospital bed. Compton's virtual ward opened at the beginning of April 2023, and we anticipate it operating with around 15 – 20 patients at any one time being cared for within the virtual ward.

We launched our research strategy and have been accepted to take part in a national study called CHELsea II which is considering hydration at end of life. Our research governance group meets regularly to review potential studies and share best practice information. This group is also represented by staff from other healthcare organisations and academic institutions.

Estates space utilisation and modernisation

We sold our Cedars site at the beginning of 2022 which meant re-housing teams and some clinical services at the Hall and Mill House sites. We agreed a programme of space rationalisation which meant investment at the remaining sites into office development, increasing car parking and staff facilities. We also moved several accommodations around to facilitate bereavement and lymphoedema services coming onto the Hall site. This project was delivered on time and within budget with everyone moving from Cedars with very little disruption.

We developed, as part of the Cedars closure, approaches to hybrid working and flexible office accommodation with multiple bookable spaces available to staff who work flexibly.

Car parking has been expanded at the Hall site after a very protracted planning permission process throughout the whole of 2022/23. Re-establishing the training pods at the Hall was part of the planning process and these have been erected at the Hall site.

We have also re-limed the main Hall building as part of our commitment to our heritage.

Information technology

Over the year we have made great strides in our cyber security measures including ensuring staff are appropriately trained and aware of the risks of cyber-attacks. Cyber Essentials accreditation was achieved during the year.

We have changed our HR system and hope the new system will provide managers and staff with the opportunity to self-manage many elements of workforce activity e.g., sickness and annual leave. This will then create more accurate HR data.

Our clinical systems have also been further developed in year to begin to enable electronic prescribing and better information sharing with staff from other organisations.

Our highly skilled IT staff have assisted other hospices in their IT strategic plans, and we now have a formal agreement in place for on-going support with one of these organisations.

Workforce

The year has seen a considerable improvement in recruitment, especially in clinical areas, with many staff joining us as they see the opportunities that are now offered at Compton Care.

In year we have restructured our central retail functions to enable a more modern responsive approach to the management and development of our retail chain.

We also restructured our finance team to provide stability in a competitive market and appropriate development and promotion opportunities.

We have created several opportunities for people early in their careers using apprenticeship and work experience models and have started work on seeking young volunteers to join our teams of volunteers.

Workforce wellbeing has continued to be a focus for us with many initiatives delivered over the year, including:

- A new Employee Assistance Programme, the Paycare Wellbeing Bundle, which gives all staff access to a range of benefits including a 24/7 virtual GP service, counselling, and a helpline.
- Recruiting and training Freedom to Speak Up Guardians to support staff to voice concerns
- Appointing several Mental Health First Aiders for staff to access if experiencing mental or emotional distress.
- Developing access to a range of materials and events online via the Hub
- Skills masterclasses in stress management, personal resilience, and emotional intelligence
- Schwartz rounds which are now embedded (a structured approach to staff coming together to discuss the emotional and distressing aspects of their roles to reduce feelings of isolation).
- Weekly mindfulness sessions and a twice a month walking club.
- Long service awards which have continued to be given with a new monthly more personal approach.

We have also delivered several staff social events including the birthday picnic and staff Christmas celebrations where Trustees gave out gifts and thanked staff for the hard work over the year. The Trustees and Leadership Team visited every shop in the run up to Christmas and as this was very successful, we now plan to do this twice a year.

We also, in recognition of the cost-of-living crisis, decided to give all staff a "gift" of two sums of £750 (pro rata for part time staff) in October and January pay. We also agreed a 7% pay rise going into 2023/24.

Learning and Development has also been a large focus during the year, with changes in staff bringing in new energy and skills. Our induction programme for staff and volunteers has been modernised to be more responsive to what people need. We have launched our Management Development programme which is in the process of being accredited by the Institute of Leadership and Management. We have also developed a learning club with sessions for clinical and non-clinical staff to access. Clinical education has turned its focus more externally and we have secured several external contracts for education provision including offering awareness and basic skills training for unpaid carers across the City.

Community Fundraising

As part of our post-Covid-19 recovery, we continued to grow our income streams and connect with our local communities despite the severe financial challenges that affected economies across the globe. A year-long series of events and activities help to mark our 40th anniversary of providing *countless moments of care*. Our inaugural Gala Dinner, held at the historic Weston Park, raised over £50,000.

We successfully launched our first ever Business Club, where businesses not only play an important part in supporting our vital work but can also network and attend exclusive events.

We introduced our now much-loved mascot, Custard the bear, who is always a huge hit with children and adults alike and makes it easier for younger audiences to engage with us. A competition to name him was won by Stretton Lodge Infants school, who received a VIP visit.

Round The Wrekin, our annual cycle sportive, had a record-breaking year – with 604 riders and over £50,000 raised taking in the stunning Shropshire scenery. We returned to the beautiful grounds of Chillington Hall for our Memory Walk, where over 300 supporters were walking to remember their loved ones.

Our Light Up a Life ceremony took place at Compton Hall in December 2022. The unexpected deep snow didn't deter attendance, with 647 people coming along to celebrate the lives of those no longer with us.

Green

As well as caring for patients and their families, we are committed to doing our bit for the environment.

We have over the past year rationalised our estate by selling the Cedars site and moving to a more hybrid model of working for some staff. This has resulted in reduced energy consumption especially gas with staff using vehicles less for work.

Our plan of various green initiatives has continued to be delivered including installation of electric vehicle charging points; using local suppliers wherever possible; managing waste appropriately and the installation of a new boiler management system that will help us manage heat across the Hall site.

Our gardeners do their bit by recycling to create our own compost and wood chippings as well as the planting of new trees and plants.

We continue to work with Groundworks who provide an annual carbon footprint report for us.

Section 172(1) statement (The Companies (Miscellaneous Reporting) Regulations 2018)

The Charity regularly reviews principal stakeholders and Compton engages with them. The stakeholder voice is brought into the boardroom throughout the annual cycle through information provided by the management team and by direct engagement with stakeholders themselves. The relevance of each stakeholder group may increase or decrease depending on the matter or issue in question, so the Board seeks to consider the needs and priorities of each stakeholder group during its discussions and as part of its decision making.

The Charity does not have a dependency on any supplier but deals with both large and small enterprises aiming to always pay within terms and build a long-standing relationship with its suppliers which is beneficial to both parties. Where it is practicable, local suppliers are included in tender processes.

Other disclosure requirements of this regulation are covered elsewhere in the Trustees report.

How we raise our money

So many of the incredible achievements in this review are only possible because of the generosity and kindness of amazing individuals, organisations, and trusts. Their donations and support have enabled us to make a real impact and improve the lives of our patients and families.

- £381,293 was raised by our incredible community supporters through events, community organised initiatives or through various celebrations including birthdays, weddings, and anniversaries.
- Corporate partners donated over £100,000 including £3,628 worth of gifts in kind. In addition, 6 corporate groups provided 29 volunteers donating 174 hours of their time.
- £1,957,175 was gifted by generous individuals leaving us a gift in their will.
- Over £1 million was raised through ticket sales and donations by our Compton Lottery community.
- 647 people donated £35,924 as part of our annual Light Up A Life appeal.
- £272,710 was raised by supporters adding Gift Aid to their donated goods to our shops
- 6,792 customers raised over £168,925 through our online retail channels
- Total income for the year ended 31 March 2023 was £12,132,116
- We received £3.4m in grant funding from the NHS which had not been uplifted to match inflation during the year. This year we also received £114k of winter funding for 2022/23.

Looking Forward to 2023/24

Our key underpinning strategic plans are all due to renew in 2023. This will result in a refreshed set of strategic objectives and priorities for us to focus on. At our May 2023 Board we approved strategies for Clinical Services, Finance & Income Generation, and Informatics. At our August 2023 Board we expect to approve new strategies for Estates and People.

Priorities will be to ensure workplans exist behind each of these documents and that plans progress at pace.

The focus of our Clinical Strategy is around improving access for all parts of the communities we serve, continuing to embed our new community service models, expanding, and further developing the supportive care parts of our clinical services and engaging with patients, families, and communities to gain feedback and insight into how we might want to improve or develop in the future. There is also a focus on professionalism, having a bigger voice in the health system and workforce growth and development. We will also this year be embarking on a programme of in-patient room refurbishments ensuring our room environments are peaceful and calming as well as being state of the art with modern technology, lighting, and storage.

The focus of our Finance & Income Generation strategy is primarily around organisational sustainability i.e., how can we bring more funds in and /or spend less money. There is an emphasis on new retail models and expanding into other geographical areas. In fundraising, the focus is on corporate stakeholder development, supporter journey and new events.

In Informatics, the focus continues to be on cyber security, developing our clinical systems and especially the capacity to share relevant information across organisations safely. There is also an emphasis on technology in our retail outlets and developing patient access technology.

At the core of our Estate strategy this year will be continuing to reduce our carbon footprint through various sustainable approaches to utilities, building works and consumables. As well as the inpatient unit refurbishments, large estates works are expected to be focused around a potential second site. We will also be improving our estates performance monitoring and undertaking a patient environmental access audit.
Within our People plans for the coming year we will be continuing to grow our learning and development offerings both internally and externally. We will continue to seek wellbeing opportunities and will embed our salary sacrifice scheme as a way of financially benefiting staff as well as the organisation. We will focus on supporting more younger adults to join the organisation either substantively or as volunteers as we see this as part of our

organisational sustainability plan. We will also launch a more structured approach to equality, diversity, and inclusion across the organisation with the intended outcome of being a fully inclusive employer and a fully inclusive provider of services. We have commenced plans on leadership development especially considering the number of new managers we have within the organisation. We will maximise the expected benefits from the new HR system and improve our HR data so that we can be responsive to any areas of concern.

Finally, we will be continuing to work on partnerships and collaborations with other organisations as we enter 2023/24, looking for opportunities to reduce costs, increase income or perhaps more importantly increase our voice as a serious palliative care provider. As part of this we will pursue the second site and work with colleagues in the NHS to further grow our services.

Financial Review

Activity during the year

Activities by the Group resulted in an operating deficit of £2,146,773 (2022: surplus £2,372,315) during the financial year.

Income

Total income for the year ended 31 March 2023 was £12,132,116 which was a decrease of £1,579,070 on the previous year. The principal funding sources for the Group are donations and legacies 23.7% (2022: 31.3%), charitable activities 30.4% (2022: 35.1%), other trading activities 43.7% (2022: 31.6%), other income 0.0% (2022: 0.9%) and investments 2.2% (2022: 1.1%).

Donations and legacies remain a critical source of income for the Group and the total income received in the year was £2,872,950 continuing to show the tremendous support Compton receives from the wider community. This however was a decrease of £1,414,752 almost entirely caused by a fall in legacies where 2021/22 had been an historically high year.

Charitable activities comprise the income received from the Integrated Care Boards ('ICBs'), formerly known as Clinical Commissioning Groups, along with other health care and governmental organisations. Income at £3,688,482 showed a large fall of £1,132,045 from the previous year of which £1,384,735 related to Government support which was granted in the prior year for support during the pandemic. Income from the ICBs increased £218,304 with underlying grant funding remaining largely static in the year but additional income received for winter pressures support and to fund syringe drivers.

Other trading activities comprise fundraising events along with income generated through the shop network and lottery operation. The financial year 2022/23 proved to be the time where activities began returning to normal following the dramatic impact of the Covid pandemic over the previous two years. Income generation activities in all three areas (fundraising, lottery, and retail) were able to show growth with the lottery team again generating a record profit for the sixth year running whilst the shops began to approach pre-Covid levels of activity. The recovery on 2021/22 showed sales increasing from £4,350,551 to £5,307,279. Of this increase, £710,272 is directly attributable to sales in the retail network, where shops were able to open for the entire year. During the year, a new pop-up shop concept was trialled in Bilston for a twelve-month period, and learning from this trial will be used for the new pop-up shop in Walsall which opened in June 2023. The central fundraising activities also started to recover with face-to-face events fully up and running.

Investment markets remained volatile, with investments suffering a significant fall in Q1 of the year on the back of higher inflation and lower forecast global growth. Compton's portfolio returned -5.3% underperforming the benchmark of -1.8% due to the continued policy of holding high quality sustainable investments. The performance was also below the ARC Charity Steady Growth return of -4.0%. The Charity continues to hold a mixed portfolio of high-quality investments, with the investment strategy reviewed every six months by the Finance & Income Generation Committee along with the investment manager.

Expenditure
Costs associated with patient care increased £1,240,269 driven caused predominantly by increases in staff costs, the result of staff shortages due to the pandemic being filled, service growth and inflationary pressures. Costs associated with raising funds through fundraising and trading activities increased by £527,195, with fundraising activities slowly re-building following pandemic lockdowns and general inflationary pressures within most cost lines.

Deficit
Overall, net expenditure exceeded income excluding investment gains and profits on the disposal of fixed assets by £1,641,137. The overall deficit for the year of £2,146,773 was stated after recognising the effect of realised and unrealised gains and losses on investments amounting to a net loss of £515,852.

Funds and Reserves Policy

The total funds of the Charity at 31 March 2023 of £19,650,116 are split between:

- Restricted Funds £64,675
- Designated Funds £1,333,121
- General Fund £18,252,320.

Restricted Funds
During 2022/23, donations totalling £162,979 were received from donors to enable specific projects to be undertaken. At the end of the financial year, £64,675 remained unspent, with the largest project outstanding the purchase of syringe drivers funded by the NHS Black Country Integrated Care Board. Most of the outstanding expenditure will be incurred during 2023/24.

Designated Funds
The Trustees have established two designated funds which are explained as follows:

Business Improvement & Innovation Fund (£161,785)
£431,825 was allocated during 2020/21 to facilitate cost reduction exercises where one-off termination costs are incurred such as dilapidations, asset and lease write-offs, IT automation and enhancements. £161,935 was spent in previous years on shop closures (£39,915), staff rationalisation plans (£106,606) and IT automation and enhancements (£15,414). During 2022/23, a further £108,105 on four shop closures (£87,847) and old pension liabilities (£20,258).

Development Fund (£1,171,336)
The Estates Strategy signed off in August 2021 planned to upgrade our facilities, so they were safe and user friendly, and to allow us to care for more patients than ever before as we reach out to those who need us. The initial review identified the need for substantial investment due to the age of our facilities hence the Development Fund being created to ensure upgrades could occur. £723,071 was set aside in 2020/21 for site consolidation (£367,862), patient / relative facility improvement (£203,309) and essential repairs (£151,900) with £512,133 being spent in 2021/22 which comprised site consolidation (£277,066), patient / relative facility improvement (£134,714) and essential repairs (£100,353). A further £249,602 was spent in 2022/23 on the final elements of the Compton Hall upgrade, with an additional £1,210,000 allocated during the year for developing a new site (£1,000,000), upgrading the patient rooms (£160,000), and finishing off the car parking and tarmacking (£50,000).

General Fund
The Trustees consider that to fulfil the Charity's obligations to the communities it serves, to existing and future patients and their families and to the paid staff of 299, it is a desirable objective for there to be unrestricted funds available at any time equivalent to cover at least twelve-month's running costs of the group (excluding one-off projects).

At 31 March 2023, the general fund of £18,252,320 represented approximately 16.8 months' expenditure (2022: 23.7 months). Continued investment in the service provision is forecast during the upcoming financial year along with cost significant pressures which together will reduce the future level of reserves held.

The level of 'free reserves' (general fund less fixed assets) totalled £10,910,168. The targeted level of 'free reserves' is £5,680,000.

Investment Policy

The Charity's main investment portfolio is professionally managed with the objective of preserving the real buying power of the assets and income.

The investments are managed as a 'moderate risk' portfolio with a mixture of equities, bonds and property assets within the ranges agreed by the Trustees after consultation with the investment managers. Individual investments within each category of the portfolio will vary according to market conditions and the portfolio is actively managed. Compton's policy is to negatively screen companies or sectors that are contrary to the values of the organisation such as follows:

- any companies with substantial activities in tobacco.
- any companies that might damage Compton Care's good name.

An ESG (Environmental, Social and Governance) overlay is embedded in our investment process, augmented by external rating systems Morningstar and Sustainalytics used by the investment managers. The MSCI index is used to assess sustainability, and at the last review in Q4, no holdings were held within the 'severe' category and only three held within 'high'. UK equities had a greenhouse gas emission rating of 6.5 on a scale of 0 to 8 (where 0 = poor and 8 = excellent).

The practice of holding a portfolio of investments with different and diversifying performance characteristics leaves the portfolio less exposed to movements in any asset class.

The Trustees formally review the investment policy and investment manager's performance each January.

Overall, the portfolio continues to be sufficiently diversified and is producing reasonable returns and no major change in strategy is contemplated.

Governance

Constitution

The Charity was formed as a company limited by guarantee on 14 January 1982 and is governed by its Memorandum and Articles of Association. The Charity was incorporated in England and Wales.

As a company limited by guarantee it has no allotted share capital. Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

Trustees

Trustees are appointed by the Board of Trustees at a Board meeting, but their appointment only takes effect once ratified by the majority of Company Members voting at a General Meeting or by written resolution. Under the Articles, Trustees are appointed for an initial three-year term, and a Trustee who is willing to continue in office may serve up to a maximum of three terms of three years. After completion of their third three-year term, a Trustee may only be appointed for subsequent one-year terms where the Board decide it is in the best interests of the Company to do so.

The Chairman is elected by his or her fellow Trustees following a recruitment and selection process. The Chairman Ros Keeton was appointed with effect from 26 September 2018 and re-appointed for a second three-year term, in November 2021.

Potential new Trustees are identified from a variety of sources including external recruitment, personal recommendation by members or the current Trustees. Often, but not exclusively, potential Trustees will have previously been associated with the work of the Charity perhaps as a volunteer, involvement in a support organisation or in the activities of a subsidiary company. Selection for appointment is based solely on the

contribution it is believed the individual is likely to make to the development and delivery of the Charity's objectives having regard to their commitment, experience and in some instances, specialist skills.

Prospective Trustees are required to submit an expression of interest and provide references. A formal interview process is undertaken by a panel of existing Trustees and the candidates have an opportunity to meet key staff. For successful candidates, the appointment is approved by the full Trustee Board. On appointment, there is a formal induction process to consolidate the information previously gained and this is reinforced by a detailed "Induction Pack" documenting the relevant details. Trustees complete mandatory training and are encouraged to attend other internal and external training events.

The Charity's Trustees are also directors of the company for the purposes of company law. Trustee indemnity insurance is provided for the benefit of the Trustees.

Subsidiary Companies

The Charity has two wholly owned subsidiary companies which operate for the purpose of raising funds and promoting public awareness of the Charity. They are:

- Compton Care Trading Limited (registered company number 02328703) which operates 24 Charity shops and trading outlets.
- Compton Care Lottery Limited (registered company number 03188860), which operates regular lotteries.

Each subsidiary company gift aids any profits made to the Charity. Note 17 to the Accounts summarises their performance.

Corporate Governance and Internal Control

The Charity is governed by the Board of Trustees which is responsible for setting the strategic direction of the organisation, establishing policy, and agreeing the annual financial budget, business plan and monitoring progress against the budget. The Board meets regularly throughout the year. Overall responsibility for the day-to-day management of the organisation is delegated by the Board to the Chief Executive. The Chief Executive reports to the Chairman of the Board and together with the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance, and the Director of Clinical Governance, Compliance & Informatics, attend all Board meetings.

Charity Governance

Responsibility for the governance structure of the organisation is split between several committees and the Executive Leadership Team. The make-up and responsibilities of these committees are described below. Trustees are encouraged to attend meetings of any of these committees and working groups where appropriate to their roles and interests. The Charity follows the Charity Governance Code.

Executive Leadership Team

The Executive Leadership Team meets at least twice a month and comprises the Chief Executive, the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance, and the Director of Clinical Governance, Compliance & Informatics. The meeting is chaired by the Chief Executive.

The Executive Leadership Team is responsible for strategic leadership, organisational development, external relationships, environment, change leadership and organisational communication.

Quality Assurance Committee

The Quality Assurance Committee meets quarterly and is a standing Committee of the Trustee Board. The Committee is responsible for monitoring and assuring the clinical quality of services and that standards defined by external regulators are met. The Quality Assurance Committee comprises Dr. Helen Hibbs (Chairman and Trustee), Dr. Davinder Bagary (Trustee), Adam Frankling (Trustee), Rachel Overfield (Chief Executive), Rebecca Brown (Director of Clinical Governance, Compliance, and Informatics), and Dr Fran Hakkak (Medical Director). Other specialist members of staff are invited to attend for specific agenda items.

The specific duties of the Committee are to:

- Maintain a strong awareness of the latest legislation and practices affecting or relating to our services and provide assurance to the Board of Trustees.
- Maintain a log of regulatory and commissioning obligations and requirements and report to the Board of Trustees.
- Scrutinise areas of risk and/or development and agree priorities and monitoring mechanisms.
- Utilise monitoring systems to evaluate progress at regular agreed intervals and recommend actions to mitigate risk as appropriate.
- Receive assurance that all systems and processes are integrated across all functions where appropriate e.g., incident reporting and complaints management.
- Receive assurance that all practice is evidence based and agree a programme of audit including falls, pressure damage, learning from deaths, nutrition standards and New Early Warning Signs.
- Promote safety and excellence in patient and family care.
- Monitor operational performance of clinical areas ensuring good utilisation of resources and response to any trends.
- Monitor progress with the clinical services strategy and assure the Board of Trustees.
- Have overview responsibility for compliance with the Care Quality Commission.
- Monitor the effectiveness of clinical practice.
- Ensure there are effective processes in place to manage infection risk.
- Ensure there are processes in place to effectively safeguard children and adults.
- Monitor the external environment and ensure Compton is responding appropriately to changes in commissioning, palliative care policy etc.
- Escalate issues to the Board of Trustees as appropriate.

Remuneration Committee

This committee is responsible for ensuring the remuneration arrangements support the strategic aims of the organisation. The committee comprises Ros Keeton (Chairman and Trustee), James McKinnon (Trustee) plus two additional Trustees Linda Pascall and Helen Hibbs meeting at least once a year and as required. Rachel Overfield (Chief Executive) and Russell Bulkeley (Director of Finance) attend to provide a briefing and give evidence. The main responsibilities of the Committee are to:

- Formulate and monitor the organisation's remuneration policy.
- Review the organisation's salary banding process and related remuneration and reward packages against agreed independent market benchmarking tools and ensure Compton Care's salary and reward packages are equitable, fair and remain competitive.
- Approve the annual cost of living salary increase for all staff considering rates of inflation and known NHS, charity sector and commercial benchmarking in the given year.
- Approve any non-consolidated pay awards (bonus) as recommended by the Chief Executive which relates to the Compton Care policy in this matter.
- Determine the remuneration and reward package of the Chief Executive and other Directors who are considered to have senior level responsibility for the leadership and management of Compton Care.
- Approve pension arrangements and ensure contractual terms on termination are fair to the individual and to Compton Care, that poor performance is not rewarded and, where possible, potential losses are mitigated.
- To determine and approve succession planning and talent management for the CEO and Leadership Team

People and Support Services Committee

The role of the People & Support Services Committee is to oversee the people and support services function of Compton Care. This includes human resources, learning and development, volunteer services, estates, health and safety and IT. The committee serves to provide assurance to the Board of Trustees that all structures, processes, and controls are effective, fully compliant with the requirements of regulators and of the high standards expected of Compton Care.

The Committee comprises Linda Pascall (Chairman and Trustee), Julia Holden (Trustee), James McKinnon (Trustee), Denise Burkett-Stus (Trustee), Rachel Overfield (Chief Executive), James Elliott (Director of Income

Generation, Marketing, Partnerships and Deputy CEO). Other specialist members of staff are invited to attend for specific agenda items.
The main responsibilities of the Committee are to:

- Regularly review and approve all relevant policies and procedures.
- Provide a platform to discuss current concerns and risks.
- Ensure best practice is applied consistently across the organisation.
- Identify and consider the impact and mitigation of specific organisational risks.
- Review information received from working parties, listening events and forums across the organization including the outputs from staff surveys.
- Update the Board of Trustees on any legislation that could have an impact on Compton Care.
- Advise the Board of Trustees on Key Performance Indicators and data analysis.

Finance & Income Generation Committee

The committee is responsible for:

- Ensuring the financial viability of Compton Care, provide stewardship of the charitable assets and oversee the annual external audit.
- Providing assurance to the Board of Trustees that all financial and income generation structures, processes, and controls are fully compliant with regulators and commissioners, are effective and efficient and are of the high standards expected of Compton Care.

The committee comprises James McKinnon (Chairman and Trustee), Gary Burke (Trustee), Andrew Rogers (Trustee), Denise Burkett-Stus (Trustee), Carl Peddie (Director of Compton Care Trading Limited and Compton Care Lottery Limited), Rachel Overfield (Chief Executive), Russell Bulkeley (Director of Finance) and James Elliott (Director of Income Generation, Marketing & Partnerships).

The committee meets four times a year and on other occasions as required to deal with specific matters raised by the Board of Trustees. The specific duties of the Committee are to:

- To develop, approve and evaluate progress against the Income Generation strategy and recommend actions to mitigate risk.
- To maintain a strong awareness of the latest legislation, regulatory obligations, practices, and requirements affecting or related to income generation including the latest fundraising regulation and Gambling Commission obligations.
- To identify areas of risk and / or development opportunity, approving investment and agreeing priorities.
- To support and review KPIs via the dashboard ensuring appropriate monitoring mechanisms are in place which are specific to Income Generation.
- To review the financial position and income generation performance of Compton Care ensuring budget and achievement is realistic and proportionate to investment.
- To recommend the Reserves policy to the Board of Trustees and review the use of reserves.
- To recommend approval of the annual financial plan.
- Review the quarterly 24 month rolling forecast to ensure projections are reasonable and are aligned with the Trustees reserves policy initially approving any exceptions and escalating to the Board of Trustees for final approval.
- To set the accounting policies for Compton Care.
- To approve all banking arrangements and reviewing performance.
- To appoint external auditors and financial advisors and reviewing performance and ensuring adherence to Compton's constitution ensuring that auditors and investment advisors are reviewed and re-tendered according to guidelines.
- To liaise with the external auditors before, during and after the annual statutory audit, ensuring all key issues identified are satisfactorily resolved.
- To review internal audit reports prepared by the finance manager, ensuring all key issues identified are satisfactorily resolved.
- To monitor the performance of Compton Care's investment managers and advising them of Compton's funding requirements both in terms of new investments and the timing of potential drawdowns.
- To ensure policies are reviewed annually or in line with designated review periods.
- To escalate issues to the Board of Trustees as appropriate.

Risk Management

Compton Care has a comprehensive structure of internal controls to co-ordinate and manage risk within the organisation. This consists of lines of accountability through which issues of risk can be debated and the effectiveness of Compton Care's risk management arrangements assured.

The Board of Trustees has a duty to assure itself that Compton Care has properly identified the risks it faces, and it has processes in place to mitigate those risks and the impact they have on the organisation and its stakeholders.

The organisation's Risk Management Strategy was reviewed in 2021 with the major risk management strategies summarised below:

- The Senior Management Team review their respective service risk registers at quarterly intervals, any significant risks are escalated to the Executive Leadership Team for review and inclusion on the Corporate Risk Register.
- Each Committee is responsible for risks pertaining to their respective functions, the Corporate Risk Register is a standing agenda item at all Board of Trustee meetings.
- The establishment of robust policies and procedures to mitigate the identified risks, including the intervention of senior managers or Trustees in significant or sensitive transactions or issues.
- Internal audit of key areas on a rotational basis, utilising external advisors.
- The use of Key Performance Indicators ("KPIs") to monitor the progress of the Charity's activities. Performance against the KPIs is reported monthly and is reviewed at the Trustees' meetings together with the feedback from the various committees.
- The maintenance of appropriate levels of reserves as set out in the Funds and Reserves Policy.
- Insurance cover for key risk areas.

The Board of Trustees use a risk register to regularly assess risks and uncertainties that the Charity is exposed to.

The risk management strategy adopted by the Executive Leadership Team is to identify, monitor, record, and manage risk on an operational and strategic basis.

The departmental and corporate risk registers are live documents that are regularly reviewed and updated by the Senior Management Team.

All risks escalated to the corporate risk register have a risk owner from the Executive Leadership Team who report on their areas of responsibility to the relevant Committee and Leadership Team at quarterly intervals. Significant risks are escalated to the Trustees for review.

Sub-committees of the Board of Trustees have delegated responsibility to keep those risks specific to them under review and escalate to the Board where necessary.

In 2023, the three most significant risks are identified as follows:

Risk of potential staffing shortages due to turnover and sickness and absence	
Controls: Recruitment to some roles remains a challenge, in part due to national shortages in the NHS. Terms and Conditions for NHS recruits reviewed. Updated roll out of contracts complete. Wellbeing workplan supports retention. Quarterly monitoring of recruitment and retention reports. Weekly recruitment tracker. Training on new Management of Sickness absence rolled out to managers with regular update training available. Sickness absence reporting and data capture.	On-going actions: Sickness absence data to be captured through electronic staff record.

Risk to financial sustainability - high levels of inflation will reduce the real value of reserves and with increases in costs not keeping pace with inflation. Staff retention and recruitment will be at risk if staff salaries do not keep pace with the market. The current unparalleled global economic position makes financial forecasting difficult and unclear	
Controls: Inflation exceeded 10% during the summer of 2022 and steep rises have been experienced on several cost lines. Significant cost increases are being identified as they occur with monthly financial reporting identifying any key overspends or lines with cost pressures. Additional one-off 'Gifts' paid to staff in October 2022 and January 2023 to mitigate cost of living pressures, with a 7% cost of living approved for 2023/24. 2023/24 Budget incorporates all known inflation assumptions	On-going actions: Continued monitoring of cost pressures and external economic position
Risk of Cyber Security Breach	
Controls: M365 fully implemented. Encrypted wireless LAN / LAN. Network ports not in use disconnected from the network. Microsoft advanced threat protection in place. Digital Signal Processing (DSP) toolkit compliant. Staff alerted to known threats. Preventing risk of cyber threats covered in data security training. Cyber essentials accreditation achieved. Penetration test completed. Automatic disable added to accounts that flag an alert overnight to reduce risk of threats out of hours. Baseline phishing tests and training completed. Multifactor Authentication on non-Compton devices.	On-going actions: Ongoing monthly phishing simulation tests and training to address gaps in awareness. Plan to achieve IASME Cyber Assurance accreditation in 2023/24.

Trustees' Responsibilities

The Trustees, who are also directors of Compton Care Group Limited for the purposes of company law, are responsible for preparing the Trustees' 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. 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.
- Make judgements 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 company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees is aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware, and,
- The Trustees have taken all steps that they should have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £5,233 (2022: £4,550).

Fundraising

The Charity is registered with the Fundraising Regulator and will abide by its updated code of practice. We currently undertake a range of public facing fundraising activities including events, individual giving schemes, corporate fundraising, and a lottery programme.

We achieved NHS Data Security and Protection Toolkit in June 2022 and have no outstanding assertions, we also achieved Cyber Essentials accreditation in 2022. We will work towards IASME Cyber Assurance which is the next level of accreditation in 2023.

In addition, policies and procedures relating to the protection of vulnerable people, the monitoring and oversight of any third-party professional canvassing and fundraising operations have all been introduced and all members of the income generation team will be trained to adhere to these standards.

Compliments and complaints are regularly monitored, culminating in an annual complaints return being submitted to the Fundraising Regulator. Supporter experience is a priority for all Compton Care income generations teams and as such any complaints will be investigated and dealt with in line with our updated complaints procedure. Eighteen complaints were received throughout the 2022/23 financial year, all minor incidents across our fundraising and retail departments. An internal logging system is used to record, track, and monitor these incidents and adhere to the guidance provided by the fundraising regulator.

The efficacy of all income generation streams is ensured through weekly commissioning and regulation updates within the Executive Leadership Team and by the Compton Care Compliance Committee, which will ensure continual monitoring and adherence to any emerging regulatory requirements.

Staff and Volunteers

At 31 March 2023, the number of paid staff was as follows:

	Paid staff		
	Full time	Part time	Total
Directors (Trustees)	-	-	-
Patient care and Learning & Development	76	99	175
Income Generation and Marketing	51	52	103
Support Services	20	1	21
Total Compton Care Group – 31 March 2023	**147**	**152**	**299**
Total Compton Care Group – 31 March 2022	**122**	**165**	**287**

Human Resources

Staff levels over the past year have remained reasonably consistent continuing to recruit roles into the organisation in full and part time positions. The recruitment market has seen changes in the last twelve months, and we have experienced some difficulty recruiting to some of our roles in terms of calibre of candidates and the market becoming employee led. During the later part of the financial year, we did notice more good calibre candidates in the market which helped us secure new staff.

The challenges of recruitment in the NHS remain a concern. We have been undertaking workforce planning and looking at new ways of recruiting to our workforce to meet the changing needs of the service, utilising agile, and flexible working patterns which has given flexibility to the services and the number of patients we see whilst managing work life balance. In addition, we have been supporting apprenticeship schemes, work placements and early career pathway opportunities to help enhance our workforce and look at retention strategies.

We have developed our wellbeing initiatives and mental health first aiders and wellbeing champions to support staff across the organisation especially at this challenging time around the cost-of-living crisis. As part of wellbeing, we have supported several key wellbeing initiatives and regularly maintain our internal intranet page supporting physical, mental, and financial wellbeing.

The last twelve months has seen the development of a new HR information system which will help the organisation with key initiatives around workforce planning, managing wellbeing, succession and talent planning and providing good data metrics upon which to make workforce decisions.

Learning and Development

The last twelve months has seen some changes in our Learning and Development team to give a key focus to clinical and non-clinical training of internal staff whilst supporting region-wide external training across the Black Country and Shropshire.

We have delivered an internal clinical skills training programme with our team supporting blended learning on the job and in our skills laboratory.

Our team has been delivering programmes externally to primary care teams in the wider community, and communication skills at standard and advanced levels supporting the organisation and external bodies.

In addition to clinical training, we have recruited into our non-clinical training team with a focus on induction, soft skills training and developing management training programmes. We are delivering both face to face and online to staff in the organisation.

Volunteer Support

Compton is extremely fortunate to have a good volunteer base dedicating their time across all areas of the organisation supporting our patients and families to ensure they receive the best care and services possible. Nearly 70% of our volunteers support our shops and lottery business, with the remaining 30% supporting the various clinical departments and support services.

We have focused on recruitment initiatives through various activities and have been successful. We have run several schemes for early careers and young people doing placements in various teams across the organisation.

The Volunteer Services team are responsible for leading the recruitment and induction process of new volunteers, whilst developing new initiatives and services aimed at improving the volunteer experience and engaging the wider community. This includes having volunteers in our own team supporting our campaigns and managing our databases to support our understanding of what volunteers want from their experience and to help with volunteer communication and engagement.

The Trustees, who are themselves volunteers, along with the Executive Leadership Team and Compton as a whole, would like to thank all our volunteers for their hard work and selfless support, something that is greatly appreciated by our patients and their families.

Streamlined Energy and Carbon Reporting

The Group's greenhouse gas emissions and energy consumption for the twelve months to 31 March 2023 are:

Consumption	kWh		Emissions	tCO_2e	
	2023	2022		2023	2022
Electricity	781,553	688,577	Electricity	151	146
Gas combustion	758,141	1,325,497	Gas combustion	136	243
Business travel	113,995	93,257	Business travel	28	23
Total in the year	**1,653,689**	**2,107,331**	**Total in the year**	**315**	**412**

Intensity ratio – emissions per employee headcount – 1.13 tCO_2e (2022 1.48).

Energy efficiency measures

Compton records and monitors energy consumption with planned preventative maintenance schedules also implemented, which includes regular servicing and maintenance of energy-consuming equipment and company vehicles. Emissions per head has improved over the financial year, largely due to the sale of The Cedars site in early 2022, however the collation of consumption information is still in its infancy, and improvements in the quality of the data will be worked upon over the next financial year.

Compton continually reviews opportunities to increase energy efficiency with potential energy efficiency measures identified through energy audits regularly evaluated. Over the coming year, the organisation plans to continue developing their energy monitoring system with the aim of improving data quality and to further inform energy efficiency plans and measures. This data will be monitored and used to further inform energy efficiency plans and measures.

Staff surveys and consultations have also shown an enthusiasm for Compton to do more to reduce the direct or indirect carbon footprint, with a Green Group in place and early discussions centred around expanding recycling opportunities, reducing energy consumption, reducing waste, and increasing the use of local suppliers.

Legal and Administrative Information

Charity Name	Compton Care Group Limited
Charity Registration Number	512387
Incorporation	Company Limited by Guarantee registered company number 01607631
Registered Office and principal operating address	4 Compton Road West, Compton, Wolverhampton, West Midlands WV3 9DH
Directors	
Chairman	Ros Keeton BDS, MCDH, DDPHRCS
Vice Chairman	James McKinnon BSc (Hons), MSc
Other Trustees	Dr. Davinder Bagary (appointed 16 November 2022) Anne Brookes Gary Burke Denise Burkett-Stus (appointed 27 March 2023) Adam Frankling BSc MCIM (appointed 16 November 2022) Dr Helen Hibbs Julia Holden LLB Linda Pascall MBA Andrew Rogers Dr Janet Anderson MB, BS, FRCP, FRCPCH, Dip.ObstRCOG (resigned 29 September 2022) Hazel Moss BSc (resigned 26 April 2023) Sumana Ray (resigned 29 September 2022)
Senior Management Personnel	
Chief Executive Officer	Rachel Overfield RGN DPSN BSc Hons
Director of Income Generation, Marketing & Partnerships	James Elliott
Medical Director	Dr Fran Hakkak MBBS BSc MSc FRCP

Director of Nursing	Rachel Overfield RGN DPSN BSc Hons
Director of People & Organisational Development	Val Turner FCIPD (resigned 31 July 2023)
Director of Finance	Russell Bulkeley FCA BFP
Director of Clinical Governance, Compliance & Informatics	Rebecca Brown RN
Company Secretary	Russell Bulkeley FCA BFP
Subsidiary Companies	
Compton Care Trading Limited	James McKinnon BSc (Hons), MSc – Chairman
Compton Care Lottery Limited	James McKinnon BSc (Hons), MSc - Chairman
Principal Bankers	Barclays Bank PLC, PO Box 777, Wolverhampton BX3 2BB
Investment Manager	Investec Wealth & Investment Limited, 30 Gresham Street, London EC2V 7QN
Solicitors	Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES
Auditor	Crowe U.K. LLP, Black Country House, Rounds Green Road, Oldbury, West Midlands B69 2DG

This report, which incorporates the Strategic Report, was approved by the Board of Directors on 9 August 2023 and signed on its behalf by:

By Order of the Trustees

Ros Keeton
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED

Opinion

We have audited the financial statements of Compton Care Group Limited ('the charitable company') and its subsidiaries ('the group') for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, Group Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and the charitable company's affairs as at 31 March 2023 and of the group's 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 group 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 or the group'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 contained within the annual report. The other information comprises the information included in the annual report, 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.

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 our audit:

- the information given in the Trustees' report, which includes the Directors' report and the Strategic 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 have been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED
(continued)

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their 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
- 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 on page 18, 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.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context were the Gambling Commission, CQC Regulations. General Data Protection Regulations and Employment legislation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED
(continued)

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be with the completeness and accuracy of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Income Generation Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 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 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.

[This report has not yet been signed]

Kerry Brown
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG

Date:

COMPTON CARE GROUP LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

Year ended 31 March 2023

		2023			2022		
	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
INCOME FROM:							
Donations and legacies	4	2,830,991	41,959	2,872,950	4,208,490	79,212	4,287,702
Charitable activities	4	3,567,462	121,020	3,688,482	3,386,596	1,433,931	4,820,527
Other trading activities	4	5,307,279	-	5,307,279	4,330,551	-	4,330,551
Other income	4	-	-	-	117,584	-	117,584
Investments		263,405	-	263,405	154,822	-	154,822
TOTAL		11,969,137	162,979	12,132,116	12,198,043	1,513,143	13,711,186
EXPENDITURE ON:							
Raising funds	5	4,952,773	39,536	4,992,309	4,388,570	76,543	4,465,113
Charitable activities	5	8,664,907	116,037	8,780,944	6,020,882	1,488,505	7,509,387
TOTAL		13,617,680	155,573	13,773,253	10,409,452	1,565,048	11,974,500
Net (expenditure) / income before net (losses) / gains on investments and fixed assets		(1,648,543)	7,406	(1,641,137)	1,788,591	(51,905)	1,736,686
Profit on disposal of fixed assets	2	10,216	-	10,216	463,671	-	463,671
Net (losses) / gains on investments	8	(515,852)	-	(515,852)	171,958	-	171,958
Transfers	13, 14	-	-	-	18,574	(18,574)	-
NET MOVEMENT IN FUNDS	2	(2,154,179)	7,406	(2,146,773)	2,442,794	(70,479)	2,372,315
Reconciliation of Funds:							
TOTAL FUNDS brought forward	13, 14	21,739,620	57,269	21,796,889	19,296,826	127,748	19,424,574
TOTAL FUNDS carried forward	13, 14	19,585,441	64,675	19,650,116	21,739,620	57,269	21,796,889

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

The surplus / (deficit) for the year for Companies Act purposes comprises the net income for the year for 2023 a deficit of £1,326,133 (2022: surplus £2,194,370).

COMPTON CARE GROUP LIMITED (Company Number 01607631)

BALANCE SHEETS
As at 31 March 2023

		Group		Company	
	Note	2023 £	2022 £	2023 £	2022 £
TANGIBLE ASSETS					
Tangible assets	7	7,342,152	7,598,435	7,342,152	7,597,365
Investments	8	6,220,554	6,770,308	6,240,556	6,790,310
		13,562,706	14,368,743	13,582,708	14,387,675
CURRENT ASSETS					
Stocks		53,564	30,611	-	-
Debtors	9	2,880,106	4,200,338	2,924,973	4,410,777
Cash at bank and in hand	10	4,415,293	4,373,048	3,562,500	3,491,960
		7,348,963	8,603,997	6,487,473	7,902,737
CREDITORS: amounts falling due within one year	11	(1,199,613)	(1,175,851)	(1,054,044)	(987,905)
NET CURRENT ASSETS		6,149,350	7,428,146	5,433,429	6,914,832
PROVISIONS FOR LIABILITIES	12	(61,940)	-	(61,940)	-
TOTAL ASSETS LESS CURRENT LIABILITIES		19,650,116	21,796,889	18,954,197	21,302,507
FUNDS					
Restricted funds	13	64,675	57,269	64,675	57,269
Unrestricted funds:					
Designated funds	14 & 15	1,333,121	480,828	1,333,121	480,828
General fund	14 & 15	18,252,320	21,258,792	17,556,401	20,764,410
	14 & 15	19,585,441	21,739,620	18,889,522	21,245,238
TOTAL FUNDS		19,650,116	21,796,889	18,954,197	21,302,507

The parent charity's net movement in funds for the year was a deficit of £2,348,310 (2022: surplus £2,342,822).

These financial statements were approved and authorised for issue by the Trustees on 9 August 2023 and signed on their behalf.

Ros Keeton
Trustee (Director)

CONSOLIDATED STATEMENT OF CASH FLOWS
Year ended 31 March 2023

	Note	The Group 2023 £	2022 £
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	(77,827)	285,315
Cash flows from investing activities:			
Dividends and interest from investments		263,405	154,822
Purchase of property, plant, and equipment		(194,451)	(287,518)
Proceeds from sales of property, plant, and equipment		17,216	1,727,241
Proceeds from sales of investments		1,648,452	751,519
Purchase of investments		(1,614,550)	(653,764)
Net cash provided by investing activities		120,072	1,692,300
Change in cash and cash equivalents in the reporting period		42,245	1,977,615
Cash and cash equivalents at the beginning of the reporting period		4,373,048	2,395,433
Cash and cash equivalents at the end of the reporting period	B	4,415,293	4,373,048

NOTES TO THE CASH FLOW STATEMENT

A. Reconciliation of net income to net cash flow from operating activities

	The Group 2023 £	2022 £
Net (expenditure) / income for the reporting period (as per the Statement of Financial Activities)	(2,146,773)	2,372,315
Adjustments for:		
Depreciation charges	443,734	538,859
Gains on the sale of tangible fixed assets	(10,216)	(463,671)
Losses / (gains) on investments	515,852	(171,958)
Dividends and interest from investments	(263,405)	(154,822)
(Increase) / decrease in stocks	(22,953)	7,329
Decrease / (increase) in debtors	1,320,233	(2,138,311)
Increase in creditors and provisions	85,702	295,573
Net cash (used in) / provided by operating activities	(77,827)	285,315

B. Analysis of cash and cash equivalents

	The Group 2023 £	2022 £
Cash in hand and equivalents	2,775,293	4,240,642
Notice deposits (less than 3 months)	1,640,000	132,406
Total cash and cash equivalents	4,415,293	4,373,048

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation or uncertainty in the preparation of the financial statements are as follows:

i) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), Charities Act 2011 and the Companies Act 2006. There is no material impact from transition to the Charities SORP 2019.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

ii) Preparation of group accounts on a going concern basis

The Trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The review of our financial position, reserves levels and plan give Trustees confidence the Charity remains a going concern for the foreseeable future.

The Charity has performed a stress test as part of the going concern assessment and the Trustees have considered the analysis and confirmed that use of the going concern assumption is appropriate.

Accounting convention

The financial statements are prepared under the historical cost convention except for fixed asset investments, which are included at market value.

Basis of consolidation

The statement of financial activities ("the SOFA") and balance sheet consolidate the financial statements of the charitable company and its subsidiary companies, Compton Care Trading Limited and Compton Care Lottery Limited for the financial year ended 31 March 2023. The results of the subsidiary companies are consolidated on a line-by-line basis.

The charity has also taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirements to present a charity only Statement of Cash Flows and certain disclosures about the charity's financial instruments within the consolidated financial statements.

No separate SOFA has been presented by the Charity alone as permitted by Section 408 of the Companies Act 2006.

Income

a) Donations and similar income

Donations and similar income are included in income when they are received.

b) Legacies

Legacies are accounted for when probate has been granted and conditions for their receipt have been met and the amount can be quantified with reasonable accuracy. Material legacies receivable at the year-end are accounted for at their probate value. Legacies received in the form of property or investments are accounted for at the lower of probate or market value.

Approximately £41,000 of residual and pecuniary legacies have been notified to the Charity before 31 March 2023 but have not been recognised as income in the year as they do not meet the Charities SORP (FRS 102) income recognition criteria.

c) Grants receivable from health authorities and other bodies for activities in furtherance of the Charity's objects

Income due from health authorities and other bodies is included in the financial statements of the year when the service is provided.

d) Government Grants

Grants from government bodies and other sources are received for specific projects/costs and are recognised in accordance with their individual terms and conditions. Income is recognised when the charity has entitlement to the funds which is when any performance conditions attached are met, it is probable that the income will be received, and the amount can be reliably measured. Grant income will be deferred if received in advance of meeting performance conditions or if the funder specifically states that the income must be spent in a future accounting period.

e) Fees and other sundry income

All such income is accounted for in the year in which it is receivable by the Charity.

f) Gift Aid

Gift Aid is accounted for in the period the donation is received. Any Gift Aid on restricted donations are shown within restricted funds.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

1. ACCOUNTING POLICIES (CONTINUED)

Allocation of costs
Where it is possible, costs are allocated directly to main expenditure categories of the SOFA. Where this is not possible, costs are first allocated on estimated usage and then on an appropriate basis.

a) Patient care
Patient care costs represent expenditure in relation to all medical, nursing, and associated staff and the related costs of operating these functions.

b) Education
Education costs represent expenditure in relation to the running of the Learning and Development Centre including associated staff and other related costs.

c) Raising Funds
Raising Funds costs represent expenditure in relation to staff members who are directly engaged in fundraising and the related costs of the Fundraising Department and Trading Subsidiaries. These have been allocated between donations and legacies and other trading activities costs.

d) VAT
Irrecoverable VAT recovery is allocated to the associated cost.

Fund accounting
The Charity maintains various types of funds as follows:

a) Restricted funds
Restricted funds are used for specific purposes as laid down by the donor.

b) Unrestricted funds
Designated funds represent amounts, which have been put aside out of unrestricted funds at the discretion of the Trustees for projects. The designation is for administrative purposes only and does not legally restrict the Trustees' discretion to apply the funds.

General unrestricted funds represent amounts that are expendable at the discretion of the Trustees in the furtherance of the objects of the Charity. Such funds may be held to finance both working capital and capital investment.

Investments
Investments are a form of basic financial instruments and are initially shown in the financial statements at market value. Movements in the market values of investments are shown as unrealised gains and losses in the Statement of Financial Activities.

Profits and losses on the realisation of investments are shown as realised gains and losses in the Statement of Financial Activities. Realised gains and losses on investments are calculated between sales proceeds and their opening carrying values or their purchase value if acquired after the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year-end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

Tangible fixed assets
Freehold properties are stated in the balance sheet at cost or value at the date of receipt, less depreciation.

Tangible fixed assets are stated at cost less depreciation. Any expenditure on individual assets with a value below £2,500 is written off directly to revenue. Depreciation is provided in equal annual instalments over the estimated useful lives of the assets.

Costs incurred under refurbishment or building projects are allocated to assets under construction and upon completion of the works; these costs are re-classified under their appropriate tangible fixed asset headings.

No depreciation is charged on freehold land where the land element can be separately identified or Assets Under Construction until they are commissioned. The useful lives assigned to other assets are:

Freehold property	- 50 years
Fixtures and fittings	- 2 to 10 years
Motor vehicles	- 7 years

Stocks
Stocks, which comprise goods for resale, are stated at the lower of cost and net realisable value.

Goods donated for resale
The Charity receives donated goods for resale which it recognises at point of sale as the Trustees consider it to be impracticable to recognise such gifts on their receipt due to the large number of small value items received. As such, stocks of unsold donated goods are not valued for balance sheet purposes.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

1. ACCOUNTING POLICIES (CONTINUED)

Debtors
Other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due. A provision for restructuring is recognised if, as part of a past event, the Charity has a present legal or constructive obligation that can be estimated reliably, and it is probable an outflow of economic benefits will be required to settle the obligation.

Pension costs
Most staff are members of either the National Health Senior Superannuation Scheme ("the NHS scheme") or a defined contribution scheme operated by the Charity. The schemes are funded by contributions from the Charity and employees. The NHS scheme is a defined benefits scheme; however, the nature of the scheme is such that the Charity cannot identify its share of the scheme's underlying assets and liabilities. In accordance with FRS 102, payments to the NHS scheme have been treated in the same way as contributions to the defined contribution schemes and the payments made by the Charity are charged against the profits of the year in which they become payable.

Employee benefits
a) Short term benefits
Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

b) Employee termination benefits
Termination benefits are accounted for on an accruals basis and in line with FRS 102.

Operating leases
Rental costs under operating leases are charged to the SOFA as the lease charges are incurred.

During the prior year, a review was undertaken of all lease agreements and as a result, an adjustment has been made for lease incentives to be accounted for over the full term of the lease, or the break option if at the time of taking out the lease the length of occupancy is not certain.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year, are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

The areas where these judgements and estimates have been made include:

- Depreciation and residual values - the Trustees have reviewed the asset lives and associated residual values of all fixed tangible assets, and, the useful economic life and residual values of freehold buildings, fixtures and fittings and motor vehicles, and have concluded that the asset lives, and residual values are appropriate.
- Debtors - debtors include amounts due from external organisations and individuals. An allowance for doubtful debt will be maintained for any estimated losses resulting from the viability of these external organisations and individuals to make the required payments. Any allowance is based on the Group's regular assessment of the credit worthiness and financial conditions for those external parties included within debtor balances.
- Accrued income - accrued income includes legacy income amounts. In recognising accrued legacy income, the Trustees have considered the probability of receiving each legacy. Each legacy is carefully assessed to determine an appropriate allowance which reflects the possibility of not subsequently receiving the full legacy income amounts that the Charity is aware of. The allowance is based on the circumstances behind each legacy and the probability of receiving the income. A general non-collection provision of 15% is provided against each legacy.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

1. ACCOUNTING POLICIES (CONTINUED)

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost except for investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. NET INCOME

		2023 £	2022 £
Stated after charging:			
Auditor's remuneration:			
For statutory audit services		18,130	16,485
For taxation services		3,906	3,801
Depreciation of tangible fixed assets		443,734	538,859
Profit on disposal of fixed assets		10,216	463,671
Operating lease rentals	- property	508,654	499,488
	- equipment	21,616	23,750

3. STAFF COSTS

		2023 £	2022 £
(a)	Directors' remuneration	-	-

(b) The average head count analysed by function was:

	2023	2022
Patient care	165	161
Income generation	104	92
Support	21	19
	290	272

		2023 £	2022 £
(c)	Staff costs comprise:		
	Wages and salaries	8,553,845	7,181,127
	Social security costs	756,035	603,027
	Pension costs	525,151	446,821
		9,835,031	8,230,975

Included in Wages and salaries above are invoiced and agency costs of £558,204 (2022: £322,452).

		2023 £	2022 £
(d)	Key management personnel remuneration	666,362	618,189

		2023 £	2022 £
(e)	Total redundancy and termination payments	8,555	14,392

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

3. STAFF COSTS (continued)

During the year, reimbursement of expenses totalling £242 (2022 - £2,155) was paid to one Trustee (2022 – One). No Trustee or person related or connected by business to them, has received either any remuneration from the Charity during the year (2022 – None).

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £5,233 (2022: £4,550).

The number of senior staff paid over £60,000 during the year (salary plus taxable benefits, excluding pension contributions) was:

	The Group		The Company	
	2023 No.	2022 No.	2023 No.	2022 No.
£60,001 - £70,000	3	-	3	-
£70,001 - £80,000	-	2	-	2
£80,001 - £90,000	2	1	2	1
£90,001 - £100,000	1	-	1	-
£100,001 - £110,000	1	1	1	1
£110,001 - £120,000	-	1	-	1
£120,001 - £130,000	1	-	1	-

The total contributions in the year in respect of senior staff for the provision of defined benefit schemes amount to £15,828 (2022: £14,951). The number of senior staff to whom retirement benefits are accruing under defined benefit schemes respectively is 1 (2022: 1).

4. INCOME

	2023 £	2022 £
Donations and legacies comprise:		
Donations and similar income	915,775	924,811
Legacies	1,957,175	3,362,891
	2,872,950	4,287,702
Charitable activities comprise:		
Grants receivable from Clinical Commissioning Groups	3,650,052	3,431,748
Government Grants – NHS England	-	1,384,735
Education income	38,430	4,044
	3,688,482	4,820,527
Other trading activities comprise:		
Fundraising events	162,352	82,342
Sales of goods and trading activities	3,696,261	3,293,907
Sales of donated goods subject to gift aid	1,448,666	954,302
	5,307,279	4,330,551
Other income comprises:		
Retail grants	-	83,339
Job Retention Scheme claims	-	34,245
	-	117,584

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

5. TOTAL EXPENDITURE

	Direct costs			Allocated		
	Staff Costs £	Deprec-iation £	Support Costs £	Support Costs £	Total 2023 £	Total 2022 £
Raising Funds						
Expenditure on raising donations and legacies	486,210	10,258	108,104	40,264	644,836	560,449
Expenditure on other trading activities	2,288,042	99,996	1,818,501	89,568	4,296,107	3,852,520
Governance costs	-	-	-	18,130	18,130	16,485
Investment management costs	-	-	33,236	-	33,236	35,659
	2,774,252	110,254	1,959,841	147,962	4,992,309	4,465,113
Charitable Activities						
Patient Care	6,822,586	332,285	1,062,954	276,960	8,494,785	7,254,516
Education	238,193	1,195	31,104	15,667	286,159	254,871
	7,060,779	333,480	1,094,058	292,627	8,780,944	7,509,387
	9,835,031	443,734	3,053,899	440,589	13,773,253	11,974,500

Property costs and the cost of central support services such as Human Resources, IT and Finance are allocated to activities by time spent or estimated usage.

6. ANALYSIS OF SUPPORT FOR CHARITABLE ACTIVITIES

	Patient Care £	Education £	Total 2023 £	Total 2022 £
Costs	8,494,785	286,159	8,780,944	7,509,387
Income:				
Grants receivable from Integrated Care Boards	(3,650,052)	-	(3,650,052)	(3,431,748)
Course fees	-	(38,430)	(38,430)	(4,044)
	4,844,733	247,729	5,092,462	4,073,595

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

7. TANGIBLE FIXED ASSETS

Group Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Assets under Construction £	Total £
At 1 April 2022	28,645	7,479,007	2,527,246	192,465	113,612	10,340,975
Additions	-	-	196,241	-	(1,790)	194,451
Transfers	-	-	27,778	-	(27,778)	-
Reclassification	-	-	84,044	-	(84,044)	-
Disposals	-	(801)	(107,252)	(39,395)	-	(147,448)
At 31 March 2023	28,645	7,478,206	2,728,057	153,070	-	10,387,978
Accumulated depreciation						
At 1 April 2022	-	1,267,554	1,309,497	165,489	-	2,742,540
Charge for the year	-	156,899	274,379	12,456	-	443,734
Disposals	-	(801)	(107,252)	(32,395)	-	(140,448)
At 31 March 2023	-	1,423,652	1,476,624	145,550	-	3,045,826
Net Book Value						
At 31 March 2023	28,645	6,054,554	1,251,433	7,520	-	7,342,152
At 31 March 2022	28,645	6,211,453	1,217,749	26,976	113,612	7,598,435

The net book value of Intangible Assets included within Fixtures & Fittings is £41,858 (2022 - £75,444).

Assets Under Construction comprised the construction costs of the new training pod at the Compton Hall site. The construction was completed during the year and reclassified as Fixtures & Fittings on commission.

Company Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Assets Under Construction £	Total £
At 1 April 2022	28,645	7,479,007	2,505,840	192,465	113,612	10,319,569
Additions	-	-	196,241	-	(1,790)	194,451
Transfers	-	-	27,778	-	(27,778)	-
Reclassification	-	-	84,044	-	(84,044)	-
Disposals	-	(801)	(107,252)	(39,395)	-	(147,448)
At 31 March 2023	28,645	7,478,206	2,706,651	153,070	-	10,366,572
Accumulated depreciation						
At 1 April 2022	-	1,267,554	1,289,161	165,489	-	2,722,204
Charge for the year	-	156,899	273,309	12,456	-	442,664
Disposals	-	(801)	(107,252)	(32,395)	-	(140,448)
At 31 March 2023	-	1,423,652	1,455,218	145,550	-	3,024,420
Net Book Value						
At 31 March 2023	28,645	6,054,554	1,251,433	7,520	-	7,342,152
At 31 March 2022	28,645	6,211,453	1,216,679	26,976	113,612	7,597,365

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

8. INVESTMENTS

	The Group		The Company	
	2023	2022	2023	2022
	£	£	£	£
Listed UK Stock Exchange Investments	6,220,554	6,770,308	6,220,554	6,770,308
Shares in subsidiary companies	-	-	20,002	20,002
	6,220,554	6,770,308	6,240,556	6,790,310

(a) **Listed UK Stock Exchange Investments**

	Group and Company	
	2023	2022
	£	£
Market value 1 April 2022	6,770,308	6,696,105
Additions at cost	1,614,550	653,764
Proceeds of disposals	(1,648,452)	(751,519)
Realised gains on disposals	506.325	23,506
Revaluation	(1,022,177)	148,452
Market value at 31 March 2023	6,220,554	6,770,308

	Company	
	2023	2022
	£	£
(b) **Shares in subsidiary companies at cost**		
At 1 April 2022 and 31 March 2023	20,002	20,002

The Charity has two wholly owned subsidiary companies which operate for the purposes of raising funds and promoting public awareness of the Charity. The subsidiary companies operate only in England.

Compton Care Trading Limited (registered number 02328703) sells new goods (and donated goods as an agent of the Charity) in the charity's shops and is registered and incorporated in England and Wales.

Compton Care Lottery Limited (registered number 03188860) generates income from operating regular lotteries and is registered and incorporated in England and Wales.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

9. DEBTORS

	The Group		The Company	
	2023 £	2022 £	2023 £	2022 £
Amounts owed by subsidiary undertakings receivable within one year	-	-	92,982	278,950
Trade debtors	184,729	584,140	184,729	583,944
Other debtors	121,977	139,959	121,977	139,959
Prepayments and accrued income	2,573,400	3,476,239	2,525,285	3,407,924
	2,880,106	4,200,338	2,924,973	4,410,777

10. CASH AT BANK AND IN HAND

	The Group		The Company	
	2023 £	2022 £	2023 £	2022 £
Money Market accounts	1,640,000	132,406	1,500,000	-
Bank deposit accounts	2,664,899	4,033,717	2,033,458	3,422,668
Interest bearing accounts	4,304,899	4,166,123	3,533,458	3,422,668
Bank current accounts and cash in hand	110,394	206,925	29,042	69,292
	4,415,293	4,373,048	3,562,500	3,491,960

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	The Group		The Company	
	2023 £	2022 £	2023 £	2022 £
Trade creditors	441,563	409,797	436,108	402,464
Other taxes and social security	169,512	151,445	169,512	151,445
Other creditors	107,314	146,882	107,314	145,875
Accruals and deferred income	481,224	467,727	341,110	288,121
	1,199,613	1,175,851	1,054,044	987,905

Deferred income included within Accruals and deferred income above comprise:

	The Group		The Company	
	2023 £	2022 £	2023 £	2022 £
Balance brought forward	152,699	129,442	20,405	10,290
Released in the year	(152,699)	(129,442)	(20,405)	(10,290)
Arising in the year	134,002	152,699	23,224	20,405
Balance carried forward	134,002	152,699	23,224	20,405

Deferred income at the year-end represents lottery members' contributions taken in advance of £110,778 (2022 - £132,294) and income taken in advance for fundraising activities totalling £23,224 (2022 - £20,405).

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

12. PROVISIONS FOR LIABILITIES

	The Group		The Company	
	2023	2022	2023	2022
Dilapidations	£	£	£	£
Balance brought forward	-	-	-	-
Arising in the year	61,940	-	61,940	-
Balance carried forward	61,940	-	61,940	-

The provision for dilapidations represents the estimated amount payable relating to four shops that closed in May 2023. Payments are expected to occur in the financial year.

13. RESTRICTED FUNDS

Group and Company	Balance 1 April 2022 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2023 £
Restricted donation	57,269	162,979	(155,573)	-	-	64,675

Restricted donations are amounts received from donors to be spent on specified items. The balance at 31 March 2023 represents expenditure which had not been completed by this date but is expected to be completed during 2023-24.

The largest outstanding item within other restricted donations is £20,232 to purchase syringe drivers for the inpatient unit.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

14. UNRESTRICTED FUNDS

The Trustees have designated certain of the charity's reserves as shown in the table below:

Group	Balance 1 April 2022 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2023 £
Designated funds:						
Development fund	210,938	-	(249,602)	1,210,000	-	1,171,336
Business improvement and innovation fund	269,890	-	(108,105)	-	-	161,785
	480,828	-	(357,707)	1,210,000	-	1,333,121
General fund	21,258,792	11,969,137	(13,259,973)	(1,210,000)	(505,636)	18,252,320
	21,739,620	11,969,137	(13,617,680)	-	(505,636)	19,585,441

Company	Balance 1 April 2022 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2023 £
Designated funds:						
Development fund	210,938	-	(249,602)	1,210,000	-	1,171,336
Business improvement and innovation fund	269,890	-	(108,105)	-	-	161,785
	480,828	-	(357,707)	1,210,000	-	1,333,121
General fund	20,764,410	11,178,637	(12,671,010)	(1,210,000)	(505,636)	17,556,401
	21,245,238	11,178,637	(13,028,717)	-	(505,636)	18,889,522

The Development Fund has been established to upgrade existing facilities and invest in new facilities to meet the medium-term strategic aims of the organisation. During 2022/23, an additional £1,210,000 was allocated for developing a new site (£1,000,000), upgrading the patient rooms (£160,000), and finishing off the car parking and tarmacking (£50,000).

The Business Improvement and Innovation Fund was set up to facilitate cost reduction exercises where one-off termination costs are incurred such as for dilapidations, asset and lease write-offs, IT automation and enhancements, and redundancies.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

15. ANALYSIS OF ASSETS AND LIABILITES BETWEEN FUNDS

Group	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Fixed Assets:						
Tangible assets	7,342,152	-	7,342,152	7,598,435	-	7,598,435
Investments	6,220,554	-	6,220,554	6,770,308	-	6,770,308
Current Assets:						
Stocks	53,564	-	53,564	30,611	-	30,611
Debtors	2,880,106	-	2,880,106	4,200,338	-	4,200,338
Cash at bank and in hand	4,350,618	64,675	4,415,293	4,315,779	57,269	4,373,048
Creditors falling due within one year	(1,261,553)	-	(1,261,553)	(1,175,851)	-	(1,175,851)
	19,585,441	64,675	19,650,116	21,739,620	57,269	21,796,889

Company	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Fixed Assets:						
Tangible assets	7,342,152	-	7,342,152	7,597,365	-	7,597,365
Investments	6,240,556	-	6,240,556	6,790,310	-	6,790,310
Current Assets:						
Debtors	2,924,973	-	2,924,973	4,410,777	-	4,410,777
Cash at bank and in hand	3,497,825	64,675	3,562,500	3,434,691	57,269	3,491,960
Creditors falling due within one year	(1,115,984)	-	(1,115,984)	(987,905)	-	(987,905)
	18,889,522	64,675	18,954,197	21,245,238	57,269	21,302,507

16. SHARE CAPITAL

The company is limited by guarantee and therefore has no allotted share capital.

Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

17. TRADING SUBSIDIARIES

Compton Care Trading Limited sells new goods in the Charity's shops and is paid a commission for the marketing, distribution, and sale to customers of donated goods. Compton Care Lottery Limited generates income from operating regular lotteries.

A summary of the trading results is shown below:

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2023 £	Total 2022 £
Results				
Turnover	455,992	1,009,206	1,465,198	1,304,349
Cost of sales / prizes awarded	(103,561)	(115,790)	(219,351)	(207,162)
Gross profit	352,431	893,416	1,245,847	1,097,187
Administration and other costs	(166,006)	(411,459)	(577,465)	(605,836)
Other operating income	-	-	-	2,070
Net income from trading activities	186,425	481,957	668,382	493,421
Investment income	18,952	10,037	28,989	695
Net profit before Gift Aid	205,377	491,994	697,371	494,116
Payments to Compton Care Group Limited under Gift Aid	(49,774)	(446,060)	(495,834)	(464,623)
Result for the financial year as reported by trading subsidiaries	155,603	45,934	201,537	29,493

Profits from the subsidiary companies payable under Gift Aid
Profits are recognised when paid, and so these remain within reserves of the trading subsidiaries at 31 March 2023 and will be paid across to the parent charity within nine months of the year end.

Investment income and other expenditure are included in the Consolidated Statement of Financial Activities under the appropriate headings.

The total turnover generated by the shops amounted to £3,920,434 (2022: £3,255,387) which comprises the sales of donated goods through Compton Care Group Limited and sales of giftware through Compton Care Trading Limited.

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2023 £	Total 2022 £
Aggregate of the assets, liabilities and funds				
Total assets	279,475	675,162	954,637	979,765
Creditors	(73,830)	(164,886)	(238,716)	(465,381)
	205,645	510,276	715,921	514,384
Funds				
Share capital	2	20,000	20,002	20,002
Reserves	205,643	490,276	695,919	494,382
	205,645	510,276	715,921	514,384

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

18. FINANCIAL COMMITMENTS

	The Group		The Company	
	2023	2022	2023	2022
	£	£	£	£
Capital commitments				
Contracted for but not provided	-	-	-	-
Authorised but not yet contracted	202,700	355,360	202,700	355,360

The authorised amount for 2023 includes the upgrading of inpatient rooms, kitchen equipment, a new Building Management System, and the balance of the cost of the new company website.

Operating lease commitments

At 31 March 2023, the total future minimum lease payments under non-cancellable operating leases for the group was as follows for each of the following periods:

	2023		2022	
	Land and Buildings	Other Equipment	Land and Buildings	Other Equipment
	£	£	£	£
Leases amounts due:				
Not later than one year	354,506	16,326	233,624	21,616
Later than one year and not later than five years	520,866	13,756	430,672	29,332
	875,372	30,082	664,296	50,948

19. PARENT COMPANY RESULTS

As permitted by Section 408 of the Companies Act 2006, the income and expenditure account of the charitable company is not presented as part of these accounts. The Company's own income amounted to £11,341,616 (2022: £13,034,577) for the financial year with a resultant deficit of £2,348,310 (2022: surplus £2,342,822).

20. RELATED PARTY TRANSACTIONS

Transactions with Compton Care Trading Limited
The Charity received a Gift Aid donation of £49,774 (2022: £47,957) during the year.

The Charity paid a commission fee of £188,853 (2022: £156,384) for the marketing, distribution, and sale to customers of donated goods supplied in respect of the management of the retail premises.

The Charity received a licence fee of £9,500 (2022: £9,500) for the shared use of the retail premises as a charity retail shop.

At the Balance Sheet date, the Charity was owed £68,519 (2022: £268,309).

Transactions with Compton Care Lottery Limited
The Charity received a Gift Aid donation of £446,060 (2022: £416,666) during the year.

At the Balance Sheet date, the Charity was owed £24,463 (2022: £10,641).

Transactions with Burke Bros Wolverhampton Limited (50% owned by Trustee Mr G Burke)
The Charity paid £Nil (2022: £70) for recovery fees

NOTES TO THE ACCOUNTS
Year ended 31 March 2023

21. FINANCIAL INSTRUMENTS

	2023 £	2022 £
Financial assets measured at fair value	6,220,554	6,770,308

Financial assets measured at fair value comprise investments.

22. PENSION COMMITMENTS

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £525,151 (2022 - £446,821). Contributions totalling £Nil (2022 - £69,526l) were payable to the fund at the balance sheet date.

23. COMPANY INFORMATION

The Charity, Compton Care Group Limited was formed as a company limited by guarantee.

The company is registered in England and Wales.

The company's registered office is 4 Compton Road West, Compton, Wolverhampton WV3 9DH.

COMPTON CARE GROUP LIMITED

England & Wales - Charity number 512387

Accounts

COMPTON CARE GROUP LIMITED

Annual Report and Consolidated Financial Statements

Year Ended 31 March 2022

Registered Charity Number: 512387
Company Limited by Guarantee Registered Number: 01607631
Registered Office - 4 Compton Road West, Compton, Wolverhampton WV3 9DH
www.comptoncare.org.uk

Celebrating Countless Moments of Care

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Opening Statement from the Chairman of the Board and CEO

Despite another year of heavy COVID-19 restrictions, all of Team Compton have pulled together and made significant strides towards recovery, reconnecting with our community and ensuring the sustainability of our services.

Ensuring local people who are living with or caring for someone with an incurable condition have access to the support they need is our priority. With this in mind, we extended two of our key services. Our Care Coordination service which offers telephone advice and support to patients, family members, referrers and healthcare professionals, and our rapid response service which aims to respond to patient's urgent care needs and avoid unnecessary hospital admissions, both became a 7 day a week service.

We continued our work to raise awareness of and address some of the inequalities faced by different communities accessing palliative care. We became an official ally of Wolverhampton LGBT+ and our work to encourage conversations about end-of-life care amongst the South Asian community was formerly recognised at the Royal Television Society Midlands Awards 2021 when our Advance Care Planning video picked up the accolade of 'Best Short'.

Some of our most progressive and innovative work took place this year as part of a collaboration with digital fabrication laboratory the Fab Lab. With their support and expertise, we have created a virtual tour of our facilities to help alleviate any initial worries about entering a hospice environment, embraced virtual reality as part of our therapeutic care offer and introduced augmented reality as part of our staff training programme.

Our facilities have undergone a programme of modernisation with improvements made to our inpatient unit, patio areas and with the funding of a local donor we were able to turn an underutilised communal bathroom into a dedicated relatives' and break out room. We have also refurbished our spiritual care space accommodating multi faiths, denominations and beliefs, as well as the creation of dedicated complementary therapy, counselling and bereavement support rooms.

This year has also seen us make strides in our 'Green' strategy, committing to do our bit to care for the environment as well as our patients and families. Caring for our workforce has also been a significant commitment this year, delivering a series of successful wellbeing activities, initiatives and resources under the steer of a staff led wellbeing sub-committee.

After restrictions on income generation activities for the majority of 2020, we are thrilled to have been able to re-open our high street charity shops, return to face-to-face fundraising events and reconnect with our incredible community of supporters. It is heartening to know that even as people worry about household finances in uncertain times, supporting Compton remains important to so many.

More than ever, we wish to thank our committed staff and volunteers for all their hard work during the year, and indeed over the last 40 years. 2022 marks four decades of caring for people with incurable conditions. We also say farewell to trustee Manny Samra, being grateful for her contribution over the past three years.

Since supporting our first patient in January 1982, we've had the privilege of being part of thousands of people's palliative care journeys. Providing people with the care, support, and tools they need to live a good quality life, as well as being there for families and loved ones throughout the duration of a person's illness and beyond has, and will continue to be, at the heart of everything we do.

We look forward to sharing more about our 40th birthday celebrations in our next review, but for now we hope you enjoy reading our 2021-22 annual report.

Thanks for reading.

Ros Keeton,
Chairman of the Board of Trustees

Rachel Overfield
CEO & Director of Nursing

TRUSTEES' ANNUAL REPORT

Strategic Report

We Are Compton Care

Our Vision: Compton Care will be a leader in delivering palliative care and support for the community.

Our Mission: Compton Care provides high quality accessible care and support for the people in our communities living with life limiting conditions.

Our Values:

- COLLABORATION - We work with patients, families and wider healthcare communities to deliver personalised care.
- ACCOUNTABILITY - We demonstrate individual accountability for behaviour, performance and impact.
- RESPECT - We are inclusive, we value difference, and we work together responsibly.
- EMPATHY - We listen, engage and act with warmth, kindness and understanding.

Our Services

At Compton Care we believe people are more than their diagnosis. For 40 years, Compton has been providing palliative and end of life care to patients and their families, helping them to navigate every aspect of life with an incurable condition. Our services aim to help families with:

- the physical – helping patients deal with the physical changes brought about by their illness, helping with symptom control and pain management.
- the practical – supporting families to manage practical aspects including finances, housing, legal matters and making future care plans.
- the emotional and spiritual – providing a safe space for families to express their thoughts, feelings and emotions throughout the duration of a person's illness and after death.

As well as delivering high quality essential clinical care, Compton offers a wide range of enhanced care services including psychological therapies, social care, respite and complementary therapies which exist to support patients and families through every aspect of their palliative care journey and beyond.

All services are delivered free of charge to patients diagnosed with an incurable condition who are aged 18 or over (and their families) across Wolverhampton as well as parts of the Black Country, South Staffordshire and East Shropshire.

Our services include:

- Living Well Service - giving people the practical and emotional tools to continue to live actively and independently with their condition. Each person's needs are assessed, and a bespoke package of care is offered. This can include:
    - access to activities, workshops and support groups on topics including symptom management, nutrition, exercise, relaxation and planning.
    - regular appointments and consultations with medical and clinical staff.
    - interventions such as wound care, central line care, transfusions and infusions.
    - training and education sessions for family members and carers supporting loved ones with incurable illnesses.

- Therapeutic Support - as well as supporting patients with the physical aspects of life with an incurable condition, Compton also provides emotional and spiritual support in the form of talking therapies, counselling, complementary therapies (including reiki and reflexology), art therapy and physiotherapy.
- Social Work Support - our team of palliative care social workers offer emotional support and help patients to manage practical matters such as dealing with finances, housing, legal matters and making future care plans.
- Inpatient Unit – delivering 24-hour care for patients needing support with pain management and symptom control, respite care and end of life care. We provide 18 beds, each with ensuite facilities and most have views of our beautiful gardens. Family members can stay overnight, and pets are even encouraged to visit too.
- Community Services - we understand that for many families it is important to be able to stay in their own home or chosen place of care. Our experienced team of advanced clinicians and community medics work in partnership with GPs, district nurses and other healthcare providers to ensure families receive the support they need to manage their condition, maintain a good quality of life and avoid unnecessary hospital admissions. We visit people in person, by phone or video consultation providing specialist advice and support including symptom management and pain control, emotional support and in some areas arrange the provision of overnight support from our team of healthcare assistants. Working alongside our specialist palliative care team is our Compton Rapid Response team who support patients with urgent palliative care needs.
- Family and Carer Services - incurable illness not only affects the person diagnosed, but those closest to them too. Compton provides support for family members, carers and the people that mean the most to patients through support groups, talking therapies, counselling, complementary therapies, social work support and respite care. Support is available throughout the duration of a person's illness and after death through our dedicated bereavement service. Bereavement counselling is available for friends, family and loved ones of Compton patients. We also facilitate a series of bereavement information hubs for those wanting to connect with others who are experiencing any kind of bereavement, grief or loss.
- Lymphoedema Care - our team of lymphoedema specialists provide treatment to ease symptoms as well as offer advice and support to help people manage and live independently with their condition.
- Compassionate Communities - we understand the value of connecting people who share similar experiences. We facilitate a series of support groups and connect families with our various community partners with the aim of reducing isolation and improving wellbeing.

Public Benefit

Compton Care is registered with and regulated by the Care Quality Commission for the following regulated activities:

- Caring for adults under 65 and over 65.
- Treatment of disease, disorder, or injury.
- Diagnostic and screening procedures.

The quality of our services was last inspected by the Care Quality Commission in October 2019 and rated as 'Good'.

Compton Care benefits the public providing services free of charge to patients, families, and carers within our catchment area of Wolverhampton, Walsall, Dudley, Sandwell, East Shropshire, and East Staffordshire. Services are open to individuals over the age of 18 regardless of race, religion, sexual orientation, age, or diagnosis. The Trustees have referred to the Charity Commission's general guidance on public health when reviewing the aims and objectives of Compton Care and in planning future activities.

Support Services
A team of dedicated and specialist support service staff work tirelessly behind the scenes to ensure our clinicians and supportive care practitioners can deliver patient care.

Compton Learning and Development deliver a range of education opportunities for staff to develop their knowledge, skills and equip them with the tools to be able to perform their roles to the best of their ability.

Support service teams including those working in human resources, volunteering, communications and marketing, information technology, finance, estates, and administration help to ensure Compton Care remains compliant, visible, and fully functional 7 days a week, 365 days a year.

Income Generation
Patients and families receive our care and expertise free of charge, however this care is not free to provide. Our income generation teams are responsible for raising over two-thirds of our annual running costs, equating to £8 million of the £12 million needed every year. Our income generation teams support and encourage individuals and businesses to raise this vital income through fundraising events and appeals, a weekly lottery and retail activities (charity shops and e-commerce).

Our Board of Trustees
In the reporting period, we welcomed three new Trustees to Compton Care, Hazel Moss in August, along with Helen Hibbs and Anne Brookes both in November.

Ros Keeton BDS, MCDH, DDPHRCS, FUW - Chairman of the Board
Ros is an experienced NHS Chief Executive and health care leader who combines a dental background with substantial leadership experience across the full range of health and social care settings. She was Chief Executive of an NHS Partnership Trust offering mental health, learning disabilities, and substance misuse services. Ros then led the highly respected Birmingham Women's NHS Foundation Trust one of only two specialist women's hospitals in the UK.

Dr Janet Anderson MB BS, FRCP, FRCPCH, Dip.ObstRCOG - Vice Chair of the Board
Janet was a consultant paediatrician at New Cross Hospital for 25 years. She has strong interests in education and training regionally, nationally, and internationally and continues to be active in this role.

Anne Elizabeth Brookes
Anne has enjoyed a long and successful career in both retail and private banking and currently heads a wealth management business in Birmingham. Anne has latterly focused on the investment and lending side of banking and manages a team of bankers and investment managers along with a portfolio of her own clients. Whilst Anne still works full time, any free time is spent walking or gardening.

Gary Burke
After studying Business and Economics, Gary started his career in the aircraft industry working in Product Support. In 1981 Gary established the highly successful Burke Bros. moving group, the company has since expanded acquiring several other companies throughout the West Midlands and now includes industrial and private properties.

Dr. Helen Macpherson Hibbs
Helen worked as a GP in the Wolverhampton area and has had a long and positive relationship with Compton Care.

Helen Julia Holden LLB
Julia is a semi-retired solicitor, working part as a consultant and as a judge on the Oxford and Midland Circuit. She became managing partner of her law firm in the late 1980s. Her legal experience as a solicitor is wide, but predominantly in the fields of insurance law and large and complex personal injury.

James Frederick McKinnon BSc (Hons), MSc
James has wide experience gained at many levels in a variety of global roles during a lengthy career with Goodyear Tire & Rubber Company. James has held senior finance and IT roles within the UK organisation, including Treasurer, Plant Controller and General Credit Manager, all of which also included extended European management responsibility.

Hazel Dianne Moss BSc
During a long career in banking and life insurance, Hazel has held a variety of Board roles responsible for audit and risk, lending, investments, customer services and strategic transformation. A qualified banker and personnel professional, Hazel has served as Chair of Age UK South Staffs helping the charity to launch its first dementia respite centre.

Linda Annette Pascall MBA
Linda was appointed a trustee in 2020 and is a registered nurse, active coach, teacher, and mentor. She has held a series of senior roles within the NHS and has extensive professional training and experience.

Sumana Ray
As a director of an electrical manufacturing business in Wolverhampton, Sumana has vast commercial knowledge. She takes a specific interest in fundraising activities and in Compton Care's many volunteers.

Andrew Rogers
Andrew has enjoyed a successful career in the automotive industry for over 30 years. As a car enthusiast, he worked through various roles to ultimately gain a senior position within a large PLC. In 2018 he decided to take a break from PLC life and since then has worked as a self- employed consultant.

Our Executive Leadership Team

- Rachel Overfield RGN DPSN BSc (Hons): Chief Executive Officer & Director of Nursing & Support Services
- James Elliott: Deputy Chief Executive Officer & Director of Income Generation, Marketing & Partnerships
- Dr Fran Hakkak MBBS BSc MSc FRCP: Medical Director
- Val Turner FCIPD: Director of People & Organisational Development
- Russell Bulkeley FCA BFP: Director of Finance
- Rebecca Brown: Associate Director of Clinical Governance, Compliance & Informatics

Our Staff

Compton Care has a dedicated team of 287 staff working across 27 different teams to provide extraordinary care and support to our patients, family members, supporters, donors, and stakeholders.

Our Volunteers

Our staff are supported by a team of volunteers who offer their time in a variety of roles including greeting callers and visitors to our reception, providing essential administration support, attending events, sorting donations and serving customers in our charity shops and much more. Compton simply could not deliver the vast range of services we do without the help of these heroes.

A Year in Numbers

- We received 4,479 referrals to our services
- 354 patients received 24-hour specialist care on our Inpatient Unit
- 4,467 visits were conducted by doctors and nurses offering specialist support to families in their own home
- 5,449 support sessions were provided by our Patient and Carer Support services which includes pre-bereavement, bereavement, social support and general support
- 17,287 calls were received and managed through our Care Coordination team

The Power of Digital
This year saw us embark on a new and exciting collaboration with Sandwell College's Fab Lab, a digital fabrication laboratory based in West Bromwich. Equipped with virtual reality and artificial intelligence, the state-of-the-art facility allows engineering and computing students the opportunity to enhance their learning and skills. Since

starting the collaboration, the Fab Lab have supported us to introduce virtual reality to our therapeutic care offer. Patients can be transported to outer space, or visit the rainforest, all of which can aid with relaxation, improve wellbeing, help reduce feelings of anxiety and even improve physical symptoms.

The collaboration has also allowed us to create a virtual tour of our Inpatient Unit facilities which helps to ease any concerns or fears about visiting the site. We have also utilised augmented reality to enhance our training for healthcare staff.

2021 also saw us reconfigure our electronic patient health record system EMIS which has enabled us to improve reporting. Accurate reporting allows us to make informed decisions about a patient's care, and therefore improves their experience.

Extending our reach

Ensuring local people who are living with or caring for someone with an incurable condition have access to the support they need is our priority. With this in mind, we extended two of our key services to reach more people in need.

Our Care Coordination service, which provides advice, support and signposting to patients, carers and healthcare professionals, progressed from a 5 to a 7-day a week service. This has allowed us to provide a weekend service, prior to which tasks would have been the responsibility of reception staff, community rapid response and IPU teams in addition to their workload or left until Monday morning.

Similarly, our rapid response service which offers immediate support to patients with urgent healthcare needs, became a 24/7 service. This vital service has helped to significantly reduce the number of unnecessary admissions to hospitals, ensuring patient's pain and symptom needs are dealt with at home. One caller shared that after several failed attempts to contact her husband's care provider, she reached out to Compton who provided the support the family needed. In her words Compton care was her lifeline because "you always pick up the phone when I call".

With restrictions easing, we have been delighted to welcome patients back to our Living Well Centre. Focusing on providing access to workshops, talks, advice and guidance on how to live independently with an incurable condition, the service also offers the chance to connect with others at our 'Compton Café group. We're delighted that the Compton Café now also runs in the heart of our community, located in the City Centre Retail Plus Superstore for anyone with an incurable condition to attend.

The number of referrals and people we are supporting has steadily increased in most areas including on our IPU, social work, rapid response and bereavement services over the last year. This is in part due to a local clinical marketing campaign reaching out directly to Wolverhampton GPs and healthcare professionals to raise awareness of the importance and benefit of earlier referral.

Inclusive care

We continued our work to raise awareness of and address some of the inequalities faced by different communities accessing palliative care. Our Ethnic Minority Worker, funded by a grant as part of a collaborative project with the Royal Wolverhampton Trust, has made progress addressing barriers faced by South Asian communities. Their work has centred around raising awareness of language barriers, ensuring patients have access to culturally appropriate literature and offering advice and guidance to multi-disciplinary teams about providing culturally appropriate care and conversations with patients and families.

It was fantastic to see our work in this area recognised at the Royal Television Society Midlands Awards when our Advance Care Planning video picked up the accolade of 'Best Short'. Huge thanks to Bluebell Films for helping us to bring our vision to life.

2021 also saw us become an official ally of Wolverhampton LGBT+, a charity whose aim it is to increase inclusivity for the LGBT+ community within the city and develop ideas to make Wolverhampton welcome to all. As an ally

we attend regular meetings with other Wolverhampton based businesses and community groups to ensure our services and offer are accessible and inclusive to the LGBT+ community.

Modernisation

2021 has also been a year of physical transformation having completed several modernisation projects across our Compton Hall site.

Our Inpatient Unit has been revamped which has included creating a larger reception, a new and more accessible outdoor patio area and upgrades to visitor accommodation. We've installed piped oxygen, reducing reliance on canisters or concentrators which can be timely and costly, and digital hoists, making it easier for staff to move patients in each private room. An underutilised communal bathroom has also been transformed into a dedicated relative's area and break out space thanks to the generosity of a local funder.

The modernisation of our facilities has also included the refurbishment of our spiritual care space accommodating multi faiths, denominations and beliefs, and the creation of dedicated complementary therapy and bereavement rooms.

With remote working now more prevalent because of the Covid-19 pandemic, we found one of our office buildings – The Cedars – was very underutilised. This, alongside our ambition to do more in the community, cemented our decision to sell the building with the new owners taking possession in March 2022. The funds from the sale of The Cedars have enabled us to make some of these changes and make our services more sustainable for the future.

A well workforce

Covid-19 has impacted the lives of many, none more so than workers in healthcare settings.

Keeping our doors open, stepping up for the community and ensuring our patients continued to receive the care and support they needed has seen our teams working harder and longer than ever before. Our teams have been exposed to physical and mental exhaustion, and so it was important for us to prioritise workforce wellbeing in 2021. Under the steer of a staff-led committee, we have established a range of successful wellbeing activities, initiatives and resources including:

- Online resources – creating a dedicated section on our internal hub to host web links, blogs, podcasts and videos on physical, mental, emotional and spiritual wellbeing
- Workshops, seminars and masterclasses on various wellbeing topics hosted throughout the year
- Celebrations of key national holidays including Mental Health Awareness Week, Stress Awareness Month and National Work Life Balance Week
- The reintroduction of staff and volunteer social events including a summer fete and Christmas gathering
- Weekly mindfulness and Qigong sessions
- Recruitment of Freedom to Speak Up Champions who are independent people to whom staff can raise concerns, should they feel unable to speak up through other routes
- Recruitment of Mental Health First Aiders (MHFA) enabling them to spot the triggers and early warning signs of mental health issues and subsequently guide and signpost those who are struggling towards the help and support they need. In addition, we have trained several wellbeing champions who are fundamental in helping to raise awareness of internal and external activities, resources and initiatives promoting wellbeing
- The introduction of Schwartz rounds which are reflective practice forums that offer staff from all departments and disciplines across the organisation the opportunity to reflect on the emotional and social aspects of working in healthcare.

A return to face-to-face fundraising

Like many charities, the pandemic impacted our income generation activities. Our shops closed and in person events and lottery collections were cancelled for most of 2020. Whilst we embraced and achieved success with e-commerce and online fundraising tools, the easing of restrictions has seen a welcome return to face-to-face initiatives enabling us to begin to rebuild our income streams and reconnect with the community.

Over 400 supporters joined us in September 2021 for our 5k Memory Walk, walking to remember loved ones in the stunning grounds of Chillington Hall raising over £33,000. Later that year we were honoured to welcome the community back to our Compton Hall site as we celebrated the lives of those no longer with us in our candlelight Light Up a Life ceremony.

Despite Covid-19 restrictions, our lottery team has seen membership grow by almost 2,000 members since the start of lockdown and the opportunity to resume face to face collections in 2021 has given us the opportunity to reconnect with our community.

In May 2021 we re-opened our on-site coffee shop after a two-year absence. Refurbished, with a fresh new menu and name – Crumbles – the shop has proven an extremely popular spot for locals to pick up a spot of lunch and provides a steady income stream for the organisation.

Green

As well as caring for patients and families, we're committed to doing our bit to care for the environment.

Having adopted a hybrid working approach, with a significant number of our staff now working between the office and remote locations, we are slowly beginning to reduce our carbon footprint as staff reduce their frequency of vehicle use. The sale of our Cedars building has also meant a significant and sustainable reduction in our energy consumption and output on gas and electricity.

We have planted hundreds of plants at our Compton Hall site in the last year which help the environment and creates a lovely place for wildlife and insects to flourish. This also includes investment in caring for our beautiful trees, some of which are over 100 years old, which in turn cleanse the air around us.

We have significantly reduced our reliance on paper moving increasingly over to digital solutions, and we have started on the journey towards ensuring products are sourced from local, recyclable and sustainable materials and suppliers.

Many of our lights have been changed over to LED, we have significantly reduced our waste and laundry costs and we even make our own compost.

A new approach to Learning & Development

We redesigned our learning and development approach with a primary focus on developing the skills, knowledge and personal development opportunities of our staff. This included creating new programmes for management and leadership, as well as introducing a masterclass series accessible by the entire workforce.

Over the last twelve months we have also commenced our talent and succession planning strategy through the development of our early career pathways channels. This includes laying the foundations for young adults looking for work experience, placements and apprenticeships, government schemes and people management skills. Our first cohort of 'Kickstarters' joined us in March 2022 supporting our retail and communications and marketing departments and we look forward to sharing their progress in next year's report.

We've embraced digital technology and increased the number of online training opportunities, and we've also revamped our induction programme ensuring all new Compton staff and volunteers are equipped with the knowledge and understanding of how departments interlink and collectively work together to achieve our vision of delivering innovative and accessible care.

Section 172(1) statement (The Companies (Miscellaneous Reporting) Regulations 2018)

The Charity regularly reviews principal stakeholders and Compton engages with them. The stakeholder voice is brought into the boardroom throughout the annual cycle through information provided by the management team and by direct engagement with stakeholders themselves. The relevance of each stakeholder group may increase or decrease depending on the matter or issue in question, so the Board seeks to consider the needs and priorities of each stakeholder group during its discussions and as part of its decision making.

The Charity does not have a dependency on any supplier but deals with both large and small enterprises aiming to always pay within terms and build a long-standing relationship with its suppliers which is beneficial to both parties. Where it is practicable, local suppliers are included in tender processes.

Other disclosure requirements of this regulation are covered elsewhere in the Trustees report.

How we raise our money

So many of the incredible achievements in this review are only possible because of the generosity and kindness of amazing individuals, organisations, and trusts. Their donations and support have enabled us to make a real impact and improve the lives our patients and families.

- **£238,600** was raised by our incredible community supporters through events, community organised initiatives or through various celebrations including birthdays, weddings and anniversaries.
- Corporate partners donated **£85,000** including **£2,538** worth of gifts in kind. In addition, **4** corporate groups provided **34** volunteers donating **164 hours** of their time.
- **£3,362,041** was gifted by generous individuals leaving us a gift in their will.
- A total of **£931,104** was raised through ticket sales and donations by our Compton Lottery community.
- **1,012** supporters raised over **£22,000** by playing the 2021 Christmas Super Draw.
- **624** people donated **£35,000** as part of our annual Light Up A Life appeal.
- **£185,590** was raised by supporters adding gift aid to their donated goods to our shops
- **5,089** customers raised over **£101,127** through our online retail channels
- **£1,509,319** in government grants to support our efforts in stepping up during the pandemic
- Total income for the year ended 31 March 2022 was **£13,711,186**

Looking Forward to 2022-23

As we move into 2022-23 our priorities will focus on:

Increasing our work with care homes.

This will include the introduction of dedicated Clinical Nurse Specialists (CNS) and Healthcare Assistants to support both staff and patients working in care homes to identify and support those with palliative and end of life care needs.

The CNSs will help to proactively embed the ReSPECT process in care homes (see more below), support and role model advance care planning conversations and increase the confidence and skills of staff in identifying their resident's needs.

The implementation of this service will ensure that residents are able to have meaningful conversations in relation to their wishes and preferences for palliative and end of life care. Perhaps most importantly it will enable residents to remain in their care home and provide the support needed for staff to aid decisions that will avoid unnecessary hospital admission.

Embed the ReSPECT process

ReSPECT, which stands for 'Recommended Summary Plan for Emergency Care and Treatment', is a process which encourages conversations between a patient, their families and health and care professionals to understand what is important and achievable in terms of their care and treatment.

From these conversations, a series of personalised recommendations are documented for care in an emergency when a person is unable to decide themselves or express their wishes.

The process has already been adopted by many health and social care services and will eventually phase out DNACPR (Do Not Attempt Resuscitation) forms.

We will continue to embed ReSPECT across the breadth of our services and help to raise essential awareness of the process amongst other healthcare professionals, agencies and organisations.

Improving and increasing research

Research advances the care and support provided to those who live with complex or incurable conditions including their family, friends, and carers. Over the next year we'll deliver our research strategy which focuses on embedding a culture of inquiry throughout our clinical services, ensuring that the care we provide is evidence-based.

Furthermore, this strategy supports building firm foundations from which Compton can become an increasingly research-active hospice and in turn, a research-generating palliative care provider, seeking to further the evidence-base that we have in palliative care for the benefit of all.

Work within the national virtual ward model

Virtual wards allow patients to get the care they need safely and conveniently at the place they call home. The NHS is increasingly introducing virtual wards with support available through apps, technology platforms, wearables and medical devices such as pulse oximeters. Support may also involve face-to-face care from multi-disciplinary teams based in the community. Compton will commit to working with the national virtual ward model, giving our patients the flexibility to access our services both from home and in person.

Ensure our voice is heard

During the pandemic, Compton stepped up for our community as well as our local NHS partners. In addition to keeping our services running, we also opened an additional ward, took on some of the local community district nursing caseload and offered online and telephone support to help ease the burden on the NHS.

The pandemic highlighted the fundamental role hospices play in providing care at the end of life, and it is important that this isn't forgotten.

We will continue to raise vital awareness of the importance of hospice care amongst our healthcare professional peers, funders and decision makers with the aim of encouraging earlier referrals to services, highlighting the unique enhanced holistic care offer and ensuring end of life care is prioritised locally and beyond.

We'll also be extending our marketing efforts speaking directly to individuals and families living with or caring for someone with an incurable condition. Traditionally, patients and families could only access Compton services through a referral from a healthcare professional. Moving forward, we will be encouraging eligible individuals to reach out to us directly. This will involve important work to challenge and transform negative stereotypes and outdated perceptions of the hospice movement and Compton services, by showcasing how Compton truly helps people to live their best life with an incurable illness.

Financial Review

Activity during the year

Activities by the Group resulted in an operating surplus of £2,372,315 (2021: surplus £240,506) during the financial year.

The year was again dominated by the impact of the Covid pandemic, with income generation activities in all three areas (fundraising, lottery, and retail) impacted at various times by a combination of cessation of trade and closures. Traditional fundraising events had been largely cancelled in 2020/21 and were replaced by several new virtual events. Lottery canvassing was reinstated at the beginning of the year, and the worst hit sector, the shop network was able to re-open shops at the same time although reduced trading continued for many months due to operating restrictions.

For the second year running, a key factor in the result for the year was the support provided from the Government which totalled £1.5m, the main elements being restricted funding to provide patient care in support of the NHS Covid-19 response, retail grants and the Job Retention Scheme.

Income

Total income for the year ended 31 March 2022 was £13,711,186 which was an increase of £1,615,984 on the previous year. The principal funding sources for the Group are donations and legacies 31.3% (2021: 24.0%), charitable activities 35.1% (2021: 50.9%), other trading activities 31.6% (2021: 13.2%), other income 0.9% (2021: 10.5%) and investments 1.1% (2021: 1.4%).

Donations and legacies remain an important source of income for the Group and the total income received in the year was £4,287,702 continuing to show the tremendous support Compton receives from the wider community. This was an increase of £1,388,414 due to particularly high levels of support through legacies.

Charitable activities comprise the income received from the Clinical Commissioning Groups ('CCGs') along with other health care and governmental organisations. Income at £4,820,527 showed a large fall of £1,339,795 from the previous year of which £1,216,472 related to Government support which was at a higher level during the early stages of the pandemic. Income from CCGs fell £109,164 with underlying grant funding remaining static in the year, but additional funding was achieved in 2021/22 following the commissioning of a full lymphoedema service. 2020/21 had included income of £601,934 for one-off Covid support where Compton 'stepped-up' to provide extra beds and community support through enhanced and additional new services.

Other trading activities comprise fundraising events along with income generated through the shop network and lottery operation. Due to the Covid pandemic, these income streams have been severely hit over the past two years although 2021/22 showed a recovery on 2020/21 with sales increasing from £1,589,408 to £4,350,551. Of this increase, £2,597,478 is directly attributable to sales in the retail network, where shops were able to open during the middle of April 2021 and activity levels largely returned to pre-Covid levels during the year. During the year, our Tipton shop closed permanently due to the landlord looking to change the format of the shopping centre. However, in April 2022, just after the year end, a pop-up retail store was opened in Bilston and early indications are that the shop will help to raise essential funds needed to keep vital services open. The lottery business generated its fifth consecutive record profit, with over 6,300 new chances signed up in the year. The central fundraising activities also started to recover with face-to-face events gradually being re-introduced.

Investment markets remain volatile, having ended 2020/21 slightly ahead despite a fall in Q4 largely driven by equities on the back of Russia's invasion of Ukraine. Compton's portfolio returned +4.8% underperforming the benchmark with a continuation during the year of lower exposure to equity due to planned capital drawdowns. The Charity continues to hold a mixed portfolio of high-quality investments, with the investment strategy reviewed every six months by the Finance & Income Generation Committee along with the investment manager.

Expenditure

Costs associated with patient care decreased £365,989 driven caused predominantly by decreases in staff costs, the result of staff shortages due to the pandemic and a tightening labour market. These reductions were only partly offset by wage inflation. Costs associated with raising funds through fundraising and trading activities increased by £498,212, with fundraising activities slowly re-commencing and shops not being impacted by such significant lockdowns during the financial year.

Surplus

Overall, income exceeded net expenditure excluding investment gains and profits on the disposal of fixed assets by £1,736,686. The overall surplus for the year of £2,372,315 was stated after recognising the effect of realised and unrealised gains and losses on investments amounting to a net gain of £171,958.

Funds and Reserves Policy

The total funds of the Charity at 31 March 2022 of £21,796,889 are split between:

- Restricted Funds £57,269
- Designated Funds £480,828
- General Fund £21,258,792.

Restricted Funds
During 2021/22, donations totalling £1,513,143 were received from donors to enable specific projects to be undertaken, of which £1,379,572 was Government funding to provide patient care in support of the NHS Covid-19 response. At the end of the financial year, £57,269 remained unspent, with the largest project outstanding the West Midlands Ambulance Service end of life training (funded through Wolverhampton CCG). Most of the outstanding expenditure will be incurred during 2022/23.

Designated Funds
The Trustees have established two designated funds which are explained as follows:

Business Improvement & Innovation Fund (£269,890)
£431,825 was allocated during 2020/21 to facilitate cost reduction exercises where one-off termination costs are incurred such as dilapidations, asset and lease write-offs, IT automation and enhancements, with £149,616 spent in the year on shop closures (£95,008) and staff rationalisation plans (£54,608). During 2021/22, further expenditure was incurred on staff rationalisation plans (£51,998) and IT automation and enhancements (£15,414), with a dilapidation provision released relating to the shop closures (£55,093).

Development Fund (£210,938)
The new Estates Strategy was signed off in August 2021 with a plan to ensure our facilities are updated, safe and user friendly and will allow us to care for more patients than ever before as we reach out to those who need us. The initial review undertaken identified the need for substantial investment due to the age of our current facilities hence the Development Fund being created to ensure we can meet this significant challenge.

The current Development Fund of £723,071 was set aside in 2020-21 for site consolidation (£367,862), patient / relative facility improvement (£203,309) and essential repairs (£151,900). During 2021-22, expenditure totalled £512,133 which comprised site consolidation (£277,066), patient / relative facility improvement (£134,714) and essential repairs (£100,353).

General Fund
The Trustees consider that to fulfil the Charity's obligations to the communities it serves, to existing and future patients and their families and to the paid staff of 287, it is a desirable objective for there to be unrestricted funds available at any time equivalent to at least twelve-month's running costs of the group (excluding one-off projects). The targeted level of 'free reserves' is £10,775,000.

At 31 March 2022, the general fund of £21,258,792 represented approximately 23.7 months' expenditure (2021: 19.3 months). Continued investment in the service provision over the next year along with cost pressures and the continued long-term impact of Covid-19 on our income streams is forecast to reduce the future level of reserves held.

The level of 'free reserves' (general fund less fixed assets) totalled £13,660,357.

Investment Policy
The Charity's main investment portfolio is professionally managed with the objective of preserving the real buying power of the assets and income.

The investments are managed as a 'moderate risk' portfolio with a mixture of equities, bonds and property assets within the ranges agreed by the Trustees after consultation with the investment managers. Individual investments within each category of the portfolio will vary according to market conditions and the portfolio is actively managed. Compton's policy is to negatively screen companies or sectors that are contrary to the values of the organisation such as follows:

- any companies with substantial activities in tobacco.
- any companies that might damage Compton Care's good name.

An ESG (Environmental, Social and Governance) overlay is embedded in our investment process, augmented by external rating systems Morningstar and Sustainalytics used by the investment managers.

The practice of holding a portfolio of investments with different and diversifying performance characteristics leaves the portfolio less exposed to movements in any asset class and the income generated continues to compare very favourably with the interest which would have been earned had the portfolio been invested in bank or building society accounts.

The Trustees formally review the investment policy and investment manager's performance each January.

Overall, the portfolio continues to be sufficiently diversified and is producing reasonable returns and no major change in strategy is contemplated.

Governance

Constitution

The Charity was formed as a company limited by guarantee on 14 January 1982 and is governed by its Memorandum and Articles of Association. The Charity was incorporated in England and Wales.

As a company limited by guarantee it has no allotted share capital. Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

Trustees

Trustees are appointed by the Board of Trustees at a Board meeting, but their appointment only takes effect once ratified by the majority of Company Members voting at a General Meeting or by written resolution. Under the Articles, Trustees are appointed for an initial three-year term, and a Trustee who is willing to continue in office may serve up to a maximum of three terms of three years. After completion of their third three-year term, a Trustee may only be appointed for subsequent one-year terms where the Board decide it is in the best interests of the Company to do so.

The Chairman is elected by his or her fellow Trustees following a recruitment and selection process. The Chairman Ros Keeton was appointed with effect from 26 September 2018 and re-appointed for a second three-year term, in November 2021.

Potential new Trustees are identified from a variety of sources including external recruitment, personal recommendation by members or the current Trustees. Often, but not exclusively, potential Trustees will have previously been associated with the work of the Charity perhaps as a volunteer, involvement in a support organisation or in the activities of a subsidiary company. Selection for appointment is based solely on the contribution it is believed the individual is likely to make to the development and delivery of the Charity's objectives having regard to their commitment, experience and in some instances, specialist skills.

Prospective Trustees are required to submit an expression of interest and provide references. A formal interview process is undertaken by a panel of existing Trustees and the candidates have an opportunity to meet key staff. For successful candidates, the appointment is approved by the full Trustee Board. On appointment, there is a formal induction process to consolidate the information previously gained and this is reinforced by a detailed "Induction Pack" documenting the relevant details. Trustees complete mandatory training and are encouraged to attend other internal and external training events.

The Charity's Trustees are also directors of the company for the purposes of company law. Trustee indemnity insurance is provided for the benefit of the Trustees.

Subsidiary Companies

The Charity has two wholly owned subsidiary companies which operate for the purpose of raising funds and promoting public awareness of the Charity. They are:

- Compton Care Trading Limited (registered company number 02328703) which operates 27 Charity shops and trading outlets.

- Compton Care Lottery Limited (registered company number 03188860), which operates regular lotteries.

Each subsidiary company gift aids any profits made to the Charity. Note 17 to the Accounts summarises their performance.

Corporate Governance and Internal Control

The Charity is governed by the Board of Trustees which is responsible for setting the strategic direction of the organisation, establishing policy, and agreeing the annual financial budget, business plan and monitoring progress against the budget. The Board meets regularly throughout the year. Overall responsibility for the day to day management of the organisation is delegated by the Board to the Chief Executive. The Chief Executive reports to the Chairman of the Board and together with the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance, Associate Director of Clinical Governance, Compliance & Informatics, and the Director of People & Organisational Development attend all Board meetings.

Charity Governance

Responsibility for the governance structure of the organisation is split between several committees and the Executive Leadership Team. The make-up and responsibilities of these committees are described below. Trustees are encouraged to attend meetings of any of these committees and working groups where appropriate to their roles and interests. The Charity follows the Charity Governance Code.

Executive Leadership Team

The Executive Leadership Team meets at least twice a month and comprises the Chief Executive, the Medical Director, Director of Income Generation, Marketing & Partnerships, Director of Finance, Associate Director of Clinical Governance, Compliance & Informatics, and the Director of People & Organisational Development. The meeting is chaired by the Chief Executive.

The Executive Leadership Team is responsible for strategic leadership, organisational development, external relationships, and environment, change leadership and organisational communication.

Quality Assurance Committee

The former Compliance & Clinical Quality Committee was renamed the Quality Assurance Committee in April 2022.

This committee meets quarterly and is responsible for monitoring and assuring the Board that structures, processes, and controls are fully compliant with regulators and commissioners. The Quality Assurance Committee comprises Dr. Helen Hibbs (Chairman and Trustee), Dr. Janet Anderson (Trustee), Rachel Overfield (Chief Executive), Rebecca Brown (Associate Director of Clinical Governance, Compliance, and Informatics), Val Turner (Director of People & Organisational Development) and Dr Fran Hakkak (Medical Director). Other specialist members of staff are invited to attend for specific agenda items.

The specific duties of the Committee are to:

- Maintain a strong awareness of the latest legislation and practices affecting or relating to our services and provide assurance to the Board of Trustees.
- Maintain a log of regulatory and commissioning obligations and requirements and report to the Board of Trustees.
- Scrutinise areas of risk and/or development and agree priorities and monitoring mechanisms.
- Utilise monitoring systems to evaluate progress at regular agreed intervals and recommend actions to mitigate risk as appropriate.
- Receive assurance that all systems and processes are integrated across all functions where appropriate e.g., incident reporting and complaints management.
- Receive assurance that all practice is evidence based and agree a programme of audit including falls, pressure damage, learning from deaths, nutrition standards and New Early Warning Signs.
- Promote safety and excellence in patient and family care.

- Monitor operational performance of clinical areas ensuring good utilisation of resources and response to any trends.
- Monitor progress with the clinical services strategy and assure the Board of Trustees.
- Have overview responsibility for compliance with the Care Quality Commission.
- Monitor the effectiveness of clinical practice.
- Ensure there are effective processes in place to manage infection risk.
- Ensure there are processes in place to effectively safeguard children and adults.
- Monitor the external environment and ensure Compton is responding appropriately to changes in commissioning, palliative care policy etc.
- Escalate issues to the Board of Trustees as appropriate.

Remuneration Committee

This committee is responsible for ensuring the remuneration arrangements support the strategic aims of the organisation. The committee comprises Ros Keeton (Chairman and Trustee), Dr Janet Anderson (Trustee) plus at least two additional Trustees from James McKinnon, Linda Pascall and Sumana Ray meeting at least once a year and as required. Rachel Overfield (Chief Executive), Val Turner (Director of People & Organisational Development) and Russell Bulkeley (Director of Finance) attend to provide a briefing and give evidence. The main responsibilities of the Committee are to:

- Formulate and monitor the organisation's Remuneration Policy.
- Review the organisation's salary banding process and related remuneration and reward packages against agreed independent market benchmarking tools and ensure Compton Care salary and reward packages are equitable, fair and remain competitive.
- Approve the annual cost of living salary increase for all staff considering rates of inflation and known NHS, charity sector and commercial benchmarking in the given year.
- Approve any non-consolidated pay awards (bonus) as recommended by the Chief Executive which relates to the Compton Care policy in this matter.
- Determine the remuneration and reward package of the Chief Executive and other Directors who are considered to have senior level responsibility for the leadership and management of Compton Care.
- Approve pension arrangements and ensure that contractual terms on termination are fair to the individual and to Compton Care, that poor performance is not rewarded and, where possible, potential losses are mitigated.

People and Support Services Committee

The role of the People & Support Services Committee is to oversee the people and support services functions of Compton Care. This includes human resources, learning and development, volunteer services, estates, IT, and our communication teams. The committee serves to provide assurance to the Board of Trustees that all structures, processes, and controls are effective, fully compliant with the requirements of regulators and of the high standards expected of Compton Care.

The Committee comprises Linda Pascall (Chairman and Trustee), Julia Holden (Trustee), James McKinnon (Trustee), Anne Brookes (Trustee), Rachel Overfield (Chief Executive), Val Turner (Director of People & Support Services), Linda Hill (Associate Director of People), James Elliott (Director of Income Generation, Marketing, Partnerships and Deputy CEO). Other specialist members of staff are invited to attend for specific agenda items.

The main responsibilities of the Committee are to:

- Identify and consider the impact and mitigation of specific organisational risks.
- Advise the Board of Trustees on key performance indicators and data analysis.
- Provide a platform to discuss current concerns and risks.
- Regularly review and approve all relevant policies and procedures
- Ensure best practice is applied consistently across the organisation.
- Review information received from working parties, listening events and forums across the organisation including the outputs from staff surveys.
- Update the Board of Trustees on any legislation that could have an impact on Compton Care.

Finance & Income Generation Committee

The committee is responsible for:

- Ensuring the financial viability of Compton Care, provide stewardship of the charitable assets and oversee the annual external audit.
- Providing assurance to the Board of Trustees that all financial and income generation structures, processes, and controls are fully compliant with regulators and commissioners, are effective and efficient and are of the high standards expected of Compton Care.

The committee comprises James McKinnon (Chairman and Trustee), Hazel Moss (Deputy Chairman and Trustee), Gary Burke (Trustee), Dr. Janet Anderson (Trustee), Andrew Rogers (Trustee), Carl Peddie (Director of Compton Care Trading Limited and Compton Care Lottery Limited), Rachel Overfield (Chief Executive), Russell Bulkeley (Director of Finance) and James Elliott (Director of Income Generation, Marketing & Partnerships).

The committee meets four times a year and on other occasions as required to deal with specific matters raised by the Board of Trustees. The specific duties of the Committee are to:

- To develop, approve and evaluate progress against the Income Generation strategy and recommend actions to mitigate risk.
- To maintain a strong awareness of the latest legislation, regulatory obligations, practices, and requirements affecting or related to income generation including the latest fundraising regulation and Gambling Commission obligations.
- To identify areas of risk and / or development opportunity, approving investment and agreeing priorities.
- To support and review KPIs via the dashboard ensuring appropriate monitoring mechanisms are in place which are specific to Income Generation.
- To review the financial position and income generation performance of Compton Care ensuring budget and achievement is realistic and proportionate to investment.
- To recommend the Reserves policy to the Board of Trustees and review the use of reserves.
- To recommend approval of the annual financial plan.
- Review the quarterly 24 month rolling forecast to ensure projections are reasonable and are aligned with the Trustees reserves policy initially approving any exceptions and escalating to the Board of Trustees for final approval.
- To set the accounting policies for Compton Care.
- To approve all banking arrangements and reviewing performance.
- To appoint external auditors and financial advisors and reviewing performance and ensuring adherence to Compton's constitution ensuring that auditors and investment advisors are reviewed and re-tendered according to guidelines.
- To liaise with the external auditors before, during and after the annual statutory audit, ensuring all key issues identified are satisfactorily resolved.
- To review internal audit reports prepared by the budgetary controller, ensuring all key issues identified are satisfactorily resolved.
- To monitor the performance of Compton Care's investment managers and advising them of Compton's funding requirements both in terms of new investments and the timing of potential drawdowns.
- To ensure all systems and processes are evidence based and integrated with Compton Care policy and function, supporting implementation and communication with no separation of discrimination existing in subsidiary functions.
- To escalate issues to the Board of Trustees as appropriate.

Risk Management

Compton Care has a comprehensive structure of internal controls to co-ordinate and manage risk within the organisation. This consists of lines of accountability through which issues of risk can be debated and the effectiveness of Compton Care's risk management arrangements assured.

The Board of Trustees has a duty to assure itself that Compton Care has properly identified the risks it faces, and that it has processes in place to mitigate those risks and the impact they have on the organisation and its stakeholders.

The organisation's Risk Management Strategy was reviewed in 2021 with the major risk management strategies summarised below:

- The Senior Management Team review their respective service risk registers at quarterly intervals, any significant risks are escalated to the Executive Leadership Team for review and inclusion on the Corporate Risk Register.
- Each Committee is responsible for risks pertaining to their respective functions, the Corporate Risk Register is a regular agenda item at all Board of Trustee meetings.
- The establishment of robust policies and procedures to mitigate the identified risks, including the intervention of senior managers or Trustees in significant or sensitive transactions or issues.
- Internal audit of key areas on a rotational basis, utilising external advisors.
- The use of Key Performance Indicators ("KPIs") to monitor the progress of the Charity's activities. Performance against the KPIs is reported monthly and is reviewed at the Trustees' meetings together with the feedback from the various committees.
- The maintenance of appropriate levels of reserves as set out in the Funds and Reserves Policy.
- Insurance cover in key risk areas.

The Board of Trustees use a risk register to regularly assess risks and uncertainties that the Charity is exposed to.

The risk management strategy adopted by the Executive Leadership Team is to identify, monitor, record, and manage risk on an operational and strategic basis. The risk register is a live document that is regularly reviewed and updated by the Senior Management Team. All risks have a risk owner from the Executive Leadership Team who report on their areas of responsibility to the relevant Committee, Leadership Team at quarterly intervals. Significant risks are escalated to the Trustees for review. Sub-committees of the Board of Trustees have delegated responsibility to keep those risks specific to them under review and escalate to the Board where necessary.

In 2022, the three most significant risks are identified as follows:

Risk of organisational loss of demand from the health system	
Controls: Integration into the Integrated Care Partnership, in reach service into the local trust has commenced. Clinical marketing plan launched. Public communications plan launched.	On-going actions: Data Sharing Agreement in development Seeking alternative pathways for e.g., working with GPs
Risk of potential staffing shortages due to turnover, short notice periods and Covid-19 related impact with increasing sickness and isolation requirements.	
Controls: Recruitment is ongoing. Contract roll out complete – changes to notice periods included. Flexible and agile working. Wellbeing workplan supports retention	On-going actions: Review and understand data to monitor recruitment and retention.
Risk of Cyber Security Breach	
Controls: Encrypted wireless local area network / local area network completed. Any network ports not in use are disconnected from the network. DSP toolkit completed, submitted with improvement plan Changed to Microsoft advanced threat protection. Regular communications sent to alert staff of known threats Preventing risk of cyber threats covered in data security training. Starters and Leavers process in place. Cyber Essentials accreditation.	On-going actions: Finalise transition of remaining teams onto M365. Roll out Multifactor Authentication to non-Compton devices.

Trustees' Responsibilities

The Trustees, who are also directors of Compton Care Group Limited for the purposes of company law, are responsible for preparing the Trustees' 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. 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.
- Make judgements 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 company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees is aware at the time the report is approved:
- There is no relevant audit information of which the charitable company's auditors are unaware, and;
- The Trustees have taken all steps that they should have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £4,550 (2021: £3,640).

Fundraising

The Charity is registered with the Fundraising Regulator and will abide by its updated code of practice. We currently undertake a range of public facing fundraising activities including events, individual giving schemes, corporate fundraising, and a lottery programme.

New and improved standards relating to the Fundraising Preference Service, the Telephone Preference Service and the General Data Protection Regulation have been introduced and the Charity is currently working towards gaining ISO27001 accreditation. ISO27001 is internationally recognised and is seen as a benchmark standard in the UK public and private sector. By achieving ISO27001 certification, Compton will be able to demonstrate it has robust information handling mechanisms and controls that are in line with industry best practice and will provide reassurance that it is compliant with information governance standards and data protection principles.

In addition, policies and procedures relating to the protection of vulnerable people, the monitoring and oversight of any third-party professional canvassing and fundraising operations have all been introduced and all members of the income generation team will be trained to adhere to these standards.

Compliments and complaints are regularly monitored, culminating in an annual complaints return being submitted to the Fundraising Regulator. Supporter experience is a priority for all Compton Care income generations teams and as such any complaints will be investigated and dealt with in line with our updated complaints procedure. Seventeen complaints were received throughout the 2021/22 financial year, all minor incidents across our fundraising and retail departments. An internal logging system is used to record, track and monitor these incidents and adhere to the guidance provided by the fundraising regulator.

The efficacy of all income generation streams is ensured through weekly commissioning and regulation updates within the Executive Leadership Team and by the Compton Care Compliance Committee, which will ensure continual monitoring and adherence to any emerging regulatory requirements.

Staff and Volunteers

At 31 March 2022, the number of paid staff was as follows:

	Paid staff		
	Full time	Part time	Total
Directors (Trustees)	-	-	-
Patient care and Learning & Development	63	97	160
Income Generation and marketing	40	64	104
Support Services	19	4	23
Total Compton Care Group - 31 March 2022	**122**	**165**	**287**
Total Compton Care Group - 31 March 2021	**127**	**142**	**269**

Our workforce

Staff levels over the past year have remained reasonably consistent continuing to recruit roles into the organisation in full and part time positions. The recruitment market has seen an uplift as restrictions around Covid have moved forward and this has had some benefits and challenges to Compton Care. There is a national recruitment crisis in the NHS, and we have at times had clinical roles that have been difficult to fill and have had to advertise some roles more than once. We continue to workforce plan to meet the changing needs of the service, utilising agile, variable, and flexible working patterns which has given flexibility to the services and the number of patients we see whilst managing work life balance. We have developed our wellbeing strategy and have undertaken training of mental health first aiders and wellbeing champions to support staff across the organisation. As part of that initiative, we have supported several key wellbeing initiatives including mental health awareness week, Diwali, work life balance week and have developed a robust internal intranet page supporting physical, mental, and financial wellbeing.

We have worked hard on our combined strategies in clinical services, finance and income generation, estates, and people and this has involved new appointments into the organisation to bring in or enhance skill levels. In addition to recruitment, over the last twelve months we have delivered our early career pathways frameworks, work placements, student placements, recruitment of kickstart government schemes and apprenticeship programmes. We will in the new financial year continue with these initiatives to support our talent planning and development of staff.

Learning and Development

The last twelve months has seen some changes in our Learning and Development team to give a key focus onto clinical and non-clinical training of internal staff. We have developed Schwartz rounds which have been growing over the last twelve months for staff. The employment of a Clinical Educator to the team has given a key focus on enhancing skills and knowledge to our clinicians and we have been undertaking on the job and skills laboratory-based training. In addition to clinical training, we are also focusing on non-clinical training. Currently we continue to deliver training online and have developed our masterclasses programme which are short training sessions for staff. Corporate induction has been developed for online delivery and we continually review to ensure there is a blend of online and face to face training.

Volunteer Support

Compton is extremely fortunate to have a good volunteer base dedicating their time across all areas of the organisation supporting our patients and families to ensure they receive the best care and services possible. Nearly 70% of our volunteers support our shops and lottery business, with the remaining 30% supporting the various clinical departments and support services. Following the pandemic, we have been working hard supporting our volunteers back to Compton Care and recruiting new volunteers to the organisation. The last twelve months has seen a lot of change for our volunteers, and we are continually looking at new roles for our volunteers to support the organisation.

The Volunteer Services team are responsible for leading the recruitment and induction process of new volunteers, whilst developing new initiatives and services aimed at improving the volunteer experience and engaging the wider community. This includes having volunteers in our own team supporting our campaigns and managing our databases to support our understanding of what volunteers want from their experience and to help with volunteer communication and engagement.

The Trustees, who are themselves volunteers, along with the Executive Leadership Team and Compton as a whole, would like to thank all our volunteers for their hard work and selfless support, something that is greatly appreciated by our patients and their families.

Streamlined Energy and Carbon Reporting

The Group's greenhouse gas emissions and energy consumption for the twelve months to 31 March 2022 are:

Consumption	kWh 2022	2021	Emissions	tCO_2e 2022	2021
Electricity	688,577	718,728	Electricity	146	168
Gas combustion	1,325,497	1,460,781	Gas combustion	243	269
Business travel	93,257	66,049	Business travel	23	16
Total in the year	**2,107,331**	**2,245,558**	**Total in the year**	**412**	**453**

Intensity ratio – emissions per employee headcount – 1.48 tCO_2e (2021 1.63).

Energy efficiency measures

Compton records and monitors energy consumption with planned preventative maintenance schedules also implemented; this includes regular servicing and maintenance of energy-consuming equipment and company vehicles. Compton continually reviews opportunities to increase energy efficiency with potential energy efficiency measures identified through energy audits regularly evaluated. Over the coming year, the organisation plans to refine their energy recording systems to continually improve data quality. This data will be monitored and used to further inform energy efficiency plans and measures.

Recent staff surveys have shown an enthusiasm for Compton to do more to reduce the direct or indirect carbon footprint. A Green Group was set up in Spring 2022 with early discussions centred around expanding recycling opportunities, reducing energy consumption, reducing waste and increasing the use of local suppliers.

Legal and Administrative Information

Charity Name	Compton Care Group Limited
Charity Registration Number	512387
Incorporation	Company Limited by Guarantee registered company number 01607631
Registered Office and principal operating address	4 Compton Road West, Compton, Wolverhampton, West Midlands WV3 9DH
Patrons	Mr J F Woolridge CBE DL Mr J Andrews MBE DL Mr T Leeks Mrs A Porter MBE Mr H Porter MBE
President	The Right Reverend the Bishop of Wolverhampton
Trustees / Directors	Ros Keeton BDS, MCDH, DDPHRCS (Chairman) Dr Janet Anderson MB, BS, FRCP, FRCPCH, Dip.ObstRCOG (Vice Chairman) Anne Brookes (appointed 19th November 2021) Gary Burke Dr Helen Hibbs (appointed 19th November 2021) Julia Holden LLB James McKinnon BSc (Hons), MSc Hazel Moss (BSc (appointed 11th August 2021) Linda Pascall MBA Sumana Ray Andrew Rogers Dr Manny Samra MB CHB MRCGP DRCOG FRCGP (resigned 1st June 2022)
Senior Management Personnel	
Chief Executive Officer	Rachel Overfield RGN DPSN BSc Hons
Director of Income Generation, Marketing & Partnerships	James Elliott
Medical Director	Dr Fran Hakkak MBBS BSc MSc FRCP
Director of Nursing & Supportive Care	Rachel Overfield RGN DPSN BSc Hons
Director of People & Organisational Development	Val Turner FCIPD
Director of Finance	Russell Bulkeley FCA BFP
Associate Director of Clinical Governance, Compliance & Informatics	Rebecca Brown
Company Secretary	Russell Bulkeley FCA BFP

Subsidiary Companies	
Compton Care Trading Limited	James McKinnon – Chairman
Compton Care Lottery Limited	James McKinnon - Chairman
Principal Bankers	Barclays Bank PLC, PO Box 777, Wolverhampton BX3 2BB
Investment Manager	Investec Wealth & Investment Limited, 30 Gresham Street, London EC2V 7QN
Solicitors	Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES
Auditor	Crowe U.K. LLP, Black Country House, Rounds Green Road, Oldbury, West Midlands B69 2DG

This report, which incorporates the Strategic Report, was approved by the Board of Directors on 10 August 2022 and signed on its behalf by:

By Order of the Trustees

Ros Keeton
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED

Opinion

We have audited the financial statements of Compton Care Group Limited ('the charitable company') and its subsidiaries ('the group') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, Group Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and the charitable company's affairs as at 31 March 2022 and of the group's 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 group 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 or the group'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 contained within the annual report. The other information comprises the information included in the annual report, 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.

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 our audit:

- the information given in the Trustees' report, which includes the Directors' report and the Strategic 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 have been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED (continued)

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their 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
- 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 on page 17, 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.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context were the Gambling Commission, CQC Regulations. General Data Protection Regulations and Employment legislation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED
(continued)

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be with the completeness and accuracy of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Income Generation Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 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 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.

Kerry Brown

Kerry Brown
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG

Date: 16/8/22

COMPTON CARE GROUP LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
Year ended 31 March 2022

	Note	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total 2022 £	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total 2021 £
INCOME FROM:							
Donations and legacies	5	4,208,490	79,212	4,287,702	2,765,820	133,468	2,899,288
Charitable activities	5	3,386,596	1,433,931	4,820,527	6,073,392	86,930	6,160,322
Other trading activities	5	4,330,551	-	4,330,551	1,589,408	-	1,589,408
Other income	5	117,584	-	117,584	1,273,677	-	1,273,677
Investments		154,822	-	154,822	172,507	-	172,507
TOTAL		12,198,043	1,513,143	13,711,186	11,874,804	220,398	12,095,202
EXPENDITURE ON:							
Raising funds	6	4,388,570	76,543	4,465,113	3,717,403	249,498	3,966,901
Charitable activities	6	6,020,882	1,488,505	7,509,387	7,815,800	71,995	7,887,795
TOTAL		10,409,452	1,565,048	11,974,500	11,533,203	321,493	11,854,696
Net income / (expenditure) before net gains / (losses) on investments and fixed assets		1,788,591	(51,905)	1,736,686	341,601	(101,095)	240,506
Profit on disposal of fixed assets	3	463,671	-	463,671	-	-	-
Net gains / (losses) on investments	9	171,958	-	171,958	1,243,345	-	1,243,345
Transfers	13,14	18,574	(18,574)	-	-	-	-
		2,442,794	(70,479)	2,372,315	1,584,946	(101,095)	1,483,851
Tax on ordinary activities	2	-	-	-	(27)	-	(27)
NET MOVEMENT IN FUNDS	3	2,442,794	(70,479)	2,372,315	1,584,919	(101,095)	1,483,824
Reconciliation of Funds:							
TOTAL FUNDS brought forward	13 & 14	19,296,826	127,748	19,424,574	17,711,907	228,843	17,940,750
TOTAL FUNDS carried forward	13 & 14	21,739,620	57,269	21,796,889	19,296,826	127,748	19,424,574

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

The surplus / (deficit) for the year for Companies Act purposes comprises the net income for the year for 2022 a surplus of £2,194,370 (2021: surplus £437,251).

COMPTON CARE GROUP LIMITED (Company Number 01607631)

BALANCE SHEETS
As at 31 March 2022

	Note	Group 2022 £	Group 2021 £	Company 2022 £	Company 2021 £
TANGIBLE ASSETS					
Tangible assets	8	7,598,435	9,113,346	7,597,365	9,107,995
Investments	9	6,770,308	6,696,105	6,790,310	6,716,107
		14,368,743	15,809,451	14,387,675	15,824,102
CURRENT ASSETS					
Stocks		30,611	37,940	-	-
Debtors	10	4,200,338	2,062,028	4,410,777	1,901,196
Cash at bank and in hand	11	4,373,048	2,395,433	3,491,960	1,757,626
		8,603,997	4,495,401	7,902,737	3,658,822
CREDITORS: amounts falling due within one year	12	(1,175,851)	(880,278)	(987,905)	(523,239)
NET CURRENT ASSETS		7,428,146	3,615,123	6,914,832	3,135,583
TOTAL ASSETS LESS CURRENT LIABILITIES		21,796,889	19,424,574	21,302,507	18,959,685
FUNDS					
Restricted funds	13	57,269	127,748	57,269	127,748
Unrestricted funds:					
Designated funds	14 & 15	480,828	1,005,280	480,828	1,005,280
General fund	14 & 15	21,258,792	18,291,546	20,764,410	17,826,657
	14 & 15	21,739,620	19,296,826	21,245,238	18,831,937
TOTAL FUNDS		21,796,889	19,424,574	21,302,507	18,959,685

The parent charity's net movement in funds for the year was a surplus of £2,342,822 (2021: surplus £1,577,897).

These financial statements were approved and authorised for issue by the Trustees on 10 August 2022 and signed on their behalf.

Ros Keeton
Trustee (Director)

CONSOLIDATED STATEMENT OF CASH FLOWS
Year ended 31 March 2022

	Note	The Group 2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	A	285,315	(486,639)
Cash flows from investing activities:			
Dividends and interest from investments		154,822	172,507
Purchase of property, plant, and equipment		(287,518)	(1,557,224)
Proceeds from sales of property, plant and equipment		1,727,241	-
Proceeds from sales of investments		751,519	1,588,155
Purchase of investments		(653,764)	(389,831)
Net cash provided by / (used in) investing activities		1,692,300	(186,393)
Change in cash and cash equivalents in the reporting period		1,977,615	(673,032)
Cash and cash equivalents at the beginning of the reporting period		2,395,433	3,068,465
Cash and cash equivalents at the end of the reporting period	B	4,373,048	2,395,433

NOTES TO THE CASH FLOW STATEMENT

A. Reconciliation of net income to net cash flow from operating activities

	The Group 2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	2,372,315	1,483,851
Adjustments for:		
Depreciation charges	538,859	494,594
Gains on the sale of tangible fixed assets	(463,671)	-
Gains on investments	(171,958)	(1,243,345)
Dividends and interest from investments	(154,822)	(172,507)
Taxation	-	(27)
Decrease / (increase) in stocks	7,329	(6,420)
Increase in debtors	(2,138,311)	(434,745)
Increase / (decrease) in creditors	295,573	(608,040)
Net cash provided by (used in) operating activities	285,315	(486,639)

B. Analysis of cash and cash equivalents

	The Group 2022 £	2021 £
Cash in hand and equivalents	4,240,642	2,263,659
Notice deposits (less than 3 months)	132,406	131,774
Total cash and cash equivalents	4,373,048	2,395,433

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation or uncertainty in the preparation of the financial statements are as follows:

i) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), Charities Act 2011 and the Companies Act 2006. There is no material impact from transition to the Charities SORP 2019.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

ii) Preparation of group accounts on a going concern basis

Since 31 March 2020, the consequences of the Covid-19 outspread have significantly and adversely affected the purchasing of goods and services and the income generation capabilities of the Charity. However, during this time, the Charity has benefitted from several Government support packages, and the Trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The review of our financial position, reserves levels and plan give Trustees confidence the Charity remains a going concern for the foreseeable future.

The Charity has performed a stress test as part of the going concern assessment and the Trustees have considered the analysis and confirmed that use of the going concern assumption is appropriate.

Accounting convention

The financial statements are prepared under the historical cost convention except for fixed asset investments, which are included at market value.

Basis of consolidation

The statement of financial activities ("the SOFA") and balance sheet consolidate the financial statements of the charitable company and its subsidiary companies, Compton Care Trading Limited and Compton Care Lottery Limited for the financial year ended 31 March 2022. The results of the subsidiary companies are consolidated on a line by line basis.

The charity has also taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirements to present a charity only Statement of Cash Flows and certain disclosures about the charity's financial instruments within the consolidated financial statements.

No separate SOFA has been presented by the Charity alone as permitted by Section 408 of the Companies Act 2006.

Income

a) Donations and similar income

Donations and similar income are included in income when they are received.

b) Legacies

Legacies are accounted for when probate has been granted and conditions for their receipt have been met and the amount can be quantified with reasonable accuracy. Material legacies receivable at the year-end are accounted for at their probate value. Legacies received in the form of property or investments are accounted for at the lower of probate or market value.

Approximately £322,000 of residual and pecuniary legacies have been notified to the Charity before 31 March 2022 but have not been recognised as income in the year as they do not meet the Charities SORP (FRS 102) income recognition criteria.

c) Grants receivable from health authorities and other bodies for activities in furtherance of the Charity's objects

Income due from health authorities and other bodies is included in the financial statements of the year when the service is provided.

d) Government Grants

Grants from government bodies and other sources are received for specific projects/costs and are recognised in accordance with their individual terms and conditions. Income is recognised when the charity has entitlement to the funds which is when any performance conditions attached are met, it is probable that the income will be received, and the amount can be reliably measured. Grant income will be deferred if received in advance of meeting performance conditions or if the funder specifically states that the income must be spent in a future accounting period.

e) Fees and other sundry income

All such income is accounted for in the year in which it is receivable by the Charity.

f) Gift Aid

Gift Aid is accounted for in the period the donation is received. Any Gift Aid on restricted donations are shown within restricted funds.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

1. ACCOUNTING POLICIES (CONTINUED)

Allocation of costs
Where it is possible, costs are allocated directly to main expenditure categories of the SOFA. Where this is not possible, costs are first allocated on estimated usage and then on an appropriate basis.

a) Patient care
Patient care costs represent expenditure in relation to all medical, nursing, and associated staff and the related costs of operating these functions.

b) Education
Education costs represent expenditure in relation to the running of the Learning and Development Centre including associated staff and other related costs.

c) Raising Funds
Raising Funds costs represent expenditure in relation to staff members who are directly engaged in fundraising and the related costs of the Fundraising Department and Trading Subsidiaries. These have been allocated between donations and legacies and other trading activities costs.

d) VAT
Irrecoverable VAT recovery is allocated to the associated cost.

Fund accounting
The Charity maintains various types of funds as follows:

a) Restricted funds
Restricted funds are used for specific purposes as laid down by the donor.

b) Unrestricted funds
Designated funds represent amounts, which have been put aside out of unrestricted funds at the discretion of the Trustees for projects. The designation is for administrative purposes only and does not legally restrict the Trustees' discretion to apply the funds.

General unrestricted funds represent amounts that are expendable at the discretion of the Trustees in the furtherance of the objects of the Charity. Such funds may be held to finance both working capital and capital investment.

Investments
Investments are a form of basic financial instruments and are initially shown in the financial statements at market value. Movements in the market values of investments are shown as unrealised gains and losses in the Statement of Financial Activities.

Profits and losses on the realisation of investments are shown as realised gains and losses in the Statement of Financial Activities. Realised gains and losses on investments are calculated between sales proceeds and their opening carrying values or their purchase value if acquired after the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year-end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

Tangible fixed assets
Freehold properties are stated in the balance sheet at cost or value at the date of receipt, less depreciation.

Tangible fixed assets are stated at cost less depreciation. Any expenditure on individual assets with a value below £2,500 is written off directly to revenue. Depreciation is provided in equal annual instalments over the estimated useful lives of the assets.

Costs incurred under refurbishment or building projects are allocated to assets under construction and upon completion of the works; these costs are re-classified under their appropriate tangible fixed asset headings.

No depreciation is charged on freehold land where the land element can be separately identified or Assets Under Construction until they are commissioned. The useful lives assigned to other assets are:

Freehold property	- 50 years
Fixtures and fittings	- 2 to 10 years
Motor vehicles	- 7 years

Stocks
Stocks, which comprise goods for resale, are stated at the lower of cost and net realisable value.

Goods donated for resale
The Charity receives donated goods for resale which it recognises at point of sale as the Trustees consider it to be impracticable to recognise such gifts on their receipt due to the large number of small value items received. As such, stocks of unsold donated goods are not valued for balance sheet purposes.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

1. ACCOUNTING POLICIES (CONTINUED)

Debtors
Other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due. A provision for restructuring is recognised if, as part of a past event, the Charity has a present legal or constructive obligation that can be estimated reliably, and it is probable an outflow of economic benefits will be required to settle the obligation.

Pension costs
Most staff are members of either the National Health Senior Superannuation Scheme ("the NHS scheme") or a defined contribution scheme operated by the Charity. The schemes are funded by contributions from the Charity and employees. The NHS scheme is a defined benefits scheme; however, the nature of the scheme is such that the Charity cannot identify its share of the scheme's underlying assets and liabilities. In accordance with FRS 102, payments to the NHS scheme have been treated in the same way as contributions to the defined contribution schemes and the payments made by the Charity are charged against the profits of the year in which they become payable.

Employee benefits
a) Short term benefits
Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

b) Employee termination benefits
Termination benefits are accounted for on an accruals basis and in line with FRS 102.

Operating leases
Rental costs under operating leases are charged to the SOFA as the lease charges are incurred.

During the prior year, a review was undertaken of all lease agreements and as a result, an adjustment has been made for lease incentives to be accounted for over the full term of the lease, or the break option if at the time of taking out the lease the length of occupancy is not certain.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year, are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

The areas where these judgements and estimates have been made include:

- Depreciation and residual values - the Trustees have reviewed the asset lives and associated residual values of all fixed tangible assets, and, the useful economic life and residual values of freehold buildings, fixtures and fittings and motor vehicles, and have concluded that the asset lives, and residual values are appropriate.
- Debtors - debtors include amounts due from external organisations and individuals. An allowance for doubtful debt will be maintained for any estimated losses resulting from the viability of these external organisations and individuals to make the required payments. Any allowance is based on the Group's regular assessment of the credit worthiness and financial conditions for those external parties included within debtor balances.
- Accrued income - accrued income includes legacy income amounts. In recognising accrued legacy income, the Trustees have considered the probability of receiving each legacy. Each legacy is carefully assessed to determine an appropriate allowance which reflects the possibility of not subsequently receiving the full legacy income amounts that the Charity is aware of. The allowance is based on the circumstances behind each legacy and the probability of receiving the income. A general non-collection provision of 15% is provided against each legacy.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

1. ACCOUNTING POLICIES (CONTINUED)

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost except for investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. TAXATION

Compton Care Group Limited is a registered Charity and is thus exempt from taxation of its income and gains falling within Section 505 of the Income and Corporation Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that they are applied to its charitable objectives.

No tax charge has arisen in the trading subsidiaries, Compton Care Lottery Limited and Compton Care Trading Limited due to their policy of gifting all their taxable profits to Compton Care Group Limited each year.

The tax charge is based on the profit for the year and represents:

	2022 £	2021 £
Corporation Tax		
UK Corporation Tax	-	-
Adjustments in respect of prior years	-	27
Tax on profit on ordinary activities	-	27

The tax assessed for the year is lower than the standard rate of corporation tax in the United Kingdom at 19% (2021 - 19%). The differences are explained as follows:

Profit on ordinary activities before tax	2,372,315	1,483,851
Effects of:		
Profit on ordinary activities multiplied by standard rate of corporation tax in the United Kingdom of 19% (2021 - 19%)	450,740	281,932
Charitable relief	(450,740)	(281,932)
Prior year adjustments	-	27
Total tax charge for the year	-	27

3. NET INCOME

		2022 £	2021 £
Stated after charging:			
Auditor's remuneration:			
For statutory audit services		16,485	15,700
For taxation services		3,801	3,435
Depreciation of tangible fixed assets		538,859	494,594
Profit on disposal of fixed assets		463,671	-
Operating lease rentals	- property	499,488	515,341
	- equipment	23,750	20,159

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

4. STAFF COSTS

		2022 £	2021 £
(a)	Directors' remuneration	-	-

(b) The average head count analysed by function was:

	2022	2021
Patient care	161	170
Income generation	92	92
Support	19	18
	272	280

		2022 £	2021 £
(c)	Staff costs comprise:		
	Wages and salaries	7,181,127	7,329,259
	Social security costs	603,027	603,624
	Pension costs	446,821	483,775
		8,230,975	8,416,658

		2022 £	2021 £
(d)	Key management personnel remuneration	618,189	633,215

		2022 £	2021 £
(e)	Total redundancy and termination payments	14,392	55,875

During the year, reimbursement of expenses totalling £2,155 was paid to one Trustee, No Trustee or person related or connected by business to them, has received either any remuneration from the Charity during the year (2021 - None).

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £4,550 (2021: £3,640).

The number of senior staff paid over £60,000 during the year (salary plus taxable benefits, excluding pension contributions) was:

	The Group		The Company	
	2022 No.	2021 No.	2022 No.	2021 No.
£60,001 - £70,000	-	1	-	1
£70,001 - £80,000	2	2	2	2
£80,001 - £90,000	1	-	1	-
£90,001 - £100,000	-	1	-	1
£100,001 - £110,000	1	-	1	-
£110,001 - £120,000	1	1	1	1

The total contributions in the year in respect of senior staff for the provision of defined benefit schemes amount to £14,951 (2021: £22,844). The number of senior staff to whom retirement benefits are accruing under defined benefit schemes respectively is 1 (2021: 2).

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

5. INCOME

	2022 £	2021 £
Donations and legacies comprise:		
Donations and similar income	924,811	1,100,576
Legacies	3,362,891	1,798,712
	4,287,702	2,899,288
Charitable activities comprise:		
Grants receivable from Clinical Commissioning Groups	3,431,748	3,540,912
Government Grants - NHS England	1,384,735	2,601,207
Education income	4,044	18,203
	4,820,527	6,160,322
Other trading activities comprise:		
Fundraising events	82,342	57,305
Sales of goods and trading activities	3,293,907	928,722
Sales of donated goods subject to gift aid	954,302	603,381
	4,330,551	1,589,408
Other income comprises:		
Retail grants	83,339	747,865
Job Retention Scheme claims	34,245	525,812
	117,584	1,273,677

6. TOTAL EXPENDITURE

	Direct costs			Allocated		
	Staff Costs £	Deprec-iation £	Support Costs £	Support Costs £	Total 2022 £	Total 2021 £
Raising Funds						
Expenditure on raising donations and legacies	424,161	12,630	80,222	43,436	560,449	546,038
Expenditure on other trading activities	2,037,958	139,784	1,585,561	89,217	3,852,520	3,370,332
Governance costs	-	-	-	16,485	16,485	15,700
Investment management costs	-	-	35,659	-	35,659	34,831
	2,462,119	152,414	1,701,442	149,138	4,465,113	3,966,901
Charitable Activities						
Patient Care	5,559,083	385,092	1,037,690	272,651	7,254,516	7,620,504
Education	209,772	1,353	19,324	24,422	254,871	267,291
	5,768,855	386,445	1,057,014	297,073	7,509,387	7,887,795
	8,230,974	538,859	2,758,456	446,211	11,974,500	11,854,696

Property costs and the cost of central support services such as Human Resources, IT and Finance are allocated to activities by time spent or estimated usage.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

7. ANALYSIS OF SUPPORT FOR CHARITABLE ACTIVITIES

	Patient Care £	Education £	Total 2022 £	Total 2021 £
Costs	6,790,845	254,871	7,045,716	7,887,795
Income:				
Grants receivable from Clinical Commissioning Groups	(3,431,748)	-	(3,431,748)	(3,540,912)
Course fees	-	(4,044)	(4,044)	(18,203)
	3,359,097	250,827	3,609,924	4,328,680

8. TANGIBLE FIXED ASSETS

Group Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Assets under Construction £	Total £
At 1 April 2021	228,645	8,885,969	2,613,230	192,465	-	11,920,309
Additions	-	-	173,906	-	113,612	287,518
Disposals	(200,000)	(1,406,962)	(259,890)	-	-	(1,866,852)
At 31 March 2022	28,645	7,479,007	2,527,246	192,465	113,612	10,340,975
Accumulated depreciation						
At 1 April 2021	-	1,519,460	1,143,281	144,222	-	2,806,963
Charge for the year	-	191,386	326,206	21,267	-	538,859
Disposals	-	(443,292)	(159,990)	-	-	(603,282)
At 31 March 2022	-	1,267,554	1,309,497	165,489	-	2,742,540
Net Book Value						
At 31 March 2022	28,645	6,211,453	1,217,749	26,976	113,612	7,598,435
At 31 March 2021	228,645	7,366,509	1,469,949	48,243	-	9,113,346

The net book value of Intangible assets included within Fixtures & Fittings is £75,444 (2021 - £87,263).

Assets Under Construction comprise the construction costs of the new training pod at the Compton Hall site.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

8. TANGIBLE FIXED ASSETS (continued)

Company Cost	Freehold Land £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Assets Under Construction £	Total £
At 1 April 2021	228,645	8,885,969	2,588,267	192,465	-	11,895,346
Additions	-	-	173,906	-	113,612	287,518
Disposals	(200,000)	(1,406,962)	(256,333)	-	-	(1,863,295)
At 31 March 2022	28,645	7,479,007	2,505,840	192,465	113,612	10,319,569
Accumulated depreciation						
At 1 April 2021	-	1,519,460	1,123,669	144,222	-	2,787,351
Charge for the year	-	191,386	321,925	21,267	-	534,578
Disposals	-	(443,292)	(156,433)	-	-	(599,725)
At 31 March 2022	-	1,267,554	1,289,161	165,489	-	2,722,204
Net Book Value						
At 31 March 2022	28,645	6,211,453	1,216,679	26,976	113,612	7,597,365
At 31 March 2021	228,645	7,366,509	1,464,598	48,243	-	9,107,995

9. INVESTMENTS

	The Group		The Company	
	2022 £	2021 £	2022 £	2021 £
Listed UK Stock Exchange Investments	6,770,308	6,696,105	6,770,308	6,696,105
Shares in subsidiary companies	-	-	20,002	20,002
	6,770,308	6,696,105	6,790,310	6,716,107

(a) Listed UK Stock Exchange Investments

	Group and Company	
	2022 £	2021 £
Market value 1 April 2021	6,696,105	6,651,084
Additions at cost	653,764	389,831
Proceeds of disposals	(751,519)	(1,588,155)
Realised gains on disposals	23,506	102,699
Revaluation	148,452	1,140,646
Market value at 31 March 2022	6,770,308	6,696,105

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

9. INVESTMENTS (continued)

	Company 2022 £	Company 2021 £
(b) **Shares in subsidiary companies at cost**		
At 1 April 2021 and 31 March 2022	20,002	20,002

The Charity has two wholly owned subsidiary companies which operate for the purposes of raising funds and promoting public awareness of the Charity. The subsidiary companies operate only in England.

Compton Care Trading Limited (registered number 02328703) sells new goods (and donated goods as an agent of the Charity) in the charity's shops and is registered and incorporated in England and Wales.

Compton Care Lottery Limited (registered number 03188860) generates income from operating regular lotteries and is registered and incorporated in England and Wales.

10. DEBTORS

	The Group 2022 £	The Group 2021 £	The Company 2022 £	The Company 2021 £
Amounts owed by subsidiary undertakings receivable within one year	-	-	278,950	38,915
Other debtors	3,882,208	1,855,282	3,881,507	1,766,712
Prepayments	318,130	206,746	250,320	95,569
	4,200,338	2,062,028	4,410,777	1,901,196

11. CASH AT BANK AND IN HAND

	The Group 2022 £	The Group 2021 £	The Company 2022 £	The Company 2021 £
Money Market accounts	132,406	131,774	-	-
Bank deposit accounts	4,033,717	2,114,699	3,422,668	1,696,631
Interest bearing accounts	4,166,123	2,246,473	3,422,668	1,696,631
Bank current accounts and cash in hand	206,925	148,960	69,292	60,995
	4,373,048	2,395,433	3,491,960	1,757,626

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	The Group		The Company	
	2022 £	2021 £	2022 £	2021 £
Trade creditors	409,797	144,504	402,464	129,020
Other taxes and social security	151,445	134,391	151,445	119,608
Other creditors	146,882	36,910	145,875	36,910
Accruals and deferred income	467,727	564,473	288,121	237,701
	1,175,851	880,278	987,905	523,239

Deferred income included within Accruals and deferred income above comprise:

	The Group		The Company	
	2022 £	2021 £	2022 £	2021 £
Balance brought forward	129,442	124,848	10,290	13,320
Released in the year	(129,442)	(124,848)	(10,290)	(13,320)
Arising in the year	152,699	129,442	20,405	10,290
Balance carried forward	152,699	129,442	20,405	10,290

Deferred income at the year-end represents lottery members' contributions taken in advance of £132,294 (2021 - £119,152) and income taken in advance for fundraising activities totalling £20,405 (2021 - £10,290).

13. RESTRICTED FUNDS

Group and Company	Balance 1 April 2021 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2022 £
NHS Covid-19 response	-	1,379,572	(1,379,572)	-	-	-
Other restricted donations	127,748	133,571	(204,050)	-	-	57,269
	127,748	1,513,143	(1,583,622)	-	-	57,269

Restricted donations are amounts received from donors to be spent on specified items. The balance at 31 March 2022 represents expenditure which had not been completed by this date but is expected to be completed during 2022-23.

The Government provided restricted funding totalling £1,379,572 in the financial year to provide patient care in support of the NHS Covid-19 response. All funding was spent in the year.

The largest outstanding item within other restricted donations is £21,054 to fund end of life training for the West Midlands Ambulance Service.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

14. UNRESTRICTED FUNDS

The Trustees have designated certain of the charity's reserves as shown in the table below:

Group	Balance 1 April 2021 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2022 £
Designated funds:						
Development fund	723,071	-	(512,133)	-	-	210,938
Business improvement and innovation fund	282,209	-	(12,319)	-	-	269,890
	1,005,280	-	(524,452)	-	-	480,828
General fund	18,291,546	12,198,043	(9,866,426)	-	635,629	21,258,792
	19,296,826	12,198,043	(10,390,878)	-	635,629	21,739,620

Company	Balance 1 April 2021 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2022 £
Designated funds:						
Development fund	723,071	-	(512,133)	-	-	210,938
Business improvement and innovation fund	282,209	-	(12,319)	-	-	269,890
	1,005,280	-	(524,452)	-	-	480,828
General fund	17,826,657	11,521,434	(9,219,310)		635,629	20,764,410
	18,831,937	11,521,434	(9,743,762)	-	635,629	21,245,238

The Development Fund has been established to upgrade existing facilities and invest in new facilities to meet the medium-term strategic aims of the organisation.

The Business Improvement and Innovation Fund was set up to facilitate cost reduction exercises where one-off termination costs are incurred such as for dilapidations, asset and lease write-offs, IT automation and enhancements, and redundancies.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

15. ANALYSIS OF ASSETS AND LIABILITES BETWEEN FUNDS

Group	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Fixed Assets:						
Tangible assets	7,598,435	-	7,598,435	9,113,346	-	9,113,346
Investments	6,770,308	-	6,770,308	6,696,105	-	6,696,105
Current Assets:						
Stocks	30,611	-	30,611	37,940	-	37,940
Debtors	4,200,338	-	4,200,338	2,062,028	-	2,062,028
Cash at bank and in hand	4,315,779	57,269	4,373,048	2,267,685	127,748	2,395,433
Creditors falling due within one year	(1,175,851)	-	(1,175,851)	(880,278)	-	(880,278)
	21,739,620	57,269	21,796,889	19,296,826	127,748	19,424,574

Company	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Fixed Assets:						
Tangible assets	7,597,365	-	7,597,365	9,107,995	-	9,107,995
Investments	6,790,310	-	6,790,310	6,716,107	-	6,716,107
Current Assets:						
Debtors	4,410,777	-	4,410,777	1,901,196	-	1,901,196
Cash at bank and in hand	3,434,691	57,269	3,491,960	1,629,878	127,748	1,757,626
Creditors falling due within one year	(987,905)	-	(987,905)	(523,239)	-	(523,239)
	21,245,238	57,269	21,302,507	18,831,937	127,748	18,959,685

16. SHARE CAPITAL

The company is limited by guarantee and therefore has no allotted share capital.

Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

17. TRADING SUBSIDIARIES

Compton Care Trading Limited sells new goods in the Charity's shops and is paid a commission for the marketing, distribution, and sale to customers of donated goods. Compton Care Lottery Limited generates income from operating regular lotteries.

A summary of the trading results is shown below:

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2022 £	Total 2021 £
Results				
Turnover	373,245	931,104	1,304,349	996,284
Cost of sales / prizes awarded	(84,607)	(122,555)	(207,162)	(197,067)
Gross profit	288,638	808,549	1,097,187	799,217
Administration and other costs	(240,490)	(365,346)	(605,836)	(350,479)
Other operating income	1,340	730	2,070	14,466
Net income from trading activities	49,488	443,933	493,421	463,204
Investment income	286	409	695	1,446
Net profit before Tax and Gift Aid	49,774	444,342	494,116	464,650
Tax on ordinary activities	-	-	-	(27)
Net profit before Gift Aid	49,774	444,342	494,116	464,623
Payments to Compton Care Group Limited under Gift Aid	(47,957)	(416,666)	(464,623)	(558,696)
Result for the financial year as reported by trading subsidiaries	1,817	27,676	29,493	(94,073)

Profits from the subsidiary companies payable under Gift Aid
Profits are recognised when paid, and so these remain within reserves of the trading subsidiaries at 31 March 2022 and will be paid across to the parent charity within nine months of the year end.

Investment income and other expenditure are included in the Consolidated Statement of Financial Activities under the appropriate headings.

The total turnover generated by the shops amounted to £3,255,387 (2021: £1,411,055) which comprises the sales of donated goods through Compton Care Group Limited and sales of giftware through Compton Care Trading Limited.

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2022 £	Total 2021 £
Aggregate of the assets, liabilities and funds				
Total assets	321,456	658,309	979,765	880,846
Creditors	(271,414)	(193,967)	(465,381)	(395,955)
	50,042	464,342	514,384	484,891
Funds				
Share capital	2	20,000	20,002	20,002
Reserves	50,040	444,342	494,382	464,889
	50,042	464,342	514,384	484,891

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

18. FINANCIAL COMMITMENTS

	The Group		The Company	
	2022 £	2021 £	2022 £	2021 £
Capital commitments				
Contracted for but not provided	-	-	-	-
Authorised but not yet contracted	355,360	327,030	355,360	322,030

The authorised amount for 2022 includes the building of a bereavement centre, additional car parking spaces, air conditioning for the inpatient unit and a new company website.

Operating lease commitments

At 31 March 2022, the total future minimum lease payments under non-cancellable operating leases for the group was as follows for each of the following periods:

	2022		2021	
	Land and Buildings £	Other Equipment £	Land and Buildings £	Other Equipment £
Leases amounts due:				
Not later than one year	233,624	21,616	297,416	19,341
Later than one year and not later than five years	430,672	29,332	479,482	25,027
Later than five years	-	-	15,799	1,162
	664,297	50,948	792,696	45,530

19. PARENT COMPANY RESULTS

As permitted by Section 408 of the Companies Act 2006, the income and expenditure account of the charitable company is not presented as part of these accounts. The Company's own income amounted to £12,628,637 (2021: £11,718,764) for the financial year with a resultant surplus of £1,936,882 (2021: surplus £1,577,897).

20. RELATED PARTY TRANSACTIONS

Transactions with Compton Care Trading Limited
The Charity received a Gift Aid donation of £47,957 (2021: £180,077) during the year.

The Charity paid a commission fee of £156,384 (2021: £67,562) for the marketing, distribution, and sale to customers of donated goods supplied in respect of the management of the retail premises.

The Charity received a licence fee of £9,500 (2021: £9,500) for the shared use of the retail premises as a charity retail shop.

At the Balance Sheet date, the Charity was owed £268,309 (2021: £26,212).

Transactions with Compton Care Lottery Limited
The Charity received a Gift Aid donation of £416,666 (2021: £378,619) during the year.

At the Balance Sheet date, the Charity was owed £10,641 (2021: £12,704).

Transactions with Burke Bros Wolverhampton Limited (50% owned by Trustee Mr G Burke)
The Charity paid £70 (2021: £502) for recovery fees (2021 storage facilities).

NOTES TO THE ACCOUNTS
Year ended 31 March 2022

21. FINANCIAL INSTRUMENTS

	2022 £	2021 £
Financial assets measured at fair value	6,770,308	6,696,105

Financial assets measured at fair value comprise investments.

22. PENSION COMMITMENTS

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £446,821 (2021 - £483,775). Contributions totalling £69,526 (2021 - £Nil) were payable to the fund at the balance sheet date.

23. COMPANY INFORMATION

The Charity, Compton Care Group Limited was formed as a company limited by guarantee.

The company is registered in England and Wales.

The company's registered office is 4 Compton Road West, Compton, Wolverhampton WV3 9DH.

COMPTON CARE GROUP LIMITED

England & Wales - Charity number 512387

Accounts

COMPTON CARE GROUP LIMITED

Annual Report and Consolidated Financial Statements

Year Ended 31 March 2021

Registered Charity Number: 512387
Company Limited by Guarantee Registered Number: 01607631
Registered Office - 4 Compton Road West, Compton, Wolverhampton WV3 9DH
www.comptoncare.org.uk

Making Everyday Extraordinary

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Chairman & CEO Statement

Welcome to Compton's 2020-21 Annual Report.

As the world faced a crisis like no other, Compton Care swung into action.

We took brave and bold steps to not only ensure local people living with incurable conditions continued to receive the vital care they needed but we also stepped up to support and relieve some of the pressure on our NHS partners in the national fight against Covid-19.

Whilst many shut their doors, we opened ours, adapting our services and supporting more patients, families, and members of the community.

Like so many other individuals and groups, it goes without saying that Covid-19 has framed the work of Compton Care this year. But the pandemic has not meant that Compton's other work ground to a pause, in fact in some instances it has given us many new opportunities.

Throughout the report you'll read of how Team Compton rallied together to keep our services running. You'll learn about how we stepped up to support our NHS colleagues, opening a second IPU, taking on a district nursing caseload and extending our telephone and virtual support services to members of the public experiencing loss due to Covid-19. Our thanks go to the UK Government, Hospice UK and Wolverhampton CCG for their invaluable support and the funding of this essential and important work.

Despite the difficulties, the pandemic also provided us with some wonderful opportunities. You'll read about how we seized the opportunity to embrace digital, not only delivering services virtually but finding innovative ways to generate income online following the closure of our shops and cancellation of fundraising events.

We were also able to continue to deliver on several of our planned activities including the opening of our much-anticipated Care Coordination Centre and clinical skills lab followed by our return to Wolverhampton city centre in the form of our Retail Plus Superstore.

We hope you'll read this report and share our sense of pride for the resilience and commitment of Team Compton. The last 12 months have not been easy, but they have adapted, stepped up and consistently continued to deliver excellent care to an increased number of patients with compassion and professionalism throughout the pandemic. Our grateful thanks and endless appreciation go to every single member of Team Compton, from those working on the front line to everyone who supported in the background. Because of them, local families affected by incurable illness were able to receive the vital care they needed.

We also wish to sincerely thank our exceptional community of supporters, volunteers, fundraisers, donors, shoppers, and partners whose kindness, generosity and love has meant so much. Your amazing support has kept us going through some of the toughest days in our nearly 40-year history.

All of us at Compton are hopeful that we'll emerge from this difficult time stronger than ever with new and improved ways of working. With your support we'll continue to do what we do best, help patients and families with incurable illnesses live their best life possible.

Thanks for reading

Ros Keeton
Chairman, Board of Trustees

Rachel Overfield
CEO & Director of Nursing & Supportive Care

TRUSTEES' ANNUAL REPORT

Strategic Report

Compton Care: Who we are

Our Vision
Compton Care will be a leader in redefining palliative care excellence in the UK.

Our Mission
Delivering accessible, innovative, influential care that creates extraordinary experiences for the people in our communities living with complex and incurable conditions.

Our Values

Excellence and Innovation
We define and deliver excellence in every area of our work; achieve it, demonstrate it, celebrate it. We strive to learn and improve every day.

Respect and accountability
We are helpful, courteous, and supportive; we demonstrate individual accountability for our behaviour and performance. We are guardians of Compton standards and reputation to create seamless care.

Community and partnership
We work collaboratively with colleagues within Compton and partner with patients, carers, and the health community to achieve the best outcomes for patients and families.

Passion and determination
We show boldness of vision and clarity of purpose, we inspire and encourage others to manage challenges with determination and are passionate advocates for our patients.

Compassion and empathy
We listen and engage without judgement, communicate with warmth, kindness and understanding. We put our patients, families, and supporters first.

Our Care Services

Compton Care is a registered charity providing care, encouragement and support for people living with complex and incurable conditions. Our principal object as set out in the Articles of Association is:

- *'to assist in the provision of care for people with advancing and progressive long-term health conditions and terminal illness who are principally resident in Wolverhampton, Dudley, Walsall, Sandwell and the counties of Shropshire and East Staffordshire and any additional locations as agreed by the Directors...*

Palliative care aims to treat or manage the symptoms a person may experience when living with an incurable illness, as well as provide support with their emotional, spiritual, or social needs.

At Compton Care we believe people are more than their diagnosis. We work with people to understand their unique needs, ambitions, and goals to create a unique package of care which can be accessed in the home (or chosen place of care) and/or by visiting our dedicated sites. Patients may benefit from accessing several services at once, or even dip in and out of care.

Compton Community Care – our team of specialist doctors, nurses and health and social care workers support families from the comfort of their own home (or chosen place of care). The team offer specialist clinical expertise, personal care, and practical and emotional support to address a wide range of palliative care needs. Visits are planned according to the needs of the family with night-sitting sessions for those requiring overnight support. The service also incorporates rapid response assistance for those with urgent care needs responding in 4 hours or less with the aim of helping to reduce unnecessary hospital admissions.

Compton Inpatient Care – an 18-bed unit where patients can access 24-hour clinical expertise, personal care, and emotional support from a multi-disciplinary team. Patients may be admitted for short stays on the unit for the purposes of symptom control and pain management, for respite care before being discharged or for end of life care.

Compton Living Well – a service which focuses on providing people with the knowledge, tools, and confidence to live an independent and quality life with their illness. Patients benefit from a wide range of support and resources including appointments and guidance from our clinical experts, taking part in therapeutic activities, the opportunity to attend a series of information workshops and programmes covering all aspects of life with an incurable illness and access to emotional and spiritual support.

Compton Family & Supportive Care Services - a collection of services that aim to support a patient's physical, emotional, and spiritual well-being. This type of care combines art therapy, complementary therapies, counselling, physiotherapy, social work, and spiritual care support. Most services are also available to family members, relatives and loved ones of Compton patients.

Compton Lymphoedema Care - offering specialist support for people living with Lymphoedema, a chronic condition which results in swelling caused by damage to the lymphatic system. The service offers those diagnosed the tools and confidence to manage and lead an independent life with their condition.

Compassionate Communities – providing and facilitating opportunities for Compton patients and other members of the community who are living with or affected by incurables illness to come together, share experiences, and improve well-being through dedicated support groups and networks.

Compton Bereavement Care - supporting family members, relatives and loved ones of Compton patients through their experiences of grief by providing qualified counsellors, trained bereavement volunteers and support groups. Compton Bereavement Care also offers specialist support for children and young people aged between 5 and 17.

Our services are provided by a multi-disciplinary team led by the Medical Director who is a Consultant in Palliative Medicine and the Director of Nursing & Supportive Care.

Public Benefit

Compton Care is registered with and regulated by the Care Quality Commission for the following regulated activities:

- Caring for adults under 65 and over 65.
- Treatment of disease, disorder, or injury.
- Diagnostic and screening procedures.

The quality of our services was last inspected by the Care Quality Commission in October 2019 and rated as 'Good'.

Compton Care benefits the public providing services free of charge to patients, families, and carers within our catchment area of Wolverhampton, Walsall, Dudley, Sandwell, East Shropshire, and East Staffordshire. Services are open to individuals over the age of 18 regardless of race, religion, sexual orientation, age, or diagnosis. The Trustees have referred to the Charity Commission's general guidance on public health when reviewing the aims and objectives of Compton Care and in planning future activities.

Support Services

A team of dedicated and specialist support services work tirelessly behind the scenes to ensure our clinicians and supportive care practitioners can deliver extraordinary patient care.

Compton Learning and Development deliver a range of education opportunities for Compton staff and external stakeholders to expand their knowledge and deliver best practice in their field.

Support service teams including those working in human resources, volunteering, communications and marketing, information technology, finance, estates, and administration help to ensure Compton Care remains compliant, visible, and fully- functional 7 days a week, 365 days a year.

Income Generation

Patients and families receive our care and expertise free of charge, however this care is not free to provide. Our income generation teams are responsible for raising over two-thirds of our annual running costs, equating to £8 million of the £12 million needed every year. Our income generation teams support and encourage individuals and businesses to raise this vital income through fundraising events and appeals, a weekly lottery and retail activities (charity shops and e-commerce).

Our Board of Trustees

In the reporting period, we welcomed two new Trustees to Compton Care. Both appointed January 2021, Andrew Rogers has a background in retail sales, marketing and finance and Julia Holden brings key skills in legal matters and charity duties and responsibilities.

Ros Keeton BDS, MCDH, DDPHRCS, FUW - Chairman of the Board

Ros is an experienced NHS Chief Executive and health care leader who combines a dental background with substantial leadership experience across the full range of health and social care settings. She was Chief Executive of an NHS Partnership Trust offering mental health, learning disabilities, and substance misuse services. Ros then led the highly respected Birmingham Women's NHS Foundation Trust one of only two specialist women's hospitals in the UK.

Dr Janet Anderson MB BS, FRCP, FRCPCH, Dip.ObstRCOG - Vice Chair of the Board

Janet was a consultant paediatrician at New Cross Hospital for 25 years. She has strong interests in education and training regionally, nationally, and internationally and continues to be active in this role.

Gary Burke

After studying Business and Economics, Gary started his career in the aircraft industry working in Product Support. In 1981 Gary established the highly successful Burke Bros. moving group, the company has since expanded acquiring several other companies throughout the West Midlands and now includes industrial and private properties.

James Frederick McKinnon BSc (Hons), MSc

James has wide experience gained at many levels in a variety of global roles during a lengthy career with Goodyear Tire & Rubber Company. James has held senior finance and IT roles within the UK organisation, including Treasurer, Plant Controller and General Credit Manager, all of which also included extended European management responsibility.

Sumana Ray

As a director of an electrical manufacturing business in Wolverhampton, Sumana has vast commercial knowledge. She takes a specific interest in fundraising activities and in Compton Care's many volunteers.

Dr Manjeet Kaur Samra MB, ChB, MRCGP, DRCOG, FRCGP

Manny has extensive experience as a GP working in Primary Care in Wolverhampton and surrounding areas. She has worked in both small and large practices and with diverse communities, with an interest and specialist knowledge in cancer services and end of life care.

Linda Annette Pascall MBA

Linda was appointed a trustee in 2020 and is a registered nurse, active coach, teacher, and mentor. She has held a series of senior roles within the NHS and has extensive professional training and experience.

Andrew Rogers

Andrew has enjoyed a successful career in the automotive industry for over 30 years. As a car enthusiast, he worked through various roles to ultimately gain a senior position within a large PLC. In 2018 he decided to take a break from PLC life and since then has worked as a self- employed consultant.

Helen Julia Holden LLB

Julia is a semi-retired solicitor, working part as a consultant and as a judge on the Oxford and Midland Circuit. She became managing partner of her law firm in the late 1980s. Her legal experience as a solicitor is wide, but predominantly in the fields of insurance law and large and complex personal injury.

Our Executive Leadership Team

In the reporting period, we saw the amalgamation of the CEO and the Director of Nursing & Supportive Care role. Rachel Overfield, a qualified nurse with extensive experience in transitioning and transforming clinical services and quality improvement and governance, joined Compton Care initially as Director of Nursing & Supportive Care in 2019 before taking on the additional role of interim CEO in August 2020 before full appointment in February 2021.

In the same year, the Director of Income Generation post was expanded to incorporate both Marketing and Partnerships disciplines as well as a Deputy CEO function. James Elliott, a qualified and highly experienced income generation and stakeholder engagement specialist, was appointed to the post in March 2021.

- Rachel Overfield RGN DPSN BSc (Hons): Chief Executive Officer & Director of Nursing & Support Services (appointed August 2020)
- James Elliott: Deputy Chief Executive Officer & Director of Income Generation, Marketing & Partnerships (appointed March 2021)
- Dr Fran Hakkak MBBS BSc MSc FRCP: Medical Director
- Val Turner FCIPD: Director of People & Organisational Development
- Russell Bulkeley FCA BFP: Head of Finance & Accounting
- Rebecca Brown: Associate Director of Clinical Governance, Compliance & Informatics

Our Staff

Compton Care has a dedicated team of 269 staff working across 27 different teams to provide extraordinary care and support to our patients, family members, supporters, donors, and stakeholders.

Our Volunteers

Our staff are supported by an army of volunteers who offer their time in a variety of roles including greeting callers and visitors to our reception, serving drinks and meals to patients, providing essential administration support, attending events, and sorting donations and serving customers in our charity shops. Compton simply could not deliver the vast range of services we do without the help of these heroes.

A Year in Numbers

A total of 3,563 patient referrals were made to Compton Care.
403 patients received 24-hour specialist care on our Inpatient Unit.
6,172 visits by doctors and nurses offering patients specialist support in their own home.
7,739 support sessions provided by our patient and carer support services including pre-bereavement and bereavement, social, spiritual, and emotional support.
19,945 calls received and managed through our care coordination team.
We hosted 96 virtual bereavement information hub sessions attended by 152 people.
We made 211 telephone befriending calls.
We hosted 15 'Understanding Bereavement' workshops which were attended by 75 people.

A year like no other (a year in review)

As the world faced a crisis like no other, Compton Care swung into action. We took brave and bold steps to not only ensure local people living with incurable conditions continued to receive the vital care they needed but we also stepped up to support and relieve some of the pressure on our NHS partners in the national fight against Covid-19.

Whilst many shut their doors, we opened ours, adapting our services and supporting more patients, families, and members of the community to ensure we could continue to be there for those who needed us.

Like so many other individuals and groups, it goes without saying that Covid-19 framed the work of Compton Care. But the pandemic has not meant that Compton's other work ground to a pause, in fact in some instances it has given us many new opportunities.

Keeping services running

On 23rd March 2020, the national stay at home directive saw us quickly adapt. Keeping our Inpatient Unit and Community Care services running became our priority. All available clinical staff were deployed to these areas to ensure those who needed vital or urgent face-to-face palliative care were able to access it. Our Community, Family & Carer, Living Well, Lymphoedema and Bereavement services all embraced digital technology ensuring families were still able to access support through phone and video consultations.

Stepping up in the fight against Covid-19

With cases rising and our NHS partners under so much pressure, we actively took the decision to step up and play our part in the national fight against Covid-19. With patients being supported at home, our empty Living Well Centre was turned into a second inpatient unit offering 7 additional beds for those with palliative care needs generously funded by Wolverhampton Clinical Commissioning Group ("CCG"). The unit enabled us to support those with palliative care needs who would usually have been cared for in a hospital setting, thus freeing up vital bed space in our local acute trust for Covid-19 patients. The unit proved a great asset with referrals to our Inpatient service up by 96% from 25 to 49 per month.

Throughout the pandemic, we continued to allow visitors to our Inpatient Unit. Whilst the restrictions over visitors to healthcare settings were completely necessary, to not allow patients to have their loved ones near at the most vulnerable and frightening of times went against the whole ethos of Compton Care and what we do. Patients were admitted one visitor per day and allowances were made in the most exceptional of circumstances. During this time, we were pleased to report zero evidence of internal transmission or acquisition of the virus.

In addition, we took on some of the caseload of our local NHS district nursing colleagues. Our Compton Community nursing team offer advice on pain management, symptom control and where possible prescribe medication. In addition, patients are also visited by their local NHS district nurse who supports with traditional nursing tasks including catheter care, wound dressing, and setting up syringe drivers (pumps that gradually administer medication). To reduce footfall into patient homes, especially vulnerable patients nearing the end of life, Compton agreed to deliver the whole care package including tasks usually undertaken by district nurses. We also extended our criteria to support those who would not normally be referred to Compton. Taking on this caseload enabled district nursing teams to focus on treating Covid-19 patients and kept vulnerable palliative patients in the community safe. Between April and June 2020, we completed 100 additional district nursing visits.

We also introduced a telephone befriending service recognising the impact the stay at home directive would have on those patients who were experiencing isolation and loneliness. A total of 211 calls were made between 1st April 2020 and 31st March 2021.

A new way to Live Well

Despite the difficulties of 2020, we were able to embed a new rehabilitative approach to our Living Well service centred around assisting to live independently, for as long as possible, with an incurable condition.

Embracing technology, we commenced a six-week virtual rolling programme of activities and workshops on various subjects including symptom management, nutrition, exercise, relaxation, planning and more. We have also delivered a series of success diversional therapy activities including music and craft therapy which have been extended to patients staying on our Inpatient Unit.

The addition of a physiotherapist to the service has ensured that, alongside Royal Wolverhampton Trust therapy services, we are delivering an effective palliative rehabilitation model.

We have also extended the services reach, opening a dedicated Living Well hub in our Retail Plus Superstore in the centre of Wolverhampton city centre. As lockdown restrictions lift, we look forward to welcoming the community to the space to learn more about the service and reach those with palliative care needs not yet known to Compton.

Expansion of emotional and bereavement support

This year we expanded our emotional support service helping people diagnosed with incurable illnesses and their families, as well as those experiencing grief, to build the tools and mechanisms to cope and move forward.

As well as supporting those with or affected by incurable illness, we also said we would expand the service to support those who are experiencing emotional distress because of Covid-19. This will include people who have lost someone because of Covid-19 as well as those who have survived the virus but are now living with various after-effects including ventilator psychosis, a form of post-traumatic stress disorder.

We implemented three levels of support ranging from telephone befriending sessions up to one-to-one counselling.

- Level 1: We offer informal social and community support delivered by our community engagement team including telephone befriending, virtual support groups, virtual bereavement information hubs and signposting to other services / providers as needed.
- Level 2: We offer practical, social, and emotional support delivered by social work and bereavement teams to include financial and legal advice, access to carer support groups and support from trained bereavement volunteers in both one-to-one and group settings (social distance regulations permitting).
- Level 3: We offer support for those with complex psychological needs delivered by the psychological therapies team. This includes one-to-one specialist counselling, which through the pandemic has been managed through telephone and virtual sessions. Our aim is to include some face-to-face sessions when safe to do so.

These three levels are now part of our core business as usual and will be further developed in the coming year to focus on a 'COVID-19' response that is required in the local community.

A dedicated space for Care Coordination

With Government guidelines permitting essential and safe construction throughout the pandemic, we were delighted to complete work on our Compton Care coordination centre. Funded in part by members of the 5/344 Transport & General Workers Union of the former Wolverhampton Goodyear factory, the centre officially opened on 8th September 2020 providing a single point of access for all referrals to Compton Care. The balance of the funding was provided through the Charity's reserves.

Our care coordination team triage referrals and provide support to referrers, healthcare professionals and patients and families alike, 5 days a week.

Plans to increase the service to 7 days a week and introduce social prescribing will be explored in 2021-22.

Clinical skills lab

Nestled in the heart of our care coordination building is a purpose-built clinical skills lab with state-of-the-art training facilities for our clinical staff to ensure they are suitably skilled, practiced and qualified to deliver great care. Since opening the lab, it has been utilised to induct new staff and deliver clinical training sessions to not only impart new skills but also refresher training. Over the next year we plan to extend our training offer to support the learning needs of external healthcare partners including those working in care homes and the ambulance service. External trainers will also be invited to utilise the space as well as deliver bespoke training to Compton staff.

Innovative income generation

Like so many charities, the financial impact of closing our 27 charity shops and cancelling our fundraising events has been enormous. Compton enters the 2021 financial year at a £2 million deficit with our income generation teams now working harder than ever to plug the shortfall.

However, during this period, we have been overwhelmed by the generosity and creativity of the public who rallied around to support us. We also adapted and found innovative ways to keep vital funds coming in including securing funding from the UK Government via grants and Wolverhampton CCG to fund the additional work completed as part of the wider Covid-19 efforts.

We were the first Wolverhampton charity to introduce a virtual quiz, streamed live over social media and attracting players from as far as Scotland, South Africa, Canada, and New York. Not only did the quiz help to keep weekly

funds coming in, but it also provided a fantastic sense of community and connection to the people around the world who were locked indoors.

In October 2020, during the brief period of easing of restrictions between lockdowns one and two, we opened our Compton Care Retail Plus superstore in Wolverhampton city centre, our largest retail until to date offering 10,000 square feet of fashion, furniture, electricals, a dedicated kids department and a brand-new range of giftware called 'Gifts that do good' all under one roof. The store also features a Compton Café so shoppers can pick up a drink and snack after a hard day's shopping. The store also features a hub space where community groups can gather to host events and initiatives for people living or supporting someone with an incurable illness, as well as those affected by bereavement of any kind.

The pandemic also saw us expand our digital e-commerce platforms including eBay, Shpock, and Depop ensuring customers could still shop online and keep vital funds coming in.

In December 2020 we launched our 'Christmas Like No Other' campaign which saw people donate, shop, attend virtual events and take part in our lottery Super Draw in their droves. Our annual Light Up A Life remembrance and fundraising event was moved online for the first time in its 30-year history; however, it didn't dampen the spirits of the wonderful Compton community who came together to show their solidarity and support the charity.

Section 172(1) statement (The Companies (Miscellaneous Reporting) Regulations 2018)
The Charity regularly reviews principal stakeholders and Compton engages with them. The stakeholder voice is brought into the boardroom throughout the annual cycle through information provided by the management team and by direct engagement with stakeholders themselves. The relevance of each stakeholder group may increase or decrease depending on the matter or issue in question, so the Board seeks to consider the needs and priorities of each stakeholder group during its discussions and as part of its decision making.

The Charity does not have a dependency on any supplier but deals with both large and small enterprises aiming to always pay within terms and build a long-standing relationship with its suppliers which is beneficial to both parties. Where it is practicable, local suppliers are included in tender processes.

Other disclosure requirements of this regulation are covered elsewhere in the Trustees report.

How we raise our money
So many of the incredible achievements in this review are only possible because of the generosity and kindness of amazing individuals, organisations, and trusts. Their donations and support have enabled us to make a real impact and improve the lives our patients and families.

- 741 people responded to our Compton Vs Covid Appeal in the Spring of 2020 generating upwards of £33,000
- 811 people donated over £44,000 in memory of a loved one as part of our 'Christmas like no other' appeal
- £219,000 was raised by our incredible community supporters through events, community organised initiatives or through various celebrations including birthdays, weddings and anniversaries
- Corporate partners donated £121,000 including £13,000 worth of gifts in kind including PPE for our clinical team and tablets so our patients could stay in touch with family
- £1,798,712 was donated by generous individuals leaving us a gift in their will
- A total of £837,395 was raised through ticket sales and donations by our Compton Lottery community
- Over 1,600 supporters raised £31,518 by playing the Compton Care Christmas Super Draw
- Over £30,000 was raised by supporters adding gift aid to their donated goods to our shops
- 2,778 customers raised over £72,000 through our online retail channels

Looking Forward to 2021-22

As we move into 2021-22 our priorities will focus on:

Digital technology

We want to leverage the use of digital technology maximising the benefits it can bring. We will do this by:

- Refining our current electronic health record.
- Working in collaboration with partner health services aligned to our Integrated Care System to ensure access to shared information.
- Having better connected technology that enables clinicians to provide services in a different way using technology as a foundation.
- Improving access to data and information through our website and intranet.

Clinical governance framework

The most important aspect of clinical governance is how we collectively and continuously improve the quality of clinical care we provide. We will do this by establishing a refreshed clinical governance framework that includes:

- Insight driven information to support planning, decision making and quality improvement methodology and projects.
- Our annual audit programme and quality improvement plan.
- Our patient and public information and engagement strategy and delivery plan.
- Effective incident and complaint management processes so that we can learn when things do not go to plan.
- Our safety culture methodology.

Partnerships

The key to expanding our reach and ensuring everyone who requires palliative, and end of life care support receives it lies in working in close partnerships with other health and social care providers. We will do this by:

- Extending our operating hours in some services so that there is more accessibility to advice and support outside core hours.
- Operating more services from within community hubs and spaces.
- Building partnerships with key health and social care providers and moving towards integrated and sustainable models of working.

Modernisation

To deliver the best care for our patients and families we need to ensure our facilities are robust and fit for purpose. We will be focusing on remodelling our current estate to modernise and make better use of our buildings. We will also utilise available space in our local communities to be close to patients, carers, and partners. We will also focus on improving our learning and nutritional standards.

A new approach to learning and development

We will be redesigning our learning and development approach, bringing greater focus on the internal needs of our Compton team as well as continuing to foster wider partnership approaches. We will do this by:

- Developing training programmes for our leadership and management teams.
- New volunteer roles and support.
- Embedding a workforce that is proactive and competent.
- Strengthen partnerships with universities/colleges/apprenticeships.
- Opportunities to deliver training/showcase to others.

Financial Review

Activity during the year

Activities by the Group resulted in an operating surplus of £240,506 (2020: deficit £1,206,548) during the financial year.

The year was dominated by the impact of the Covid pandemic, with income generation activities in all three areas (fundraising, lottery, and retail) severely impacted by a combination of cessation of trade and closures. Fundraising events were largely cancelled although it was possible to introduce several new virtual events. Lottery canvassing was curtailed on and off for over six months, unfortunately reversing much of the growth achieved in previous years, with cash collection from members in their homes also suspended throughout the first quarter. The worst hit sector however was the shop network, with the entire year negatively impacted by a combination of closures in lockdown, or reduced trading due to operating restrictions.

A key factor in the result for the year was the support provided from the Government which totalled nearly £3.9m, the main elements being from NHS England Emergency Funding, various retail grant schemes and the Job Retention Scheme.

Income

Total income for the year ended 31 March 2021 was £12,095,202 which was an increase of £854,927 on the previous year. The principal funding sources for the Group are donations and legacies 24.0% (2020: 31.9%), charitable activities 50.9% (2020: 25.9%), other trading activities 13.2% (2020: 39.4%), other income 10.5% (2020: 0.0%) and investments 1.4% (2020: 2.8%).

Donations and legacies remain an important source of income for the Group and the total income received in the year was £2,899,288 continuing to show the tremendous support Compton receives from the wider community. This was a decrease of £687,626, the previous year having included a generous one-off donation of £1,570,000 from the 5/344 Transport & General Workers Union of the former Wolverhampton Goodyear factory.

Charitable activities comprise the income received from the Clinical Commissioning Groups ('CCGs') along with other health care and governmental organisations. Income at £6,160,322 showed a large uplift of £3,248,133 from the previous year of which £2,601,207 related to Government grants from NHS England to assist Compton to continue to make available bed capacity and community support, on which basis the grant has been treated as unrestricted income. Income from CCGs rose £682,752, largely the consequence of Compton 'stepping up' during the pandemic during the spring and winter periods to provide extra beds and community support through enhanced and additional new services. Underlying grant funding remained static in the year, but additional funding was attracted through additional project work although educational activities further contracted. Additional funding is expected for 2021/22 following the commissioning of a full lymphoedema service, but a further reduction in the real value of other grant funding is anticipated as the external economic environment remains tight and uncertain.

Other trading activities comprise fundraising events along with income generated through the shop network and lottery operation, and because of the Covid pandemic, these income streams were severely hit during the financial year, falling £2,837,297 to £1,589,408. Of this fall, £2,724,700 is directly attributable to sales in the retail network, where shops were closed for over half the year, and working with operating restrictions at below capacity for the remainder of the year. During the year, three shops (Dudley, West Bromwich, and Wolverhampton – Skinner Street) were closed due to the pandemic, and a decision was made whilst closed for this to become permanent. However, in October 2020, a new city centre superstore (Retail+) was opened in Wolverhampton, and in the limited trading period available, the store performed very strongly indicating a future potential for growth and the ability to generate much needed funds in the future. With the shop network able to re-open in mid-April 2021, the upcoming financial year will be largely re-building back to pre-Covid activity levels although management continues to pursue an acquisition strategy to expand the network further although top-quality sites remain difficult to find in the catchment area. The lottery business generated its fourth consecutive record profit, albeit more a consequence of cost reductions rather than income growth with canvassing activities suspended for much of the year. The central fundraising activities also fell behind expectations with face-to-face events having to be largely cancelled although several virtual events were instigated to reduce the impact.

Investment markets, having ended 2019/20 significantly depressed, largely bounced back during 2020/21 although income was reduced. Compton's portfolio returned +20.3% (benchmark 19.3%) outperforming the benchmark with a continuation during the year of lower exposure to equity due to planned capital drawdowns. The Charity continues to hold a mixed portfolio of high-quality investments, with the investment strategy reviewed every six months by the Finance & Income Generation Committee along with the investment manager.

Expenditure
Costs associated with patient care decreased £137,779 driven by a £155,605 reduction in allocated support costs following high levels of expenditure on the Compton Hall estate in the prior year. Increases in staff costs, due to wage and pension inflation were mitigated by staff shortages largely due to the pandemic. Costs associated with raising funds through fundraising and trading activities decreased by £312,847 due to the closure of the shops during various lockdowns in the year and the requirement to cease face-to-face fundraising events.

Surplus
Overall, income exceeded net expenditure excluding investment gains by £240,506. The overall surplus for the year of £1,483,824 was stated after recognising the effect of realised and unrealised gains and losses on investments amounting to a net gain of £1,243,345.

Funds and Reserves Policy

The Trustees approved a new Reserves policy at their meeting held on 17th February 2021.

The total funds of the Charity at 31 March 2021 of £19,424,574 are split between:

- Restricted Funds £127,748
- Designated Funds £1,005,280
- General Fund £18,291,546

Restricted Funds
During 2020-21, donations totalling £220,398 were received from donors to enable specific projects to be undertaken. At the end of the financial year, £127,748 remained unspent, with the larger projects outstanding including the compassionate communities programme and West Midlands Ambulance Service end of life training (funded through Wolverhampton CCG) and a BAME support worker (funded through the Royal Wolverhampton NHS Trust). Most of the outstanding expenditure will be incurred during 2021/22.

Designated Funds
The Trustees have established two designated funds which are explained as follows:

Business Improvement & Innovation Fund (£282,209)
£431,825 was allocated in the year to facilitate cost reduction exercises where one-off termination costs are incurred such as dilapidations, asset and lease write-offs, IT automation and enhancements. During the year £149,616 was spent on shop closures (£95,008) and staff rationalisation plans (£54,608).

Development Fund (£723,071)
The Estates Strategy for the two main Compton Care sites (Compton Hall and The Cedars) remains on-going to establish the future needs of our facilities in line with our strategy to ensure they are updated, safe, user friendly and will allow us to care for more patients than ever before as we reach out to those who need us. Initial work undertaken has identified the need for substantial investment due to the age of our current facilities hence the Development Fund has been created to ensure we can meet this significant challenge.

The Development Fund set up to fund this investment amounted to £5,000,000 at 31 March 2017 with expenditure totalling £1,227,306 incurred in the three years ended 31 March 2020. During 2020/21, the main build was completed for the Care Coordination Centre with an additional £1,202,753 charged to the reserve.

The Development Fund was reviewed during 2020/21 and £1,846,870 was transferred to the General Fund being considered excess to requirements. The balance of £723,071 has been set aside for site consolidation (£367,862), patient / relative facility improvement (£203,309) and essential repairs (£151,900).

Fixed Asset Fund (£Nil)
During the year, the Fixed Asset Fund was closed, and the balance of £8,050,716 was transferred to the General Fund.

General Fund

The Trustees consider that to fulfil the Charity's obligations to the communities it serves, to existing and future patients and their families and to the paid staff of 269, it is a desirable objective for there to be unrestricted funds available at any time equivalent to at least twelve-month's running costs of the group (excluding one-off projects).

At 31 March 2021, the general fund of £18,291,546 represented approximately 19.3 months' expenditure (2020: 16.6 months). Continued investment in the infrastructure and service provision over the next year along with the continued impact of Covid-19 on our income streams is forecast to reduce the future level of reserves held.

The level of 'free reserves' (general fund less fixed assets) totalled £9,178,200.

Investment Policy

The Charity's main investment portfolio is professionally managed with the objective of preserving the real buying power of the assets and income.

The investments are managed as a 'moderate risk' portfolio with a mixture of equities, bonds and property assets within the ranges agreed by the Trustees after consultation with the investment managers. Individual investments within each category of the portfolio will vary according to market conditions and the portfolio is actively managed. Compton's policy is to negatively screen companies or sectors that are contrary to the values of the organisation such as follows:

- any companies with substantial activities in tobacco.
- any companies that might damage Compton Care's good name.

An ESG (Environmental, Social and Governance) overlay is embedded in our investment process, augmented by external rating systems Morningstar and Sustainalytics used by the investment managers.

The practice of holding a portfolio of investments with different and diversifying performance characteristics leaves the portfolio less exposed to movements in any asset class and the income generated continues to compare very favourably with the interest which would have been earned had the portfolio been invested in bank or building society accounts.

Overall, the portfolio continues to be sufficiently diversified and is producing reasonable returns and no major change in strategy is contemplated soon.

Governance

Constitution

The Charity was formed as a company limited by guarantee on 14 January 1982 and is governed by its Memorandum and Articles of Association. The Charity was incorporated in England and Wales.

As a company limited by guarantee it has no allotted share capital. Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

New Articles of Association

During 2020-21, the Board of Trustees approved an updated and modernised Articles of Association with the key changes relating to the process of appointment and termination of Trustees, the ability to have Board meetings digitally and the replacement of the Annual General Meeting with an Annual Members Meeting. The Charity Commission granted approval for the amendments with the revised Articles lodged at Companies House in December 2020.

Trustees

Trustees are appointed by the Board of Trustees at a Board meeting, but their appointment only takes effect once ratified by the majority of Company Members voting at a General Meeting or by written resolution. Under the Articles, Trustees are appointed for an initial three-year term, and a Trustee who is willing to continue in office may

serve up to a maximum of three terms of three years. After completion of their third three-year term, a Trustee may only be appointed for subsequent one-year terms where the Board decide it is in the best interests of the Company to do so.

The Chairman is elected by his or her fellow Trustees following a recruitment and selection process. The Chairman Ros Keeton was appointed with effect from 26 September 2018 and is serving an initial three-year term, due for re-appointment in September 2021.

Potential new Trustees are identified from a variety of sources including external recruitment, personal recommendation by members or the current Trustees. Often, but not exclusively, potential Trustees will have previously been associated with the work of the Charity perhaps as a volunteer, involvement in a support organisation or in the activities of a subsidiary company. Selection for appointment is based solely on the contribution it is believed the individual is likely to make to the development and delivery of the Charity's objectives having regard to their commitment, experience and in some instances, specialist skills.

Prospective Trustees are required to submit an expression of interest and provide references. A formal interview process is undertaken by a panel of existing Trustees and the candidates have an opportunity to meet key staff. For successful candidates, the appointment is approved by the full Trustee Board. On appointment, there is a formal induction process to consolidate the information previously gained and this is reinforced by a detailed "Induction Pack" documenting the relevant details. Trustees complete mandatory training and are encouraged to attend other internal and external training events.

The Charity's Trustees are also directors of the company for the purposes of company law. Trustee indemnity insurance is provided for the benefit of the Trustees.

Subsidiary Companies

The Charity has two wholly owned subsidiary companies which operate for the purpose of raising funds and promoting public awareness of the Charity. They are:

- Compton Care Trading Limited (registered company number 02328703) which operates 27 Charity shops and trading outlets.
- Compton Care Lottery Limited (registered company number 03188860), which operates regular lotteries.

Each subsidiary company gift aids any profits made to the Charity. Note 17 to the Accounts summarises their performance.

Corporate Governance and Internal Control

The Charity is governed by the Board of Trustees which is responsible for setting the strategic direction of the organisation, establishing policy, and agreeing the annual financial budget, business plan and monitoring progress against the budget. The Board meets regularly throughout the year. Overall responsibility for the day to day management of the organisation is delegated by the Board to the Chief Executive. The Chief Executive reports to the Chairman of the Board and together with the Medical Director, Director of Income Generation, Marketing & Partnerships, Head of Finance & Accounting, Associate Director of Clinical Governance, Compliance & Informatics, and the Director of People & Organisational Development attend all Board meetings.

Charity Governance

Responsibility for the governance structure of the organisation is split between several committees and the Executive Leadership Team. The make-up and responsibilities of these committees are described below. Trustees are encouraged to attend meetings of any of these committees and working groups where appropriate to their roles and interests. The Charity follows the Charity Governance Code.

Executive Leadership Team

The Executive Leadership Team meets at least twice a month and comprises the Chief Executive, the Medical Director, Director of Income Generation, Marketing & Partnerships, Head of Finance & Accounting, Associate Director of Clinical Governance, Compliance & Informatics, and the Director of People & Organisational Development. The meeting is chaired by the Chief Executive.

The Executive Leadership Team is responsible for strategic leadership, organisational development, external relationships, and environment, change leadership and organisational communication.

Covid-19 Governance Arrangements

At the Trustee Board in March 2020 interim emergency governance arrangements were agreed for the duration of the initial Covid-19 pandemic. A short-term Covid Governance Committee was convened to meet fortnightly. The key functions of the Committee included the quality and safety of clinical and support services, the impact of new ways of working, financial monitoring, and risk. The Chair of the Trustee Board led the Committee which was attended by members of the Executive Leadership Teams and selected Trustees.

The committee structure was adjusted to recognise the operational pressures during the pandemic with the Trustee Board and Committees agreeing to meet virtually during the crisis in line with Government guidelines.

The Covid-19 Committee ceased to operate at the end of July 2020 with day-to-day operational matters reverting to the full committee structure as follows:

Compliance & Clinical Quality Committee

The Committee structures were reviewed in 2021 and consequently, the former Compliance and Clinical Quality committees were merged to form the Compliance & Clinical Quality Committee.

This committee meets quarterly and is responsible for monitoring and assuring the board that structures, processes, and controls are fully compliant with regulators and commissioners. The Compliance and Clinical Quality Committee comprises Dr. Janet Anderson (Chairman and Trustee), Dr Manny Samra (Trustee), Joanna Watson (Trustee), Rachel Overfield (Chief Executive), Rebecca Brown (Associate Director of Clinical Governance, Compliance, and Informatics), Val Turner (Director of People & Organisational Development), Carly Manning (Associate Director of Nursing – Quality & Service Improvement) and Dr Fran Hakkak (Medical Director). Other specialist members of staff are invited to attend for specific agenda items.

The specific duties of the Committee are to:

- Maintain a strong awareness of the latest legislation and practices affecting or related to our work, environment and workforce and provide assurance to the Board of Trustees.
- Maintain a log of regulatory and commissioning obligations and requirements and report to the Board of Trustees.
- Scrutinise areas of risk and/or development and agree priorities and monitoring mechanisms.
- Utilise monitoring systems to evaluate progress and regular agreed intervals and recommend actions to mitigate risk as appropriate.
- To receive assurance that all systems and processes are integrated across all support functions and that a service culture is embedded across all support services.
- To receive assurance that all practice is evidence based and audit Compton Care policies to ensure compliance.
- To promote safety and excellence in patient care, monitoring patient experience through surveys, feedback, and complaints.
- To receive assurance that the excellence strategy is embedded and adhered to within Compton Care.
- To have overview responsibility for the relevant elements of the Excellence Strategy, agree priorities and monitor progress against key quality indicators.
- To have overview responsibility for compliance with the Care Quality Commission.
- To monitor the safety of clinical services including falls and infection prevention and control.
- To monitor clinical effectiveness including research, audit, National Institute for Health and Care Excellence and mortality reviews.
- To assure that there are processes in place to effectively safeguard children and adults.

Remuneration Committee

This committee is responsible for ensuring the remuneration arrangements support the strategic aims of the organisation. The committee comprises Ros Keeton (Chairman and Trustee), Dr Janet Anderson (Trustee) plus at least two additional Trustees from James McKinnon, Gary Burke, Linda Pascall and Sumana Ray, meeting at least once a year and as required. The Chief Executive, Val Turner (Director of People & Organisational Development) and Russell Bulkeley (Head of Finance & Accounting) attend to provide a briefing and give evidence. The main responsibilities of the Committee are to:

- Formulate and monitor the organisation's Remuneration Policy.
- Review the organisation's salary banding process and related remuneration and reward packages against agreed independent market benchmarking tools and ensure Compton Care salary and reward packages are equitable, fair and remain competitive.
- Approve the annual cost of living salary increase for all staff considering rates of inflation and known NHS, charity sector and commercial benchmarking in the given year.
- Approve any non-consolidated pay awards (bonus) as recommended by the Chief Executive which relates to the Compton Care policy in this matter.
- Determine the remuneration and reward package of the Chief Executive and other Directors who are considered to have senior level responsibility for the leadership and management of Compton Care.
- Approve pension arrangements and ensure that contractual terms on termination are fair to the individual and to Compton Care, that poor performance is not rewarded and, where possible, potential losses are mitigated.

People and Support Services Committee

The role of the People & Support Services Committee is to oversee the people and support services functions of Compton Care. This includes human resources, learning and development, volunteer services, estates, and IT. The committee serves to provide assurance to the Board of Trustees that all structures, processes, and controls are effective, fully compliant with the requirements of regulators and of the high standards expected of Compton Care.

The Committee comprises Linda Pascall (Chairman and Trustee), Julia Holden (Trustee), Rachel Overfield (Chief Executive), Val Turner (Director of People & Support Services) and Linda Hill (Head of Human Resources). Other specialist members of staff are invited to attend for specific agenda items. The main responsibilities of the Committee are to:

- Regularly review and approve all relevant policies and procedures.
- Provide a platform to discuss current concerns and risks.
- Ensure best practice is applied consistently across the organisation.
- Identify and consider the impact and mitigation of specific organisational risks.
- Review information received from working parties, listening events and forums across the organisation including the outputs from staff surveys.
- Update the Board on any legislation that could have an impact on Compton Care.
- Advise the Board on key performance indicators and data analysis.

Finance & Income Generation Committee

The committee is responsible for:

- Ensuring the financial viability of Compton Care, provide stewardship of the charitable assets and oversee the annual external audit.
- Providing assurance to the Board of Trustees that all financial and income generation structures, processes, and controls are fully compliant with regulators and commissioners, are effective and efficient and are of the high standards expected of Compton Care.

The committee comprises James McKinnon (Chairman and Trustee), Joanna Watson (Trustee), Janet Anderson (Trustee), Gary Burke (Trustee), Andrew Rogers (Trustee), Carl Peddie (Director of Compton Care Trading Limited and Compton Care Lottery Limited), Rachel Overfield (Chief Executive Officer), Russell Bulkeley (Head of Finance & Accounting) and James Elliott (Director of Income Generation, Marketing & Partnerships).
The committee meets four times a year and on other occasions as required to deal with specific matters raised by the Board. The specific duties of the Committee are to:

- To develop, approve and evaluate progress against the Income Generation strategy and recommend actions to mitigate risk.
- To maintain a strong awareness of the latest legislation, regulatory obligations, practices, and requirements affecting or related to income generation including the latest fundraising regulation and Gambling Commission obligations.
- To identify areas of risk and / or development opportunity, approving investment and agreeing priorities.
- To support and review KPIs via the dashboard ensuring appropriate monitoring mechanisms are in place which are specific to Income Generation.
- To review the financial position and income generation performance of Compton Care ensuring budget and achievement is realistic and proportionate to investment.
- To recommend the Reserves policy to the Board of Trustees and review the use of reserves.
- To recommend approval of the annual financial plan.
- Review the quarterly 24 month rolling forecast to ensure projections are reasonable and are aligned with the Trustees reserves policy initially approving any exceptions and escalating to the Board of Trustees for final approval.
- To set the accounting policies for Compton Care.
- To approve all banking arrangements and reviewing performance.
- To appoint external auditors and financial advisors and reviewing performance and ensuring adherence to Compton's constitution ensuring that auditors and investment advisors are reviewed and re-tendered according to guidelines.
- To liaise with the external auditors before, during and after the annual statutory audit, ensuring all key issues identified are satisfactorily resolved.
- To review internal audit reports prepared by the budgetary controller, ensuring all key issues identified are satisfactorily resolved.
- To monitor the performance of Compton Care's investment managers and advising them of Compton's funding requirements both in terms of new investments and the timing of potential drawdowns.
- To ensure all systems and processes are evidence based and integrated with Compton Care policy and function, supporting implementation and communication with no separation of discrimination existing in subsidiary functions.
- To escalate issues to the Board of Trustees as appropriate.

Risk Management

Compton Care has a comprehensive structure of internal controls to co-ordinate and manage risk within the organisation. This consists of lines of accountability through which issues of risk can be debated and the effectiveness of Compton Care's risk management arrangements assured.

The Board of Trustees has a duty to assure itself that Compton Care has properly identified the risks it faces, and that it has processes in place to mitigate those risks and they impact they have on the organisation and its stakeholders.

The major risk management strategies are summarised below:

- A risk register is updated regularly by the Senior Management Team supported by the Governance Team and is reviewed quarterly by the Executive Leadership Team and the Compliance Committee. The Compliance Committee is responsible for leading the risk management process.
- The establishment of robust policies and procedures to mitigate the identified risks, including the intervention of senior managers or Trustees in significant or sensitive transactions or issues.
- Internal audit of key areas on a rotational basis, utilising external advisors.
- The use of Key Performance Indicators ("KPIs") to monitor the progress of the Charity's activities. Performance against the KPIs is reported monthly and is reviewed at the Trustees' meetings together with the feedback from the various committees referred to above.
- The maintenance of appropriate levels of reserves as set out in the Funds and Reserves Policy.
- Insurance cover in key risk areas.

The Trustees use a risk register to regularly assess the risks and uncertainties that the Charity is exposed to.

The risk management strategy adopted by the Executive Leadership team is to identify, monitor, record, and manage risk on an operational and strategic basis. The risk register is a live document that is regularly reviewed and updated by the Senior Management Team. All risks have a risk owner from the Executive Leadership team who report on their areas of responsibility to the Compliance Committee at quarterly intervals. Significant risks are escalated to the Trustees for review. Sub-committees of the Board of Trustees have delegated responsibility to keep those risks specific to them under review and escalate to the Board where necessary.

In 2021, the five most significant risks are identified as follows:

1. Financial sustainability linked to the financial impact of Covid-19	
Controls: The Board and Executive and Senior Management Team regularly review the financial position including forecast and re-budgeting. Controlling expenditure. Cost reduction exercise completed as part of budget planning. Income Generation undertake on-going forecasts and mitigation planning. Business Improvement Sub-committee implemented.	On-going actions: Continual monitoring of income streams and additional cost impacts
2. Risk to business continuity as a result of Covid-19	
Controls: Controls in place to mitigate potential reduced levels of staffing with a focus on wellbeing initiatives. Covid testing in place and being used. Vaccination programme. Strict adherence to infection, prevention and control reducing risk of transmission.	On-going actions: Ongoing monitoring by Senior Management Team, changes implemented as per Government guidelines.
3. Risk of delayed clinical advice/admissions/reputational damage linked to poor on-site call handling out of hours	
Controls: Care Coordination has reduced the impact during working hours. Mobile phone has been provided for nurse on duty. New telephone system introduced to aid call management flows to correct service.	On-going actions: Moving the Rapid Response service to cover 24 hours, taking over management of calls overnight for patients and healthcare professionals thus improving communication and call handling out of hours. Care Coordination will operate over 7 days a week, allowing consistency in receiving referrals, acting on them and improved message taking.
4. IPU has a lack of processes, clinical skills and equipment to deal with tracheostomy and laryngectomy patients	
Controls: Any referrals risk assessed on an individual basis. Bedside processes for patients with artificial airways developed and equipment procured. Training package and competency package developed and being rolled out to staff.	On-going actions: Continue training roll out.
5. IT Security and Risk of Cyber Security Breach	
Controls: Encrypted wireless local area network / local area network completed. Any network ports not in use are disconnected from the network. Changed to Microsoft advanced threat protection. DSP toolkit completed submitted with improvement plan Regular communications sent to alert staff of known threats Preventing risk of cyber threats covered in data security training. Starters and Leavers process rolled out.	On-going actions: Expediting move over to O365 all users. Implementing multi-factor authentication on non-Compton owned devices. On-going monitoring of systems. Pursue Cyber Essential Accreditation. Use of IT risk matrix and regular scanning for vulnerabilities and timely resolution of those identified.

Trustees' Responsibilities

The Trustees, who are also directors of Compton Care Group Limited for the purposes of company law, are responsible for preparing the Trustees' 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. 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.
- Make judgements 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 company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees is aware at the time the report is approved:
- There is no relevant audit information of which the charitable company's auditors are unaware, and;
- The Trustees have taken all steps that they should have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £3,640 (2020: £3,033).

Fundraising

The Charity is registered with the Fundraising Regulator and will abide by its updated code of practice. We currently undertake a range of public facing fundraising activities including events, individual giving schemes, corporate fundraising, and a lottery programme.

New and improved standards relating to the Fundraising Preference Service, the Telephone Preference Service and the General Data Protection Regulation have been introduced and the Charity is currently working towards gaining ISO27001 accreditation. ISO27001 is internationally recognised and is seen as a benchmark standard in the UK public and private sector. By achieving ISO27001 certification, Compton will be able to demonstrate it has robust information handling mechanisms and controls that are in line with industry best practice and will provide reassurance that it is compliant with information governance standards and data protection principles.

In addition, policies and procedures relating to the protection of vulnerable people, the monitoring and oversight of any third-party professional canvassing and fundraising operations have all been introduced and all members of the income generation team will be trained to adhere to these standards.

Compliments and complaints are regularly monitored, culminating in an annual complaints return being submitted to the Fundraising Regulator. Supporter experience is a priority for all Compton Care income generations teams and as such any complaints will be investigated and dealt with in line with our updated complaints procedure. Six complaints were received throughout the 2020/21 financial year, all minor incidents across our fundraising and retail departments. An internal logging system is used to record, track and monitor these incidents and adhere to the guidance provided by the fundraising regulator.

The efficacy of all income generation streams is ensured through weekly commissioning and regulation updates within the Executive Leadership Team and by the Compton Care Compliance Committee, which will ensure continual monitoring and adherence to any emerging regulatory requirements.

Staff and Volunteers

At 31 March 2021, the number of paid staff was as follows:

	Paid staff		
	Full time	Part time	Total
Directors (Trustees)	-	-	-
Patient care and Learning & Development	65	98	163
Income Generation and marketing	46	44	90
Support Services	16	-	16
Total Compton Care Group - 31 March 2021	**127**	**142**	**269**
Total Compton Care Group - 31 March 2020	**135**	**150**	**285**

Staff

Staff levels over the past year have decreased in both full and part time positions. The transformation roles which were primarily fixed term to move the organisation forward have finished as projects completed and the associated staff concluded their contracts.

The previous year's appointment of a new Director of Nursing & Supportive Care has been an opportunity to look at resource levels and workforce plans to meet the changing needs of the services to support more patients and families. We have been able to support service changes and increase the use of agile, variable, and flexible working patterns which has given flexibility to the services and the number of patients we see whilst managing work life balance and our wellbeing strategy supporting our staff.

We have implemented a new Income Generation strategy which has seen improvements and efficiency savings in how we manage our retail business through the procurement process with amongst other efficiencies, a new route planning process for our stock collectors and better use of resources and technology in our teams.

Volunteer Support

Compton is extremely fortunate to have a large volunteer base dedicating their time across all areas of the organisation supporting our patients and families to ensure they receive the best care and services possible. Nearly 70% of our volunteers support our shops and lottery business, with the remaining 30% supporting the various clinical departments and support services.

Heading into the financial year, the pandemic forced all shops to close and necessary restrictions resulted in volunteers being unable to work in clinical areas. The pause in activity allowed the organisation to review volunteer functions and responsibilities and looks forward to welcoming back volunteers as activities re-commence.

However, Compton's support for patients and their families continued during the year, something that could not have been achieved without the volunteers' on-going dedication and support. The last twelve months has seen a lot of change for our volunteers during the Covid pandemic. With all our shops shut through Government guidance at certain points during the year, we have continued to have many volunteers working during the year. Our priority has been to manage their health and wellbeing and support volunteers who wish to remain offsite for health and other personal reasons. As with any volunteer environment, people choose to retire or stop their volunteering roles to support their families, go to university, manage their own health and wellbeing and other external changes which mean that each year we do see fluctuation in our numbers but we are always keen to recruit new volunteers in whatever role they give their time to Compton Care.

The Volunteer Services team are responsible for leading the recruitment and induction process of new volunteers, whilst developing new initiatives and services aimed at improving the volunteer experience and engaging the wider community. This includes having volunteers in our own team supporting our campaigns and managing our databases to support our understanding of what volunteers want from their experience and to help with volunteer communication and engagement.

The Trustees, who are themselves volunteers, along with the Executive Leadership Team and Compton as a whole, would like to thank all our volunteers for their hard work and selfless support, something that is greatly appreciated by our patients and their families.

Legal and Administrative Information

Charity Name	Compton Care Group Limited	
Charity Registration Number	512387	
Incorporation	Company Limited by Guarantee registered company number 01607631	
Registered Office and principal operating address	4 Compton Road West, Compton, Wolverhampton, West Midlands WV3 9DH	
Patrons	Mr J F Woolridge CBE DL Mr J Andrews MBE DL Mr T Leeks Mrs A Porter MBE Mr H Porter MBE	
President	The Right Reverend the Bishop of Wolverhampton	
Vice President	Dr G Kitchen, MRCS, LRCP, DMRT, FRCR	
Trustees / Directors	Mrs R Keeton	BDS, MCDH, DDPHRCS (Chairman)
	Dr J M Anderson	MB, BS, FRCP, FRCPCH, Dip.ObstRCOG (Vice Chairman)
	Mrs S Ray	
	Mr G Burke	
	Mr J F McKinnon	BSc (Hons), MSc
	Dr M K Samra	MB ChB MRCGP DRCOG FRCGP
	Mrs L A Pascall	MBA
	Mr A Rogers	(appointed 17th February 2021)
	Mrs H J Holden	LLB (appointed 17th February 2021)
	Mrs J Watson	FCA, MA (Hons) (resigned 28th July 2021)
Senior Management Personnel		
Chief Executive	Miss R Overfield	RGN DPSN BSc Hons (appointed 1st August 2020)
Medical Director	Dr F J Hakkak	MBBS BSc MSc FRCP
Director of Nursing & Supportive Care	Miss R Overfield	RGN DPSN BSc Hons
Director of Income Generation, Marketing & Partnerships	Mr J Elliott	(appointed 29th March 2021)
Director of Income Generation	Mr HAW Shilliday	BA(Hons), PG Cert (Dev Mgmt) (Open) (resigned 20th January 2021)
Director of People & Organisational Development	Mrs V Turner	FCIPD
Head of Finance & Accounting	Mr R Bulkeley	FCA BFP
Associate Director of Clinical Governance, Compliance & Informatics	Mrs R L Brown	
Company Secretary	Mr R Bulkeley	FCA BFP
Subsidiary Companies	Compton Care Trading Limited	
	Chairman	Mr JF McKinnon
	Compton Care Lottery Limited	
	Chairman	Mr JF McKinnon

Principal Bankers	Barclays Bank PLC, PO Box 777, Wolverhampton BX3 2BB
Investment Manager	Investec Wealth & Investment Limited, 30 Gresham Street, London EC2V 7QN
Solicitors	Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES
Auditor	Crowe U.K. LLP, Black Country House, Rounds Green Road, Oldbury, West Midlands B69 2DG

Streamlined Energy and Carbon Reporting

The Group's greenhouse gas emissions and energy consumption for the twelve months to 31 March 2021 are:

Consumption	kWh	Emissions	tCO_2e
Electricity	718,728	Electricity	168
Gas combustion	1,460,781	Gas combustion	269
Business travel	66,049	Business travel	16
Total in the year	**2,245,558**	**Total in the year**	**453**

Intensity ratio – emissions per employee headcount – 1.63 tCO_2e

Energy efficiency measures

Compton undertakes on-going energy recording and monitoring activities. A schedule of preventative maintenance is also implemented; this gives regular servicing and maintenance of energy-consuming equipment and company vehicles. In addition, a recent energy audit identified potential energy efficiency measures which are currently being evaluated by the organisation.

This report, which incorporates the Strategic Report, was approved by the Board of Directors on 11 August 2021 and signed on its behalf by:

By Order of the Trustees

Ros Keeton
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED

Opinion

We have audited the financial statements of Compton Care Group Limited ('the charitable company') and its subsidiaries ('the group') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, Group Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 group's and the charitable company's affairs as at 31 March 2021 and of the group's 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 group 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 or the group'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 contained within the annual report. The other information comprises the information included in the annual report, 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.

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 our audit:

- the information given in the Trustees' report, which includes the Directors' report and the Strategic 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 have been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED (continued)

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their 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
- 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 on page 17, 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.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context were the Gambling Commission, CQC Regulations. General Data Protection Regulations and Employment legislation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPTON CARE GROUP LIMITED (continued)

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be with the completeness and accuracy of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and Income Generation Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 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 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.

Kerry Brown

Kerry Brown
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG

Date: 21/08/2021

COMPTON CARE GROUP LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
Year ended 31 March 2021

	Note	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total 2021 £	2020 Unrestricted Funds £	2020 Restricted Funds £	2020 Total 2020 £
INCOME FROM:							
Donations and legacies	5	2,765,820	133,468	2,899,288	1,664,956	1,921,958	3,586,914
Charitable activities	5	6,073,392	86,930	6,160,322	2,812,125	100,064	2,912,189
Other trading activities	5	1,589,408	-	1,589,408	4,426,705	-	4,426,705
Other income	5	1,273,677	-	1,273,677	-	-	-
Investments		172,507	-	172,507	314,467	-	314,467
TOTAL		11,874,804	220,398	12,095,202	9,218,253	2,022,022	11,240,275
EXPENDITURE ON:							
Raising funds	6	3,717,403	249,498	3,966,901	4,094,342	230,523	4,324,865
Charitable activities	6	7,815,800	71,995	7,887,795	8,062,643	59,315	8,121,958
TOTAL		11,533,203	321,493	11,854,696	12,156,985	289,838	12,446,823
Net income / (expenditure) before net gains / (losses) on investments		341,601	(101,095)	240,506	(2,938,732)	1,732,184	(1,206,548)
Net gains / (losses) on investments	9	1,243,345	-	1,243,345	(548,774)	-	(548,774)
Transfers	13,14	-	-	-	1,570,000	(1,570,000)	-
		1,584,946	(101,095)	1,483,851	(1,917,506)	162,184	(1,755,322)
Tax on ordinary activities	2	(27)	-	(27)	-	-	-
NET MOVEMENT IN FUNDS	3	1,584,919	(101,095)	1,483,824	(1,917,506)	162,184	(1,755,322)
Reconciliation of Funds:							
TOTAL FUNDS brought forward	13 & 14	17,711,907	228,843	17,940,750	19,629,413	66,659	19,696,072
TOTAL FUNDS carried forward	13 & 14	19,296,826	127,748	19,424,574	17,711,907	228,843	17,940,750

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

The surplus / (deficit) for the year for Companies Act purposes comprises the net income for the year for 2021 a surplus of £437,251 (2020: deficit £623,730).

COMPTON CARE GROUP LIMITED (Company Number 01607631)

BALANCE SHEETS
As at 31 March 2021

	Note	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
TANGIBLE ASSETS					
Tangible assets	8	9,113,346	8,050,716	9,107,995	8,041,084
Investments	9	6,696,105	6,651,084	6,716,107	6,671,086
		15,809,451	14,701,800	15,824,102	14,712,170
CURRENT ASSETS					
Stocks		37,940	31,520	-	-
Debtors	10	2,062,028	1,627,283	1,901,196	1,561,980
Cash at bank and in hand	11	2,395,433	3,068,465	1,757,626	2,207,186
		4,495,401	4,727,268	3,658,822	3,769,166
CREDITORS: amounts falling due within one year	12	(880,278)	(1,488,318)	(523,239)	(1,099,548)
NET CURRENT ASSETS		3,615,123	3,238,950	3,135,583	2,669,618
TOTAL ASSETS LESS CURRENT LIABILITIES		19,424,574	17,940,750	18,959,685	17,381,788
FUNDS					
Restricted funds	13	127,748	228,843	127,748	228,843
Unrestricted funds:					
Designated funds	14 & 15	1,005,280	11,823,410	1,005,280	11,813,778
General fund	14 & 15	18,291,546	5,888,497	17,826,657	5,339,167
	14 & 15	19,296,826	17,711,907	18,831,937	17,152,945
TOTAL FUNDS		19,424,574	17,940,750	18,959,685	17,381,788

The parent charity's net movement in funds for the year was a surplus of £1,577,897 (2020: deficit £1,722,638).

These financial statements were approved and authorised for issue by the Trustees on 11 August 2021 and signed on their behalf.

Ros Keeton
Trustee (Director)

CONSOLIDATED STATEMENT OF CASH FLOWS
Year ended 31 March 2021

	Note	The Group 2021 £	2020 £
Cash flows from operating activities:			
Net cash (used in) operating activities	A	(486,639)	(656,564)
Cash flows from investing activities:			
Dividends and interest from investments		172,507	314,467
Purchase of property, plant, and equipment		(1,557,224)	(2,639,984)
Proceeds from sales of investments		1,588,155	3,101,641
Purchase of investments		(389,831)	(559,652)
Net (cash used) / provided by investing activities		(186,393)	216,472
Change in cash and cash equivalents in the reporting period		(673,032)	(440,092)
Cash and cash equivalents at the beginning of the reporting period		3,068,465	3,508,557
Cash and cash equivalents at the end of the reporting period	B	2,395,433	3,068,465

NOTES TO THE CASH FLOW STATEMENT

A. Reconciliation of net income to net cash flow from operating activities

	The Group 2021 £	2020 £
Net income / (expenditure) for the reporting period (as per the Statement of Financial Activities)	1,483,851	(1,755,322)
Adjustments for:		
Depreciation charges	494,594	420,963
(Gains) / losses on investments	(1,243,345)	548,774
Dividends and interest from investments	(172,507)	(314,466)
Taxation	(27)	-
Increase in stocks	(6,420)	(18,528)
(Increase) / decrease in debtors	(434,745)	231,758
(Decrease) / increase in creditors	(608,040)	230,257
Net cash (used in) operating activities	(486,639)	(656,564)

B. Analysis of cash and cash equivalents

	The Group 2021 £	2020 £
Cash in hand and equivalents	2,263,659	2,936,691
Notice deposits (less than 3 months)	131,774	131,774
Total cash and cash equivalents	2,395,433	3,068,465

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation or uncertainty in the preparation of the financial statements are as follows:

i) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), Charities Act 2011 and the Companies Act 2006. There is no material impact from transition to the Charities SORP 2019.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

ii) Preparation of group accounts on a going concern basis

Since 31 March 2020, the consequences of the Covid-19 outspread have significantly and adversely affected the purchasing of goods and services and the income generation capabilities of the Charity. However, during this time, the Charity has benefitted from several Government support packages, and the Trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. The review of our financial position, reserves levels and plan give Trustees confidence the Charity remains a going concern for the foreseeable future.

The Charity has performed a stress test analysis concerning the Covid-19 impact as part of the going concern assessment and the Trustees have considered the analysis and are confident the pandemic will not impact the future viability of the Charity.

Accounting convention

The financial statements are prepared under the historical cost convention except for fixed asset investments, which are included at market value.

Basis of consolidation

The statement of financial activities ("the SOFA") and balance sheet consolidate the financial statements of the charitable company and its subsidiary companies, Compton Care Trading Limited and Compton Care Lottery Limited for the financial year ended 31 March 2021. The results of the subsidiary companies are consolidated on a line by line basis.

The charity has also taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirements to present a charity only Statement of Cash Flows and certain disclosures about the charity's financial instruments within the consolidated financial statements.

No separate SOFA has been presented by the Charity alone as permitted by Section 408 of the Companies Act 2006.

Income

a) Donations and similar income

Donations and similar income are included in income when they are received.

b) Legacies

Legacies are accounted for when probate has been granted and conditions for their receipt have been met and the amount can be quantified with reasonable accuracy. Material legacies receivable at the year-end are accounted for at their probate value. Legacies received in the form of property or investments are accounted for at the lower of probate or market value.

Approximately £1,365,000 of residual and pecuniary legacies have been notified to the Charity before 31 March 2021 but have not been recognised as income in the year as they do not meet the Charities SORP (FRS 102) income recognition criteria.

c) Grants receivable from health authorities and other bodies for activities in furtherance of the Charity's objects

Income due from health authorities and other bodies is included in the financial statements of the year when the service is provided.

d) Government Grants

Grants from government bodies and other sources are received for specific projects/costs and are recognised in accordance with their individual terms and conditions. Income is recognised when the charity has entitlement to the funds which is when any performance conditions attached are met, it is probable that the income will be received, and the amount can be reliably measured. Grant income will be deferred if received in advance of meeting performance conditions or if the funder specifically states that the income must be spent in a future accounting period.

e) Fees and other sundry income

All such income is accounted for in the year in which it is receivable by the Charity.

f) Gift Aid

Gift Aid is accounted for in the period the donation is received. Any Gift Aid on restricted donations are shown within restricted funds.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

1. ACCOUNTING POLICIES (CONTINUED)

Allocation of costs
Where it is possible, costs are allocated directly to main expenditure categories of the SOFA. Where this is not possible, costs are first allocated on estimated usage and then on an appropriate basis.

a) Patient care
Patient care costs represent expenditure in relation to all medical, nursing, and associated staff and the related costs of operating these functions.

b) Education
Education costs represent expenditure in relation to the running of the Learning and Development Centre including associated staff and other related costs.

c) Raising Funds
Raising Funds costs represent expenditure in relation to staff members who are directly engaged in fundraising and the related costs of the Fundraising Department and Trading Subsidiaries. These have been allocated between donations and legacies and other trading activities costs.

d) VAT
Irrecoverable VAT recovery is allocated to the associated cost.

Fund accounting
The Charity maintains various types of funds as follows:

a) Restricted funds
Restricted funds are used for specific purposes as laid down by the donor.

b) Unrestricted funds
Designated funds represent amounts, which have been put aside out of unrestricted funds at the discretion of the Trustees for projects. The designation is for administrative purposes only and does not legally restrict the Trustees' discretion to apply the funds.

General unrestricted funds represent amounts that are expendable at the discretion of the Trustees in the furtherance of the objects of the Charity. Such funds may be held to finance both working capital and capital investment.

Investments
Investments are a form of basic financial instruments and are initially shown in the financial statements at market value. Movements in the market values of investments are shown as unrealised gains and losses in the Statement of Financial Activities.

Profits and losses on the realisation of investments are shown as realised gains and losses in the Statement of Financial Activities. Realised gains and losses on investments are calculated between sales proceeds and their opening carrying values or their purchase value if acquired after the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year-end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

Tangible fixed assets
Freehold properties are stated in the balance sheet at cost or value at the date of receipt, less depreciation.

Tangible fixed assets are stated at cost less depreciation. Any expenditure on individual assets with a value below £2,500 is written off directly to revenue. Depreciation is provided in equal annual instalments over the estimated useful lives of the assets.

Costs incurred under refurbishment or building projects are allocated to assets under construction and upon completion of the works; these costs are re-classified under their appropriate tangible fixed asset headings.

No depreciation is charged on freehold land where the land element can be separately identified or Assets Under Construction until they are commissioned. The useful lives assigned to other assets are:

Freehold property	- 50 years
Fixtures and fittings	- 2 to 10 years
Motor vehicles	- 7 years

Stocks
Stocks, which comprise goods for resale, are stated at the lower of cost and net realisable value.

Goods donated for resale
The Charity receives donated goods for resale which it recognises at point of sale as the Trustees consider it to be impracticable to recognise such gifts on their receipt due to the large number of small value items received. As such, stocks of unsold donated goods are not valued for balance sheet purposes.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

1. ACCOUNTING POLICIES (CONTINUED)

Debtors
Other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due. A provision for restructuring is recognised if, as part of a past event, the Charity has a present legal or constructive obligation that can be estimated reliably, and it is probable an outflow of economic benefits will be required to settle the obligation.

Pension costs
Most staff are members of either the National Health Senior Superannuation Scheme ("the NHS scheme") or a defined contribution scheme operated by the Charity. The schemes are funded by contributions from the Charity and employees. The NHS scheme is a defined benefits scheme; however, the nature of the scheme is such that the Charity cannot identify its share of the scheme's underlying assets and liabilities. In accordance with FRS 102, payments to the NHS scheme have been treated in the same way as contributions to the defined contribution schemes and the payments made by the Charity are charged against the profits of the year in which they become payable.

Employee benefits
a) Short term benefits
Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

b) Employee termination benefits
Termination benefits are accounted for on an accruals basis and in line with FRS 102.

Operating leases
Rental costs under operating leases are charged to the SOFA as the lease charges are incurred.

During the prior year, a review was undertaken of all lease agreements and as a result, an adjustment has been made for lease incentives to be accounted for over the full term of the lease, or the break option if at the time of taking out the lease the length of occupancy is not certain.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year, are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed above.

The areas where these judgements and estimates have been made include:

- Depreciation and residual values - the Trustees have reviewed the asset lives and associated residual values of all fixed tangible assets, and in particular, the useful economic life and residual values of freehold buildings, fixtures and fittings and motor vehicles, and have concluded that the asset lives, and residual values are appropriate.
- Debtors - debtors include amounts due from external organisations and individuals. An allowance for doubtful debt will be maintained for any estimated losses resulting from the viability of these external organisations and individuals to make the required payments. Any allowance is based on the Group's regular assessment of the credit worthiness and financial conditions for those external parties included within debtor balances.
- Accrued income - accrued income includes legacy income amounts. In recognising accrued legacy income, the Trustees have considered the probability of receiving each legacy. Each legacy is carefully assessed to determine an appropriate allowance which reflects the possibility of not subsequently receiving the full legacy income amounts that the Charity is aware of. The allowance is based on the circumstances behind each legacy and the probability of receiving the income.
- £2,601,207 of income related to Government grants from NHS England to assist Compton to continue to make available bed capacity and community support, on which basis the grant has been treated as unrestricted income.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

1. ACCOUNTING POLICIES (CONTINUED)

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost except for investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. TAXATION

Compton Care Group Limited is a registered Charity and is thus exempt from taxation of its income and gains falling within Section 505 of the Income and Corporation Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that they are applied to its charitable objectives.

No tax charge has arisen in the trading subsidiaries, Compton Care Lottery Limited and Compton Care Trading Limited due to their policy of gifting all their taxable profits to Compton Care Group Limited each year. A small charge has arisen in the year due to tax timing differences.

The tax charge is based on the profit for the year and represents:

	2021 £	2020 £
Corporation Tax		
UK Corporation Tax	-	-
Adjustments in respect of prior years	27	-
Tax on profit on ordinary activities	27	-

The tax assessed for the year is lower than the standard rate of corporation tax in the United Kingdom at 19% (2020 - 19%). The differences are explained as follows:

Profit on ordinary activities before tax	1,483,851	(1,755,322)
Effects of:		
Profit on ordinary activities multiplied by standard rate of corporation tax in the United Kingdom of 19% (2020 - 19%)	281,932	(333,511)
Charitable relief	(281,932)	333,511
Prior year adjustments	27	-
Total tax charge for the year	27	-

3. NET INCOME

	2021 £	2020 £
Stated after charging:		
Auditor's remuneration:		
For statutory audit services	15,700	15,120
For taxation services	3,435	3,760
Depreciation of tangible fixed assets	494,594	420,963
Profit on disposal of fixed assets	-	(2,287)
Operating lease rentals - property	515,341	465,234
- equipment	20,159	18,545

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

4. STAFF COSTS

		2021 £	2020 £
(a)	Directors' remuneration	-	-

(b) The average head count analysed by function was:

	2021	2020
Patient care	170	176
Income generation	92	92
Support	18	20
	280	288

		2021 £	2020 £
(c)	Staff costs comprise:		
	Wages and salaries	7,329,259	7,413,052
	Social security costs	603,624	603,004
	Pension costs	483,775	484,486
		8,416,658	8,500,542

		2021 £	2020 £
(d)	Key management personnel remuneration	633,215	616,009

		2021 £	2020 £
(e)	Total redundancy and termination payments	55,875	-

No Trustee or person related or connected by business to them, has received either any remuneration or expenses from the Charity during the year (2020 – None).

The Charity arranges insurance to protect the Charity from loss arising from neglect or default of its Trustees or Officers and to indemnify the Trustees and Officers from the consequences of any neglect or default on their part. The cost of such insurance to cover the Officers and Trustees was £3,640 (2020: £3,033).

The number of senior staff paid over £60,000 during the year (salary plus taxable benefits, excluding pension contributions) was:

	The Group		The Company	
	2021 No.	2020 No.	2021 No.	2020 No.
£60,001 - £70,000	1	2	1	2
£70,001 - £80,000	2	1	2	1
£90,001 - £100,000	1	1	1	1
£110,001 - £120,000	1	1	1	1

The total contributions in the year in respect of senior staff for the provision of defined benefit schemes amount to £22,844 (2020: £23,856). The number of senior staff to whom retirement benefits are accruing under defined benefit schemes respectively is 2 (2020: 2).

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

5. INCOME

	2021 £	2020 £
Donations and legacies comprise:		
Donations and similar income	1,100,576	2,584,412
Legacies	1,798,712	1,002,502
	2,899,288	3,586,914
Charitable activities comprise:		
Grants receivable from Clinical Commissioning Groups	3,540,912	2,858,160
Government Grants - NHS England	2,601,207	-
Education income	18,203	54,059
	6,160,322	2,912,189
Other trading activities comprise:		
Fundraising events	57,305	127,197
Sales of goods and trading activities	928,722	1,081,280
Sales of donated goods subject to gift aid	603,381	3,218,228
	1,589,408	4,426,705
Other income comprises:		
Retail grants	747,865	-
Job Retention Scheme claims	525,812	-
	1,273,677	-
Aggregate donations from Trustees or related parties included above	3,707	652

6. TOTAL EXPENDITURE

	Direct costs			Allocated		
	Staff Costs £	Deprec-iation £	Support Costs £	Support Costs £	Total 2021 £	Total 2020 £
Raising Funds						
Expenditure on raising donations and legacies	399,808	17,410	87,920	40,900	546,038	587,014
Expenditure on other trading activities	1,756,855	138,926	1,388,763	85,788	3,370,332	3,683,179
Governance costs	-	-	-	15,700	15,700	15,120
Investment management costs	-	-	34,831	-	34,831	39,552
	2,156,663	156,336	1,511,514	142,388	3,966,901	4,324,865
Charitable Activities						
Patient Care	6,029,051	336,999	1,012,620	241,834	7,620,504	7,758,283
Education	230,944	1,259	9,675	25,413	267,291	363,675
	6,259,995	338,258	1,022,295	267,247	7,887,795	8,121,958
	8,416,658	494,594	2,533,809	409,635	11,854,696	12,446,823

Property costs and the cost of central support services such as Human Resources, IT and Finance are allocated to activities by time spent or estimated usage.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

7. ANALYSIS OF SUPPORT FOR CHARITABLE ACTIVITIES

	Patient Care £	Education £	Total 2021 £	Total 2020 £
Costs	7,620,504	267,291	7,887,795	8,121,958
Income:				
Grants receivable from Clinical Commissioning Groups	(3,540,912)	-	(3,540,912)	(2,858,160)
Course fees	-	(18,203)	(18,203)	(54,029)
	4,079,592	249,088	4,328,680	5,209,768

8. TANGIBLE FIXED ASSETS

Group	Freehold Land	Freehold Buildings	Fixtures & Fittings	Motor Vehicles	Assets Under Construction	Total
Cost	£	£	£	£	£	£
At 1 April 2020	228,645	5,350,314	2,081,572	209,136	2,530,984	10,400,651
Additions	-	-	362,471	-	1,194,753	1,557,224
Transfers	-	3,535,655	190,082	-	(3,725,737)	-
Disposals	-	-	(20,895)	(16,671)	-	(37,566)
At 31 March 2021	228,645	8,885,969	2,613,230	192,465	-	11,920,309
Accumulated depreciation						
At 1 April 2020	-	1,363,322	851,091	135,522	-	2,349,935
Charge for the year	-	156,138	313,085	25,371	-	494,594
Disposals	-	-	(20,895)	(16,671)	-	(37,566)
At 31 March 2021	-	1,519,460	1,143,281	144,222	-	2,806,963
Net Book Value						
At 31 March 2021	228,645	7,366,509	1,469,949	48,243	-	9,113,346
At 31 March 2020	228,645	3,986,992	1,230,481	73,614	2,530,984	8,050,716

The net book value of Intangible assets included within Fixtures & Fittings is £87,263 (2020 - £121,565).

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

8. TANGIBLE FIXED ASSETS (continued)

Company	Freehold Land	Freehold Buildings	Fixtures & Fittings	Motor Vehicles	Assets Under Construction	Total
Cost	£	£	£	£	£	£
At 1 April 2020	228,645	5,350,314	2,056,609	209,136	2,530,984	10,375,688
Additions	-	-	362,471	-	1,194,753	1,557,224
Transfers	-	3,535,655	190,082	-	(3,725,737)	-
Disposals	-	-	(20,895)	(16,671)	-	(37,566)
At 31 March 2021	228,645	8,885,969	2,588,267	192,465	-	11,895,346
Accumulated depreciation						
At 1 April 2020	-	1,363,322	835,760	135,522	-	2,334,604
Charge for the year	-	156,138	308,804	25,371	-	490,313
Disposals	-	-	(20,895)	(16,671)	-	(37,566)
At 31 March 2021	-	1,519,460	1,123,669	144,222	-	2,787,351
Net Book Value						
At 31 March 2021	228,645	7,366,509	1,464,598	48,243	-	9,107,995
At 31 March 2020	228,645	3,986,992	1,220,849	73,614	2,530,984	8,041,084

Assets Under Construction comprise the construction costs and associated professional fees relating to the construction of the new Care Coordination Centre. The building was completed in the summer of 2020 and the costs were reclassified to the respective categories.

9. INVESTMENTS

	The Group		The Company	
	2021	2020	2021	2020
	£	£	£	£
Listed UK Stock Exchange Investments	6,696,105	6,651,084	6,696,105	6,651,084
Shares in subsidiary companies	-	-	20,002	20,002
	6,696,105	6,651,084	6,716,107	6,671,086

(a) Listed UK Stock Exchange Investments

	Group and Company	
	2021	2020
	£	£
Market value 1 April 2020	6,651,084	9,741,847
Additions at cost	389,831	559,652
Proceeds of disposals	(1,588,155)	(3,101,641)
Realised gains on disposals	102,699	550,134
Revaluation	1,140,646	(1,098,908)
Market value at 31 March 2021	6,696,105	6,651,084

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

9. INVESTMENTS (continued)

	Company 2021 £	2020 £
(b) **Shares in subsidiary companies at cost**		
At 1 April 2020 and 31 March 2021	20,002	20,002

The Charity has two wholly owned subsidiary companies which operate for the purposes of raising funds and promoting public awareness of the Charity. The subsidiary companies operate only in England.

Compton Care Trading Limited (registered number 02328703) sells new goods (and donated goods as an agent of the Charity) in the charity's shops and is registered and incorporated in England and Wales.

Compton Care Lottery Limited (registered number 03188860) generates income from operating regular lotteries and is registered and incorporated in England and Wales.

10. DEBTORS

	The Group 2021 £	2020 £	The Company 2021 £	2020 £
Amounts owed by subsidiary undertakings receivable within one year	-	-	38,915	330,110
Other debtors	1,855,282	1,367,188	1,766,712	1,152,808
Prepayments	206,746	260,095	95,569	79,062
	2,062,028	1,627,283	1,901,196	1,561,980

11. CASH AT BANK AND IN HAND

	The Group 2021 £	2020 £	The Company 2021 £	2020 £
Money Market accounts	131,774	131,774	-	-
Bank deposit accounts	2,114,699	2,719,969	1,696,631	2,076,165
Interest bearing accounts	2,246,473	2,851,743	1,696,631	2,076,165
Bank current accounts and cash in hand	148,960	216,722	60,995	131,021
	2,395,433	3,068,465	1,757,626	2,207,186

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Trade creditors	144,504	798,874	129,020	647,124
Other taxes and social security	134,391	142,954	119,608	125,872
Other creditors	36,910	118,710	36,910	111,592
Accruals and deferred income	564,473	427,780	237,701	214,960
	880,278	1,488,318	523,239	1,099,548

Deferred income included within Accruals and deferred income above comprise:

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Balance brought forward	124,848	135,252	13,320	30,502
Released in the year	(124,848)	(135,252)	(13,320)	(30,502)
Arising in the year	129,442	124,848	10,290	13,320
Balance carried forward	129,442	124,848	10,290	13,320

Deferred income at the year end represents lottery members' contributions taken in advance of £119,152 (2020 - £111,528) and income taken in advance for fundraising activities totalling £10,290 (2020 - £13,320).

13. RESTRICTED FUNDS

Group and Company	Balance 1 April 2020 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2021 £
Restricted donations	228,843	220,398	(321,493)	-	-	127,748

Restricted donations are amounts received from donors to be spent on specified items. The balance at 31 March 2021 represents expenditure which had not been completed by this date but will be completed during 2021/22.

The largest outstanding item is £35,367 to fund a black, Asian and minority ethnic support worker in the community.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

14. UNRESTRICTED FUNDS

The Trustees have designated certain of the charity's reserves as shown in the table below:

Group	Balance 1 April 2020 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2021 £
Designated funds:						
Fixed assets fund	8,050,716	-	-	(8,050,716)	-	-
Development fund	3,772,694	-	(1,202,753)	(1,846,870)	-	723,071
Business improvement and innovation fund	-	-	(149,616)	431,825	-	282,209
	11,823,410	-	(1,352,369)	(9,465,761)	-	1,005,280
General fund	5,888,497	11,874,804	(10,180,861)	9,465,761	1,243,345	18,291,546
	17,711,907	11,874,804	(11,533,230)	-	1,243,345	19,296,826

Company	Balance 1 April 2020 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance 31 March 2021 £
Designated funds:						
Fixed assets fund	8,041,084	-	-	(8,041,084)	-	-
Development fund	3,772,694	-	(1,202,753)	(1,846,870)	-	723,071
Business improvement and innovation fund	-	-	(149,616)	431,825	-	282,209
	11,813,778	-	(1,352,369)	(9,456,129)	-	1,005,280
General fund	5,339,167	11,498,366	(9,710,350)	9,456,129	1,243,345	17,826,657
	17,152,945	11,498,366	(11,062,719)	-	1,243,345	18,831,937

The Fixed Assets Fund represented the book value of the group / company's tangible fixed assets, principally land and buildings, held for use in the furtherance of the group / company's objects. This fund was closed during the year and transferred to the General Fund.

The Development Fund has been established to upgrade existing facilities and invest in new facilities to meet the medium-term strategic aims of the organisation. Following the completion of the Care Coordination build, the level of the fund was reviewed and surplus funds totalling £1,846,870 were transferred to the General Fund.

The Business Improvement and Innovation Fund was set up during the year to facilitate cost reduction exercises where one-off termination costs are incurred such as for dilapidations, asset and lease write-offs, IT automation and enhancements, and redundancies.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

15. ANALYSIS OF ASSETS AND LIABILITES BETWEEN FUNDS

Group	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Fixed Assets:						
Tangible assets	9,113,346	-	9,113,346	8,050,716	-	8,050,716
Investments	6,696,105	-	6,696,105	6,651,084	-	6,651,084
Current Assets:						
Stocks	37,940	-	37,940	31,520	-	31,520
Debtors	2,062,028	-	2,062,028	1,627,283	-	1,627,283
Cash at bank and in hand	2,267,685	127,748	2,395,433	2,839,622	228,843	3,068,465
Creditors falling due within one year	(880,278)	-	(880,278)	(1,488,318)	-	(1,488,318)
	19,296,826	127,748	19,424,574	17,711,907	228,843	17,940,750

Company	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Fixed Assets:						
Tangible assets	9,107,995	-	9,107,995	8,041,084	-	8,041,084
Investments	6,716,107	-	6,716,107	6,671,086	-	6,671,086
Current Assets:						
Debtors	1,901,196	-	1,901,196	1,561,980	-	1,561,980
Cash at bank and in hand	1,629,878	127,748	1,757,626	1,978,343	228,843	2,207,186
Creditors falling due within one year	(523,239)	-	(523,239)	(1,099,547)	-	(1,099,547)
	18,831,937	127,748	18,959,685	17,152,945	228,843	17,381,788

16. SHARE CAPITAL

The company is limited by guarantee and therefore has no allotted share capital.

Members of the company have a contingent liability arising from the guarantee given by each member to contribute, if required or on winding up, an amount not exceeding £1.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

17. TRADING SUBSIDIARIES

Compton Care Trading Limited sells new goods in the Charity's shops and is paid a commission for the marketing, distribution, and sale to customers of donated goods. Compton Care Lottery Limited generates income from operating regular lotteries.

A summary of the trading results is shown below:

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2021 £	Total 2020 £
Results				
Turnover	127,371	868,913	996,284	1,242,191
Cost of sales / prizes awarded	(36,817)	(160,250)	(197,067)	(251,623)
Gross profit	90,554	708,663	799,217	990,568
Administration and other costs	(50,593)	(299,886)	(350,479)	(437,963)
Other operating income	7,557	6,909	14,466	-
Net income from trading activities	47,518	415,686	463,204	552,605
Investment income	466	980	1,446	6,091
Net profit before Tax and Gift Aid	47,984	416,666	464,650	558,696
Tax on ordinary activities	(27)	-	(27)	-
Net profit before Gift Aid	47,957	416,666	464,623	558,696
Payments to Compton Care Group Limited under Gift Aid	(180,077)	(378,619)	(558,696)	(591,380)
Result for the financial year as reported by trading subsidiaries	(132,120)	38,047	(94,073)	(32,684)

Profits from the subsidiary companies payable under Gift Aid

Profits are recognised when paid, and so these remain within reserves of the trading subsidiaries at 31 March 2021 and will be paid across to the parent charity within nine months of the year end.

Investment income and other expenditure are included in the Consolidated Statement of Financial Activities under the appropriate headings.

The total turnover generated by the shops amounted to £1,411,055 (2020: £3,387,890) which comprises the sales of donated goods through Compton Care Group Limited and sales of giftware through Compton Care Trading Limited.

	Compton Care Trading Limited £	Compton Care Lottery Limited £	Total 2021 £	Total 2020 £
Aggregate of the assets, liabilities and funds				
Total assets	290,934	589,912	880,846	1,297,929
Creditors	(242,709)	(153,246)	(395,955)	(718,965)
	48,225	436,666	484,891	578,964
Funds				
Share capital	2	20,000	20,002	20,002
Reserves	48,223	416,666	464,889	558,962
	48,225	436,666	484,891	578,964

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

18. FINANCIAL COMMITMENTS

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Capital commitments				
Contracted for but not provided	-	1,217,933	-	1,217,933
Authorised but not yet contracted	327,030	18,500	322,030	18,500

The authorised amount for 2021 represents works to be performed on the main site to improve facilities for patients and relatives in and around the inpatient unit and an upgrade to the retail IT infrastructure.

Operating lease commitments

At 31 March 2021, the total future minimum lease payments under non-cancellable operating leases for the group was as follows for each of the following periods:

	2021		2020	
	Land and Buildings £	Other Equipment £	Land and Buildings £	Other Equipment £
Leases amounts due:				
Not later than one year	297,416	19,341	286,838	17,280
Later than one year and not later than five years	479,482	25,027	448,965	25,316
Later than five years	15,799	1,162	-	-
	792,696	45,530	735,803	42,596

19. PARENT COMPANY RESULTS

As permitted by Section 408 of the Companies Act 2006, the income and expenditure account of the charitable company is not presented as part of these accounts. The Company's own income amounted to £11,718,764 (2020: £10,753,784) for the financial year with a resultant surplus of £1,577,897 (2020: deficit £1,722,638).

20. RELATED PARTY TRANSACTIONS

Transactions with Compton Care Trading Limited
The Charity received a Gift Aid donation of £180,077 (2020: £216,426) during the year.

The Charity paid a commission fee of £67,562 (2020: £160,911) for the marketing, distribution, and sale to customers of donated goods supplied in respect of the management of the retail premises.

The Charity received a licence fee of £9,500 (2020: £9,500) for the shared use of the retail premises as a charity retail shop.

At the Balance Sheet date, the Charity was owed £26,212 (2020: £319,314).

Transactions with Compton Care Lottery Limited
The Charity received a Gift Aid donation of £378,619 (2020: £374,954) during the year.

At the Balance Sheet date, the Charity was owed £12,704 (2020: £10,796).

Transactions with Burke Bros Wolverhampton Limited (50% owned by Trustee Mr G Burke)
The Charity paid £502 (2020: £2,288) for storage facilities.

NOTES TO THE ACCOUNTS
Year ended 31 March 2021

21. FINANCIAL INSTRUMENTS

	2021 £	2020 £
Financial assets measured at fair value	6,696,105	6,651,084

Financial assets measured at fair value comprise investments.

22. PENSION COMMITMENTS

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £483,775 (2020 - £484,486). Contributions totalling £Nil (2020 - £66,339) were payable to the fund at the balance sheet date.

23. COMPANY INFORMATION

The Charity, Compton Care Group Limited was formed as a company limited by guarantee

The company is registered in England and Wales.

The company's registered office is 4 Compton Road West, Compton, Wolverhampton WV3 9DH