

St Cuthbert's Care
(A company limited by guarantee)
Annual Report
for the year ended 31 March 2022

Registered Number 1645917

Registered Charity Number 512912

St Cuthbert's Care
Annual Report
for the year ended 31 March 2022
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Directors and Advisors for the year ended 31 March 2022

The directors of the company who were in office during the year and up to the date of signing the financial statements were:

Directors

Miss M Ashman	(Chief Executive)
Right Rev Bishop R Byrne	(ex-officio) (Chairman)
Mr M Dickson	
Mr N Gilbert	
Mrs A Johnson	
Dr K Mannix	
Mr P Moran	
Mrs K Urwin	

Company secretary and registered office

Mr N Gilbert
St Cuthbert's House
West Road
Newcastle upon Tyne
NE15 7PY

Independent Auditors

PricewaterhouseCoopers LLP
Central Square South
Orchard Street
Newcastle upon Tyne
NE1 3AZ

Solicitors

Muckle LLP
Time Central
32 Gallowgate
Newcastle upon Tyne
NE1 4BF

Bankers

National Westminster Bank PLC
16 Northumberland Street
Newcastle upon Tyne
NE1 7EL

St Cuthbert's Care

Strategic report for the year ended 31 March 2022

The Directors present their strategic report for the year ended 31 March 2022.

Objectives and activities

The Charity's Statement of Purpose reads:

*St Cuthbert's Care is a charity working for the common good by
enabling people to develop to their personal potential*

The Charity's Vision reads:

To achieve excellence in all that we do

The Charity is a frontline registered care provider which benefits the public as a whole and the core services below represent the Charity's principal activities:

- residential care homes for children, including fostering
- a range of residential and day services for disabled children and adults
- two nursing and residential care homes for older people

In addition, the Charity fundraises to provide services to support the most impoverished and disadvantaged people across the North East.

The Charity's strategic Five-Year Plan for 2020-2025, was originally approved by the Directors in 2019, and has been reviewed and updated during 2022 as the pandemic has eased. It is revisited and formally reviewed every year by the Directors.

The Directors have reviewed the Charity's Statement of Purpose, together with its Vision and Aims and Objectives and are satisfied that the Charity continues to meet the requirements of the Charity Commission's guidance on public benefit.

Achievements and performance

The Charity's activities include a broad range of complex care services across the North East, regulated by Ofsted for children's services, and, the Care Quality Commission (CQC) for adults' services. The regulators undertake regular and unannounced inspections. These inspections offer an independent measure of the Charity's performance and all of the Charity's services are rated "Good" or "Outstanding". The charity's two day-resources for people with disabilities are not regulated areas of work.

The Charity's regulated services, independently rated, reflect the high standards and quality care that are delivered by the Charity's care teams. The Charity's Vision is to achieve excellence in all that it does and there can be no better measure of the Charity's performance than the feedback received from residents, families, our teams and fellow professionals. The Directors consider these testimonials to be a direct demonstration of the Charity's values and progress. A selection of the testimonies received over this past year are included on the page below and more detail can be accessed from the Charity's Annual Review, website and social media pages at <https://linktr.ee/stcuthbertscare>.

St Cuthbert's Care

Testimonials:

'The care by staff is second to none. One child scored living in the home as 10 out of 10.'

Extract from Auton Sunderland's (children's home) latest Ofsted Report

'Children are making progress because of the care they receive from staff. One social worker said, "They have come on leaps and bounds, considering what is going on in their little world."'

Extract from Auton Darlington's (children's home) latest Ofsted Report

'Not only is the personal care of a high standard but it was the manner in which it was provided that sets this organisation apart.'

Extract from the Alan Shearer Specialist Residential home's CQC Report

'I witnessed great loving care from the care staff.' **Extract from Holy Cross' CQC Report**

'Staff enable and encourage people to maintain relationships important to them and to reconnect with things that made them individual.'

Extract from St Catherine's CQC Report

'I have to commend everyone at St Catherine's for their scrupulous attention to detail in making sure residents at their home remain Covid free. Despite these testing times, everyone has remained upbeat and incredibly positive.'

Dr Vinay Sharma, St Catherine's designated GP

'I go to many care and nursing homes and St Catherine's really stands out as being the most warm and welcoming place with a great atmosphere from first walking in. The level of care also stands out and the staff are always more than helpful, going above and beyond and full of enthusiasm, personality and care for their residents. It's lovely to see.'

Yasmin Hussan, Podiatrist

'Staff are wonderful and my daughter couldn't be better looked after. She is in the best place and lives the best life.'

Mother of resident at the Alan Shearer Specialist Residential home

'I will be forever grateful to the amazing staff for caring for Mam for the last 21 years! I'm so pleased she was able to stay with you until the end.'

Daughter of a deceased resident at St Catherine's home

'I love working here. The care we provide is truly person-centred which gives me a great sense of job satisfaction. I always feel fully supported by my manager and the staff team – it's a pleasure to come to work.'

Louise Grey, Carer at St Catherine's

'I started working for St Cuthbert's Care earlier this year and was welcomed into the team straight away. The staff I've met at the various parts of the charity share one thing in common, they all really care about the people they work with. It didn't take me long to feel the same way. Working at St Cuthbert's Care doesn't feel like joining a company, it feels like joining a family.' **Dex Hannon, Marketing and Communications Officer**

'The support I have received from the charity, from when I contracted Covid and throughout my Long Covid recovery, has been nothing short of phenomenal. I can't thank the management team enough and genuinely believe that, without their support, I would not be as far along in my recovery as I am now.'

Abbie Cresswell, Safeguarding Lead and Assistant Director of Care

'I've lived here for nearly 3 years, and I feel very much at home. Along with my other residents, I'm cared for with sensitivity and generosity. Thanks to all of the wonderful staff. I feel that St Cuthbert's Care should be very proud of their home in Sunderland.'

Canon Robert Spence, Resident at Holy Cross nursing home

'I couldn't imagine living in a better home as it's like a five-star hotel! I feel very safe here and I don't think of the staff team as staff – they have become my friends and I think of them as my extended family.'

Dorothy, resident at St Catherine's

'All of the staff at Sherringham House are marvellous, they help me whenever I need it and I couldn't ask for any better. I love living at Sherringham House, I wouldn't want to be anywhere else.' **Peter Burke, Independent Supported Resident**

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The Charity continued to face the challenges of the Covid pandemic this year and the measures implemented last year enabled the Charity to ensure those in our services remained safe. The continued focus on keeping staff and residents safe from Covid restricted the Charity's ability to further its strategic plans and development as much as it would have chosen. As the pandemic has eased, strategic focus has increased.

The non-regulated day services that the Charity closed last year were re-opened and only the short break respite service remains closed until sufficient carers are recruited to open the service safely. The Charity continued to encourage all employees to isolate at any signs of infection and they were paid in full for isolating to keep all safe.

The Charity's significant achievements this year include:

- Remaining an accredited Living Wage Employer. Our Charity is still one of only a few charities operating in the adult care sector in the North East to be so. This achievement is made all the greater with the backdrop of the pandemic and the underfunding of the social care sector as a whole. In addition, the Directors approved an additional one week's paid annual leave to all employees in recognition of their commitment to the charity during the pandemic, and made an additional £100 bonus, pro rata, to all employees. Valuing employees will always be at the heart of our Charity's culture.
- Further expansion and development of its specialist disability service. The development work has allowed two new rooms to be available to allow the Charity to expand its acquired brain injury offering. This has generated an immediate new income stream.
- Continuation of our new dementia offering at our nursing home at St Catherine's in Newcastle. Dr Ruth Cromarty, the Charity's Dementia Lead, oversaw the latest phase of the room layouts and decoration. This paves the way for the opening of our dedicated specialist dementia area within the home by 2024.
- Strong and improved financial performance. This year enabled the recommencement of major fundraising events by the Alan Shearer Foundation. This strengthened financial position will allow the Charity to cushion the impact of reduced Covid grant income commencing April 2022 and will allow the Charity to continue to invest in its services.
- Safe and phased re-opening of the Charity's two day-resources for people with disabilities, following their closure during the height of the pandemic.
- Smooth recruitment of a new HR Lead, following the retirement of the Charity's Director of HR after 22 years. The new HR Lead has settled in well and will help to take forward the Charity's objective to enable all employees to have a greater voice within the Charity. The new postholder is a Mental Health first-aider and is keen to develop many more supportive initiatives for our wonderful teams across the Charity.
- Continuation of digital advancements across the whole of the Charity. The Charity's strategic vision includes a focus on digital enhancements to maximise efficiencies and to improve working practices.
- Celebrations across the Charity's services to mark the 75th anniversary of St Cuthbert's Care. Due to Covid, many of these had been postponed but were undertaken between March and April 2022. Parties and gatherings took place all over the Charity, resulting in a feel-good mood that lasted well into the Queen's Jubilee celebrations.

Financial review

The Statement of Financial Activities for the year is set out on page 14 of the financial statements. A summary of the financial results and the work of the Charity is set out below.

Income generation

The Charity's income from charitable activities increased by 1.4%. This comprises an increase in care for children, fee uplifts for in care for adults and older people but reduced occupancy in our nursing homes. All of the grant income

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received related to the Government support for the additional costs of working to prevent the spread of Covid in social care settings. Our ability to increase income from care services is limited due to the funding constraints imposed on the social care sector by local authorities.

The Charity's total income this year is £10,160,348 (2021: £9,802,918), an increase of £357,430. The increase reflects the recommencement of fundraising activities following the reduction in restrictions due to the Covid pandemic.

Fundraising

Donated income has increased but is still below pre-pandemic levels with donations from schools and parishes in the Diocese being the areas affected most. Donations and legacies enable the Charity to support the most vulnerable members of society where often no other funding is available. The Charity is most grateful to all of its supporters. Fundraising is co-ordinated by the Charity's own employees, volunteers and patrons. No external fundraisers are engaged. Money is raised through voluntary contributions from the Charity's supporters, local businesses and organised events.

The Alan Shearer Foundation raised £488,843 during the year (2021: £213,328) with the increase being a result of the re-commencement of fundraising activities that were not possible during the pandemic. The Directors sincerely thank patrons, Lainya and Alan Shearer, along with their incredibly supportive family, for their continuing support of the Charity. The Directors would also wish to acknowledge and thank the support of patron Mike Browne and volunteer Lesley Fulton, for their dedication and efforts in working alongside the Shearer family in ensuring the continued success of the Foundation. The Charity is deeply grateful to the support freely given to the Charity by Lainya and Alan Shearer, their family and the Foundation members.

The Charity is registered with the Fundraising Regulator and follows their Code of Fundraising Practice. The Charity does not participate in any fundraising that may be considered aggressive or intrusive and has received no complaints during the year in connection with its fundraising.

Cashflow

The charity generated £148,421 increasing its cash balance to £2,614,210. This represents approximately three months' expenditure and enables the Charity to invest in its services and manage the financial challenges of higher inflation, constrained funding and occupancy levels.

Resources expended

Total expenditure this year increased by 2.9% to £9,948,370 (2021: £9,666,486). This reflects the re-commencement of fundraising activities and increases in salaries for our employees to maintain the charity's commitment to remain a real Living Wage Employer.

Employees and volunteers

St Cuthbert's Care relies on the skills and dedication of its employees and volunteers to ensure that care services are person-centred and delivered with warmth and compassion. During the year, the Charity had an average of 291 (2021: 294) full and part-time employees delivering care and support. Towards the end of the year volunteers started to return into our services and through their time and enthusiasm, volunteers add value to the Charity's services, enriching the lives of the Charity's beneficiaries. Efforts to recruit new volunteers throughout the Charity are due to re-start now that Covid restrictions have eased. We especially thank all of our employees and volunteers for their continued dedication and commitment throughout the Covid-19 pandemic.

Our care teams continue to demonstrate their dedication to the Charity and the people we support through their commitment to ensure that our beneficiaries receive the best care possible. Our training and development of employees recognises those that go above and beyond to develop their skills. We recognise the demands on our teams and continue to provide a free confidential counselling service available to all our employees.

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These actions evidence the Charity's commitment to its employees and very much reflect the Charity's culture in valuing and respecting every individual.

The Charity's recruitment policies reflect its commitment to equal opportunities in employment. The Charity takes all reasonable steps to employ, train and promote employees based on their experience, abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief or sexual orientation. The Charity is also an approved user of the *Positive about Disabled People* symbol and has achieved the *Better Health at Work* accreditation. The Charity is an accredited Living Wage Employer.

The Charity's gender pay gap report shows that the Charity's workforce is predominantly female – a profile which reflects the historical wider nature of the social care sector. All employees are paid the same rate for the job grade regardless of gender.

All new employees and volunteers undertake a thorough programme of induction training, which includes attendance at a Charity induction day, led by the Chief Executive. This marks the beginning of a career-long learning programme at St Cuthbert's Care, which, in accordance with the Charity's Purpose, seeks to enable employees to develop to their personal potential. The employee handbook, together with employee association meetings, intranet, team meetings and regular briefings by the Chief Executive, help to keep employees informed of the Charity's initiatives and performance. The Charity's training was conducted predominantly online this year and this will continue in areas where it remains beneficial.

Plans for future periods

Now that the immediate concerns of the Covid pandemic have eased, the Directors believe the most appropriate way forward for the Charity is to deliver upon its Five-Year Plan, an outline of which is noted below. Implementation of this plan will generate new income and will continue to keep the Charity's employees at the heart of its work.

- That every service achieves, and then maintains, its highest regulatory rating at all times, as a matter of course.
- That an appropriately skilled, trained and commercially aware senior management team is developed to support the future direction of the charity.
- That the voices of service-users and staff, throughout the charity, are strengthened by embedding a stronger culture of inclusivity supported by improved communication channels.
- That an environmental strategy is agreed and implemented that supports, enhances and sustains the charity's ecological efforts.
- Re-investment in and reconfiguration of, children's residential services, to ensure we can respond positively to the changing and demanding needs of young people in care today.
- Restructure and modernisation of Fostering North East with a result of substantially increased income streams.
- Further development of the Acquired Brain Injury (ABI) specialist provision at the Alan Shearer Centre.
- Continue the development of the dedicated dementia offering at St Catherine's.
- Initiate feasibility work for extra care provision at Holy Cross.

In addition, the Charity has been successful recently in tendering to be the support provider for a new independent living service in Newcastle. This expands the provision of our "Outstanding" CQC rated service in Newcastle.

Principal risks and uncertainties

The Charity's core work is in frontline high-risk care provision, and as noted earlier in this report, risk management is embedded in every aspect of the Charity's activities. The Directors have considered the Charity's risks and seek to minimise them as far as is practical.

The Directors consider the continual under-funding of services by commissioning bodies that is prevalent across the whole of the social care sector to be the most significant risk facing the Charity in the short to medium term and particularly due to the increasing inflation rate.

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In addition, the Charity must operate with high occupancy levels. It is essential that consistent occupancy levels are maintained to ensure regular cash flows. In turn, this enables the Charity to re-invest in its services. Whilst there are encouraging signs that occupancy levels are starting to improve in our nursing homes, families still remain cautious in placing their loved ones into residential care. Our forecasts for the year allow for a gradual improvement in occupancy levels throughout the next year and our 12-month rolling cashflows are able to support this staged improvement in occupancies.

The reputation for delivering high quality care places the Charity at the forefront of excellent care delivery within the region amongst the placing authorities. The Charity also undertakes robust fee negotiations for every single service. In addition, being a Living Wage Employer enables the Charity to attract high calibre and committed teams, offering stability in a sector where recruitment is notoriously difficult. Together, these actions, supported by a strong culture of transparency and prudent stewardship, have allowed the Charity to manage this sector-wide issue of underfunding.

Covid-19 Pandemic

Whilst the restrictions imposed on the general population had substantially eased during the year many restrictions still remained in the social care sector and the Charity's senior management and care teams continued to focus on preventing any impact of the Covid-19 pandemic on the Charity's employees and the people it supports. Government grants received during the year have helped to mitigate the financial impact of the additional costs of the above measures.

The focus of the Charity's senior management is now on returning its services to normal operating levels and opening the one remaining closed service whilst continuing with infection control measures to prevent the spread of Covid.

The financial support to the social care sector in the form of grant funding has now ceased whilst the additional costs of the measures implemented have not, but the Directors do not expect this to have a material impact on the financial results for 2022/23. The charity's forecasts for the coming year allow for occupancy levels in the Charity's nursing homes increasing throughout the year and forecast a small operating surplus for 2022/23. The Charity's cash reserves mean that should the results be worse than forecast the Charity would still be able to continue to pay its debts as they fall due beyond 12 months from signing this report.

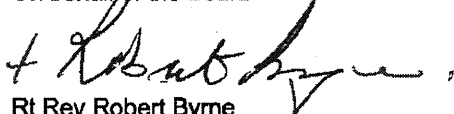
The Directors having reviewed the measures implemented during the year do not consider that the pandemic has had a significant detrimental impact on the Charity; outside of the pandemic, effective infection control and keeping people safe are integral parts of the Charity's core work, and the Charity delivers this well.

The Charity's work is the provision of essential care services commissioned by local authorities and there remains an interest and demand for the Charity's services with an increase in some referral areas as the Covid-19 restrictions have been eased. The Charity's excellent reputation with commissioning authorities adds further comfort. Nonetheless, the Directors expect this coming financial year to be challenging as Government support is reduced but many of the additional costs remain. They are however confident that through effective management backed up by a healthy cash reserve the Charity will manage the challenges ahead.

More details about the Charity's services, testimonials and information on future developments can be found on the Charity's website: www.stcuthbertscare.org.uk.

The Board of Directors approved the Strategic Report at the Annual General Meeting.

On behalf of the Board



Rt Rev Robert Byrne
Chairman

27 July 2022

St Cuthbert's Care

Directors' report for the year ended 31 March 2022

The Directors present their report and the audited financial statements for the year ended 31 March 2022.

Structure, governance and management

The Charity was founded in 1946 and then incorporated in England as a charitable company limited by guarantee on 23 June 1982. It is governed by Articles of Association which were last amended on 19 March 2014. Its objects are to carry out all forms of social care.

Governance and internal control

The Articles of Association allow for up to 12 directors to be appointed at any one time. The Directors are also trustees. The Board of Directors meets quarterly and has appointed a Chief Executive to manage the day-to-day activities. The Chief Executive is a director.

The Board is supported by three sub-committees:

- The Audit, Finance and Risk sub-committee oversees the finances and management of risk for the Charity. Effective risk management is embedded within the culture of St Cuthbert's Care. The managers of the Charity's services implement, review and amend risk management plans as and when required; often daily. A risk panel, comprising the Charity's key management personnel and the Director of Compliance, meets monthly to assess all risks to the Charity, both potential and actual, and implements appropriate controls.
- The Remuneration sub-committee benchmarks and reviews salaries and benefits across the Charity.
- The Nominations sub-committee considers suitable applicants to be proposed to the full Board for consideration for appointment as directors. Directors are interviewed and proposed by the Nominations sub-committee and appointed by invitation of the Bishop. The Charity aims to ensure and maintain a balance of skills and experience relevant to the work and business needs of the Charity.

Key management personnel

Chief Executive	Moira Ashman
Director of Finance & IT	Nic Gilbert
Director of Care	Amanda Head
Director of Children's Services	Jody Scott
Director of Compliance	Gill Ennis
Director of HR	Geraldine Martin (retired on 31 March 2022)
HR Lead	Denise Hall (commenced employment on 14 March 2022)

Directors

The directors of the company during the year and up to the date of signing are listed on page one. The Bishop of the Roman Catholic Diocese of Hexham & Newcastle has ex-officio status on the Board.

The Charity inducts every director upon appointment and provides training days. These are led by the Chief Executive and typically, include refresher training on trustees and directors' legal duties and responsibilities. Visits to the Charity's services will be reinstated this year and arranged for the Directors so they can meet the Charity's beneficiaries and employees. This maximises informed decision making.

Financial review

The Statement of Financial Activities for the year is set out on page 14 of the financial statements. A summary of the financial results and the work of the Charity is included in the Strategic report.

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Investment policy

Under the Articles of Association, the Charity has the power to make any investment which the Directors see fit. Currently, and throughout the year, funds have been invested in short term cash deposits only. The Directors consider this to be the most appropriate course given the short term needs of the Charity.

Insurance of directors

The company had during the year ended, and continues to maintain, appropriate insurance for the Directors in respect of liabilities that may arise against them personally in connection with their duties as directors of the company and as trustees.

Pay policy for senior employees

The pay of senior employees is reviewed annually by the Directors. Part of this process includes the benchmarking of local market rates in similar organisations.

Reserves policy

The Directors require the Charity's reserves to be sufficient to allow St Cuthbert's Care the flexibility to continue to operate and develop in accordance with the Charity's Statement of Purpose and Articles of Association. The Directors believe the general funds should reflect one month's budgeted expenditure with a maximum margin of 10%. The current level of reserves complies with this statement. The Directors review the policy on reserves on an annual basis.

In addition there is one designated fund which is maintained by the Charity and details can be found in note 17 in the financial statements.

Dividends and transfers to reserves

The surplus of incoming resources over expenditure amounted to £211,978 (2021: £136,432) and has been taken to reserves. In accordance with the company's Articles of Association no dividends are payable.

Statement of directors' responsibilities

The Directors (who are also trustees of St Cuthbert's Care for the purposes of charity law) are responsible for preparing the Directors' Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities' SORP
- make judgements and estimates that are reasonable and prudent
- state whether FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Directors are responsible for the maintenance and integrity of the charitable company's website and social media accounts. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditors

In so far as the Directors are aware at the time of approving this report:

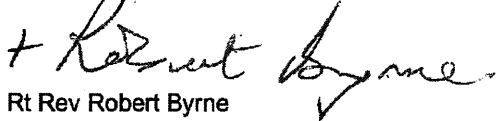
- there is no relevant audit information of which the Company's auditors are unaware, and
- each director has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Independent Auditors

The auditors, PricewaterhouseCoopers LLP, have indicated their willingness to continue in office and a resolution concerning their reappointment will be proposed at the Annual General Meeting.

The Board of Directors approved the Directors' Report at the Annual General Meeting.

On behalf of the Board



Rt Rev Robert Byrne
Chairman

27 July 2022

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Independent auditors' report to the members of St Cuthbert's Care

Report on the audit of the financial statements

Opinion

In our opinion, St Cuthbert's Care's financial statements (the "financial statements"):

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, and cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report (the "Annual Report"), which comprise: the Balance Sheet as at 31 March 2022; the Statement of financial activities (incorporating an Income and Expenditure Account), the Reconciliation of funds, and the Statement of Cash Flows for the year then ended; the Accounting policies; and the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

- ***Independence***

We remained independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the charitable company's ability to continue as a going concern.

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

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Based on our work undertaken in the course of the audit, the Companies Act 2006 require us also to report certain opinions and matters as described below.

Strategic Report and Directors' Annual Report

In our opinion, based on the work undertaken in the course of the audit the information given in the Directors' report, including the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Strategic Report and the Directors' report have been prepared in accordance with applicable legal requirements.

In addition, in light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we are required to report if we have identified any material misstatements in the Strategic Report and the Directors' report. We have nothing to report in this respect.

Responsibilities for the financial statements and the audit

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of directors' responsibilities, the trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they 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.

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

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

Based on our understanding of the charitable company, we identified that the principal risks of non-compliance with laws and regulations related to non-compliance with the requirements of the Care Quality Commission (CQC), the Office for Standards in Education (Ofsted), and the Charities Act 2011, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such

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as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting manual journal entries to manipulate financial performance and management bias in determining accounting estimates. Audit procedures performed included:

- Testing journal entries selected on a risk basis for appropriateness and obtaining supporting evidence for the significant assumptions and judgements made by management;
- Enquiry of management and those charged with governance around potential litigation and claims; and
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations or through collusion.

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

Use of this report

This report, including the opinions, has been prepared for and only for the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

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

We have no exceptions to report arising from this responsibility.



Andrew McIntosh (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Newcastle
27 July 2022

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Statement of financial activities (incorporating an Income and Expenditure Account) for the year ended 31 March 2022

	Note	Unrestricted funds	Restricted funds	2022 Total	2021 Total
		£	£	£	£
Income					
<i>Income from charitable activities:</i>					
Care for children		2,358,635	-	2,358,635	2,191,905
Care for people with disabilities		2,565,856	3,039	2,568,895	2,455,899
Care for older people		3,395,315	-	3,395,315	3,455,499
Grants receivable		290,274	-	290,274	281,213
Fostering & social work		924,750	-	924,750	1,020,212
<i>Income from donations, legacies and other trading activity</i>					
Donations		62,994	228,177	291,171	164,512
Legacies		26,019	-	26,019	51,500
Other trading activities		43,744	260,666	304,410	177,267
Investment income		670	209	879	4,911
Other income		-	-	-	-
Total income		9,668,257	492,091	10,160,348	9,802,918
Expenditure					
Expenditure on charitable activities	1	9,602,633	223,724	9,826,357	9,636,259
<i>Expenditure on raising funds</i>					
Donations and legacies	2	4,630	-	4,630	5,074
Other trading activities	2	5,538	111,845	117,383	25,153
Total expenditure		9,612,801	335,569	9,948,370	9,666,486
Net income for the year	6	55,456	156,522	211,978	136,432

All operations are continuing.

All gains and losses in the year are included in the Statement of Financial Activities. There is no difference between the reported result for the year stated above and the historical cost equivalents.

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Reconciliation of funds for the year ended 31 March 2022

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Fund balances at 1 April	6,494,055	525,635	7,019,690	6,883,258
Net income for the year	55,456	156,522	211,978	136,432
Fund balances at 31 March	6,549,511	682,157	7,231,668	7,019,690

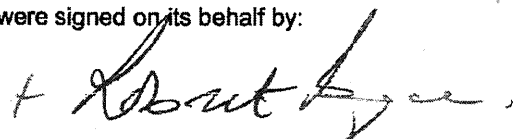
St Cuthbert's Care

Balance sheet as at 31 March 2022

Company registration number: 1645917

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	8	5,001,597	5,180,414
Total fixed assets		5,001,597	5,180,414
Current assets			
Debtors	9	615,810	618,625
Cash at bank and in hand		2,614,210	2,465,789
Total current assets		3,230,020	3,084,414
Creditors: amounts falling due within one year	10	(651,740)	(860,925)
Net current assets		2,578,280	2,223,489
Total assets less current liabilities		7,579,877	7,403,903
Creditors: amounts falling due after more than one year	11	(275,000)	(300,000)
Provisions for liabilities and charges	12	(73,209)	(84,213)
Net assets		7,231,668	7,019,690
The funds of the Charity			
Unrestricted funds			
General funds	17	800,000	750,000
Designated funds: Charity assets fund	17	5,749,511	5,744,055
		6,549,511	6,494,055
Restricted funds	17	682,157	525,635
Total funds	17	7,231,668	7,019,690

The financial statements on pages 14 to 30 were approved by the Board of Directors on 27 July 2022 and were signed on its behalf by:



Rt Rev Robert Byrne
Chairman

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Statement of Cash Flows for the year ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	14	179,220	670,468
Cash flows from investing activities			
Interest received		879	4,911
Purchase of tangible fixed assets		(31,678)	(9,428)
Net cash used in investing activities		(30,799)	(4,517)
Cash flows from financing activities			
Net cash used in financing activities		-	-
Change in cash and cash equivalents in the reporting period	15	148,421	665,951
Cash and cash equivalents at the beginning of the reporting period		2,465,789	1,799,838
Cash and cash equivalents at the end of the reporting period		2,614,210	2,465,789

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Accounting policies

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

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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Preparation of the Financial Statements on a going concern basis

In the year ended 31 March 2022 the charity recorded a surplus for the year of £211,978 and generated cash from operating activities of £148,421 leading to a year end cash position of £2,614,210 with no borrowings.

The Covid-19 pandemic has not had a material impact on the charity during the year to 31 March 2022. The Government has agreed to extend the provision of free PPE to the social care sector up to 31 March 2023. The ceasing of financial support to the social care sector towards other additional costs is not expected to have a material impact on the charity's overall finances.

The charity's work is the provision of essential care services commissioned by local authorities and there remains a strong interest and demand for the charity's services. Referrals to our two nursing homes are increasing and the charity's excellent reputation with commissioning authorities adds further comfort. The Charity has been successful with two tenders in the first quarter which will result in increased revenues during 2022/2023.

The Charity's forecasts for the coming year factor in both the current high rate of inflation and the increasing interest rates. The charity has no borrowings but does have cash on deposit so will benefit from the higher interest rates overall. Payroll costs account for the majority of the Charity's expenditure and higher inflation, if sustained, will result in pressure for wage inflation which may not be full covered by fee increases due to funding constraints from local authorities. However, the Charity's cash reserves give comfort that this would be manageable in the short term.

The Directors have reviewed and assessed the financial performance for the first quarter of 2022/2023, the result are in line with expectation and cash of £31,894 has been generated from operations. A cash flow forecast for the period to July 2023 has been prepared, which considers realistic cash flow sensitivities and this together with continued demand for the Charity's care services gives the Directors confidence in continuing to adopt the going concern basis of accounting.

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Accounting policies (continued)

Incoming resources

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

For legacies, entitlement is the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executors(s) to the Charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor's intention to make a distribution.

Donated goods and services

The value of donated goods to the Charity which are for resale are recognised in the financial statements as income when sold due to the low-value of items received.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised; details about the volunteers' contribution can be found in the Directors' report.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Support costs include expenditure which cannot be directly attributed to particular headings and have therefore been allocated to activities on the basis of employee costs. Governance costs represent the legal and professional fees of running the Charity and costs associated with preparing and holding Board meetings and are included within support costs. Resources expended include attributable VAT which cannot be recovered.

Tangible fixed assets

Fixed assets costing more than £7,500 are capitalised and included at purchase cost, together with any incidental costs of acquisition.

Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual values, on a straight-line basis over their expected lives. The principal annual rates used for this purpose are:

	%
Freehold land	0
Furniture, equipment and plant	5 - 33
Motor vehicles	20
Assets in the course of construction	0

Freehold and long leasehold buildings are depreciated over 50 years or, if shorter, over the period of the lease.

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Accounting policies (continued)

Fixed asset investments

Fixed asset investments are stated at the lower of cost or net realisable value.

Operating leases

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Rentals payable are charged on straight line basis over the term of the lease.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade 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 with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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 normally recognised at their settlement amount after allowing for any trade discount due.

Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Grants receivable

Grants, including those for the purchase of fixed assets, are recognised in full when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in note 17 to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes.

St Cuthbert's Care

Accounting policies (continued)

Pension costs

The Charity makes available a defined contribution pension scheme to employees to which it contributes. The scheme originally set up as a stakeholder pension scheme meets the automatic enrolment rules.

There is a historical unfunded pension liability and adjustments to this pension liability, referred to in note 12, are made in line with actuarial factors based on the invoiced costs from the administering authority and adjusted to include a cost of living increase. These costs are included in the SOFA.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires management to make estimates and judgements. These are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There were no estimates or judgements made during the year which had a material impact on the results reported in the financial statements.

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Notes to the financial statements for the year ended 31 March 2022

1 Expenditure on charitable activities

	Direct costs £	Support costs £	2022 £	2021 £
Care for people with disabilities	2,349,534	229,116	2,578,650	2,582,553
Care for older people	4,155,608	399,646	4,555,254	4,338,368
Care for children, fostering & social work	2,493,643	198,810	2,692,453	2,715,338
	8,998,785	827,572	9,826,357	9,636,259

The increase in expenditure on care for older people includes the additional costs associated with the Covid-19 pandemic and which have been partially funded by grant income from Government during the year.

2 Expenditure on raising funds

	Direct costs £	Support costs £	2022 £	2021 £
Voluntary income, donations & legacies	4,142	488	4,630	5,074
Activities for generating funds	115,937	1,446	117,383	25,153
	120,079	1,934	122,013	30,227

The increase in activities for generating funds reflects the recommencement of major fundraising activities following the relaxation of Covid-19 restrictions.

3 Support costs

Support costs, including governance costs of £29,284 (2021: £31,519), not directly attributable to projects have been allocated on the basis of employee costs and are analysed below:

	Employee costs £	Depreciation £	Other costs £	Total 2022 £	Total 2021 £
Charitable activities	550,063	19,575	257,934	827,572	783,038
Raising funds	1,285	46	603	1,934	3,016
	551,348	19,621	258,537	829,506	786,054

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4 Employee costs

	2022	2021
	£	£
Employee costs:		
Wages and salaries	6,789,411	6,353,730
Social security costs	562,899	525,812
Pension costs	151,013	144,665
	7,503,323	7,024,207

The pension costs were charged through the Statement of Financial Activities in respect of the defined contribution scheme operated for employees and allocated on the basis of employee costs.

The company maintains insurance for its employees in respect of their duties as employees as part of its overall insurance policy. Two employees received emoluments above £60,000. One of the employees is in the band £60,000-£70,000 and one employee is in the band £80,000-£90,000.

The key management personnel of the Charity comprise the Chief Executive, the Director of Finance & IT, the Director of Care, the Director of Compliance, Director of Children's Services, the Director of HR and the HR Lead. The total employee benefits of the key management personnel of the Charity were £354,279 (2021: £350,783).

The average monthly number of employees, analysed by function was:

	2022 Number	2022 Full-Time Equivalent	2021 Number	2021 Full-Time Equivalent
Charitable activities	289	215	292	234
Expenditure on raising funds	2	2	2	2
	291	217	294	236

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5 Directors' emoluments

	2022	2021
	£	£
Aggregate emoluments and fees	147,000	145,000

Emoluments are paid to two directors, M Ashman and N Gilbert for their services as directors and not as trustees of the Charity. Provision for these payments is made in the company's Articles of Association. Contributions were made to the Charity's pension scheme in respect of these directors of £7,350 (2021: £7,250). Directors received no reimbursement of travel expenses in the year (2021: £Nil).

Other than as noted above, no director was entitled to nor received any remuneration for their services (2021: £Nil) or were accruing benefits under the pension schemes (2021: £Nil) or received reimbursement of their expenses (2021: £Nil).

6 Net income for the year

Net income for the year is stated after charging:	2022	2021
	£	£
Depreciation charge for the year	206,549	224,558
Impairment of furniture, equipment and plant	-	89,935
Auditors' remuneration for audit services	23,940	26,200
Operating lease rentals for land and buildings	16,340	16,369
Loss on disposal of assets	3,946	-

7 Taxation

The company is a charity established under the Charities Act 2011. It is therefore exempt from taxation in respect of income and capital gains received within categories covered by S505 Income and Corporation Taxes Act 1988 or S256 Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to charitable purposes only.

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8 Tangible assets

	Freehold & long leasehold buildings	Furniture equipment and plant	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2021	6,296,922	2,499,983	73,656	8,870,561
Additions	-	31,678	-	31,678
Disposals	-	(13,152)	-	(13,152)
At 31 March 2022	6,296,922	2,518,509	73,656	8,889,087
Accumulated Depreciation				
At 1 April 2021	1,983,559	1,635,435	71,153	3,690,147
Charge for the year	97,500	106,904	2,145	206,549
Eliminated in respect of disposals	-	(9,206)	-	(9,206)
At 31 March 2022	2,081,059	1,733,133	73,298	3,887,490
Net book value				
At 31 March 2022	4,215,863	785,376	358	5,001,597
At 31 March 2021	4,313,363	864,548	2,503	5,180,414

9 Debtors

	2022 £	2021 £
Trade debtors	330,727	400,224
Other debtors	928	1,580
Prepayments and accrued income	284,155	216,821
	615,810	618,625

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10 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	148,412	104,384
Other creditors	13,079	16,803
Taxation and social security	169,444	156,766
Accruals and deferred income	320,805	582,972
	651,740	860,925

11 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Deferred income	275,000	300,000
	275,000	300,000

The Directors expect the deferred income to be released to the Statement of Financial Activities over the next 11 years.

St Cuthbert's Care

12 Provisions for liabilities and charges

Analysis of amounts charged through the statement of financial activities

	Pension provision £
At 1 April 2021	84,213
Established during the year	-
Utilised during the year	(11,004)
At 31 March 2021	73,209

The pension provision relates to the excess pensions liability for former teachers of two schools formerly managed by the Charity. The Directors continue to believe that the annual adjustment of the provision based on updated actuarial factors is the most appropriate approach at the current time. The Directors expect all liabilities to be met over the next 9 years.

The provision is anticipated to fall due as follows:

	2022 £	2021 £
In less than one year	9,600	14,808
Between one and two years	9,888	15,253
Between two and five years	30,554	43,087
In more than five years	23,167	11,065
	73,209	84,213

13 Share capital

The company does not have any share capital and is limited by guarantee. The members of the company are the Directors and their guarantee is limited to £1 each.

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14 Reconciliation of net incoming resources to net cash inflow from operating activities

	2022 £	2021 £
Net income	211,978	136,432
Depreciation on tangible fixed assets	206,549	224,558
Impairment on tangible fixed assets	-	89,935
Loss on disposal of fixed assets	3,946	-
Decrease in deferred income	(25,000)	(25,000)
Decrease in provisions	(11,004)	(2,275)
Decrease in debtors	2,815	2,205
(Decrease) / increase in creditors	(209,185)	249,524
Interest received	(879)	(4,911)
Net cash provided by operating activities	179,220	670,468

15 Reconciliation of net cash flow to movement in net cash resources

	2022 £	2021 £
Change in cash and cash equivalents in the reporting period	148,421	665,951
Movement in net funds for the year	148,421	665,951
Net funds at 1 April 2021	2,465,789	1,799,838
Net funds at 31 March 2022	2,614,210	2,465,789

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16 Analysis of net cash resources

	1 April 2021 £	Cash flow £	31 March 2022 £
Cash at bank and in hand	2,465,789	148,421	2,614,210
Net funds	2,465,789	148,421	2,614,210

17 Statement of funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	750,000	9,668,257	(9,612,801)	(5,456)	800,000
Designated funds					
Charity assets fund	5,744,055	-	-	5,456	5,749,511
Total unrestricted funds	6,494,055	9,668,257	(9,612,801)	-	6,549,511
Restricted funds:					
Alan Shearer Foundation	525,635	492,091	(335,569)	-	682,157
Total restricted funds	525,635	492,091	(335,569)	-	682,157
Total funds	7,019,690	10,160,348	(9,948,370)	-	7,231,668

The General fund represents the free funds of the Charity which are not designated for particular purposes with excess funds being transferred to the Charity assets fund.

The Charity assets fund represents those funds that have been designated by the Directors for the provision of existing services in furtherance of the Charity's objects.

The charity has one restricted fund. The Alan Shearer Foundation which represents those funds raised by the Foundation which have not yet been spent on charitable activities.

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17 Statement of funds (continued)

Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total £
Fund balances at 31 March 2022 are represented by:				
Fixed assets	-	5,001,597	-	5,001,597
Current assets	682,157	1,061,123	1,486,740	3,230,020
Current liabilities	-	-	(651,740)	(651,740)
Long term liabilities and provisions	-	(313,209)	(35,000)	(348,209)
	682,157	5,749,511	800,000	7,231,668

18 Related party transactions

The Charity has a close working relationship with the Roman Catholic Diocese of Hexham & Newcastle, which is also a charity. The Charity invoiced £143,655 (2021: £88,688) in respect of shared costs associated with the provision of offices for both parties, social work services relating to the retired priests of the Diocese and care home fees for retired priests. As at 31 March 2022 £20,164 (2021: £14,029) remained outstanding and is included in debtors.