

**Charity Registration number: 1151322 (England and Wales), SC0047767 (Scotland)**

**Company Registration number: 08426630 (England and Wales)**

## **POLICE CARE UK**

### **ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020**

**POLICE CARE UK**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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<b>CONTENTS</b>	<b>Pages</b>
<b>Legal and Administrative Information</b>	<b>1</b>
<b>Trustees' Report</b>	<b>2 – 20</b>
<b>Independent Auditor's Report</b>	<b>21 – 22</b>
<b>Statement of Financial Activities</b>	<b>23</b>
<b>Balance Sheet</b>	<b>24</b>
<b>Statement of cash flows</b>	<b>25</b>
<b>Notes to the Financial Statements</b>	<b>26 - 47</b>

# POLICE CARE UK

## LEGAL AND ADMINISTRATIVE INFORMATION

### FOR THE YEAR ENDED 31 MARCH 2020

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<b>Trustees</b>	J Apter C Greany P Griffiths D Hamilton M Lindsay (Chair) N Massey S Mertes S Purdy D Ray-Hill G Stephens J Tolfrey
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The list of Trustees above are those serving at the time these accounts were signed. See page 17 for details of movements on the Board of Trustees during the year.

**Charity number (England and Wales)** 1151322

**Charity number (Scotland)** SC0047767

**Company number** 08426630

**Auditor** Haysmacintyre LLP  
10 Queen Street Place  
London  
EC4R 1AG

**Bankers** Royal Bank of Scotland plc  
London Drummonds Branch  
49 Charing Cross  
London  
SW1A 2DX

**Solicitors** BDB Pitmans LLP  
50 Broadway  
Westminster  
London  
SW1H 0BL

**Investment advisors** Independent Investment Reviews  
88 Kingsway  
London WC2B 6AA

The Trustees present their report and financial statements for the year ended 31 March 2020.

## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice (SORP 2015 (FRS 102)).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objects of the Charity**

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependants arising through injury, death as a result of duty, illness, hardship and old age.

Police Care UK is the Charity for the entirety of policing. We are there for serving veteran police officers, staff and their families and police forces throughout the UK from local to national. Providing a comprehensive programme of counselling, emotional support & advice, grant funding, training and research, we improve awareness and understanding of the harms of policing, enable police forces to better look after their people and most importantly help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service.

##### **2019/20 Key Facts Summary**

- Total income for the year was £1,593,245.
- £3,139,271 was spent on charitable activities, representing 82.9% of total expenditure
- The total funds of the Charity currently stand at £29.6m. Of this, £24.35m are under investment management to provide a sustainable source of income and ensure the longevity of the Charity
- Agreed to work strategically with the Police Treatment Centre to establish a Psychological Wellbeing Centre of Excellence including the award of a £2.5m grant to expand physical capacity at their site in Harrogate. This is payable in instalments upon certain criteria being met and £250,000 was paid during the year.
- Funding was awarded to a further 5 projects under the 1in4 Programme, a funding programme for police forces to achieve step change improvements in mental health and wellbeing provision meaning to date funding has been agreed for 16 projects, totalling £2m
- There was an increase of 427% in the number of individuals and families coming directly to us for help compared to the previous year with 950 people receiving assistance
- We have equipped 50 Wellbeing Rooms in police forces throughout the country, providing safe spaces for officers and staff affected by the daily challenges of policing
- Released the initial findings of our survey "The Job and the Life", working with the University of Cambridge, which identified that more than 90% of police officers will be exposed to multiple traumatic events during their career and that 1 in 5 serving police officers and staff are living with a form of Post-Traumatic Stress Disorder
- 290 people attended our Suicide Prevention Seminars and 6 police forces were awarded grants to run their own suicide prevention training

## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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- Trained 25 new trainers to deliver our Trauma Impact Processing Techniques, delivering this innovative training to more than 700 serving police officers and staff enabling them to maintain practical resilience in operational policing, using the latest findings in neuropsychological and policing research
- Provided counselling to 114 people who accessed 617 sessions of counselling
- Launched a new Veteran Peer Support project to help officers going through ill-health and injury retirement
- 171 targeted assistance grants were awarded to families with an average value of £3.6k, an increased average value of £1.6k
- Awarded 34 grants to police forces for smaller local wellbeing projects, a 17% increase on the previous year.

#### **How the Charity Operates**

Every day the police find themselves in harm's way whilst protecting the public. We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Individuals who need our help complete a simple registration form via our website. Registration automatically provides access to the Charity's confidential advice and counselling service. If financial help is needed, an application form will be provided following discussion with our welfare team with guidance on funding available on our website. Our network of volunteers can help beneficiaries apply for assistance and may visit applicants as part of the grant assessment process where necessary.

We also do our utmost to improve the mental health and wellbeing of serving and former police personnel through a combination of targeted research and grant funding and training to support those in need both now and in the future.

Further information on the specific grants' programmes and other services for both individuals and organisations are discussed in this report and our Impact Report and are also available on the Charity's website [www.policecare.org.uk](http://www.policecare.org.uk)

#### **ACHIEVEMENTS AND PERFORMANCE**

##### **Financial review**

The results of the Charity are set out in the financial statements on pages 23 to 47.

The Charity's net deficit (before other recognised gains and losses) was £2,195,388 compared to a deficit of £185,746 in 2018/19. This reflects the Charity's agreed strategy, as stated in previous annual reports, to expand activities and assist more beneficiaries and to grow our staff team to help meet this objective. Accordingly, our headcount grew from 11 to 20.

Expenditure on charitable activities totalled £3,139,271 (2018/19 £1,598,174), an increase of £1,541,097.

We awarded grants totalling £629,305 to support individuals in need, an increase of £310,073, reflecting the increased awareness of the Charity following our rebrand exercise in 2018.

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

Our institutional grants saw an overall uplift of £652,760 which includes the 1<sup>st</sup> tranche of the grant to the Police Treatment Centres. Additionally, 5 new grants were awarded to police forces in the final round of our 1in 4 Programme along with smaller grants to National Police Memorial Day, Scottish Police Memorial Day and MAPS of Tyrone, a support charity in Northern Ireland.

We continued to invest in project activity as part of our strategy to provide more holistic support to our beneficiaries through initiatives such as our resilience project with Cambridge University, the development of our Veteran Peer Support Service and our volunteer network. Expenditure on these activities totalled £197,665, an increase of £92,395 on the previous year.

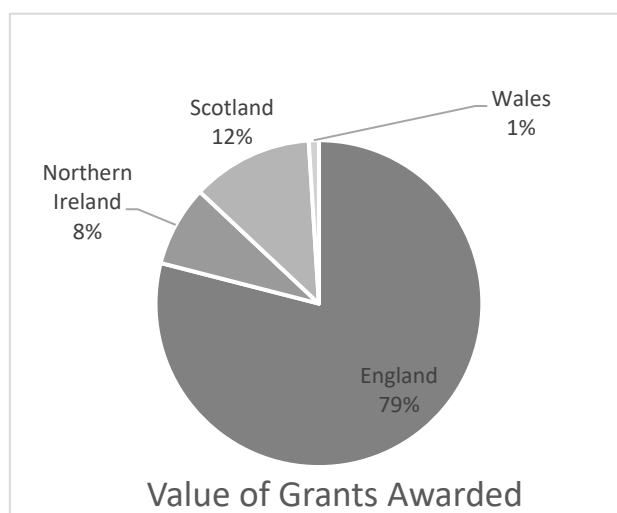
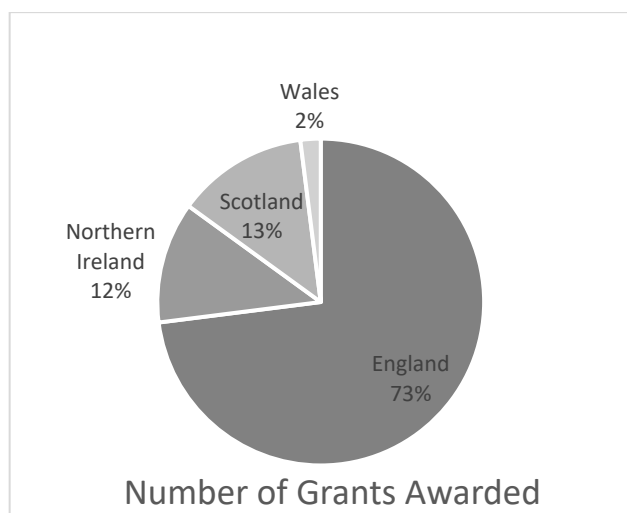
This saw the first full year of operation of our counselling service which has seen continuous growth in access with expenditure totalling £219,984, an increase of £213,312. Feedback from users has been positive and given the findings of our survey, The Job and the Life, that 1 in 5 serving personnel are living with PTSD this is a much needed service, demand for which is likely to continue to grow.

During the year we introduced a new grants programme – Police Recovery Days - to assist policing teams who have faced particularly challenging and traumatic incidents. One such example was the 16 Family Liaison Officers assigned to case of 39 Vietnamese nationals tragically found dead in a lorry in Essex in October 2019.

*"I was an FLO (Family Liaison Officer) deployed on operation Melrose in Essex (death of 39 Vietnamese nationals) .... I hadn't realised the toll it had taken on me. FLO-ing 6 families from this incident was an honour but also a battering on my mental health... I have just returned from a 2 day break at lifehouse spa in Essex. We had group therapies and individual sessions. I return from Essex feeling more positive, feeling like I have a clearer head and having the opportunity to spend time with people that were deployed to the same job as me and to be able to speak freely and de-brief in a healing environment has been priceless... Thank you because I was lost and in need of help. You have provided the right professionals to help.... I will be forever grateful to your organisation"*

We awarded 4 grants under this new programme, totalling £12,891.

By region, grants awarded are summarised as:



## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR) to closely monitor performance given increasing volatility and the economic uncertainty regarding Brexit. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

During the year our investment markets were significantly affected by the Covid-19 pandemic. The UK stock market fell significantly with the FTSE 100 Index declining by 24% over the course of the year to 31<sup>st</sup> March 2020. Against this challenging backdrop, our overall investment portfolio was impacted and fell by 7.7%.

Taken together, the value of our investments managed by our three fund managers stood at £29.39m on 31<sup>st</sup> March 2019 but by 31<sup>st</sup> March 2020, this value stood at £27.116m, a fall of 7.7% overall. This figure of £27.11m includes the value of investments held with CCLA and Newtons as well as proceeds received from the liquidation of assets from our holding in Woodford Equity Income Fund, which was suspended from trading on 6th June 2019. On 15th October 2019 it was announced that the fund would be liquidated with proceeds of sale being returned to investors. Trustees had been paying close attention to the performance of this fund with the assistance of our professional advisors which, whilst delivering reasonable income returns, was underperforming on capital growth. As at 31<sup>st</sup> March 2020, £2,768,516 had been returned to the charity from the proceeds of sales with a small element awaiting final disposal by Link Fund Solutions, appointed to administer the wind up of the fund.

On 21<sup>st</sup> August 2020, a further amount from asset sales of £223,645 has been received and the current investment holding relating to this part of our portfolio is £352,688 reflecting the latest available information as at 30<sup>th</sup> September 2020.

The decision to appoint our three investment managers, including Woodford, was taken in 2016 was following a detailed and rigorous selection process. We followed relevant Charity Commission guidance and were assisted by our professional investment advisors through a process which saw our investments moved from a single investment manager to three managers, CCLA, Newtons and Woodford.

Trustees are pleased to report that CCLA and Newtons performance has continued to rank very highly against their peers and that our overall portfolio has performed well

In advance of Brexit and against the background of wider global economic challenges in the US and China trustees had concluded it prudent to hold in the region of £3m of readily available assets to protect our ability to support our beneficiaries in the event of a major economic downturn. The current COVID-19 crisis has added to both market uncertainty and created significant fundraising challenges across the charity sector as a whole with some estimates indicating that 24% of income is at risk. Trustees have chosen to utilise this reserve, in combination with reviewing activities, to ensure that we can continue to meet the needs of our beneficiaries.

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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Trustees are aware of the challenges presented by the current COVID-19 crisis and have taken steps to manage these in accordance with the latest available information and guidance.

The Charity's income comes from four principal sources:

- Regular donations (payroll giving/Give as You Earn/individual fundraising);
- One off donations & community fundraising;
- Legacies; and
- Investment and interest income.

The Charity remains in a robust financial position and continues to be well placed to support officers who have been injured on duty and the families of those officers who have lost their lives as a result of their police work. The Charity however continues to be heavily reliant on its investments as its primary source of income with ongoing calls on reserves to fund increasing beneficiary needs. Our planned underlying deficit is in the region of £2.5m per year which needs to be addressed through generating new sources of income to place all of our activities on a sustainable footing.

#### Activities for Public Benefit

In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for grants and be considered as a potential beneficiary. Additionally, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

#### Framework for Success

Our Framework for Success helps focus our activities on those areas where we consider we can have the greatest impact. The framework sets out our core aims and objectives as:

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<i>Ensuring everyone is aware of the harm police experience as part of their role</i>	<i>Engaging with the police service to do all they can to reduce or prevent harm</i>	<i>Enabling people to recover and rebuild their lives</i>
<ul style="list-style-type: none"><li>• Research and share learning on harm and the ways to prevent or reduce the impact of harm experienced</li><li>• Advocating for the wellbeing of serving and former police colleagues</li></ul>	<ul style="list-style-type: none"><li>• Proactively interact with policing organisations across the UK</li><li>• Fund new and innovative projects aimed at reducing or preventing harm</li></ul>	<ul style="list-style-type: none"><li>• Increase our reach and connect with people who have suffered harm as a result of their policing role</li><li>• Provide mechanisms for individuals to recover and rebuild their lives</li></ul>

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## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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Police Care UK strives to be a catalyst for change and active player in improving the health and well-being of serving and former UK police and their families. To this end our Trustees participate in dialogue and share new ideas with grantee organisations, service providers, other funders and government agencies. We aim to create opportunities to engage police stakeholders in collaborative problem-solving and programme development.

Our Major Grants Programme provides project and capital funding to established charitable organisations with significant track records of delivery who Trustees consider will help deliver against our 3 core aims of:

- Raising awareness of the harm police can experience as part of their role
- Enabling police and their families to recover and rebuild their lives after suffering harm
- Supporting police forces and agencies to do all that they can to reduce harm

All major grants are by invitation-only from Police Care UK and our Trustees prefer to support projects where we are providing match-funding.

Some of our key achievements are detailed below and additional information is available in our Impact Report.

#### **Aim 1 - Ensuring everyone is aware of the harm police experience as part of their role**

Our work with the University of Surrey and the University of Cambridge has highlighted a number of key issues faced by injured police officers and staff that had not, until that point, been openly discussed by either UK police forces or government. In particular:

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- |  |   |
|--|---|
| • High levels of physical & psychological injury experienced by police & staff with 1 in 5 living with PTSD  | • 86% of serving personnel want to see improved support for mental health, particularly following traumatic incidents |
| • Psychological harm is the biggest single cause of officers leaving the service prematurely (47%)   | • 80% of former officers would like to have support available from a local peer network                               |
| • 15% of those who leave prematurely struggle to cope financially day to day   | • 80% of former officers would like more support to help access work post their police career                         |
| • Those who leave the service due to an injury have significantly lower levels of health with the lowest being experienced by those who experienced psychological injury | • 70% of former officers would like access to formal emotional support and health advice                              |
|  | • 62% of former officers would like better access to mental health services   |
- 

During the year we published the headline findings of our work with the University of Cambridge - the UK's first survey to assess trauma management and working conditions in UK policing. Initial results were published in a BBC exclusive on 9th May 2019, reporting that 1 in 5 police officers and staff in the UK are living with the symptoms of Post-Traumatic Stress Disorder (8%) or Complex PTSD (12%).

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

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During the year we have seen a significant increase in requests for information, advice and guidance with 24 presentations delivered by our Director of Research related to our work on police trauma reaching over 2,000 people and contributions to TV documentaries such as Channel 4's Dispatches. Demand for printed materials has also been high with 8,000 leaflets on self-support techniques for traumatic incidents being requested.

We engaged with government ministers and officials and key stakeholder both in policing and across the emergency services community, sharing our insights particularly in relation to the development of the proposed Policing Covenant. We are also pleased that our work to draw attention to the risks of suicide within policing has contributed to the establishment of a Police Suicide Prevention Group under the oversight of the National Police Chiefs Council.

**Aim 2 - Engaging with the police service to do all they can to reduce or prevent harm**

We believe duty of care rests with individual police forces. Our role is to complement this and to assist in addressing identified gaps through the provision of targeted services, projects and grants.

The Charity offers grants to police forces, sports associations and charities who specifically support our beneficiary base to support innovations and improvements in mental health and wellbeing. During the year grants were provided under 4 core funding streams; Wellbeing Grants, 1 in 4 Grants, Major Grants and our new Recovery Day Programme. We had 75 active volunteer Ambassadors during the year who continued to have an impact on raising awareness of the support we can provide.

Case Study – Hampshire: PPE for the Mind

PPE for the Mind offered a psychological and behavioural skills training programme aimed at improving psychological flexibility and increasing personal resilience so that individuals are better able to manage the impact of continual exposure to difficult and traumatic experiences. 185 participants completed the pre course questionnaire and 157 completed the post course questionnaire therefore fully completing the training.

We have received the end of project report which highlights both the successes of the project.

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*"Yes. It is the best thing I have ever done in the police. I am grateful for this opportunity I would never have looked into this before - it would have felt too self-indulgent."*

*"The course is about training your mind to be more in the moment and aware of your thoughts and feelings. I think this programme will help me process and deal with stressful situations/distressing calls/jobs."*

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Warwick Edinburgh Mental Wellbeing scale findings:

- There is a 339% increase in participants feeling good about themselves often
- There was a 60% increase in participants reporting that they were able to work effectively despite worries

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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As part of our work with the University of Cambridge and to develop our Trauma Resilience Programme, a feasibility study for in-force PTSD prevention ran from March 2018 - March 2019 with Greater Manchester Police, following the Manchester Arena terror attack. The techniques have been proven to reduce stress levels relating to the incidents to which they are applied, improve recall and are teachable and well received.

During the year we have continued to teach these techniques which reached more than 700 people during the year and we delivered 12 TIPT train the trainer session to 25 people. These people are now arranging to conduct this training under supervision within their force so they can become accredited TIPT Trainers before going forward and offering this training across their force.

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*"What we deal with most of the time is trauma, other people's trauma, our own trauma. We don't have a tactic, we are not taught anything about dealing with trauma, mental trauma, emotional trauma. We've got tactics or kit for everything else"*

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#### **Aim 3 - Enabling people to recover and rebuild their lives**

Our rebrand combined with our growing network of Ambassador volunteers has seen a significant increase in the number of people coming to us for support. We received enquiries from 49 different force areas during the year, an increase of 25%, demonstrating success of our enhanced approach to engagement. All of our volunteers are trained to advise potential beneficiaries on the range of support available from the Charity and encourage people to register with us. Additionally, our Support volunteers can visit beneficiaries in their homes and assist with grant applications.

Our CareLine dealt with 1199 calls in the last year, compared with 74 the previous year, a 1,520% increase in calls. Counselling was provided to 114 people who accessed 617 sessions of counselling during the year, compared to only 16 sessions in 2018/19, of which half received EMDR, a therapy for PTSD.

*"Without the support from Police Care UK I simply would not have received the quality of treatment and care that I did, it has saved my life."*

During the year we awarded 171 targeted grants to individual beneficiaries totalling £629,305. We helped those in financial hardship and enabled injured police officers to adapt their homes, get the specialist equipment they need and access training. Grants are awarded after taking into account the financial status of applicants and many of our applicants come to us many years after their original injury as the impact takes an increasing toll on their quality of life. These grants are means tested and the Charity has adopted the independent Joseph Rowntree Foundations Minimum Income Standard as a guide against which to assess need, taking into account the additional costs incurred of living with a disability where appropriate. This allows the Charity to focus financial assistance on those in most need. Our research with the University of Surrey published in November 2016 highlighted that 66% of those officers who had left the service following either a physical or psychological injury were worried about paying for unexpected expenses with only 6% living comfortably. Our evidence is that help might have been sought sooner if only there was a greater knowledge of the assistance available from the Charity and we are continuing to try to raise awareness by for example

## POLICE CARE UK

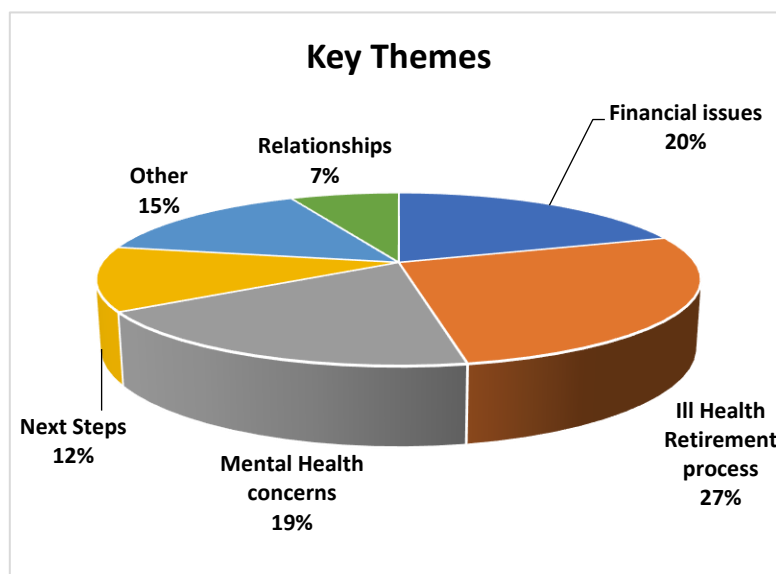
### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

attending and speaking at events, liaising with retired police officer associations, and growing our network of local volunteers as well as through social media.

We launched our new Veteran Peer Support programme for those going through ill-health retirement this year in the North West of England. The project was launched in response to a key gap identified amongst former police officers injured on duty. Our research with the University of Surrey identified that 80% of former officers would like to have support available from a local peer network. Our 5 Veteran Peer Support volunteers provided support to 11 individuals with encouraging early results.

From our Peer support sessions, we record the key themes of the conversations, with the ill-health retirement process and financial issues being the top two discussion points.



#### Awareness and Fundraising Activities

Supporting those who are injured as a result of their policing role, including the families of those who are sadly killed, means Police Care UK has a duty to raise awareness of the Charity's existence, the support available, and how to access it. This has involved:

- Taking part in major police conferences across the country
- Delivering input into meetings of the Police Federation of England and Wales, Police Federation of Northern Ireland, Police Superintendents' Association of England and Wales, Association of Scottish Police Superintendents, and the National Police Chiefs' Council
- Delivering input into meetings of the National Association of Retired Police Officers, and the Retired Police Officers Association of Scotland
- Engaging and working with colleagues from other charities supporting and benefiting the UK police service
- Engaging directly with and informing Chief officers and specialist staff at all 48 police forces in England, Wales, Scotland, and Northern Ireland
- Working and engaging with, and informing, the wider police family on issues directly related to our charitable activities

#### Fundraising

At Police Care UK, our supporters are at the heart of everything we achieve, and our fundraised income represents 45% of our total income. We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We are also working towards meeting our commitment to implement the recommendations from the Commission on the Donor Experience and have reviewed our GDPR and Privacy policies.

In most instances, we rely on obtaining consent to contact supporters about future fundraising, and we have achieved this compliance by adopting a full opt-in model across our marketing and fundraising activities. If supporters choose not to opt-in, then they won't receive marketing or fundraising requests from us. This has put us in a strong place to ensure we are fundraising in a compliant manner with both the letter and spirit of the regulations in place.

In certain circumstances, we will rely on 'legitimate interest' as a legal basis for contacting our supporters. We will only do this where we have considered and balanced any potential impact on the support and their rights under data protection laws. Fundraising activity in support of our overall strategy is monitored by the Board of Trustees in exercise of their duties under CC20 Charity Commission guidance. They, together with the Audit and Investment Committee, monitor significant risks and ensure they are being properly addressed.

We do not undertake any door-to-door or street fundraising, and do not use any 3<sup>rd</sup> party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements, and we do not sell any personal data for use by any external organisation.

The Management Team has oversight of all fundraising activities and monitors performance against key indicators to identify any significant challenges or changes that are required.

#### **Vulnerable supporters**

Police Care UK is committed to fundraising appropriately from all of our supporters and we are particularly conscious of our responsibilities to vulnerable people. Our Vulnerable Supporters policy applies to all our fundraising activities and ensures that we are protecting the public from undue pressure and persuasion, as well as identifying and responding to potential vulnerabilities. Our Supporter Promise remains at the heart of all fundraising efforts.

We report and monitor on a regular basis through our Management Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we continuously improving the overall experience provided to vulnerable supporters.

#### **Complaints**

We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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##### Our fundraising activities

###### Gifts in wills

Many people choose to remember Police Care UK in their will. This year £262,231 (2018-19 £543,775) was left to Police Care UK as gifts in wills. Sometimes it is because they or a close family member served in policing, and sometimes it is because they value the role that Police Care UK plays in caring for police and families in need.

###### Fundraising from within our communities

We had 60 fundraisers raise over £12,000 for Police Care UK through their own fundraising initiatives, including taking part in running and cycling events, hosting a gathering of friends or colleagues, holding events like a vintage care rally, or organising a bake sale in their local community. This year £179,945 (2018-19 £81,401) was donated to Police Care UK by our committed supporters like Thin Blue Line, David Soanes and David Mayhew. Corporate partner Principle One raised over £6,000 during the year.

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*"This charity has already funded an amazing wheelchair for Tom and by raising some more money for this fantastic charity they can help more officers and their families.*

*I will be completing 4 wolf runs over the next year; one in each season. I am not a runner at all but will hopefully raise some money for a worthwhile cause."*

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Our Garnet major donor event was attended by 100 individuals and resulted in £130,000 of donations and several opportunities for partnership work. We started background work in Berkshire, Sussex and Surrey and have had interest in forming committees during the next financial year alongside additional partnership work.

###### Donations

Donations from our individual supporters help us continue caring for police and families in need. This year we have made it easier than ever to give to Police Care UK by developing our platforms and improving our processes to give in line with the rebrand process. This year £274,437 (2018-19 £220,323) has been raised this way thanks to the dedication of our fabulous payroll givers from across policing and over 1,000 individual donations.

##### Our Fundraising Promise

Police Care UK will be:

- **Honest.** We will tell the truth and we will not exaggerate. We will be clear about who we are, what we do, and do what we say we are going to do with the donations we receive.
- **Clear.** We will be able to explain our fundraising costs and show how they are in the best interests of our cause if challenged. Where we ask a third party to fundraise on our behalf, we will make this clear and any financial arrangement transparent.
- **Accountable.** We will ensure our complaints process is clear and easily accessible.

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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- **Respectful.** We will respect your rights and privacy. We will not put undue pressure on you to make a gift and we will always respect your decision. We have a procedure for dealing with vulnerable circumstances which is available to read.
- **Responsible.** We will comply with the law as it applies to charities and fundraising. We will adhere to the Code of Fundraising Practice, and will monitor fundraisers, volunteers, and third parties working with us to raise funds to ensure that they comply with the Code.

#### Reserves policy

Our reserves policy aims to ensure that the Charity continues to set aside funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to beneficiaries if setbacks occur. The Charity undertook an exercise in September 2017 with the support of our investment advisors and managers to model the potential impact of a significant market fall on investments. This was based on the experience of global investment markets over the previous 10 years. As a result, the Trustees concluded that it is prudent to aim to hold in the region of £3m in readily available assets to protect against market volatility.

The Board approved policy is based upon three principle statements of intent:

- Reserves will be designated to reflect the Board's requirement to hold in reserve the value of investments held to support the income target for the years ahead (£17,356,816)
- Reserves are designated where appropriate to fund future plans where income from those future years is not expected to be sufficient to meet the expenditure requirements. These funds may be held in a combination of fixed and current assets as appropriate (£8,899,129)
- An appropriate level of general free reserves between 6-12 months expenditure will be held in readily available current assets.

Trustees review levels of reserves annually as part of the annual budget process taking into account projections of:

- Alternative sources of voluntary income
- Anticipated income and capital growth of the investment portfolio
- Existing grant programme commitments and anticipated applications from registered beneficiaries
- Agreed commitments to new initiatives, projects and services designed to better support beneficiaries

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries and the impact of Covid-19. The reliance on investment income is however a concern particularly in the current uncertain economic climate. There is a need for the Charity to diversify its income sources both as a response to this risk and also in response to the growing demand for our services particularly in relation to mental health to address an underlying funding gap of approximately £2.5m per annum.

Trustees are satisfied that the current level of free reserves are in line with the agreed policy.

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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##### Investment policy and performance

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

As at 31 March 2020 the combined portfolio had an income yield of approximately 3.6%. Over the course of the year, the value of the Charity's investments fell from £29.39m to £27.11m, and our investments were particularly affected by the fall in stock markets between from January 2020 onwards. This valuation of £27.11m includes £2.768m received from the sale of assets in the Woodford Equity Income Fund. Against the backdrop of significant falls in the values of assets following the outbreak of the Covid-19 pandemic, our overall portfolio proved reasonably resilient, benefitted from continued outperformance by CCLA and Newtons, our two continuing Fund Managers.

The Charity holds its investment portfolio in order to generate a return to fund its day-to-day running and grant making programme.

Whilst volatility regarding investment markets remains, within 6 months of the year end under review, our investment values had shown a significant recovery, rising by over £3.2m.

##### RISK MANAGEMENT

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity and COVID-19 and are satisfied that systems are in place to mitigate their exposure to major risks.

In response to the COVID-19 pandemic the Charity has adopted remote working practices with staff working from home. We have utilised government support schemes such as furlough where appropriate and reviewed activities, including adopting digital delivery where possible to ensure safe working whilst continuing to deliver support to our beneficiaries.

<i>Key Risk</i>	<i>How we Manage it</i>
<b>We are over-dependent on investment returns and unable to develop new sources of income</b>	<ul style="list-style-type: none"><li>• We have a diverse portfolio of investments managed by three different external Investment Managers to minimise any impact of economic uncertainty</li><li>• We use external, independent, professional advisors to manage our investments</li><li>• Our investment portfolio performance is reported and reviewed on a regular basis by the Audit and Investment Committee</li><li>• We continue to invest in our ability to grow fundraising income and employ experienced fundraisers</li><li>• We have a detailed fundraising plan against which performance is reviewed regularly by the Board</li></ul>
<b>Our rebranding exercise fails to deliver the anticipated benefits including creating additional demand for services which the Charity fails to meet</b>	<ul style="list-style-type: none"><li>• Progress is regularly reviewed by the Board. During the year as part of the strategic review the Board have agreed a framework for success with three core aims</li><li>• The Chief Executive has some flexibility to respond to immediate additional resource demands within designated authority and where necessary, we invest in greater team resources to provide capacity with options presented to Trustees for decisions</li></ul>



## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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<b><i>We do not meet the expectations of our beneficiaries and stakeholders following our research activity with the University of Surrey and University of Cambridge</i></b>	<ul style="list-style-type: none"><li>• <i>We consider and update our plans annually at a board away day</i></li><li>• <i>Where necessary, we invest in greater team resources to provide capacity with options presented to Trustees for decisions</i></li></ul>
<b>Trustees may lack relevant skills as the Charity develops</b>	<ul style="list-style-type: none"><li>• We have updated our governing document to allow greater flexibility to recruit trustees with specialist skills and experience</li><li>• We have a Nominations Committee who oversee matters relating to trustee appointments and tenure</li><li>• We review board performance and consider skills gaps at our annual board away day</li></ul>
<b>Increasing levels of regulation and a broad regulatory landscape may result in a compliance failure</b>	<ul style="list-style-type: none"><li>• Responsibilities are included in staff role descriptions</li><li>• Trustees receive updates at each board meeting on regulatory changes</li><li>• Compliance activity is included in our annual work plans and we will be investing more resources in this area</li></ul>

#### Origins

The Police Dependants' Trust was founded in 1966 as a response to the deaths of three police officers who, on the 12th August were shot while on duty in Shepherds Bush, London; Sergeant Christopher Head and Constables David Wombwell and Geoffrey Fox.

Such was the public response to this terrible tragedy which demonstrated the dangers police officers face in the line of duty, that an anonymous donation of £100,000 was offered to a Home Office Minister to establish a permanent trust to assist in cases where police officers were killed or injured on duty. Later it was made public that the anonymous donor was Sir Billy Butlin of Butlin's holiday camps. A public appeal was launched and more than £1 million was raised. The Police Dependants' Trust was founded and continues its vital work today under the new name of Police Care UK – supporting officers injured on duty and the families of those who have lost their lives in the line of their police work.

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

#### PLANS FOR THE FUTURE

The Trustees have agreed a strategy to 2025 with many of the priorities discussed in the previous section "Activities for Public Benefit". During 2020/21 areas of specific focus are as follows:

Priority for 2020/21	Key Activities
Beneficiaries	We will roll out TIPT training to support officers and staff exposed to trauma to 10,000 officers and staff
	<b>Major Grants Programme</b> Following the award of a grant of £2.5m (payable in instalments upon certain criteria being met) to the Police Treatment Centre we will work with the PTC to oversee the capital build and; Agree a model of care for the treatment of PTSD & CPTSD
	<b>Pilot Peer Support Scheme</b> Building on the learning and success of our North West pilot we will extend this to a second area and test replicability
	We will increase use of our careline & counselling services in response to rising demand, streamline access to improve our beneficiary experience and review contracting arrangements to place the service on a more sustainable footing
Internal Processes	We will review our CRM database and associated workflows to optimise our engagement with supporters and donors in support of our fundraising activities and GDPR compliance We will review our internal processes which underpin our support for beneficiaries and invest in our case management systems to ensure they are fit for purpose and to help ensure beneficiaries have a positive experience
Financial	Implement Fundraising Plan, supported by Communications Plan to reduce dependency on investment income
Strategic Enablers	Complete the roll out of our rebrand as Police Care UK
	IT systems & infra-structure

In addition to the above key priorities, during the year the Charity will also:

- Continue to advocate for appropriate support for both the physical and mental wellbeing of serving and former members of police forces and their families including consistent access to timely treatment for those that need it
- Collaborate with other relevant charities and academic institutions on areas relevant to our beneficiaries, in particular to achieve a better understanding of the needs of former personnel and families and serving personnel impacted by COVID-19
- Seek new and innovative ways to work with the police service to raise the profile and awareness of the Charity and better serve our beneficiaries including exploring digital approaches to service delivery and fundraising in response to COVID-19

## POLICE CARE UK

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2020

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#### STRUCTURE GOVERNANCE AND MANAGEMENT

The Charity is a company limited by guarantee without share capital. The Trustees, who are also the directors for the purpose of company law, and who served during the year and to the date the accounts were signed were:

John Apter	(Appointed 21 <sup>st</sup> May 2020)
S Bray	(Retired 13 <sup>th</sup> February 2020)
G Crossan	(Retired 9 <sup>th</sup> May 2019)
C Greany	
P Griffiths	
S Harvey	(Appointed 9 <sup>th</sup> May 2019), (Retired 3 <sup>rd</sup> September 2019)
D Hamilton	(Appointed 21 <sup>st</sup> May 2020)
B Higgins	(Retired 9 <sup>th</sup> May 2019)
M Lindsay	
A Macdonald	(Retired 4 <sup>th</sup> April 2020)
N Massey	
S Mertes	(Appointed 21 <sup>st</sup> May 2020)
T Packham	(Retired 7 <sup>th</sup> November 2019)
S Purdy	
D Ray-Hill	(Appointed 9 <sup>th</sup> May 2019)
G Stephens	(Appointed 9 <sup>th</sup> May 2019)
J Tolfrey	(Appointed 9 <sup>th</sup> May 2019)

#### Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Charity's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future. Additionally, they meet annually to consider strategy and to plan for the future and to assess board performance, including whether the Board has the right mix of skills to deliver on its plans.

## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

- (a) The National Police Chiefs Council;
- (b) The Chief Police Officers' Staff Association;
- (c) The Police Superintendents' Association of England and Wales;
- (d) The Association of Scottish Police Superintendents;
- (e) The Superintendents' Association of Northern Ireland;
- (f) The Police Federation of England and Wales;
- (g) The Scottish Police Federation;
- (h) The Police Federation of Northern Ireland;
- (i) The National Association of Retired Police Officers;
- (j) The Retired Police Officers' Association Scotland; and
- (k) The Northern Ireland Retired Police Officers' Association

In order to strengthen the skills and diversity of the Board the Charity may also appoint co-opted trustees.

New trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

#### **Organisation**

The Trustees have appointed 4 sub-committees to help with the execution of the Board's responsibilities, the members of which are appointed by the Trustees

#### **Audit & Investment**

- Exercises general oversight concerning matters pertaining to the Charity's investment portfolios
- Oversees the selection and agrees the appointment of investment managers on behalf of the Trustees as a delegated responsibility
- Oversees the Charity's systems of internal control, risk management and financial reporting, and monitors the quality and effectiveness of external auditors.

#### **Remuneration**

- Exercises general oversight of matters concerning the Charity's staff and makes recommendations to the Board

#### **Nominations**

- Exercises general oversight of matters concerning trustee appointments and tenure.

## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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##### **1 in 4 Panel**

- Considers and agrees applications for funding to the 1 in 4 Grants Programme and oversees the administration of these grants

The Audit & Investment Committee met four times in the year, the Remuneration Committee met once in the year, the Nominations Committee did not meet in the year and the 1 in 4 Panel met twice.

Day to day management of the Charity is delegated to the Chief Executive who has authority to approve expenditure within the framework of delegations. The Trustees regularly review the scheme of delegation.

##### **Remuneration policy**

The Trustees consider that the Chief Executive, Director of Research, Head of Operations and the Governance & Business Manager comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in notes 10 & 23 to the accounts.

The pay of all staff is reviewed annually and includes reference to comparisons with other charities ensuring the Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We aim to recruit at the lower medium point with comparable organisations, providing scope to reward excellence whilst taking into account the Charity's ability to attract and retain committed and motivated employees. We do not employ interns without pay and aim to pay the living wage for all of our staff.

## **POLICE CARE UK**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2020**

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##### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees, who are also the directors of Police Care UK for the purpose 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 Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

##### **Small Companies Provisions**

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees on 6 November 2020

A handwritten signature in dark ink, appearing to be 'M Lindsay', enclosed within a large, loopy oval shape.

**M Lindsay**

Chair

# POLICE CARE UK

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF POLICE CARE UK FOR THE YEAR ENDED 31 MARCH 2020

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### Independent auditor's report to the members of Police Care UK

#### Opinion

We have audited the financial statements of Police Care UK for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 charitable company's affairs as at 31 March 2020 and of the charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

#### Basis for opinion

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

#### Responsibilities of trustees for the financial statements

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

#### 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.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### Conclusions relating to going concern

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

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of

## POLICE CARE UK

### INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF POLICE CARE UK

#### FOR THE YEAR ENDED 31 MARCH 2020

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- accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

#### Other information

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

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

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

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

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

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

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

#### 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, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 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.



Lee Stokes (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditors  
Date: 18 November 2020

10 Queen Street Place  
London  
EC4R 1AG



POLICE CARE UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2020

		Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
	Notes				
<b>Income and endowments from:</b>					
Donations and legacies	3	716,113	500	716,613	845,499
Other trading activities	4	80	-	80	43,680
Investments	5	876,552	-	876,552	1,014,560
<b>Total income</b>		<u>1,592,745</u>	<u>500</u>	<u>1,593,245</u>	<u>1,903,739</u>
<b>Expenditure on:</b>					
<i>Raising funds</i>					
Fundraising and publicity	6	463,938	-	463,938	302,235
Trading costs	6	-	-	-	119
Investment management	6	185,424	-	185,424	188,957
		<u>649,362</u>	<u>-</u>	<u>649,362</u>	<u>491,311</u>
Charitable activities	7	3,122,347	16,924	3,139,271	1,598,174
<b>Total expenditure</b>		<u>3,771,709</u>	<u>16,924</u>	<u>3,788,633</u>	<u>2,089,485</u>
Net expenditure before investment (losses)/gains		(2,178,964)	(16,424)	(2,195,388)	(185,746)
Revaluation of property held for resale	15	-	-	-	165,409
Net (losses)/gains on investments	14	(2,090,911)	-	(2,090,911)	444,741
<b>Net (expenditure)/income before transfers</b>		<u>(4,269,875)</u>	<u>(16,424)</u>	<u>(4,286,299)</u>	<u>424,404</u>
Gross transfers between funds		-	-	-	-
<b>Net movement in funds</b>		<u>(4,269,875)</u>	<u>(16,424)</u>	<u>(4,286,299)</u>	<u>424,404</u>
Fund balances at 1 April 2019		33,878,805	16,924	33,895,729	33,471,325
Fund balances at 31 March 2020		<u>29,608,930</u>	<u>500</u>	<u>29,609,430</u>	<u>33,895,729</u>

The statement of financial activities includes all gains and losses in the year.

All income and expenditure derive from continuing activities.

Details of comparative figures by fund are shown in note 26.

**POLICE CARE UK**

**BALANCE SHEET AS AT 31 MARCH 2020**

Company Registration number 08426630 (England and Wales)

	Notes	£	2020	£	£	2019	£
<b>FIXED ASSETS</b>							
Tangible assets	12		23,772			21,995	
Investment property	13		225,000			225,000	
Investments	14		24,347,460			29,388,430	
			24,596,232			29,635,425	
<b>CURRENT ASSETS</b>							
Property held for resale	15	550,000			550,000		
Stocks		-			2,982		
Debtors	16	499,509			653,798		
Cash at bank and in hand		4,550,994			3,425,808		
			5,600,503		4,632,588		
<b>CREDITORS:</b> amounts falling due within one year							
	17	(587,305)			(372,284)		
<b>NET CURRENT ASSETS</b>							
			5,013,198			4,260,304	
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>							
			29,609,430			33,895,729	
<b>INCOME FUNDS</b>							
<i>Unrestricted funds</i>							
Designated funds	18	26,195,945			33,364,081		
General funds	18	3,412,985			514,724		
			29,608,930		33,878,805		
Restricted Funds	19		500			16,924	
<b>TOTAL FUNDS</b>							
			29,609,430			33,895,729	

The notes on pages 26 to 47 form part of these financial statements.

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies.

The financial statements were approved by the Board of Trustees on 6 November 2020 and are signed on its behalf by:



M Lindsay  
Chair of Trustees

**POLICE CARE UK**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 MARCH 2020**

	Notes	£	2020	£	£	2019	£
<b>Cash flows from operating activities</b>							
Cash generated from operations	24			(2,685,259)			(1,013,902)
<b>Cash flows from investing activities</b>							
Purchase of tangible fixed assets		(16,166)				(20,265)	
Purchase of investments		(5,253,394)				(4,052,636)	
Proceeds from sale of investments		8,203,453				4,159,426	
Dividends and interest from investments		876,552				1,014,560	
<b>Net cash provided by/(used in) investing activities</b>				3,810,445		1,101,085	
<b>Net increase in cash and cash equivalents</b>				1,125,186		87,183	
Cash and cash equivalents at beginning of year				3,425,808		3,338,625	
<b>Cash and cash equivalents at end of year</b>				4,550,994		3,425,808	

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2020

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#### 1. Accounting policies

##### Charity information

Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is Nova Scotia House, 70 Goldsworth Road, Woking, Surrey, GU21 6LQ.

##### 1.1 Accounting convention

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and listed investments at fair value. The principal accounting policies adopted are set out below.

##### 1.2 Going concern

The trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern. At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### 1.3 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution. Legacies are accrued when the Charity is entitled to the receipt, receipt is probable and it can be measured or estimated with sufficient reliability.

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

##### 1.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

**1.4 Expenditure (continued)**

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Charity. The grants are accounted for where either the trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

Support costs include central functions and have been allocated to activity cost categories:

Cost of raising funds – 30%

Charitable activities – 70%

Irrecoverable VAT is charged against the category of expenditure to which it was incurred.

Tax recovered from donations received under gift aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

**1.5 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Individual fixed assets costing £300 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Leasehold Property            over 50 years on a straight line basis on the estimated cost of the building

Computer Equipment        over 3 years on a straight line basis

Furniture & Fittings         over 4 years on a straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

**1.6 Investment property**

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in statement of financial activities.

**1.7 Fixed asset investments**

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

The valuation of the investments was performed by the investment managers. The market value of listed investments is publicly available.

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2020

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#### 1. Accounting policies

##### 1.8 Stock

Stock is stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

##### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

##### 1.10 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes of uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

##### 1.11 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

###### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financial transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

###### Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2020

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#### 1. Accounting policies

##### 1.11 Financial instruments (continued)

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

##### 1.12 Employee benefits

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

##### 1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

##### 1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight-line basis over the term of the relevant lease.

#### 2. Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods. The estimates included in the accounts relate to the valuations of investment properties and the Woodford Fund held in investments.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**3. DONATIONS AND LEGACIES**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
Donations and gifts	179,945	-	179,945	81,401
Legacies receivable	261,731	500	262,231	543,775
Payroll giving from Police Forces	274,437	-	274,437	220,323
	<u>716,113</u>	<u>500</u>	<u>716,613</u>	<u>845,499</u>
Comparative figures:				
	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019 £</b>	
Donations and gifts	81,401	-	81,401	
Legacies receivable	444,545	99,230	543,775	
Payroll giving from Police Forces	220,323	-	220,323	
	<u>746,269</u>	<u>99,230</u>	<u>845,499</u>	

**4. OTHER TRADING ACTIVITIES**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
Sale of branded merchandise	80	-	80	177
Conference income	-	-	-	43,503
	<u>80</u>	<u>-</u>	<u>80</u>	<u>43,680</u>
Comparative figures:				
	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019 £</b>	
Sale of branded merchandise	177	-	177	
Conference income	29,503	14,000	43,503	
	<u>29,680</u>	<u>14,000</u>	<u>43,680</u>	



**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**5. INVESTMENT INCOME**

	<b>Total Unrestricted Funds 2020 £</b>	<b>Total Unrestricted Funds 2019 £</b>
Income from listed investments	866,509	1,006,600
Interest receivable	10,043	7,960
	<u>876,552</u>	<u>1,014,560</u>

**6. RAISING FUNDS**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
<b>Funding and publicity</b>				
Other fundraising costs	117,740	-	117,740	20,652
Support costs	346,198	-	346,198	281,583
	<u>463,938</u>	<u>-</u>	<u>463,938</u>	<u>302,235</u>
<b>Fundraising and publicity</b>				
	<u>463,938</u>	<u>-</u>	<u>463,938</u>	<u>302,235</u>
<b>Trading costs</b>				
Other trading activities	-	-	-	119
	<u>-</u>	<u>-</u>	<u>-</u>	<u>119</u>
<b>Investment Management</b>	185,424	-	185,424	188,957
	<u>185,424</u>	<u>-</u>	<u>185,424</u>	<u>188,957</u>
	649,362	-	649,362	491,311
	<u>649,362</u>	<u>-</u>	<u>649,362</u>	<u>491,311</u>

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

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**6. RAISING FUNDS (continued)**

Comparative figures:

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>Funds</b>	<b>Funds</b>	<b>2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Funding and publicity</b>			
Other fundraising costs	6,652	14,000	20,652
Support costs	281,583	-	281,583
	<hr/>	<hr/>	<hr/>
Fundraising and publicity	288,235	14,000	302,235
	<hr/>	<hr/>	<hr/>
<b>Trading costs</b>			
Other trading activities	119	-	119
	<hr/>	<hr/>	<hr/>
<b>Investment Management</b>	188,957	-	188,957
	<hr/>	<hr/>	<hr/>
	477,311	14,000	491,311
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

7. Charitable Activities

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2020 £	Total 2019 £
<b>Grants to institutions:</b>							
Major grants	297,410	-	-	-	-	297,410	12,000
1 in 4 grants	677,753	-	-	-	-	677,753	319,677
Wellbeing grants	66,310	-	-	-	-	66,310	69,927
Recovery Days	12,891	-	-	-	-	12,891	-
	<u>1,054,364</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,054,364</u>	<u>401,604</u>
<b>Grants to individuals</b>	<u>-</u>	<u>100,000</u>	<u>455,105</u>	<u>65,000</u>	<u>9,200</u>	<u>629,305</u>	<u>319,232</u>
	<u>1,054,364</u>	<u>100,000</u>	<u>455,105</u>	<u>65,000</u>	<u>9,200</u>	<u>1,683,669</u>	<u>720,836</u>

<b>Other charitable activities</b>	<b>2020 £</b>	<b>2019 £</b>
Resilience Project	90,254	61,943
Wellbeing Conference	-	46,015
In Patient Stays	186,157	62,353
Confidential Care Line	219,984	6,672
Volunteer Program	94,940	42,614
Peer Support	12,471	-
Suicide Prevention Workshops	24,766	-
Return to Work	16,789	-
Other	2,445	713
Allocation of support and governance costs (note 8)	807,796	657,028
<b>Total charitable activities</b>	<u>3,139,271</u>	<u>1,598,174</u>

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

7. Charitable activities (continued)  
Comparative figures for 2019

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Christmas Grants £	Total 2019 £
<b>Grants to institutions:</b>						
Major grants	12,000	-	-	-	-	12,000
1 in 4 grants	319,677	-	-	-	-	319,677
Wellbeing grants	69,927	-	-	-	-	69,927
	<u>401,604</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>401,604</u>
<b>Grants to individuals</b>	-	107,073	132,859	72,000	7,300	319,232
	<u>401,604</u>	<u>107,073</u>	<u>132,859</u>	<u>72,000</u>	<u>7,300</u>	<u>720,836</u>

<b>Other charitable activities</b>	<b>2019 £</b>
Resilience Project	61,943
Wellbeing Conference	46,015
In Patient Stays	62,353
Confidential Care Line	6,672
Volunteer Program	42,614
Other	713
Allocation of support and governance costs (note 8)	657,028
	<u>1,598,174</u>
<b>Total charitable activities</b>	<b>1,598,174</b>

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**7. CHARITABLE ACTIVITIES (CONTINUED)**

**Grants made to institutions**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b><u>Major grants</u></b>		
National Police Memorial Day	12,000	12,000
Scottish Police Memorial Day	660	-
RPOAS	30,000	-
Police Treatment Centres	250,000	-
M.A.P.S.	4,750	-
	<b>297,410</b>	<b>12,000</b>
<b><u>1 in 4 grants</u></b>		
PCC North Wales	24,420	4,800
PCC GMP	14,878	39,262
PCC Lancashire	55,680	55,680
PCC Warwickshire	-	50,000
PCC Gwent	50,000	50,000
PCC Hampshire	-	59,900
PCC West Yorkshire	50,000	3,175
PCC for Northern Ireland	83,773	7,097
PCC Suffolk	27,265	49,763
PCC Kent	64,486	-
PCC Durham	75,832	-
PCC Humberside	68,910	-
PCC Devon & Cornwall	45,581	-
SPA	66,928	-
Met Police	50,000	-
	<b>677,753</b>	<b>319,677</b>

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**7. CHARITABLE ACTIVITIES (CONTINUED)**

**Grants made to institutions (continued)**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b><u>Wellbeing grants</u></b>		
Scottish Policy Authority	15,794	18,867
PCC North Wales	-	3,000
PCC Suffolk	-	2,440
PCC Essex	-	500
PCC Cheshire	-	5,500
Met Police	1,784	3,000
PCC Avon & Somerset	-	3,000
PCC Northumberland	-	3,000
PCC Gloucestershire	-	2,029
PCC City of London	-	7,051
PCC Essex	-	5,500
Met Specialist Centre	-	3,000
Essex Policy Sports Association	-	2,900
PCC Lincolnshire	3,000	4,230
PCC Thames Valley	-	3,000
Scottish Police College, Fife	-	2,910
Dyfed Powys	420	-
PCC West Mercia	3,000	-
PCC Sussex	3,000	-
PCC Greater Manchester Police	2,117	-
PCC Cheshire	1,022	-
PSNI	3,000	-
PCC Nottingham	7,689	-
PCC Surrey / Sussex	3,000	-
PCC Humberside	6,000	-
PCC West Midlands	3,000	-
PCC Hertfordshire	3,000	-
PCC Devon & Cornwall	2,500	-
PCC Merseyside	3,000	-
PCC Leicestershire	1,089	-
PCC Bedfordshire	895	-
East Midlands Specialist Operations	3,000	-
	<b>66,310</b>	<b>69,927</b>
<b><u>Recovery Days</u></b>		
PCC Essex	2,784	
Scottish Police Authority	8,307	
PCC Hampshire	1,800	-
	<b>12,891</b>	<b>-</b>
 Total grants payable to institutions	 <b>1,054,364</b>	 <b>401,604</b>

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2020

#### 8. SUPPORT COSTS

	<b>Support costs £</b>	<b>Governance costs £</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
Staff costs	675,165	-	675,165	366,748
Depreciation	14,389	-	14,389	20,206
Computer running costs	43,968	-	43,968	29,579
Travel	5,671	-	5,671	6,731
Energy and rates	18,937	-	18,937	12,902
Rent	73,186	-	73,186	30,852
Service Charge	23,124	-	23,124	-
Insurance	8,670	-	8,670	6,144
Telecommunications	10,218	-	10,218	9,024
Printing, postage and stationery	8,766	-	8,766	13,742
Training and subscriptions	10,812	-	10,812	4,016
Marketing and communications costs	156,861	-	156,861	148,275
Repairs, cleaning and office sundries	15,025	-	15,025	14,170
Bank charges	1,591	-	1,591	1,153
New website	-	-	-	45,751
Rebranding costs	-	-	-	36,645
Relocation costs	-	-	-	73,422
Audit fees	-	11,880	11,880	16,344
Accountancy	-	5,933	5,933	2,616
Legal and professional	-	51,786	51,786	80,734
Trustees	-	18,012	18,012	19,557
	<u>1,066,384</u>	<u>87,611</u>	<u>1,153,995</u>	<u>938,611</u>
Analysed between				
Fundraising (note 6)	319,915	26,283	346,198	281,583
Charitable activities (note 7)	746,468	61,328	807,796	657,028
	<u>1,066,383</u>	<u>87,611</u>	<u>1,153,995</u>	<u>938,611</u>

Governance costs include payments to the auditors of £11,880 (2019: £10,800) for the audit of the financial statements and £2,940 (2019: £2,700) for accountancy services. Amounts include VAT.

In 2019, in line with our declared strategic priorities, the Charity changed its name from The Police Dependants' Trust to Police Care UK, undertook a rebranding exercise and developed a new website.

In March 2019 the Charity relocated to Woking to accommodate our expanding activities.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**8. SUPPORT COSTS (continued)**

**Comparative figures for 2019**

	<b>Support costs</b>	<b>Governance costs</b>	<b>Total 2019</b>	<b>Total 2018</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	366,748	-	366,748	292,864
Depreciation	20,206	-	20,206	17,156
Computer running costs	29,579	-	29,579	21,280
Travel	6,731	-	6,731	10,519
Energy and rates	12,902	-	12,902	5,888
Rent	30,852	-	30,852	-
Insurance	6,144	-	6,144	4,195
Telecommunications	9,024	-	9,024	7,445
Printing, postage and stationery	13,742	-	13,742	6,656
Training and subscriptions	4,016	-	4,016	3,944
Marketing and communications costs	148,275	-	148,275	55,897
Repairs, cleaning and office sundries	14,170	-	14,170	23,065
Bank charges	1,153	-	1,153	988
New website	45,751	-	45,751	-
Rebranding costs	36,645	-	36,645	-
Relocation costs	73,422	-	73,422	-
Audit fees	-	16,344	16,344	9,195
Accountancy	-	2,616	2,616	10,131
Legal and professional	-	80,734	80,734	26,163
Trustees' meetings	-	19,557	19,557	16,364
	<u>819,360</u>	<u>119,251</u>	<u>938,611</u>	<u>511,750</u>
Analysed between				
Fundraising (note 6)	245,808	35,775	281,583	153,526
Charitable activities (note 7)	573,552	83,476	657,028	358,225
	<u>819,360</u>	<u>119,251</u>	<u>938,611</u>	<u>511,751</u>

**9. TRUSTEES**

None of the trustees (or any persons connected with them) received any remuneration during the year. 10 Trustees had their expenses reimbursed or met by the Charity totalling £7,422 (2019: £12,785) for travel, subsistence and accommodation. Donations received from Trustees during the year was £1,031 (2019: £Nil).

No Trustee or other person connected to the Charity had any personal interest in any contract or transaction entered into by the charitable company during the current or preceding year.



**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**10. EMPLOYEES**

	<b>2020 Average Number</b>	<b>2019 Average Number</b>
Average number of staff	16	11

**Employment costs**

	<b>2020 £</b>	<b>2019 £</b>
Wages and salaries	580,956	321,244
Social security costs	55,742	28,617
Other pension costs	25,867	16,887
Redundancy payments	12,600	-
	<b>675,165</b>	<b>366,748</b>

The number of employees whose annual remuneration was £60,000 or more were as follows:

	<b>2020 Number</b>	<b>2019 Number</b>
£60,000 – 70,000	-	1
£70,000 – 80,000	1	-

**Remuneration of key management personnel**

The remuneration of key management personnel is as follows.

	<b>2020 £</b>	<b>2019 £</b>
Aggregate compensation including NI and pension contributions	204,263	136,403

**11. TAXATION**

The Charity is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**12. TANGIBLE FIXED ASSETS**

	<b>Computer Equipment £</b>	<b>Furniture &amp; Fittings £</b>	<b>Equipment £</b>	<b>Total £</b>
<b>Cost</b>				
At 1 April 2019	57,503	17,568	-	75,071
Additions	13,560	735	1,871	16,166
Disposals	(1,848)	-	-	(1,848)
	<u>69,215</u>	<u>18,303</u>	<u>1,871</u>	<u>89,389</u>
At 31 March 2020	<u>69,215</u>	<u>18,303</u>	<u>1,871</u>	<u>89,389</u>
<b>Depreciation</b>				
At 1 April 2019	41,234	11,842	-	53,076
Depreciation charged in the year	11,907	1,962	520	14,389
Disposals	(1,848)	-	-	(1,848)
	<u>51,293</u>	<u>13,804</u>	<u>520</u>	<u>65,617</u>
At 31 March 2020	<u>51,293</u>	<u>13,804</u>	<u>520</u>	<u>65,617</u>
<b>Net book value</b>				
At 31 March 2020	<u>17,922</u>	<u>4,499</u>	<u>1,351</u>	<u>23,772</u>
At 31 March 2019	<u>16,269</u>	<u>5,726</u>	<u>-</u>	<u>21,995</u>

In March 2019 the Charity relocated to Woking and placed its property at Mount Mews, Hampton on the market for resale. The property was sold in October 2020 for £550,000.

**13. INVESTMENT PROPERTY**

	<b>2020 £</b>	<b>2019 £</b>
<b>Fair value</b>		
At 1 April 2019 and 31 March 2020	<u>225,000</u>	<u>225,000</u>

Investment property comprises a property in Southampton. The fair value of the investment property has been arrived at on the basis of a valuation carried out in 2017 by Now Chartered Surveyors. The valuation was made on an open market value basis by reference to market evidence to transaction prices for similar properties. The Trustees are of the opinion that there has been no material change in valuation since this date.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

**14. FIXED ASSET INVESTMENTS**

	<b>Investments £</b>
<b>Cost or valuation</b>	
Market value at 1 April 2019	29,388,430
Additions	5,253,394
Net investment losses	(2,090,911)
Disposals	(8,203,453)
	<hr/>
Market value at 31 March 2020	24,347,460
	<hr/>

Fixed Asset investments include listed investments of £23,488,719, unlisted investments of £791,974, and cash of £161,401.

The historic cost of the portfolio is £28,574,981 (2019: £27,974,701).

**15. PROPERTY HELD FOR RESALE**

	<b>2020 £</b>
Fair value at 31 March 2019	550,000
Revaluation to fair value	-
	<hr/>
Fair value at 31 March 2020	550,000
	<hr/>

**16. DEBTORS**

	<b>2020 £</b>	<b>2019 £</b>
<b>Amounts falling due within one year:</b>		
Other debtors	3,589	9,860
Prepayments and accrued income	495,920	643,938
	<hr/>	<hr/>
	499,509	653,798
	<hr/>	<hr/>

**17. CREDITORS: Amounts falling due within one year**

	<b>2020 £</b>	<b>2019 £</b>
Trade creditors	25,553	75,245
Accruals and deferred income	203,561	93,892
Other creditors	358,191	203,147
	<hr/>	<hr/>
	587,305	372,284
	<hr/>	<hr/>

Included within other creditors are grants payable, figures stated below:

	<b>2020 £</b>	<b>2019 £</b>
Grants payable	338,934	197,696
	<hr/>	<hr/>

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2020

#### 18. UNRESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2019 £	Movement in funds		Other gains and transfers £	Balance at 31 March 2020 £
		Income £	Expenditure £		
<b>Designated funds</b>					
Welfare fund	250,000	-	-	-	250,000
1 in 4 Fund	2,287,581	-	(677,753)	(922,504)	687,324
Investment fund	27,326,500	-	-	(9,969,684)	17,356,816
Mental health fund	3,500,000	-	(250,000)	-	3,250,000
Planned call on reserves	-	-	-	4,651,805	4,651,805
	<u>33,364,081</u>	<u>-</u>	<u>(927,753)</u>	<u>(6,240,383)</u>	<u>26,195,945</u>
<b>General funds</b>	514,724	1,592,745	(2,843,956)	4,149,472	3,412,985
	<u>33,878,805</u>	<u>1,592,745</u>	<u>(3,771,709)</u>	<u>(2,090,911)</u>	<u>29,608,930</u>

#### Welfare Fund

The Trustees have set aside £250,000 to support members of the police service impacted by a major terrorist or other large scale critical event, to assist in the provision in access to appropriate and timely psychological support. The need for this fund will be reviewed in the event of the national threat level dropping below Severe.

#### 1 in 4 Fund

Following the publication of our Injury on Duty Report in 2016 Trustees set aside a total fund of £3m in to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded.. This fund has now closed to new applications.

#### Investment Fund

Reserves are designated to reflect the Charity's requirement to hold in reserve the value of investments to support the income target for the year ahead.

#### Mental Health Fund

The Trustees have set aside a fund to improve access to psychological care.

#### Planned Call on Reserves

The Charity is currently planning on an operational deficit over the next two years of approximately £2.5 million per year.

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

18. UNRESTRICTED FUNDS (continued)

**Comparative Designated Funds for 2019**

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1	Movement in funds		Other gains and	Balance at 31
	April 2018	Income	Expenditure	transfers	March 2019
	£	£	£	£	£
<b>Designated funds</b>					
2 year's ongoing activity	2,000,000	-	-	(2,000,000)	-
Welfare fund	250,000	-	-	-	250,000
Resilience project	112,000	-	(61,943)	(50,057)	-
1 in 4 Fund	2,607,258	-	(319,677)	-	2,287,581
Investment fund	-	-	-	27,326,500	27,326,500
Mental health fund	-	-	-	3,500,000	3,500,000
	<u>4,969,258</u>	<u>-</u>	<u>(381,620)</u>	<u>28,776,443</u>	<u>33,364,081</u>
<b>General funds</b>	28,502,067	1,790,509	(1,611,559)	(28,166,293)	514,724
	<u>33,471,325</u>	<u>1,790,509</u>	<u>(1,993,179)</u>	<u>610,150</u>	<u>33,878,805</u>

19. RESTRICTED FUNDS

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1	Movement in funds		Transfers	Balance at 31
	April 2019	Income	Expenditure	£	March 2020
	£	£	£		£
Hampshire	16,924	-	(16,924)	-	-
Warwickshire	-	500	-	-	500
	<u>16,924</u>	<u>500</u>	<u>(16,924)</u>	<u>-</u>	<u>500</u>

Hampshire relates to a legacy received which is restricted to activity in Hampshire.

Warwickshire relates to a legacy received which is restricted to activity in Warwickshire.

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

19. RESTRICTED FUNDS (continued)

Comparative Restricted Funds for 2019

The income funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2018 £	Movement in funds		Transfers £	Balance at 31 March 2019 £
		Income £	Expenditure £		
Hampshire	-	99,230	(82,306)	-	16,924
Upbeat	-	14,000	(14,000)	-	-
	-	113,230	(96,306)	-	16,924

Hampshire relates to a legacy received which is restricted to activity in Hampshire.

Upbeat relates to donations received towards the running costs of the Upbeat conference.

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds £	Designated Funds £	Restricted Funds £	Total 2020 £
Fund balances at 31 March 2020 are represented by:				
Tangible assets	-	23,772	-	23,772
Investment property	225,000	-	-	225,000
Investments	-	24,347,460	-	24,347,460
Current assets/liabilities	3,187,985	1,824,713	500	5,013,198
	3,412,985	26,195,945	500	29,609,430

Comparative Analysis of net Assets Between Funds for 2019

	General Funds £	Designated Funds £	Restricted Funds £	Total 2019 £
Fund balances at 31 March 2019 are Represented by:				
Tangible assets	-	21,995	-	21,995
Investment property	225,000	-	-	225,000
Investments	-	29,388,430	-	29,388,430
Current assets	289,724	3,953,656	16,924	4,260,304
	514,724	33,364,081	16,924	33,895,729

## POLICE CARE UK

### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 31 MARCH 2020

#### 21. RETIREMENT BENEFIT SCHEMES

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £25,867 (2019: £16,887).

#### 22. OPERATING LEASE COMMITMENTS

At the reporting end date, the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land & Buildings 2020 £	Fittings & equipment 2020 £	Total 2020 £	Land & Buildings 2019 £	Fittings & equipment 2019 £
Amounts payable:					
Within one year	68,561	5,972	74,533	68,561	5,805
Between two and five years	171,402	6,469	177,871	239,963	12,441
	<u>239,963</u>	<u>12,441</u>	<u>252,404</u>	<u>308,524</u>	<u>18,246</u>

#### 23. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year (2019: none).

#### 24. CASH GENERATED FROM OPERATIONS

	2020 £	2019 £
Net (expenditure)/income for the year	(4,286,299)	424,404
Adjustments for:		
Dividends and interest income from investments	(876,552)	(1,014,560)
Losses/(gains) on investments	2,090,911	(444,741)
Revaluation of property held for resale	-	(165,409)
Depreciation charges	14,389	20,206
Movements in working capital:		
Decrease in stocks	2,982	908
Decrease/(increase) in debtors	154,289	(31,585)
Increase/(decrease) in creditors	215,021	196,875
<b>Net cash provided by / (used in) operations</b>	<u><u>(2,685,259)</u></u>	<u><u>(1,013,902)</u></u>

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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25. FINANCIAL INSTRUMENTS

	2020 £	2019 £
<b>Carrying amount of financial assets</b>		
Debt investments measured at amortised cost	3,589	9,860
Equity instruments measured at cost less impairment	24,442,094	29,388,430
	<u>          </u>	<u>          </u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	837,305	372,284
	<u>          </u>	<u>          </u>



POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

26. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

	Unrestricted Funds £	Restricted Funds £	Total 2019 £
<b>Income and endowments from:</b>			
Donations and legacies	746,269	99,230	845,499
Other trading activities	29,680	14,000	43,680
Investments	1,014,560	-	1,014,560
Donation due to merger	-	-	-
Other income	-	-	-
<b>Total income</b>	<b>1,790,509</b>	<b>113,230</b>	<b>1,903,739</b>
<b>Expenditure on:</b>			
<i>Raising funds</i>			
Fundraising and publicity	288,235	14,000	302,235
Trading costs	119	-	119
Investment management	188,957	-	188,957
	<b>477,311</b>	<b>14,000</b>	<b>491,311</b>
Charitable activities	1,515,868	82,306	1,598,174
<b>Total expenditure</b>	<b>1,993,179</b>	<b>96,306</b>	<b>2,089,485</b>
Net (expenditure) / income before investment gains/ (losses)	(202,670)	16,924	(185,746)
Revaluation of property held for resale	165,409	-	165,409
Net gains/(losses) on investments	444,741	-	444,741
<b>Net income before transfers</b>	<b>407,480</b>	<b>16,924</b>	<b>424,404</b>
Gross transfers between funds	-	-	-
<b>Net movement in funds</b>	<b>407,480</b>	<b>16,924</b>	<b>424,404</b>
Fund balances at 1 April 2018	33,471,325	-	33,471,325
Fund balances at 31 March 2019	33,878,805	16,924	33,895,729