

Registered Charity No: 1085430
Company No: 04144820



Carers First
(A company limited by guarantee)
Annual Report
and
Financial Statement
for the year ending 31 March 2020



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Carers First

COMPANY INFORMATION

REGISTERED CHARITY 1085430

COMPANY NUMBER 04144820

DIRECTORS AND TRUSTEES

Mr John Purdie (Chair until 27.03.20)

Ms Shirley Briggs

Mr Peter Davis (Chair from 27.03.20)

Mrs Susan Ilott

Mr William Swan

Mrs Ruth Rankine

Mr Paul Fennell (appointed 25.02.20)

Mr Peter Jenkins (appointed 06.04.20)

Mr Sukwinder Bassi (appointed 13.03.20)

Mr Marcus Shaw (appointed 02.04.20)

Mrs Marie Wheatley (appointed 21.10.19)

CHIEF EXECUTIVE

Mrs Alison Taylor (appointed 27.01.20)

SECRETARY

Mrs Alison Taylor (appointed 27.01.20)

REGISTERED OFFICE

Michael Gill Building,

Tolgate Lane

Strood

Kent

ME2 4TG

BANKERS

Lloyds Bank Plc

82, Mount Pleasant Road

Tunbridge Wells

Kent

TN1 1RP

AUDITORS

Lindeyer Francis Ferguson Limited

Chartered Accountants

North House, 198 High Street

Tonbridge

Kent

TN9 1BE

Page

4 – 17	Trustees' Report
18 – 20	Independent Auditors' report
21	Statement of Financial Activities
22	Balance sheet
23	Statement of cash flows
24 - 34	Notes to the financial statements

Carers First

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

The Directors, who are also the Trustees of the charitable company, present their Annual Report with the Financial Statements for the year ended 31 March 2020. This Trustees' report, prepared in accordance with Part 15 of the Companies Act 2006, is also the Trustees' report as required by Part 8 of the Charities Act 2011.

The Trustees have adopted the provisions of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) in preparing this annual report and financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status

Carers First is a company limited by guarantee and a registered charity (No. 1085430) and was incorporated on 19 January 2001.

The Charity's governing document is its Articles of Association, which have been approved by the Charity Commission and its affairs are administered by its Trustees.

Trustees

The Trustees who held office during the year and since are as follows: Mr

John Purdie (Chair until 27.03.20)
Ms Shirley Briggs
Mr William Daniels (Treasurer, resigned 25.09.20)
Mr Peter Davis (Chair from 27.03.20)
Mrs Susan Illott
Mr Ronald Martin (Resigned 10.09.20)
Mr William Swan
Mrs Ruth Rankine (Vice Chair)
Mr Paul Fennell (appointed 25.02.20)
Mr Peter Jenkins (appointed 06.04.20,
Mr Sukwinder Bassi (appointed 13.03.20)
Mr Marcus Shaw (appointed 02.04.20)
Mrs Marie Wheatley (appointed 21.10.19)

The Trustees are elected, or re-elected, by rotation by the Companies Act members of Carers First at the Annual General Meeting.

Each year the Trustees review the skills and experience of those on the Board so that skill gaps can be identified and appropriate candidates can be recruited. A maximum of 20 Trustees can be elected to the Board. One third of the Trustees retire from office at each Annual General Meeting. A retiring Trustee is eligible for re-election, and there is no upper age limit imposed on Trustees. The Board have appointed a Chairman, Vice Chairman and Treasurer.

Carers First

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

An induction programme is provided to all Trustees and includes key information relating to the charity's governance and operations. The Chair holds an annual one-to-one review discussion with each Trustee, and this includes the consideration of any potential development opportunities which would support the Trustee.

A comprehensive Governance Review was undertaken in 2019 and a number of recommendations were taken forward to enhance and strengthen the charity's governance arrangements. These included the development of a Governance Framework document, the establishment of three subcommittees to the Board (Finance Committee, HR Committee and Quality, Performance and Business Committee) and an amendment to the wording of the charity's Objects, which were agreed with the Charity Commission.

The Board of Trustees meets on average six times per year and from November 2020, meetings will be held quarterly following the creation of subcommittees, which will meet regularly and report to the Trustee Board.

The Board controls the activities of the charity through the Senior Leadership Team, led by the Chief Executive. Mr Adam Rowe was Chief Executive until 30 April 2019, with Mrs Caroline Pope as Interim Chief Executive from 1 May 2019 - January 2020. A new Chief Executive, Mrs Alison Taylor, joined the charity on 27 January 2020 replacing the Interim Chief Executive.

The Trustees are responsible for setting the policies of the charity and developing its strategic direction; and the Board has instigated a user involvement strategy to ensure the views of carers and their families are integral to how the charity operates both strategically and operationally.

OBJECTIVES AND ACTIVITIES

Objects

The charity's Objects are to relieve the needs of carers and persons who are sick, infirm, disabled or who have social care needs in particular, but not exclusively, by the provision of information, advice and support and by the provision of respite care.



In accordance with Section 17 of the Charities Act 2011, the Trustees have had due regard to the guidance published by the Charity Commission on public benefit when reviewing the charity's objectives and planning future activities.

Our strategies for achieving our stated aims and objectives

Three in five people in the UK will become a carer at some point in their lifetime. There are currently 6.5 million unpaid carers in the UK, but many more may not identify as, or even realise they are a carer. As part of our strategy to improve access to services, we have been working to identify hidden carers, those who do not identify as carers or realise there is support available to them, to ensure more people receive the help they need.

Carers First

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

At Carers First, we understand that caring can be hard, but believe getting the right help shouldn't be. We work directly with and for, unpaid carers to provide personalised information and advice; making it easier for those caring for someone else to continue living their lives to the fullest.

Carers First works across Lincolnshire, Medway, Essex, Newham, Haringey, Hackney and Waltham Forest. With a diverse mix of services, challenges and opportunities we are in the privileged position of being able to share nuanced learnings across a wide range of localities. We strive to be the trusted provider of high quality, tailored, localised support; helping carers feel empowered, respected and valued for what they do.

Carers First works with carers and external partners, such as our commissioning councils, to deliver a strategic, joined up programme of local services. We ensure accessibility through our proven outreach model, taking into consideration carers living in rural or dispersed communities who are unable to attend traditional carer centres.

As well as continuously looking at ways we can improve our services, Carers First is committed to improving our organisational culture and values to create an inclusive and supportive work environment for our staff and volunteers.

With the social and healthcare landscape ever-changing and in light of the unprecedented situation caused by the Covid-19 pandemic, Carers First's strategy of regular monitoring ensures we are always alert to our external environment, planning for the future and able to adapt to new challenges. Our operational model and financial strength has also served us well against the challenges posed by the pandemic.

In order to increase resilience and efficiency, Carers First has sought to diversify our income streams as well as reviewing the charity's expenditure to ensure funds are spent in the most effective manner possible.

Measuring our success

In 2019/20 Carers First delivered services to seven local authority areas, all with varying reporting requirements, contractual KPI and monitoring processes. Each locality has developed its own delivery model to meet and maximise the impact of our aims and objectives.

As agreed with our commissioners, our programmes which we develop directly with carers, sit within the framework of our objectives and localised delivery plans. All commissioners hold regular contract monitoring reviews where services are measured and recorded.



Carers First

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Internally, Carers First monitors performance, successes and learning through a defined reporting model involving staff, managers and Trustees. Line managers provide regular one-to-ones, coaching and guidance to staff, as well as conducting annual appraisals to record and recognise achievements. Staff meetings reflect on achievements and challenges, actioning necessary improvements. Performance against the Operational Plan is regularly reviewed by the Senior Leadership Team and reported and discussed at subcommittees and the full Board.

Carers First is certified with Cyber Essentials Plus, re-awarded in March 2020. This accreditation proves that our IT systems and networks are as secure as possible based on all current techniques known to be used by hackers when accessing systems.

We are also certified by ISO 9001, the world's most recognised Quality Management System (QMS) standard, re-awarded in October 2019. This helps Carers First meet the needs of both carers and other stakeholders effectively by building a framework to ensure consistent quality in the provision of our services and work.

Achievements against our objectives

Last year Carers First set six key objectives in line with our charitable aims, scope and values, these were to:

1. Place carers and their families at the centre of all we do
2. Improve access to and quality of our services
3. Work in partnership with others
4. Improve our organisational culture and be a good place to work
5. Improve our financial sustainability through diversifying and increasing our funding
6. Improve our understanding of the external environment to plan effectively for the future.

Below we outline how we have achieved each objective with a selection of examples to illustrate our work.

1. As part of our objective to **place carers and their families at the centre of all we do**, Carers First extended Carer Forums across all seven regions. Attended by both Carers First staff and Trustees, the Forums provide carers the opportunity to share their views and concerns and offer a way for them to directly influence our work, inform our strategy and the services we provide; supporting our ethos of co-production.

Engaging with carers directly to discover which services and activities they would find most helpful, our teams facilitated a regular programme of groups, events and individual support sessions.

2. As part of our aim **to improve access to and quality of our services**, we developed our telephone support line, digital offer and face-to-face services, increasing convenience and accessibility to access information and advice.

We extended the delivery of our welfare advice services; training staff to provide guidance to carers wishing to apply for financial support, or to those requiring help with personal budgets. Through this service, in Lincolnshire alone we supported carers to access £4 million in benefits.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

We established an integrated, localised social media presence across all localities, providing a platform to share further information and directly communicate with new audiences in a relaxed and informal manner.

Working to this objective in Lincolnshire, we established the Men Do programme for male carers, the Employment Programme Initiative supporting working carers and the Pharmacy Project making it easier for carers to access support from their local pharmacy.

In Essex the team increased its reach and facilitated over 280 carer groups, activities, trips and training sessions. Staff have worked within four acute hospitals to identify carers, provide them with essential information and link them to services, and established four new monthly carer wellbeing groups in Tiptree, Hockley, Mersea Island and Witham, providing increased accessibility to local carers.

3. In support of our goal **to work in partnership with others in order to deliver a joined up programme of services**, we developed memorandums of understanding with key partners, ensuring sustainability of the relationships integral to a full spectrum of assistance.

In Lincolnshire we developed Memorandums of Understanding (MOU's) with our key delivery partners in order to document collaboration and give clarity around expectations and joint working. These are in place with MacMillan, St Barnabas, One You Lincolnshire and the Young Carers Service. MOU's are in the process of being agreed with health services through the neighbourhood teams.

This year we worked to establish a closer relationship with Carers Trust and Carers UK, to which we are affiliated partners. We liaised on important national events such as Carers Week and Carers Rights Day, raising awareness of carer issues and amplifying carers voices in the national agenda.

In Medway, the team were part of the development of a bespoke collaboration between the regional Clinical Commissioning Groups and GP practices supporting Social Prescribers and Carers Health and Wellbeing Coordinators, working with them to provide increased support in the region. We are also a partner of the Better Together Consortium which links voluntary organisations in the region to improve the health and wellbeing of residents, supporting us in providing joined up services.

In Haringey, we worked closely with Health and Adult Social Care as a strategic partner to develop their new Carers Strategy. We joined forces with the Carers Reference Group, Clinical Commissioning Group Engagement Network, the Dementia Steering Group and North Middlesex Hospital to provide a more cohesive service for carers. In Hackney, the Carers First team became a partner of the City and Hackney Dementia Alliance Board, a partnership of health, social care and voluntary sector organisations collaborating to improve the lives of people living with dementia and their carers.

In Waltham Forest, we are active members of several operational partnerships working together to ensure carers issues are at the forefront of local conversations. These include the Safeguarding Adults Board, Advice Providers Forum, Dementia Hub Operational Partnership, Waltham Forest Community Help Network and Waltham Forest Managed Network of Care. Our Service manager was part of the team, working in collaboration with North East London NHS Foundation Trust (NELFT), who won an award from the 2019 Nursing Times for work on pressure ulcer prevention.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

4. In order **to improve our organisational culture through our values and be a good place to work**, there has been a learning programme of opportunities such as training on the Care Act, safeguarding, data protection and compassion fatigue training.

In August 2019 we held a staff away day to showcase different services, share learnings and host discussions on future delivery models. Carers First also sought to give staff more opportunities to share their views on how we work through the development of a new Staff Forum. This collaborative new way of working will allow us to share learnings, incorporate staff's ideas and address any issues as they arise.

5. Our goal **to improve our understanding of the external environment and plan effectively for the future** was tested with the Coronavirus pandemic. Responding early to the pandemic, which threatened to cause great disruption to the delivery of services, Carers First transitioned its community and face-to-face work to an online and telephone model; offering carers a lifeline of practical and emotional support, social interaction and peer support at a difficult time.
6. In order to **improve our financial sustainability through increased funding, improved efficiency and reduced costs** the charity secured £105,806 in grants. This funding has supported our work with young carers in Medway, with grants from Children in Need and Colyer Fergusson, in Newham, where we were awarded three years funding from the London Mayor's Fund to enhance our core offer to young carers, and in Haringey where we were successful with our funding application to Carers Trust, enabling us to facilitate a peer support group with bereaved carers.

Key figures

During this reporting period;

- a. Carers First had 22,975 registered carers on our database (22,153 adult carers and 822 young/young adult carers)
- b. We registered 6,922 new carers to our services
- c. 13,000+ carers actively engaged in carers activities or received one-to-one support
- d. In Medway we worked with 2,928 adult carers, 237 young adult carers and 398 young carers
- e. In Lincolnshire, we worked with 9,289 carers
- f. In London, we worked with 2,899 carers
- g. In Essex, we worked with 2,718 carers.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

What carers have to say about our work

Carla Conyers, a carer based in Lincolnshire looks after her son who has autism;

"Solely concentrating on my son's needs, my own have taken a back seat. As a mum, I felt that I could do it, that I was fine, but I wasn't fully aware of how caring was impacting my wellbeing. One day I visited my GP on a particularly hard day and broke down in tears. The doctor asked me if I had heard of Carers First and gave me a leaflet; which then sat on my fridge for months. After a few emails back and forth, enquiring about events and volunteering opportunities, I eventually agreed to have a Carers Assessment. I didn't realise what the service was or how it could help, but through it, Carers First helped me to step outside of my caring role and see how the situation was affecting my mental health.

They helped me secure the Carers Allowance, which I didn't know was a possibility. I used it to join the gym, to take some time for myself, something that since giving up my job to look after Toby, I didn't feel I could justify financially. Being able to do that was fantastic, I had always loved exercising and having some time for myself made me feel so much better.

Carers First also informed me of voluntary opportunities at the charity and invited me to be part of their Carers Strategy Group. This has empowered me and helped to restore my confidence. After giving up my job to look after Toby, I've sometimes thought "who am I now?" Being part of something, giving my input and perspective, has given me back my identity. I have found my voice again and feel listened to. Carers First has made me feel valued and recognised for what I do and through volunteering, I feel like I am doing something to help others. It's given me a reason to get back out there and to believe in myself."

Our volunteers

Volunteers are integral to our work; many of our volunteers are themselves current or former carers and bring enormous value through their personal experience and insight. In the past year our Volunteer Team has established a network of 77 individuals supporting our regional work; donating their time, skills and knowledge.

This year our telephone befriending service, supported by a team of 16 volunteers, called 172 carers regularly across Medway and Lincolnshire to offer emotional support and companionship. Many of our volunteers support the running of our wellbeing groups, ensuring carers receive a warm and friendly welcome and that each session runs smoothly.

Carers First

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Volunteers are intrinsic to our peer support services and in 2020 we set up four carer-led groups run by volunteers. Carers have fed back to us that some of the best advice they receive often comes from talking with other carers, so we aim to deliver these peer support services across all our localities.

Significant positive and negative developments which have affected the achievement of our objectives

A significant positive during this period came with the commencement of two new contracts; Newham, which began on 1 July 2019 and Hackney which began on 1 October 2019. Working in these neighbouring boroughs has allowed us to broaden our reach in London, steadily growing our network of carers. The contracts have provided us an exciting opportunity to harness our existing experience in Haringey and Waltham Forest and work collaboratively across the boroughs to establish a comprehensive and dynamic service.

In March 2020 the world was shaken by the Covid-19 pandemic, which affected all our lives. These were unprecedented times and the Senior Leadership Team, Trustees and Commissioners worked closely together to ensure we protected the safety and wellbeing of our staff and carers. Our extensive community based, face-to-face services were moved to online and phone delivery models without interruption. Extensive work was undertaken to understand the impact of the pandemic on the charity's operations and scenario planning helped us to prepare for possible future challenges.

The pandemic made carers' lives considerably more difficult so it was vital we not only continued our activities but increased our offering, providing additional proactive wellbeing calls to the most vulnerable carers and ensuring they had the practical, financial and emotional support they needed. During this period we carried out over 8,000 wellbeing calls.

Our plans for the future

At the end of January 2020, the Trustee Board appointed Alison Taylor, as its new Chief Executive, with a remit to build a new multi-year strategy and to diversify the funding base of the charity.

The following key objectives for 2020/21 were set and an Operations Plan was developed to deliver against the objectives:

Objective 1: Increase identification and recognition of carers in their communities

In 2020/21 we will:

- Increase the number of new carers we reach
- Increase the numbers of carers participating in our services and activities.

Objective 2: Support more carers to access tailored information and support, in collaboration with other organisations

In 2020/21 we will:

- Assess carers needs and provide personalised support to enable carers to live their lives to the fullest
- Improve our digital engagement with carers.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

Objective 3: Refine and enhance our core services, in co-production with carers and our work with Commissioners

In 2020/21 we will:

- Review key areas of our work with carers to improve the effectiveness, efficiencies and impact of our services
- Review and develop our Carers Forums to create empowered communities of carers to help shape our work, to provide insight to share with commissioners and to inform the national carers' policy agenda through our partnership with Carers Trust.

Objective 4: Develop a supported, inclusive, high-performing and connected staff/volunteer team

In 2020/21 we will:

- Develop Carers First managers' and staff Learning & Development Programmes
- Refine our volunteer offer, increasing the number of volunteers and the roles they undertake to support the charity's work.

Objective 5: Grow our financial sustainability and strengthen efficiency of operations.

In 2020/21 we will:

- Develop a new strategy and three year plan
- Develop an Income Generation Plan to diversify the funding base of the charity.

In summary, 2020/21 will be a transition year, as we robustly review and develop key areas of our work, work more closely with and for carers, develop our insight and impact capability, and build an exciting new multi-year strategy for the charity.

To help support the delivery of our objectives and plan, we will be appointing a permanent Director of Services and a Director of Income & Communications during 2020/21 to create a new vibrant fundraising and communications team.

Lessons learned



Over the course of the year, there have been many key learnings; both through our own activities and the external events which have influenced our work.

During the Covid-19 pandemic we learned different methods of working with carers to provide much needed, proactive and timely support, and worked more closely with local grassroots organisations to coordinate our support for carers.

Carers First

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Through a rapid change in the delivery of our services we learned how to expand our digital offer, building on our existing channels to provide a comprehensive programme of activities remotely.

These learnings have enabled us to engage with carers who ordinarily have not been able to attend physical events with us and evidenced ways we can widen our reach using a diversified approach to carer engagement.

One of the additional and unforeseen benefits to the digitalisation of our carer groups and events has been the ability to open them across localities; widening the choice of activities and social opportunities. Many carers who previously would or could not attend face-to-face groups have been attending virtual sessions. This has broadened our geographical reach and mitigated against the challenges many rural or isolated carers face.

A key learning through these developments has been witnessing a clear 'digital divide' both locally and nationally. This has raised questions around digital poverty and accessibility to digital technology. As an organisation, we are working to increase carers' access by supporting individuals to use their digital devices, programmes such as Zoom and establishing collaborative partnerships with local and national partners to address challenges around access. In addressing the needs of those unable to utilise our digital offer we have also developed new ways to engage with carers by phone.

Going forward we will take the learnings from this period to inform how we operate. It is envisaged that we will need to further harness our digital channels, whilst continuing to promote a blended model of service delivery utilising our online platforms, Carers Hub, community and face-to-face services to maximise our reach and impact.

The future direction of the charity



The Trustee Board and new Chief Executive are looking to make a step change in how Carers First operates. A new three-year strategy will be developed in 2020, using an inclusive process that brings together a broad and diverse group of views and opinions from carers, Trustees, staff and key stakeholders. Research with carers will be commissioned to understand the impact of our services on carers lives, how we can reach carers sooner and identify needs that we are not meeting; along with an analysis of the changing ecosystem and market in which Carers First operates.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

Fundraising activities

With continued pressure on funding the Trustees identified a need to take a more strategic approach to fundraising, we recruited a fundraiser in December 2017 and continue to strengthen our fundraising programme.

During 2019/20 we secured £105,806 of additional funding to support carers across our localities and offer them additional services not covered under our statutory contracts. Trips and activities, training and promotional activity have all been provided this year through funding from organisations such as Kent Community Foundation, Awards for All, Tesco, Waitrose, Co-op, local borough councils and the Carers Trust. These smaller funding pots do not often enable the recruitment of additional staff so the charity plans to focus on securing larger structural grants, investing to expand the fundraising team and build capacity.

A further £13,261 in grants was secured to be paid directly to carers, supporting them in their day-to-day lives and enabling them to continue with their caring role.

Applications for smaller grants are now undertaken by the community team, with our fundraiser focused on medium sized trusts and grants which could allow us to build substantive services and appropriate staffing levels. A new Director of Income and Communications has joined the team in September 2020 and will further grow the income base of the charity.

Carers First has been the beneficiary of grants in support of young/young adult carers in Medway from both Children in Need and Colyer Fergusson. The grants have provided us with staff to work with young people, providing training opportunities and the chance to socialise with peers. The projects have been successful in their application for continued funding for a further 3 years and for 1.5 FTE staff. We also received additional multiple year grants from Young Londoners to support young carers in London.

FINANCIAL REVIEW

The charity's incoming resources for the year ended 31 March 2020 totalled £3,740,687 (2019 - £4,394,878). Resources expended totalled £3,716,407 (2019 - £4,137,593) and net loss on investments was £200,129 (2019 - gain £19,310). The net deficit came to £175,849 (2019 - surplus £276,595). At 31 March 2020 the unrestricted fund balance was £1,301,492 (2019 - £1,519,253) and the restricted balance was £257,577 (2019 - £215,665).

Carers First has continued to demonstrate year-on-year growth of its activities and the numbers of carers it supports.

The Trustees have reviewed the reserves of the charitable company and have established a policy under which the free reserves held should be equivalent to between three and six months of the unrestricted resources planned to be expended in the forthcoming financial year. Based on our budget for 2020-21 that is between £0.9m and £1.8m. At 31 March 2020, the free funds amounted to £1.3m (2019 - £1.5m). Trustees, having modelled different scenarios, will keep the policy under review in the light of commissioning intentions and the decisions of our statutory partners.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

Investments

Carers First investments are held as a reserve against any future shortfall in income against expenditure. They seek to maintain and, if possible, enhance, the real value of the funds represented by its investments in line with the business plan. We seek to meet these objectives by maintaining an appropriate balance between maximising long-term returns and avoiding undue risk and volatility in capital values.

To this end, investments are held in a well diversified portfolio with the risk spread across different asset classes and styles of investment management. Investment manager performance is measured against an established market benchmark suitable for a balanced risk spread portfolio with a mix of investment classes.

Overall performance has been ahead of the FTSE 100 index and the FTSE All-Share Index for the period.

Covid-19 has resulted in a sharp fall in investment value for 2019/20. The Trustees will continue to monitor this closely and will take the appropriate steps necessary to mitigate risks. We have seen a recovery in investments of £90k in the first quarter of the 2020/21 financial year.

Risk Management

Effective risk management is at the heart of our strategy and protecting the future sustainability of Carers First. We are fully committed to ensuring risks are properly managed. An organisation-wide risk management approach is in place to identify key strategic and operational risks, ensuring they are managed effectively through clear accountability and escalation when needed.

Risks are assessed to determine their severity, verify effective management and action mitigation where necessary. This is reviewed by Trustees and the Senior Leadership Team on an ongoing basis.

Key risks faced by Carers First and how we are managing them

A key risk is loss of income. Carers First is aware of potential Local Authority cuts to funding and the risk of not securing re-tendered contracts. To mitigate these risks, we are working closely with commissioners to ensure we are delivering impactful services to carers and that we can evidence this. We have also taken steps to diversify our income and ensure the continuance and sustainable growth of our work.

Health and safety continues to be a priority for Carers First, especially in light of the Covid-19 pandemic. We have taken appropriate measures and put in place robust risk assessments to ensure we are protecting the health, safety and wellbeing of the staff team and the carers we work with.

Information security is high on the risk agenda for all organisations. The importance of defending our IT systems from malicious attack and protecting the personal data we hold from unauthorised access and misuse is fully recognised by Carers First. Security measures are in place to protect unauthorised access to IT systems and to carry out ongoing tests for potential vulnerabilities in the IT network. Policies and procedures are also in place to protect data within the working environment, supported by mandatory data protection training for all staff, Trustees and volunteers.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

AUDITORS

In accordance with section 485 of the Companies Act 2006, a resolution proposing that Lindeyer Francis Ferguson Limited be reappointed as auditors of the charitable company will be put to the Annual General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing financial statements in accordance with applicable law and regulations.

Company and charity law requires the Trustees (who are also the directors of Carers FIRST for the purposes of company law) to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit for that period. In preparing those financial statements they have:

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that are reasonable and prudent;
- prepared the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;
- stated whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Company and to prevent and detect fraud and other irregularities.

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

STATEMENT OF DISCLOSURE TO AUDITORS

So far as the Trustees are aware, there is no relevant audit information which has not been disclosed to the company's auditors. They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any matters which would be relevant for audit purposes, and to ensure that such information has been communicated to the Company's auditors.

Carers First
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

SMALL COMPANY EXEMPTIONS

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the Trustees and signed on their behalf by:

Peter Davis

John Purdie

Date: 20 November 2020

**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF CARERS First
FOR THE YEAR ENDED 31 MARCH 2020**

Opinion

We have audited the financial statements of Carers First (the 'charitable company') for the year ended 31 March 2020 which comprise the statement of financial activities, balance sheet, 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 its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 directors' report included within the trustees' report

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, 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: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Jonathan Healey FCA (Senior Statutory Auditor)
For and on behalf of Lindsey Francis Ferguson Limited
Chartered Accountants
Statutory Auditors

North House
198 High Street
Tonbridge
Kent TN9 1BE

Date: 26 November 2020

Carers FIRST

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

	Note	2020 Unrestricted funds £	2020 Restricted funds £	2020 Total funds £	2019 Total funds £
Income from:					
Donations and legacies	2	66,152	216,468	282,620	221,536
Charitable activities	3	3,243,805	170,000	3,413,805	4,130,533
Investments		44,262	-	44,262	42,809
Total income		3,354,219	386,468	3,740,687	4,394,878
Expenditure on:					
Raising funds		37,818	-	37,818	6,689
Charitable activities	4	3,334,033	344,556	3,678,589	4,130,904
Total expenditure		3,371,851	344,556	3,716,407	4,137,593
Net (losses)/gains on investments		(200,129)	-	(200,129)	19,310
Net (expenditure)/income and net movement in funds	7	(217,761)	41,912	(175,849)	276,595
Reconciliation of funds:					
Total funds brought forward		1,519,253	215,665	1,734,918	1,458,323
Total funds carried forward	14	1,301,492	257,577	1,559,069	1,734,918

Carers FIRST

BALANCE SHEET AS AT 31 MARCH 2020

	Note	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Tangible assets	9		44,190		66,301
Investments	10		928,779		1,100,377
			<u>972,969</u>		<u>1,166,678</u>
Current assets					
Debtors	11	249,978		382,052	
Cash at bank and in hand		752,821		723,605	
		<u>1,002,799</u>		<u>1,105,657</u>	
Liabilities					
Creditors: amounts falling due within one year	12	(416,699)		(537,417)	
Net current assets			586,100		568,240
Total net assets			<u>1,559,069</u>		<u>1,734,918</u>
The funds of the charity					
Unrestricted funds	14		1,301,492		1,519,253
Restricted income funds	14		257,577		215,665
			<u>1,559,069</u>		<u>1,734,918</u>

The financial statements were approved by the Board of Trustees on 20 November 2020 and were signed on its behalf by:

P Davis
Chairman

J Purdie
Trustee

Company number: 04144820

Carers FIRST

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 £	2020 £	2019 £	2019 £
Cash flows from operating activities:					
Net cash provided by operating activities	A		36,727		266,673
Cash flows from investing activities:					
Interest and dividends received		44,262		42,809	
Purchase of tangible fixed assets		(23,241)		(43,051)	
Purchases of investments		(85,547)		(38,856)	
Sales of investments		57,015		11,234	
Net cash used in investing activities			(7,511)		(27,864)
Change in cash and cash equivalents			29,216		238,809
Cash and cash equivalents at the beginning of the year			723,605		484,796
Cash and cash equivalents at the end of the year			752,821		723,605
A. Reconciliation of net income to net cash flow from operating activities					
Net (expenditure)/income for the year <i>As per the Statement of Financial Activities</i>			(175,849)		276,595
Adjustments for:					
Depreciation charges		45,352		59,042	
Net losses/(gains) on investments		200,130		(19,310)	
Interest and dividends receivable		(44,262)		(42,809)	
Decrease/(increase) in debtors		132,074		(43,624)	
(Decrease)/increase in creditors		(120,718)		36,779	
			212,576		(9,922)
Net cash provided by operating activities			36,727		266,673

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

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

1.1 Basis of preparation

The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

Since the end of the financial year, the global pandemic Covid-19 has inevitably impacted the operations of the charity. The trustees are keeping the matter under constant review and believe that the charity has sufficient reserves to absorb the impact of the Covid-19 crisis and will be able to continue in its operations for the foreseeable future. Therefore, there are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting continues to be adopted.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

1.2 Income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where grants are received in response to a proposal including a budgeted timescale, such that the timescale for the expenditure is implicit in the grant agreement, the income is recognised in accordance with that timescale.

Income from contracted services, and services to users, is recognised when the services are provided. Income from such sources received in advance of the service provision is accounted for as deferred income.

Investment income is recognised when receivable.

1.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies (continued)

Expenditure continued

Expenditure on charitable activities comprises the direct costs incurred by the charity in delivering its charitable objectives. Support costs are those functions that assist the work of the charity but do not directly relate to the charitable activities. These costs have been allocated to the charitable activity. Staff costs are allocated to direct costs or support costs on the basis of staff time.

1.4 Pensions

The charity makes contributions to the personal pension schemes of its employees. The pension cost in the financial statements represents the contributions payable by the charity during the year.

1.5 Taxation

The charity is exempt from corporation tax on its income and gains to the extent that these are applied to its charitable objectives.

1.6 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment	- Between 20% and 33% straight line
----------------------------------	-------------------------------------

Assets costing less than £500 are written off in the year they are acquired.

1.8 Investments

Listed investments are stated at market value. Gains and losses arising on the revaluation of investments are taken to the Statement of Financial Activities.

1.9 Financial instruments

The charity only has financial instruments which are classified as basic financial instruments.

Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies (continued)

1.10 Status

Carers FIRST is a charitable company limited by guarantee incorporated in England and Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is Unit 4, Michael Gill Building, Tolgate Lane, Rochester, Kent, ME2 4TG.

2	Income from donations and legacies	2020 £	2019 £
	Grants	209,958	194,964
	Donations	72,662	26,572
		<u>282,620</u>	<u>221,536</u>

Income from restricted funds in the comparative period was £168,844.

3 Income from charitable activities

	2020 £	2019 £
<i>Activity: Carers services</i>		
Kent County Council	-	970,640
Medway Council	331,379	320,383
Lincolnshire County Council	1,466,558	1,435,294
Waltham Forest Borough Council	176,610	174,000
Hackney Borough Council	96,007	-
Haringey Borough Council	83,788	84,617
Newham Borough Council	156,500	-
Essex County Council	900,000	900,000
Southend-on-Sea Borough Council	11,594	16,949
Medway NHS	-	46,240
NHS - Dartford, Gravesham and Swanley, and Swale	190,001	175,147
Charges to service users	1,367	7,263
	<u>3,413,805</u>	<u>4,130,533</u>

Income from restricted funds in the comparative period was £310,182.

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

4 Expenditure on charitable activities

		2020 £	2019 £
<i>Activity: Carers services</i>			
Direct costs	Note 5	3,125,698	3,498,542
Support costs	Note 6	552,891	632,362
		<u>3,678,589</u>	<u>4,130,904</u>

Expenditure for restricted funds in the comparative period was £431,053.

5 Direct costs of charitable activities

		2020 £	2019 £
Staff costs		2,607,950	2,747,604
Staff expenses, recruitment and training		32,617	43,547
Project costs		427,701	610,643
Grants paid to individuals		57,430	96,748
		<u>3,125,698</u>	<u>3,498,542</u>

6 Support costs

		2020 £	2019 £
Staff costs		211,711	259,014
Staff expenses, recruitment and training		28,984	11,752
Rent and service charges		66,868	76,921
Other premises expenses		42,050	51,678
Insurance		11,911	11,902
Office expenses		116,157	114,420
Legal and professional fees		13,751	30,209
Accountancy fees paid to auditors		-	2,220
Audit fees		25	7,050
Payroll processing fees		5,982	5,073
Trustee and meeting expenses		1,160	1,505
Bad debts		-	(738)
Bank charges		624	593
Professional membership fees		8,733	5,647
Depreciation		45,352	59,042
Irrecoverable VAT		(417)	(3,926)
		<u>552,891</u>	<u>632,362</u>

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

7	Net income/(expenditure)	2020 £	2019 £
	Net income/ (expenditure) is stated after charging:		
	Accountancy fees paid to auditors	-	2,220
	Audit fees	25	7,050
	Depreciation	45,352	59,042
	Net (losses)/gains on investments	(200,129)	19,310
	Rent paid under operating leases	66,868	76,921
		<u> </u>	<u> </u>

8	Staff costs	2020 £	2019 £
	Gross salaries	2,602,157	2,776,486
	Employer's National Insurance contributions	184,014	182,356
	Pension and healthcare costs	64,266	47,776
		<u> </u>	<u> </u>
		2,850,437	3,006,618
		<u> </u>	<u> </u>

No member of staff received employment benefits (excluding employer pension contributions) in excess of £60,000 during the year (2019: None). During the year 127 employees received employer contributions to their personal pension schemes (2019: 134).

The average number of employees during the year on a headcount basis was as follows:

	2020 No.	2019 No.
Management	6	6
Administration and HR	22	22
Outreach and carer support	108	120
	<u> </u>	<u> </u>
	136	148
	<u> </u>	<u> </u>

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

9 Tangible fixed assets

*Fixtures,
fittings &
equipment
£*

Cost

At 1 April 2019

230,759

Additions

23,241

At 31 March 2020

254,000

Depreciation

At 1 April 2019

164,458

Charge for the year

45,352

At 31 March 2020

209,810

Net book value

At 31 March 2020

44,190

At 31 March 2019

66,301

10 Investments

2020

2019

£

£

Market value

At 1 April 2019

1,100,377

1,053,445

Additions

85,547

38,856

Sales proceeds

(57,015)

(11,234)

Net (losses)/gains on investments

(200,130)

19,310

At 31 March 2020

928,779

1,100,377

All investments are UK quoted investments.

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

11 Debtors

	2020 £	2019 £
Trade debtors	225,971	354,928
Other debtors	2,024	2,045
Prepayments and accrued income	21,983	25,079
	<u>249,978</u>	<u>382,052</u>

12 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	47,673	73,164
Taxation and social security	192,829	224,574
Deferred income	36,361	12,750
Other creditors	11,559	96,154
Accruals	128,277	130,775
	<u>416,699</u>	<u>537,417</u>
Deferred income:		
Incoming resources deferred in the previous period	12,750	83,506
Released to the Statement of Financial Activities	(12,750)	(83,506)
Incoming resources deferred in the current period:		
Grants and contract income	36,361	12,750
	<u>36,361</u>	<u>12,750</u>

13 Financial commitments

At 31 March 2020 the charity was committed to future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Land and buildings		
Due not later than one year	46,681	45,551
Later than one year not later than five years	51,798	58,975
Other		
Due not later than one year	2,517	382
Later than one year not later than five years	382	-
	<u>101,378</u>	<u>104,908</u>

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

14 Movement on funds

	<i>At 1 April 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers/ Gains and (losses) £</i>	<i>At 31 March 2020 £</i>
Unrestricted funds					
General fund	1,519,253	3,354,219	(3,371,851)	(200,129)	1,301,492
	<u>1,519,253</u>	<u>3,354,219</u>	<u>(3,371,851)</u>	<u>(200,129)</u>	<u>1,301,492</u>
Restricted income funds					
NHS Carers and Crisis					
Service pilot	20,352	135,000	(109,993)	-	45,359
Children in Need	-	36,001	(36,001)	-	-
Medway carers support	133,938	35,000	(42,140)	-	126,798
Carers Trust	400	-	-	-	400
Colyer-Fergusson Charitable					
Trust	-	18,453	(18,453)	-	-
Young Londoners	-	19,884	(19,884)	-	-
Other donations and grants	60,975	142,130	(118,085)	-	85,020
	<u>215,665</u>	<u>386,468</u>	<u>(344,556)</u>	<u>-</u>	<u>257,577</u>
Total funds	<u>1,734,918</u>	<u>3,740,687</u>	<u>(3,716,407)</u>	<u>(200,129)</u>	<u>1,559,069</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

14 Movement on funds *continued*

Restricted funds have been received for the following purposes:

NHS Carers and Crisis Service

To provide support to carers in crisis in Swale and Dartford, Gravesham & Swanley for a 2 week period to prevent hospital admission and support hospital discharge.

Children in Need

This funding is to provide one to one support and recreational activities for young carers.

Medway Carers Support

The Medway Carers support/Well being funding is to make payments to carers to enable them to maintain their caring role and to prevent carer breakdown. The amount paid per carer is based on assessment.

Carers Trust

This includes grants to provide workshops, support and activities for young adult carers.

Colyer Fergusson Charitable Trust

This funding allows the employment of staff to support young adult carers to transition from support from children's services into adulthood and supporting them into further education and employment.

Young Londoners

This funding allows the employment of staff to support young carers and young adult carers to fulfil their potential through a range of activities such as support sessions, training and other social activities.

Donations and grants

Various donations and legacies received throughout the year to provide specific activities and/or support to carers.

Various grants to enable the provision of additional activities for carers that are not funded within core contracts and grants awarded to individual carers to enable them to take a holiday or purchase something for the home to assist them in their caring role.

Carers FIRST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

14 Movement on funds *continued*

Comparative figures

	<i>At 1 April 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers/ Gains and (losses) £</i>	<i>At 31 March 2019 £</i>
Unrestricted funds					
General fund	1,290,631	3,915,852	(3,706,540)	19,310	1,519,253
	<u>1,290,631</u>	<u>3,915,852</u>	<u>(3,706,540)</u>	<u>19,310</u>	<u>1,519,253</u>
Restricted income funds					
Kent County Council:					
Outcome 4	-	45,857	(45,857)	-	-
Outcome 7	7,672	518	(8,190)	-	-
Outcome 11	15,112	17,071	(32,183)	-	-
Hospital discharge	2,182	39,836	(42,018)	-	-
NHS Carers and Crisis	56,830	101,250	(137,728)		20,352
Service Pilot				-	-
Children in Need	3,197	32,297	(35,494)	-	-
Kent Community Foundation					
Grants to individual carers	10	-	(10)	-	-
Medway carers support	73,038	105,650	(44,750)	-	133,938
Carers Trust	400	-	-	-	400
Colyer-Fergusson Charitable Trust	2,181	12,492	(14,673)	-	-
Dartford Borough Council	500	-	(500)	-	-
Donations	6,570	124,055	(69,650)	-	60,975
	<u>167,692</u>	<u>479,026</u>	<u>(431,053)</u>	<u>-</u>	<u>215,665</u>
Total funds	<u>1,458,323</u>	<u>4,394,878</u>	<u>(4,137,593)</u>	<u>19,310</u>	<u>1,734,918</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

15 Analysis of net assets between funds

	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>Total funds £</i>
Fund balances at 31 March 2020 are represented as follows:			
Tangible fixed assets	44,190	-	44,190
Investments	928,779	-	928,779
Net current assets	328,523	257,577	586,100
	<u>1,301,492</u>	<u>257,577</u>	<u>1,559,069</u>

Comparative figures

Fund balances at 31 March 2019 are represented as follows:

Tangible fixed assets	66,301	-	66,301
Investments	1,100,377	-	1,100,377
Net current assets	352,575	215,665	568,240
	<u>1,519,253</u>	<u>215,665</u>	<u>1,734,918</u>

16 Related party transactions

The Board of Trustees and the six (2019: six) members of the Senior Leadership Team are considered to be the charity's key management personnel. The total amount of employee benefits (including employer's national insurance and employer's pension contributions) received by key management personnel during the year was £228,593 (2019: £277,747).

There was no Trustees' remuneration nor other benefits during the current or prior period.

Trustees were reimbursed expenses of £463 (2019: £nil), in respect of 2 (2019: 0) Trustees for travel and subsistence costs.