

Registered number: 03677361
Charity number: 1074906

Care for the Carers
(A company limited by guarantee)

Trustees' report and financial statements

For the year ended 31 March 2020

Care for the Carers
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Reference and administrative details of the charity, its trustees and advisers
For the year ended 31 March 2020

Trustees

Jenny Ballard
Alan Botterill
Chris Raper, Treasurer and Chair
Sara Batista
Mandy Curtis, Vice Chair
Stephen Lloyd (resigned 26 September 2019)
Susan Lilja (appointed 26 September 2019)
James Mountford (appointed 26 September 2019, resigned 10 October 2019)
Polly Evans (appointed 24 October 2019)

Company secretary

Jennifer Downs

Chief executive officer

Jennifer Downs

Charity registered number

1074906

Company registered number

03677361

Registered office

Highlight House
8 St Leonards Road
Eastbourne
East Sussex
BN21 3UH

Independent auditors

Kreston Reeves LLP
One Jubilee Street
Brighton
East Sussex
BN1 1GE

Solicitors

Keeleys LLP
28 Dam Street
Lichfield
Staffordshire
ES13 6AA

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Trustees' report
For the year ended 31 March 2020

The Trustees present their annual report together with the audited financial statements of the charity for the year ended 31 March 2020. The Annual report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the Annual report and financial statements of the Charitable Company comply with the current statutory requirements, the requirements of the Charitable Company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The objects of the charity are to provide support, advice and information to any carer, of any age, living in East Sussex, Brighton and Hove or who is caring for someone living in East Sussex, Brighton and Hove. A carer is a relative, partner or friend, of any age, who within the past three years has provided essential care or support to someone who is disabled whether through mental or physical ill health, learning disability or frailty. This includes a parent or sibling caring for a disabled child.

There are many reasons why caring for someone else leaves the carer needing support:

- Caring reduces the physical and mental health and wellbeing of many carers.
- Caring may lead to poverty, many carers need to give up work in order to care, or to manage on benefits.
- Caring often impacts on carers' ability to sustain employment, friendships and hobbies.
- Many carers face isolation and loneliness.

Care for the Carers seeks to address these issues through directly supporting carers, raising awareness of the issues faced by carers and influencing local and national policy affecting carers.

b. Vision and mission

Our vision: we will work with carers until all East Sussex carers have recognition, choices, influence and access to quality support and services that they need and want.

Our mission: we represent East Sussex carers, enable their voices to be heard and provide services in response to what they need and want.

c. Main activities undertaken to further the charity's purposes for the public benefit

Support and Advice

Carers are offered a single point of contact – Carers Hub (formerly our Gateway service) – accessible by phone, email, via the website or by dropping in to the Carers' Centre. Specialist staff provide swift support to carers, including onward signposting to the range of services available across the county, and access to coaching support.

Regular directions sessions enable support workers to provide one to one support, advice and guidance to carers, near to their home, or within a carer's home when necessary.

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Our counselling services Time to Talk launched in September this year. Teen Talk provide emotional support to carers and young carers. These services reduce feelings of social isolation and improve the health and wellbeing of carers.

Groups and Activities

Carers' Information and Advice groups offer carers new to the caring role an opportunity to meet one another and access information, advice and support. Groups are facilitated by support workers and guests are invited from relevant services to inform carers about what is available to them. These groups support those new to caring for up to twelve months to build their confidence, resilience and resources. There is also a monthly evening group to enable working carers easier access to information, advice and support at a time convenient to them.

Carers' Wellbeing groups are the 'next step' after a carer has attended a Carers' Information and Advice group for twelve months. They are aimed at carers who have been caring for a while and are connected with services. Carers' Wellbeing groups are led by carers for carers, with some agreed support from a named Carer Support Worker. Carers' Wellbeing groups focus on anything that the group feels would improve their wellbeing, so could be based around activities such as walking, arts and crafts or meeting for a coffee and chat.

Care for the Carers also runs groups for carers with specific needs or interests. The focus of these groups is led by feedback from carers and analysis of hidden carers. We run a monthly Mental Health carers' group for carers of people with mental health issues, monthly Making Memories groups for carers and the people they care for living with dementia and monthly Young Adult Carer groups for carers aged 17-25 years. These groups are run in a similar format to the Carers' Information and Advice groups, but carers' participation in these groups is not time-limited.

In addition to the monthly groups, Care for the Carers has made use of specific funding from generous donors to undertake additional work with Young Adult Carers. This has included providing vocational support, involving the Young Adult Carers in influencing how services are run and offering social activities which their caring role prevents them from accessing.

Our popular Carers' Activities Programme is funded by donations from mainly local trusts. The activities and events for carers, which aim to give carers a break, some fun and/or an opportunity to socialise with other carers, continue to be well-received. Activities have included Young Adult Carers 'Nerf Wars' and tenpin bowling trips, Young Adult Carers participation in the 'Time to Shine' music project, afternoon teas, cinema, theatre and countryside trips, a Gelli-printing workshop, wellbeing and pamper days and Christmas lunches for all our carers groups.

Care for the Carers' engaging innovative Writer in Residence programme, 'Carers' Words, Carers' Lives', ended last year and was succeeded by a new creative opportunity, our Photographer in Residence programme, which is funded through donations. Through the project, carers have the space to reflect on their caring role and share their experiences of caring through a camera lens. To date, two workshops have taken place where carers can learn about photography and build their photography skills including editing, composition, lighting and other technical aspects to photography. The project continues into next year, cumulating in an exhibit of their work at the two largest hospitals in East Sussex and submission to the National Portrait Gallery's project 'Hold Still'.

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Trustees' report (continued)
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Tools and Resources

Our East Sussex Carers Card has a number of functions. It identifies carers, offers discounts to carers from a wide range of businesses in East Sussex, and alerts the emergency services that cardholders are carers. The card is available to all carers including young carers and parent carers of children. Adult carers of another adult can also link their Carers Card to a backup emergency care plan through East Sussex County Council's Carers Respite Emergency Support Scheme (CRESS).

The Healthcare Appointments Respite Grant, administered on behalf of East Sussex County Council (ESCC), allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Care for the Carers also administers the 'Small Grants for Carers Groups' fund on behalf of ESCC, which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

From October 2019, Care for the Carers is commissioned by ESCC and NHS East Sussex Clinical Commissioning Group (CCG) to act as their Strategic Partner. Part of this role includes supporting other service providers commissioned to deliver carer services to work together to provide dynamic, responsive and cohesive local offer for carers. This collaborative approach also enables carers are identified at the earliest opportunity.

Awareness, Information and Communications

Care for the Carers' 'Building a Carer Friendly Community' programme raises awareness of the valuable role unpaid carers play, their needs, experiences and the challenges they face. We work with local businesses and organisations, supporting them to become more carer-aware, taking into account both carers who access their services, and their own employees who are also carers. Organisations are supported on how these partners can remove the obstacles that carers face and do 'small things that can make a big difference' to carers' lives. We also actively reach out to local businesses asking them to sign up to the East Sussex Carers Card and offer discounts to carers.

Our 'Think Carer' Training has evolved into a bespoke programme which is in high demand in health, social care, commercial and the voluntary sectors across the county. Through this training we identify Carer Ambassadors, who may be paid workers or volunteers. These Ambassadors sign up to support the development of a more carer friendly East Sussex and to be a 'go to person' around carer's issues in their organisation or community.

As the Carers Centre for East Sussex, Care for the Carers leads on the coordination of national campaigns such as Carers Rights Day and Carers Week activities across the county. This involves promoting events, sharing resources, evaluating the campaigns, building on partnership working and sharing learning with our partners. The Carer Awareness remit is cross cutting and embedded in all of our roles.

Care for the Carers produces the quarterly CareLine magazine which is distributed to over 10,000 carers by email, online and by post. Last year, due to reduced funds, we took the difficult decision to stop placing copies in community venues such as libraries and health centres. We have monitored our referral rates over the subsequent year and have been pleased to find that this has not negatively impacted our ability to reach new carers.

Our monthly e-Newsletter focuses on carer engagement, providing policy updates, event invitations and more. In addition to the monthly eNewsletter, Care for the Carers is also very active on social media platforms, such as Facebook, Twitter, Instagram and YouTube, sharing information and reaching out to as many carers as possible from diverse groups.

Our website acts as first port of call for carers and professionals who wish to know more about local services for carers and support. It also acts as an awareness raising and fundraising platform reaching out to a wide group of stakeholders. In the coming year, we plan to rebuild our website to improve accessibility and navigation as well as to provide more 'out of hours' help and advice for carers.

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Engagement and Representation

Our commitment to the meaningful involvement of unpaid carers in East Sussex is achieved through the facilitation of the Carers Voices Network. This enables carers to share their views, experiences and needs and to influence decision making on the issues that impact their lives. The Network encourages a wide group of carers to participate in consultations, focus groups and campaigns initiated by Care for the Carers or by our partners and uses a range of methods to ensure these opportunities are made as accessible as possible.

Alongside supporting carers who wish to be Carers Voices representatives to attend formal meetings and contribute to consultations, carers' views are also gathered more informally through feedback from carers' groups and focus groups.

Our monthly engagement eNewsletter keeps carers, volunteers and professionals up to date with local and national policy, highlights opportunities to influence decision making and raises awareness of issues of importance to carers. In August 2020 we held a Carers' Forum – these are free, large scale events centred on carers' voices. The Forum included information-sharing workshops to gather carers' views, a marketplace of local providers who use this opportunity to listen to carers' experiences and very importantly opportunities for carers to socialise and build their networks.

Fundraising

Working to increase the support of the charity's work has become a core part of our strategy, as we work towards diversifying income streams. Funds generated enable the charity to respond to carers' needs by providing specific projects, or one off wellbeing events.

Achievements and performance

Support, Advice and Guidance

During the year the charity supported 7,732 (2019: 8,382) carers across East Sussex, exceeding our target of 7,500. Of these, 1,486 (2019: 1,022) were newly identified carers. 3,376 (2019: 4,279) carers accessed Carers Hub (formerly "Gateway"), our single access point for information, advice and support, through 12,088 (2019: 13,374) contacts. 464 (2019: 358) carers accessed one-to-one specialist support, advice and guidance through 562 Carer Coaching or Directions across the county. 99% (2019: 99%) of referrals received a response within 5 working days.

159 (2019: 182) carers accessed our Time to Talk counselling service regarding the challenges of their caring role, significantly exceeding our internal target of 100 carers supported by the counselling service during the year.

Carers regularly tell us about the impact that Care for the Carers has made on their lives:

"I was losing the ability to cope in my caring role because of the stress that I was under. Since the counselling I have much better been able to cope by not getting so worked up about things. Because my self-esteem has improved I am much happier within myself so our relationship has improved too."

"So nice to meet you and hear what you had to say. Could not ask for a more comforting exchange. Thank you so much - what a marvellous job you do - it is impossible to say how much you managed to unload worries - I am sure that with your guidance (only a bit!) I will feel a bit more confident- this is all rather unknown territory!"

"I don't know what we would have done without CftC. We meet up a lot, have good chats and a good laugh, chat about our problems, help one another, phone if anything is needed."

"I just wanted to send a note to say a huge thank you for CftC hosting the dinner on Tuesday night, it was just what I needed to take my mind off of things. I sat with some lovely people, and I think we all had the opportunity to share and receive useful information that may help us in our everyday lives."

"I am so grateful for the Care for the Carers a wonderful organisation and Thank You for your support."

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Trustees' report (continued) For the year ended 31 March 2020

Groups and Activities

Care for the Carers delivered 201 (2019: 295) carers' groups in total, at which there were 1,728 (2019: 1,352) carer attendances. These groups were a combination of Carers' Information and Advice groups, Carers' Wellbeing groups, a Mental Health carers' group, Making Memories Dementia groups, an Evening Carers Group and a group for Young Adult Carers.

Care for the Carers' work with Young Adult Carers continues to thrive. Our Young Adult Carers group meets monthly and has a regular membership of 17, carers from across the county aged from 16 to 25. The group activities are led by its members and include workshops on caring, employment, education and health and wellbeing themes, coupled with opportunities for relaxation, socialising and information and advice from experienced staff. It is supported by a private Facebook group, providing support and advice, and connecting young adult carers with their peers. Donations this year have made it possible to run a range of activities for young adult carers including 'Nerf Wars', tenpin bowling and the participation in 'Time to Shine' project which enabled the Young Adult Carers to learn popular songs as well as write and perform their own song.

Our other carers groups have also been complemented by social activities for carers including wellbeing and pamper days, cinema, theatre and countryside trips, Gelli-printing workshop, afternoon teas and Christmas lunches for all our carers' groups.

Tools and Resources

The Carers Card offers discounts to carers from a wide range of businesses in East Sussex, as well as identifying carers and including the option to link to an emergency plan. 1,234 (2019: 1,013) carers signed up for the Carers Card during the year, with 182 (2019: 167) businesses providing discounts and offers to card holders. We are delighted that so many carers have access to discounts from such diverse businesses, ranging from food and drink, health, fitness and wellbeing, legal and financial, and retail. We are also proud to support so many local partners to publicly pledge their recognition of carers.

31 (2019: 63) carers have accessed respite through the Healthcare Appointments Respite Grant, which has enabled them to attend healthcare appointments, training courses or engagement opportunities.

COVID-19 Response to Future Service Delivery

Care for the Carers was able to act swiftly in response to measures taken by the Government at the outset of the Coronavirus pandemic. Our priority was to ensure Carers continued to receive high quality support and advice as well as protecting carers and staff from the virus and supporting their wellbeing. The office closed to the public but our telephone lines remained active as staff transitioned to working from home. All face-to-face contact ceased and new service delivery models were quickly developed for Counselling, Groups, Activities, and Training to continue by telephone or by using virtual video platforms. We also introduced a new Carers in Touch service to respond to carers needs during the pandemic, making keeping in touch calls to carers at risk of social isolation. We also adapted our planning for our new Annual Carers Conference scheduled for July 2020, and arranged for the conference to be delivered online, to ensure that we still capture and amplify carers voices during this unprecedented time. The online conference has the theme, 'Healthy Caring, Healthy You', and will enable carers to join workshops and engage with keynote speakers. During this period of uncertainty, we have increased our engagement and collaboration with partner organisations, and increased our use of technology ensuring carers are not left to care alone. A number of new service delivery models have required increased investment and we have been fortunate to secure additional funding from external funders.

Awareness, Information and Communications

Care for the Carers' work is supported by 294 volunteers, in a range of voluntary roles, and 256 of these are **Carer Ambassadors**, who work with us to build a carer-friendly East Sussex.

Our **Carer Awareness training** this year included 7 (2019: 5) open 'Think Carer' training sessions to 86 (2019: 65) volunteers and professionals. Their consistently positive feedback included:

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"The training gave a very clear, factual overview of carers nationally and in East Sussex, their needs and services/support available."

We also delivered 26 (2019: 34) bespoke 'Think Carer' Carer Awareness training sessions for a range of local health and social care services in the statutory and voluntary sectors, with 330 (2019: 639) people attending.

We undertook several awareness raising **campaigns** during the year, most notably leading Carers Week locally in June 2019. A range of events took place across the county building on learning from previous campaigns and increasing partnership working. Social media continued to play a big part in increasing our reach which we built on for Carers Rights Day in November 2019.

CareLine, the quarterly magazine produced by Care for the Carers, had an average print run this year of 5,000 copies. The CareLine postal mailing list is 4,461 and the email distribution list 5,603.

Our monthly **eNewsletter** reaches over 2,500 carers and professionals, focusing on local and national Carers Voices opportunities, campaigns, policy updates and activities.

Our social media activity is increasing and reaching out to a more diverse range of carers.

Care for the Carers' website offers a range of useful information for carers, professionals and supporters. During the coming year, further improvements will be made to the website to increase interactive features, simplify carers' journeys and enable swift access to services and information. We also regularly update news stories to ensure the site is engaging and an up to date resource.

Engagement and Representation

Care for the Carers facilitates the Carers Voices Network which offers opportunities for carers from across the county to share their views, experiences and needs, and to influence decision making around issues that impact on their lives. There are currently 234 (2019: 238) carers signed up to the Carers Voices Network. During the year its members participated in a range of engagement opportunities, including a campaigning workshop co-facilitated with Carers Trust.

In addition, Carer Engagement is threaded through all that we do, with live issues being experienced by carers being understood through our one to one support work. This enables us to identify themes and ensure carers' voices influence our own service delivery and are represented in our contributions to strategic debate with and for carers. Key engagement debates are shared with all carers' Wellbeing groups, ensuring they are informed of topical issues and empowering carers to have their say.

In 2019 Care for the Carers held countywide Carers Voices Forums in February and August 2019, and in the next year will move to delivering one annual Carers Voices Conference rather than bi-annual Carers Forums. The Carers Voices events are popular with both carers and service providers, with good attendance. 97% of carers completed the evaluation question giving the overall rating of the Conference, assessed the day as good or excellent. 40 (2019: 68 average) carers attended with 2 (2019: 14 average) bringing the people they care for. A wide range of professionals and volunteers also attended, staffing the market place stands and facilitating workshops. Our keynote speakers included representatives from Carers UK, Adult Social Care and the NHS.

The August forum took place in Uckfield and focused on Achieving a Carer-Friendly East Sussex and the aims of the day were to keep carers informed and share information, bring carers together and listen to and amplify carers voices.

"It was good to hear what others had to say. As it was my first forum, very enlightening – I felt good giving my viewpoint and sharing with others." (Carer)

Our Carers Voices events are valued opportunities for carers to explore and share issues important to them, to contribute to shaping services and local strategy and to build their networks. The events also raise the profile of Care for the Carers' work and build strong partnerships with colleagues across health, social care and the voluntary sector. The support from partner organisations, who staff marketplace stands and see the events as an important opportunity to learn from carers, is overwhelming and their feedback is consistently positive about

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the strength of what they hear:

"You told us that agencies in East Sussex don't communicate well with one another. It's clear that there needs to be a change and its time to do something different." (Partner)

Carers Voices event reports are available at: www.cftc.org.uk/make-a-difference/have-your-say/carers-conference/ and are circulated widely to influence decision making and service development.

We continued to support carers to engage in key consultations, in particular to influence the development of the new Carers Centre model. This was developed by ESCC and NHS East Sussex CCG for implementation from October 2019 and Care for the Carers supported consultations the consultation, empowering carers to make their views known and to ensure that the services were developed to meet their expressed needs.

We also supported carers to take part in a range of statutory and voluntary sector consultations via the Carers Voices Network and Carers Voices focus groups.

Fundraising

2019/20 was a positive year for the charity's fundraising, with income higher than expected and an 82% increase on last year. Grants from Trusts and Foundations increased, including £69,079 from BBC Children in Need to extend our counselling service to young carers.

We once again extend our sincere thanks to donors and supporters without whom our work would not be possible. Thanks to the generous support of our donors, we were able to fund projects such as specialist groups for dementia carers, photography courses and our activities programme. As part of the charity's 30th Anniversary celebrations we were supported by three fundraisers who took on their own personal challenges raising over £7,000.

We held our first 'Caring for our Future' event at Ashburnham Place near Battle. Over 50 people joined us for afternoon tea, a tour of the gardens, and to gain information from legal experts from Heringtons Solicitors on planning a will, and leaving a legacy. We also launched our Grand Raffle, selling over 2,400 tickets, and offering a range of prizes including a £1,000 cash top prize.

The charity celebrated the second year of its two-year partnership with Heringtons Solicitors. The partnership was a great success, both in terms of raising funds for the charity's activity, and sharing their extensive professional expertise with local carers. We thank Heringtons for their generous support.

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Trustees' report (continued)
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Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Overall financial review

The charity was in a good financial position at the year end, with cash balances of £551,966 (2019: £439,894) and reserves totalling £1,724,732 (2019: £435,597).

The principal funding sources of income to the charity were grant income of £673,216 (2019: £763,750) and donations of £139,191 (2019: £48,030).

The charity remains principally reliant on one secure funding stream for the majority of its income: the contract to deliver the East Sussex Carers Centre, jointly funded by ESCC and NHS East Sussex CCG. The Trustees acknowledge the inherent risk in relying on one main income stream and continue to lead a strategy that works towards diversifying the organisation's funding and reducing its reliance on statutory funds.

Following a successful tendering process, the Carers Centre contract will continue until 2025 with the possibility of an extension for two further years; the contract's annual value is £574,000. However, as the contract progresses, the percentage of guaranteed income reduces and the percentage of income based on achieving Key Performance Indicators increases. It is acknowledged that this poses an increased financial risk to the charity, however the risk is rated as low.

During the year, Care for the Carers was generously gifted a shareholding investment of £1,392,211 and cash funds of £97,466 from Catharine House Trust which is the substantial reason for the significant increase of cash balances and reserves. The shareholding investment, which will be held as designated funds, will generate additional income through dividend payments. This income will be held as unrestricted funds, and will be designated to increase activity that supports carers.

The reserves of the charity comprise restricted funds and designated and unrestricted general funds.

Restricted funds are those which may only be spent on the purpose specified by the donor. The charity had restricted funds of £44,276 (2019: £43,271).

Designated funds are those set aside by the Trustees to finance particular projects which cannot be met from future income alone. The charity had designated funds of £1,508,861 (2019: £227,253).

Unrestricted general funds are those which are available for use to further the charity's purposes. The charity had unrestricted general funds of £171,595 (2019: £165,073).

c. Reserves policy

The **Trustee Contingency Reserve** comprises funds which have been set aside to enable the charity to adapt to a future decrease in funding. It is the policy of the charity that this reserve should be maintained at a level which is adequate to meet the costs of restructure and continue to further the objects of the charity, while new sources of funding are sought. Following a review, the Board set this level at £125,000 (2019: £125,000).

The **Sustainable Development Reserve** comprises funds which have been set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future. The Trustees continue to be prudent in setting aside funds to absorb any future unrestricted deficits while at the same time putting strategies in place to ensure that the charity is able to return an unrestricted surplus. The Sustainable Development

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Reserve had a balance of £100,000 (2019: £100,000).

The **Staff Development Reserve** has been set aside to further the development of the staff. The Staff Development Reserve had a balance of £2,253 (2019: £2,253).

The **CHT Carers Fund** has been introduced as a designated fund this year and comprises of the shareholding investment and cash funds received from Catharine House Trust together with the dividend income generated by the shareholding. The Fund has a balance of £1,281,608 following a revaluation of the investment holding on 31st March 2020. It is the policy of the charity that this reserve and the income generated from this shareholding is used to enable increased support to carers. It is likely that the value of this shareholding will reduce further during the next financial year due to the impact of COVID-19 resulting in decreased income generation. Due to the uncertainty this disclosure is deemed as a non-adjusting balance sheet event.

Additionally, the Board aims to hold 3 months unrestricted expenditure within General Funds, which would equate to £160,418, for the following reasons;

- aid cash-flow as expenditure can sometimes precede receipt of the corresponding income and mitigate against delays in funding
- cover unforeseen expenditure, unforeseen operational costs that may accumulate throughout the year
- provide transitional funding for core programmes which suffer a short-term shortfall in funds.

The unrestricted general funds currently stand at £171,595 and the Board is satisfied that adequate resources are in place.

d. Asset cover for funds

Notes 15 and 16 set out an analysis of the assets attributable to the various types of funds and a description of the funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 25 January 2010.

It is registered as a charity with the Charity Commission. Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers. There are currently 120 members (2019: 124), each of whom agrees to contribute £1 in the event of the Company winding up.

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Mr Chris Raper (Treasurer and Chair)
Ms Mandy Curtis (Vice Chair)
Mrs Jenny Ballard
Ms Sara Batista
Mr Alan Botterill
Mr Stephen Lloyd (Resigned 26 September 2019)
Mrs Susan Lilja (Appointed 26 September 2019)
Mr James Mountford (Appointed 26 September 2019, resigned 10 October 2019)
Ms Polly Evans (Appointed 24 October 2019)

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b. Method of appointment or election of Trustees

The number of Trustees shall not be less than three. The Trustees may appoint a person who is willing to act as a Trustee either to fill a vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next following annual general meeting and shall not be taken into account in determining the Trustees who are to retire by rotation at the meeting. If not reappointed at such annual general meeting, he/she shall vacate office at the conclusion thereof. At every annual general meeting one third of the Trustees shall retire from office and may be reappointed at the meeting.

c. Policies adopted for the induction and training of Trustees

The Trustees participate in an induction process to brief them on their legal obligations under charity and company law, the committee and decision making processes, the Strategic Plan and the recent financial performance of the charity.

Trustees are encouraged to attend appropriate external training events and to meet the senior management team, to be given an overview of the charity's work. An opportunity is provided to shadow the Carers Support Workers to observe the work involved.

d. Pay policy

The remuneration of all staff is guided by the National Joint Council ("NJC") pay scales. The charity aims to keep staff salaries in line with those set by the NJC, although this is not always possible. All staff complete an annual Performance Review, after which the staff member's manager may make a recommendation to increase the employee's Spinal Column Point.

e. Organisational structure and decision making

The board of Trustees administer the charity with the appointment of a Chief Executive, who has delegated authority to manage the day to day operations of the charity. The charity's senior management team is comprised of the Chief Executive, a Director of Services and a Finance and Office Manager.

Care for the Carers is a Network Partner of Carers Trust and a member of Carers UK. This requires adherence to shared operational standards and values, and enables the organisation to ensure local carers' voices are represented to national decision-makers. In addition, membership brings access to a number of grants for carers, good practice learning and support, and partnership opportunities.

f. Risk management

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to these risks. Additional assessment has taken place in relation to an increased risk associated with the impact of COVID-19 and reasonable adjustments have taken place to mitigate exposure to these risks.

The Board recognises that the principal risk of the organisation is the reliance on one major source of income. To mitigate this risk, a Fundraising Manager was appointed in 2017 to generate new income streams. It is recognised that the risk to generate new income streams has increased due to COVID-19. To mitigate this increased risk, the Fundraising Manager has sourced and secured alternative funding available to support charities during the pandemic.

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Plans for future periods

a. Future developments

Care for the Carers' current Strategic Plan concentrates on the following four priority areas:

i. Directly supporting carers

Objective:

- To deliver the services carers need, accessible and available to them when needed.

ii. Raising awareness of carers and caring

Objectives:

- To create a Carer Friendly East Sussex by keeping carers' issues on the agenda and empowering our partners to support carers.
- Leading by example by promoting care and caring in all we do, being kind, thoughtful and ambitious for all our community whether clients, staff, volunteers or our growing networks.

iii. Speaking up with and for carers to improve services and support

Objective:

- To be an independent voice for carers, raising their concerns and finding ways to help carers' voices to be heard.

iv. Strengthening the Charity

Objective:

- To be a strong, independent and resilient charity by our 30th birthday in 2020.

The planned activities for achieving these aims are set out in our Strategic Plan 2017-2020, a copy of which is available on request from info@cftc.org.uk. A new strategic Plan for 2020-2025 is currently being developed and will be published when finalised.

Post balance sheet events

At the time of signing the accounts the Trustees are aware of the potential economic and social effects of the Covid-19 virus outbreak. The full impact of the pandemic on the UK economy is yet to be seen, but the Charity will continue to seek to mitigate this risk by following the UK Government's guidelines and adapting/developing its own internal strategy.

Members' liability

Membership is open to individual carers, groups, organisations and individuals who are interested in caring issues or who wish to support Care for the Carers. There are currently 120 members (2019: 124), each of whom agrees to contribute £1 in the event of the Company winding up.

Care for the Carers
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 March 2020

Trustees' responsibilities statement

The Trustees (who are also directors of Care for the Carers for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report was approved by the Trustees, on 04/12/2020 and signed on their behalf by:



.....
Mr Chris Raper (Treasurer and Chair)
Trustee

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the members of Care for the Carers

Opinion

We have audited the financial statements of Care for the Carers (the 'charity') for the year ended 31 March 2020 set out on pages 18 to 36. 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, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and 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.

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the members of Care for the Carers

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the 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.

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the members of Care for the Carers

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Care for the Carers
(A company limited by guarantee)

Independent auditors' report to the members of Care for the Carers

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Alison Jones FCA (Senior Statutory Auditor)
Kreston Reeves LLP
One Jubilee Street
Brighton
East Sussex
BN1 1GE

Statutory Auditor
Date: 4 December 2020

Care for the Carers
(A company limited by guarantee)

Statement of financial activities incorporating income and expenditure account
For the year ended 31 March 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations & legacies:					
Donations and gifts	2	28,038	13,687	41,725	48,030
Grants	2	614,948	56,345	671,293	761,543
Other donations and legacies	2	1,923	-	1,923	2,207
Investments	3	26,326	-	26,326	1,629
Other income	4	1,489,687	-	1,489,687	-
Total income		2,160,922	70,032	2,230,954	813,409
Expenditure on:					
Raising funds	5	38,426	-	38,426	40,662
Charitable activities	6, 7	603,248	69,027	672,275	724,638
Total expenditure		641,674	69,027	710,701	765,300
Net income before investment losses		1,519,248	1,005	1,520,253	48,109
Net losses on investments	12	(231,118)	-	(231,118)	-
Net income before other recognised gains and losses		1,288,130	1,005	1,289,135	48,109
Net movement in funds		1,288,130	1,005	1,289,135	48,109
Reconciliation of funds:					
Total funds brought forward		392,326	43,271	435,597	387,488
Total funds carried forward		1,680,456	44,276	1,724,732	435,597

The notes on pages 21 to 36 form part of these financial statements.

Care for the Carers

(A company limited by guarantee)

Registered number: 03677361

Balance sheet

As at 31 March 2020

	Note	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	11		6,525		1,628
Investments	12		1,161,103		-
			<u>1,167,628</u>		<u>1,628</u>
Current assets					
Debtors	13	90,804		70,896	
Cash at bank on notice		171,857		170,573	
Cash at bank and in hand		380,109		269,321	
		<u>642,770</u>		<u>510,790</u>	
Creditors: amounts falling due within one year	14	(85,666)		(76,821)	
Net current assets			<u>557,104</u>		<u>433,969</u>
Net assets			<u>1,724,732</u>		<u>435,597</u>
Charity Funds					
Restricted funds	15		44,276		43,271
General funds		171,595		165,073	
Designated funds		<u>1,508,861</u>		<u>227,253</u>	
Unrestricted funds	15		<u>1,680,456</u>		<u>392,326</u>
Total funds			<u>1,724,732</u>		<u>435,597</u>

The charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The charity is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 ("the Act"), for the year ended 31 March 2020, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the charity has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 04/12/2020 and signed on their behalf, by:



Mandy Curtis, Vice Chair



Mr Chris Raper (Treasurer and Chair)

The notes on pages 21 to 36 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	17	1,495,471	49,225
Cash flows from investing activities:			
Interest received		17,101	1,629
Purchase of tangible fixed assets		(8,279)	-
Purchase of investments		(1,392,221)	-
Net cash (used in)/provided by investing activities		(1,383,399)	1,629
Change in cash and cash equivalents in the year		112,072	50,854
Cash and cash equivalents brought forward		439,894	389,040
Cash and cash equivalents carried forward	18	551,966	439,894

The notes on pages 21 to 36 form part of these financial statements.

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2020

1. Accounting policies

1.1 Basis of preparation of financial statements

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 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Care for the Carers 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.

1.2 Company status

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The registered office and principal place of business of the charity is:

Highlight House
8 St Leonards Road
Eastbourne
East Sussex
BN21 3UH

1.3 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.

Whilst the impact of the COVID-19 pandemic has been assessed by the Trustees, so far as is reasonably possible, due to its unprecedented impact on the worldwide economy it is difficult to evaluate with any certainty the potential outcomes on the Charity's future activities. However, taking into consideration the Charity's level of reserves, the Trustees believe that the Charity will be able to continue in operational existence for the foreseeable future.

1.4 Income

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

Notes to the financial statements
For the year ended 31 March 2020

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	-	25% straight line
Computer equipment	-	25% straight line

1.7 Investments

Fixed asset investments which consist of listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

1.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Notes to the financial statements
For the year ended 31 March 2020

1. Accounting policies (continued)

1.10 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Cash at bank on notice includes cash which is held with a notice period in excess of 60 days.

1.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.12 Financial instruments

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

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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.

1.14 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

1.15 Fund accounting

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

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements
For the year ended 31 March 2020

1. Accounting policies (continued)

1.16 Critical accounting estimates and areas of judgment

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.

2. Income from donations, legacies and activities to further the charity's objectives

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations and gifts	28,038	13,687	41,725	48,030
Grants	614,948	56,345	671,293	761,543
	642,986	70,032	713,018	809,573
Other income	1,923	-	1,923	2,207
	644,909	70,032	714,941	811,780
Total 2019	734,746	77,034	811,780	

3. Investment income

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Investment income	26,326	-	26,326	1,629
Total 2019	1,629	-	1,629	

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2020

4. Other incoming resources

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Funds received from Catharine House Trust	1,489,687	-	1,489,687	-
Total 2019	-	-	-	

5. Costs of raising funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Other fundraising costs	3,690	-	3,690	6,825
Voluntary income staff costs	34,736	-	34,736	33,837
	38,426	-	38,426	40,662
Total 2019	40,662	-	40,662	

6. Charitable activities - direct costs

	Support and advice £	Groups £	Tools & resources £	Information and communication £	Carer awareness £
Time to Talk	-	-	-	-	7,149
Activities	-	-	-	-	-
Project costs	1,888	1,880	1,001	35,317	1,872
HARG	-	-	3,883	-	-
Toolkit	-	-	-	-	-
Small Grants for Carers	-	-	-	1,000	-
Carers card	1,031	-	-	-	-
Carers Grants	-	-	-	6,918	-
Wages and salaries	52,907	5,635	1,825	230,055	79,166
National insurance	3,730	142	129	16,492	4,587
Pension cost	1,386	53	48	4,019	1,510
	60,942	7,710	6,886	293,801	94,284
Total 2019	249,298	10,884	43,046	27,973	20,239

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2020

6. Charitable activities - direct costs (continued)

	Involvement £	Development £	Writer in residence £	Activities £
Time to Talk	-	-	-	-
Activities	-	-	-	14,073
Project costs	6,487	195	44	-
HARG	-	-	-	-
Toolkit	-	-	-	-
Small Grants for Carers	-	-	-	-
Carers card	-	-	-	-
Carers Grants	-	-	-	-
Wages and salaries	3,202	3,430	-	12,364
National insurance	95	101	-	357
Pension cost	87	94	-	167
	9,871	3,820	44	26,961
Total 2019	141,811	14,171	13,388	23,855

	Children in Need £	Dementia group £	Total 2020 £	Total 2019 £
Time to Talk	-	-	7,149	11,643
Activities	-	-	14,073	11,728
Project costs	-	-	48,684	58,078
HARG	-	-	3,883	6,740
Toolkit	-	-	-	219
Small Grants for Carers	-	-	1,000	2,186
Carers card	-	-	1,031	1,188
Carers Grants	-	-	6,918	9,758
Wages and salaries	4,878	5,235	398,697	418,017
National insurance	430	-	26,063	30,030
Pension cost	94	-	7,458	5,648
	5,402	5,235	514,956	555,235
Total 2019	8,785	1,785	555,235	

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2020

7. Charitable activities - support costs

	Support and advice £	Groups £	Tools & resources £	Information and communication £	Carer awareness £	Involvement £
Premises costs	15,710	500	444	3,359	3,164	1,804
Postage, stationary and telephone	7,441	237	210	1,590	1,498	854
IT, technical and website	13,546	431	383	2,896	2,728	1,556
PQASSO, compliance and subscriptions	3,732	119	106	798	752	429
Other costs	3,285	104	93	702	661	377
Development costs	666	21	19	142	134	76
Wages and salaries	29,424	936	832	6,290	5,926	3,379
National insurance	1,831	58	52	392	369	210
Pension cost	511	16	14	109	103	59
Depreciation	1,914	61	54	409	386	220
	78,060	2,483	2,207	16,687	15,721	8,964
Total 2019	89,930	2,837	19,148	3,546	9,042	12,410

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2020

7. Charitable activities - support costs (continued)

	Development £	Writer in residence £	Activities £	Children in Need £	Total 2020 £	Total 2019 £
Premises costs	1,943	-	833	-	27,757	30,784
Postage, stationary and telephone	920	-	394	-	13,144	13,933
IT, technical and website	1,675	-	718	-	23,933	19,575
PQASSO, compliance and subscriptions	462	-	198	-	6,596	6,464
Other costs	406	-	174	-	5,802	6,790
Development costs	82	-	35	-	1,175	-
Wages and salaries	3,639	-	1,560	-	51,986	62,791
National insurance	227	-	97	-	3,236	3,763
Pension cost	63	-	27	-	902	732
Depreciation	237	-	101	-	3,382	12,188
	<u>9,654</u>	<u>-</u>	<u>4,137</u>	<u>-</u>	<u>137,913</u>	<u>157,020</u>
Total 2019	<u>5,319</u>	<u>7,092</u>	<u>4,858</u>	<u>2,838</u>	<u>-</u>	

8. Charitable costs - governance costs

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Governance auditors' remuneration	5,880	-	5,880	5,880
Governance Auditors' non audit costs	1,800	-	1,800	1,800
Legal and professional	9,718	-	9,718	2,472
Other governance costs	2,008	-	2,008	2,231
	<u>19,406</u>	<u>-</u>	<u>19,406</u>	<u>12,383</u>

All governance costs incurred in 2019 were unrestricted.

Care for the Carers
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2020

9. Net income/(expenditure)

This is stated after charging:

	2020	2019
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	3,382	12,189
Auditors' remuneration - audit	5,880	5,880
Auditors' remuneration - other services	1,800	1,800
	<u>10,062</u>	<u>19,869</u>

During the year, no Trustees received any remuneration (2019 - £NIL).

During the year, no Trustees received any benefits in kind (2019 - £NIL).

During the year, two Trustees received reimbursement of expenses totalling £302 (2019: two Trustees totalling £319).

10. Staff costs

Staff costs were as follows:

	2020	2019
	£	£
Wages and salaries	485,419	514,645
Social security costs	29,299	33,793
Other pension costs	8,360	6,380
	<u>523,078</u>	<u>554,818</u>

The average number of persons employed by the charity, not including directors, during the year was as follows:

	2020	2019
	No.	No.
Staff	25	24

No employee received remuneration amounting to more than £60,000 in either year.

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11. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At 1 April 2019	9,864	73,393	83,257
Additions	-	8,279	8,279
At 31 March 2020	<u>9,864</u>	<u>81,672</u>	<u>91,536</u>
Depreciation			
At 1 April 2019	9,759	71,870	81,629
Charge for the year	57	3,325	3,382
At 31 March 2020	<u>9,816</u>	<u>75,195</u>	<u>85,011</u>
Net book value			
At 31 March 2020	<u>48</u>	<u>6,477</u>	<u>6,525</u>
At 31 March 2019	<u>105</u>	<u>1,523</u>	<u>1,628</u>

12. Fixed asset investments

	Listed securities £
Market value	
At 1 April 2019	-
Additions	1,392,221
Revaluations	(231,118)
At 31 March 2020	<u>1,161,103</u>
Historical cost	<u>1,392,221</u>
Investments at market value comprise:	
	2020 £
Listed investments	<u>1,161,103</u>

All the fixed asset investments are held in the UK

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Notes to the financial statements
For the year ended 31 March 2020

12. Fixed asset investments (continued)

Valuation

The market values of the investments have been supplied by BlackRock, the charity's investment manager, as at 31 March 2020 using the quoted market price and the investments have been re-valued in the financial statements accordingly.

Material investments

	31 March 2020 £	31 March 2019 £
BLK Charities UK Equity Fund A Inc	981,234	-
BLK Charities UK Bond Fund A Inc	179,869	-
	<hr/> 1,161,103 <hr/>	<hr/> - <hr/>

13. Debtors

	2020 £	2019 £
Trade debtors	27,595	66,693
Prepayments and accrued income	63,209	4,203
	<hr/> 90,804 <hr/>	<hr/> 70,896 <hr/>

14. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	2,615	4,001
Other taxation and social security	9,706	10,376
Pension creditor	2,218	2,897
Other creditors	91	129
Accruals and deferred income	71,036	59,418
	<hr/> 85,666 <hr/>	<hr/> 76,821 <hr/>

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Notes to the financial statements
For the year ended 31 March 2020

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 March 2020 £
Designated funds						
Trustee Contingency Reserve	125,000	-	-	-	-	125,000
Staff Development Reserve	2,253	-	-	-	-	2,253
Sustainable Development Reserve	100,000	-	-	-	-	100,000
CHT Carer Fund	-	-	-	1,512,726	(231,118)	1,281,608
	<u>227,253</u>	<u>-</u>	<u>-</u>	<u>1,512,726</u>	<u>(231,118)</u>	<u>1,508,861</u>
General funds						
General Funds	165,073	2,160,922	(641,674)	(1,512,726)	-	171,595
Total Unrestricted funds	<u>392,326</u>	<u>2,160,922</u>	<u>(641,674)</u>	<u>-</u>	<u>(231,118)</u>	<u>1,680,456</u>
Restricted funds						
	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 March 2020 £
Young Adult Carers	6,578	2,780	(4,841)	-	-	4,517
Carers Card	431	2,000	(1,031)	-	-	1,400
Carers Grants	53	6,787	(6,918)	-	-	(78)
Rother Dementia Lunch Club	811	104	(37)	-	-	878
Small grants for Carers	1,228	2,000	(1,000)	-	-	2,228
Health Appointment Respite Grants	-	3,863	(3,863)	-	-	-
Activities Project	8,949	15,287	(16,654)	-	-	7,582
Writer in Residence	195	-	(195)	-	-	-
Social Opportunities for Older Carers	691	-	(681)	-	-	10
Dementia Groups	8,862	10,928	(6,509)	-	-	13,281
Evening Groups	3,628	-	(3,628)	-	-	-
Parent Carers	11,845	(3,357)	(8,488)	-	-	-
Children in Need	-	22,869	(10,911)	-	-	11,958
Photographer in Residence	-	6,000	(3,500)	-	-	2,500
Access to Work	-	771	(771)	-	-	-
	<u>43,271</u>	<u>70,032</u>	<u>(69,027)</u>	<u>-</u>	<u>-</u>	<u>44,276</u>

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Notes to the financial statements
For the year ended 31 March 2020

15. Statement of funds (continued)

Total of restricted and unrestricted funds	435,597	2,230,954	(710,701)	-	(231,118)	1,724,732
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Statement of funds - prior year

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2019 £
Designated funds					
Trustee Contingency Reserve	125,000	-	-	-	125,000
Staff Development Reserve	2,879	-	(626)	-	2,253
Sustainable Development Reserve	100,000	-	-	-	100,000
	<u>227,879</u>	<u>-</u>	<u>(626)</u>	<u>-</u>	<u>227,253</u>
General Funds	<u>122,654</u>	<u>736,375</u>	<u>(704,449)</u>	<u>10,493</u>	<u>165,073</u>
Restricted funds					
	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2019 £
Young Adult Carers	9,614	4,795	(7,961)	130	6,578
Carers Card	1,619	-	(1,188)	-	431
Carers Grants	(477)	10,288	(9,758)	-	53
Rother Dementia Lunch Club	1,191	-	(380)	-	811
Small grants for Carers (previously Carers Voices)	3,414	-	(2,186)	-	1,228
Activities Project	5,640	14,633	(10,765)	(559)	8,949
Writer in Residence	12,918	8,200	(12,473)	(8,450)	195
Social Opportunities for Older Carers	3,036	-	(708)	(1,637)	691
Health Appointment Respite Grants	-	6,717	(6,740)	23	-
Dementia Groups	-	15,318	(6,456)	-	8,862
Evening Groups	-	5,238	(1,610)	-	3,628
Parent Carers	-	11,845	-	-	11,845
	<u>36,955</u>	<u>77,034</u>	<u>(60,225)</u>	<u>(10,493)</u>	<u>43,271</u>
Total of restricted and unrestricted funds	<u>387,488</u>	<u>813,409</u>	<u>(765,300)</u>	<u>-</u>	<u>435,597</u>

Designated Funds

Trustee Contingency Reserve - Funds which have been set aside to enable the charity to adapt to a future decrease in funding.

Staff Development Reserve - Funds set aside to further the development of staff.

Sustainable Development Reserve - Funds which have been set aside to absorb a deficit of unrestricted income in relation to unrestricted expenditure in the near future.

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Notes to the financial statements
For the year ended 31 March 2020

15. Statement of funds (continued)

CHT Carer Fund - Funds initially received from Catharine House Trust, which have been set aside for specific additional projects to improve carer services and experience.

Restricted Funds

Young Adult Carers - Donations from various donors to enable Young Adult Carers to get together and engage in a range of activities.

Carers Card - A grant from the local authority to finance the production and distribution of the Care for the Carers 'Carers Card'.

Carers Grants - Small grants from various funders made to individual carers in need, and administered by CftC.

Rother Dementia Lunch Club - Donations from various donors towards a lunch club held for carers and those they care for with dementia, and administered by Care for the Carers.

Small Grants for Carers - A grant from the local authority which supports set up costs for new groups that directly benefit carers and helps established groups to develop their offer.

Activities Project - Grants and donations from various funders and donors to enable an Activities Facilitator to organise activities for carers all over East Sussex.

Writer in Residence - Additional funding received from Heritage Lottery Fund to enable carers to reflect on their experiences and tap into their creativity through workshops and one to one sessions.

Social Opportunities for Older Carers - Funding from the Ex Pat Foundation to provide social activities for older carers.

Health Appointment Respite Grants - A Grant from the local authority which allows carers to access respite to enable them to attend healthcare appointments, training courses or engagement opportunities.

Dementia Groups - Grant from Ernest Kleinwort Charitable Trust and supplemented with Tesco Bags of Help grants to enable carer groups and activities supporting carers of people with dementia.

Evening Groups - Grant from Henry Smith Charity to enable carer groups to run in the evening so working carers can access information, advice and support at a time convenient to them.

Parent Carers - Funding from East Sussex County Council to deliver four 6-week wellbeing courses to promote carer wellbeing and resilience.

Children in Need - Grant from Children in Need to provide emotional support to Young Carers through counselling. The Teen Talk service reduces feelings of social isolation and improves the health and wellbeing of young carers.

Photographer in Residence - Additional funding from various funders to enable carers to reflect on their caring role and share their experiences of caring and tap into their creativity through photography workshops and exhibitions of their work.

Access to Work - Funding to cover the necessary adaptations for staff workplaces to be accessed independently.

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Notes to the financial statements
For the year ended 31 March 2020

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	6,525	-	6,525
Fixed asset investments	1,161,103	-	1,161,103
Current assets	573,743	69,027	642,770
Creditors due within one year	(85,666)	-	(85,666)
	1,680,456	44,276	1,724,732

Analysis of net assets between funds - prior year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	1,628	-	1,628
Current assets	467,519	43,271	510,790
Creditors due within one year	(76,821)	-	(76,821)
	392,326	43,271	435,597

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net income for the year (as per Statement of Financial Activities)	1,289,135	48,109
Adjustment for:		
Depreciation charges	3,382	12,189
Losses on investments	231,118	-
Interest received	(17,101)	(1,629)
(Increase)/decrease in debtors	(19,908)	503
Increase/(decrease) in creditors	8,845	(9,947)
Net cash provided by operating activities	1,495,471	49,225

18. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	298,956	269,321
Notice deposits (less than 3 months)	253,010	170,573
Total	551,966	439,894

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19. Pension commitments

The charity operates one defined contribution scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The charity contributes a specified percentage of payroll costs to the retirement benefit scheme to fund the benefits. The only obligation of the charity with respect to the scheme is to make the specified contributions.

The charge to the statement of financial activities in respect of the defined contribution scheme was £9,108 (2019: £6,868). At the 31 March 2020 the amount outstanding in relation to pension contributions was £2,897 (2019: £1,550).

20. Related party transactions

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

The remuneration of key management personnel is as follows:

Aggregate compensation £123,348 (2019: £143,433)