



**THE
AMBULANCE
STAFF
CHARITY**

The Ambulance Staff Charity

Annual Report and Accounts
for the year ended 31st March 2023

Registered Charity Numbers England and Wales
1163538, Scotland SC046384

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Report of the Trustees for the year ended 31 March 2023

Chair's Introduction to the Annual Report and Accounts

In last year's report I talked about 2021-22 being a challenging year, little did I realise what 2022-23 would be like! As the Country emerged from the Covid-19 Pandemic, the relentless pressure on ambulance trusts and staff has not only continued but got much more severe. The huge rise in call numbers combined with long hospital handover delays at Emergency Departments has not surprisingly made it a difficult and challenging year for many ambulance staff.

Talking to ambulance colleagues around the Country, the one thing they all want to do is help people in their time of need. With one voice they talk about doing everything in their power to provide the best care for their patients, but the delays handing over patients at emergency departments has made that much more difficult. Staff working in Emergency Operation Control Centres often tell those calling that they will have to wait for help to arrive; this can result in abuse over the phone. When ambulance crews arrive at scene, they are too often faced with patients and families who have waited potentially many hours for help to arrive. In addition to treating the patient, they must deal with the strong emotions that often result from the long and often distressing delay.

Ambulance staff are astonishingly resilient but unsurprisingly these ongoing challenges are causing more staff to contact The Ambulance Staff Charity (TASC) to access support for their own mental health and wellbeing.

To address this challenge, TASC has continued to provide access to high-quality support and expanded our range of self-help guides and support tools. This year has also seen the launch of the Ambulance Staff Crisis Line which provides 24/7 support to ambulance staff experiencing a crisis. The service has been developed in conjunction with the Association of Ambulance Chief Executives and with funding provided by NHS England. Shockingly, we have had to make its focus on those considering suicide, such are the pressures ambulance staff face. Callers are assessed and immediately offered intensive support, which transitions into ongoing assistance for those who need it.

Since its launch in November 2022, this financial year the service has received in excess of 630 calls and supported 77 staff who had active suicide plans. While it is deeply saddening that we are in this position, I am incredibly proud that we have been able to provide this unique approach to supporting ambulance staff at their most vulnerable, those at high risk of taking their own lives. As the figures demonstrate, it has already proved its value through interventions and support that have likely saved lives.

The cost-of-living crisis is well known, and ambulance staff are equally affected. This year we have seen an increase in staff asking for help with their own financial situations. TASC has been able to assist with financial advice, particularly supporting staff to claim benefits. At present the funding available to provide small emergency grants has been used up and we are actively seeking alternative sources of funding as we are acutely aware of the needs of staff.

In September 2022 we hosted our largest ever National Ambulance Memorial Service at the National Arboretum. It was an opportunity to honour those colleagues who had died during the last year. I am delighted that TASC has been able to access funding from our UK Ambulance Services to make this an annual event, rather than biennial, and to expand the scope of the event.

The Ambulance Staff Charity

Every year is special due to the efforts of the many people who support us both from within the ambulance community and externally. When you read of the stories behind these fundraising efforts, they truly are remarkable and deeply moving. I would like to personally thank all of those who have donated and raised funds for TASC. Everyone at the charity and the people we help are truly grateful.

TASC is here to support staff and their families within the ambulance sector, but without the amazing dedication of our Trustees, the hard work of our staff, and devoted volunteers and supporters we would simply not be able to provide the care, compassion and assistance to those who need us most. Thank you to each and every one of you.

Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Report of the Trustees for the year ended 31 March 2023

Objectives and Activities

Our Charitable Objects

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document and set out what we do, how we do it and most importantly who we support.

The objects for which the CIO is established are –

- (1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items services or facilities.
- (2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually, of the Beneficiaries through -
 - (a) direct provision of such services;
 - (b) the acquisition, maintenance and operation of facilities to provide such services;
 - (c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
 - (d) arrangement of access to other providers of such services;
 - (e) provision of financial support to other providers of such services which are used by the Beneficiaries; or
- (3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:
 - (a) Awarding to such person's scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
 - (b) Supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.
- (4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.
- (5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'
- (6) For the objects (1) to (3) above the Beneficiaries for whom the CIO is established are:
 - (a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary -
 - (i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;
 - (ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";
 - (iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by, or volunteered for, an Ambulance Service for a period of not less than 12 consecutive calendar months.

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TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

Main Activities

Mental Wellbeing

In November 2022 we were proud to launch a 24/7 Crisis phonenumber, funded and supported by the Association of Ambulance Chief Executives (AACE). The aim of the phonenumber is to particularly support those whose mental wellbeing is so low that they are considering suicide. After the initial call intensive support is offered which will then transition into ongoing counselling if appropriate. This has received wide-spread support across NHS Ambulance Trusts as we work together to provide an independent and confidential service for ambulance staff in crisis.

All TASC's mental wellbeing support is confidential and independent from employers. We provide funding for support with qualified counsellors, who understand the needs of ambulance staff, that is tailored to meet the specific needs of the individual. The demand for the services continues to increase and as a result now we have a small waiting list.

Support is also provided through the Rightsteps Wellbeing platform on our website which allows ambulance staff to get latest information and advice for their minds, body and behaviour, and through our range of self-guide and toolkits.

Physical Wellbeing

Throughout the year we have been able to provide some physical rehabilitation and local physiotherapy support. We are grateful to the support we receive from PC David Rathbone's Blue Lamp Foundation which helps us provide physical rehabilitation for those injured in the line of duty.

From the beginning of 2023 we are only providing physical rehabilitation for those who need periods of onsite support, rather than funding local physiotherapy sessions.

Financial Wellbeing

We provide financial advice, particularly support with benefits. Through most of the year we were also able to provide small emergency grants. However, the funding for grants has now been expended and we are looking for alternative sources of funding.

Bereavement Support

If a member of ambulance service staff dies in service, either suddenly or if they take their own life, it can cause ripples throughout their station/hub. When this happens, we offer colleagues the opportunity to speak to our in-house counsellor either collectively or individually to help them process their feelings; as well as providing copies of our Bereavement Grief and Loss booklet and online support modules.

Our Money Advisor can also work with the family of the deceased to ensure they claim any bereavement benefits and allowances they are entitled to. In addition to this our

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advisor will work with them to help them adjust to the subsequent reduction in income. Grants are available to help with funeral costs.

Raising Awareness

We have continued to develop a range of products, material, and information, available in both printed and digital formats that allow ambulance staff to access TASC's services - including the Crisis phonenumber.

TASC's presence in the news media has increased, by producing news articles and press releases that publicise the support that we provide, plus case studies that help build understanding of the issues facing the Ambulance Community

Public benefit

The trustees have complied with the duty set out in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. As explained above those who benefit from TASC services are the ambulance community and more broadly the wider public who are supported by the ambulance community.

Volunteers

We have looked at our volunteering programme and made some restructuring changes. We contacted our volunteers and completed an audit of those who are active and wish to continue volunteering, and those who felt they could no longer continue due to work commitments. This means that we have had a reduction in our number of current, active volunteers to 76 (2022: 288). We are extremely impressed by the dedication of our volunteers, most of whom work in the ambulance services, in supporting TASC and their colleagues.

We changed our Peer Support role to a Champion Plus role and contacted our volunteers to share what this means and what would be expected from them as part of this new role. Training will be provided in the near future.

Fundraising

Our fundraising activities are managed by our income generation team, drawing on the expertise of external fundraising consultants for approaching trusts, grant making organisation and corporate donors. We do not contract out fundraising to third parties. The team maintain oversight of all third-party suppliers and have written agreements where necessary with them under the Data Protection Act 2018 and UK General Data Protection Regulation 2021. We are committed to the highest standards in fundraising practice. We are regulated by the Fundraising Regulator and abide by the Fundraising Code of Practice. In 2023 we handled 2 fundraising complaints (2022: 3) which were all resolved. We do not undertake donor profiling or sell data to third parties at any time.

Achievements and Performance

As in previous years we are publishing, alongside the Trustees' Report and the Audited accounts, a brief impact report in which we set out in detail what we have achieved in the last year. Below are the key achievements:

- We supported 882 service users (2022: 897)
- We launched our 24/7 crisis phonenumber for Ambulance staff experiencing suicide ideation in November 2022, and since its launch to March 2023, there have been 531 calls received.

Mental Wellbeing

85% of people who used our mental health services saw an improvement in their mental wellbeing. There has been a slight decrease in the number of mental health applications we have been able to support with formal 1:1 counselling this year, as both The Royal Foundation and CHSA funding ended in Autumn 2022. To mitigate this we have limited the support we offer to family members, enhanced our online wellbeing platform, and introduced a waiting list for our mental health work.

Physical Wellbeing

Ambulance staff have a very physically demanding job and last year we provided 42 rehabilitation sessions (2022: 168) for staff injured in the line of duty.

Financial Wellbeing

We helped people to claim an additional £194,651 (2022: £220,000) annualised benefit payments. People who came to TASC for support with their finances were, on average, £512 (2022: £374) a month better off.

Bereavement Support

We made grants to families to help with funeral expenses totalling £4,500 (2022: £6,000). These families were also supported with bereavement counselling.

Raising Awareness

Our main focus in 2022/23 was the launch of TASC's Ambulance Staff Crisis Phonenumber which included developing the key messages for our stakeholders, liaising with ambulance trusts, and producing a wide-range of content to promote the service and TASC in-general. Last year we also diversified our communication channels by launching our monthly e-newsletter which included our latest news, free self-care resources, details about the impact we make, and how people can support TASC.

Financial Review

Review of the current year financial activities

TASC's gross income from all sources for the period totalled £485,655 (2022: £676,450), which is a fall from the previous year. As TASC sought alternative income streams it was encouraging that income from charitable activities increased by 218% to £87,952 (£27,620). In contrast donations and legacies fell to £299,871 (2022: £541,435) mainly due to less grant income. Expenditure was reduced to £764,772 (2022: £911,592) which meant that the net deficit for the year was £279,117 (2022: £235,142). The deficit in funds for the year after revaluations of investments totalled £460,727 (2022 £202,844).

Reserves policy

After the initial substantial DCMS grant funding ceased, TASC has been rebuilding income streams to ensure a sustainable future. There is a plan to gradually reduce the planned deficit allowing services to continue while income levels increase. At 31 March 2023 the reserves level should cover the planned deficit for 2023-24 (£160k) plus a further potential deficit for 2024/25 of £80k so £240k in total. The free reserve level should always allow for an orderly closure of the charity, which is currently costed at £70k. This reserves objective was achieved. The trustees recognise that further action may need to be taken to reduce the level of the deficit if income doesn't increase as planned. The free reserves on 31 March 2023 were £240,736 (2022: £315,535).

Investment policy and objectives

TASC holds all free funds as cash in interest-bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager.

Grant making policy

Each application for financial assistance is subject to a thorough assessment, taking into consideration the household income and expenditure and circumstances. Applicants are assessed to ensure they meet the criteria for residency, service, with evidence that there is financial need and that the support provided is beneficial to the service user.

If the grant application is for a bereavement grant, applicants are assessed to ensure their loved one met the criteria for residency and service.

Future Plans

In 2023-24 we plan to:

- Develop training and support which aims to build resilience and increase the wellbeing of Ambulance staff.
- Continue providing support in moments of crisis through the crisis phoneline.
- Develop more digital self-help resources.
- Continue supporting ambulance staff to maximise their incomes through the ongoing cost of living crisis.
- Provide an annual memorial service to honour those who have worked for the ambulance service.

We aim to make TASC support more sustainable by:

- Raising the awareness of TASC to those who may benefit from TASC support and so can fundraise for us.
- Applying for grants.
- Building more corporate partnerships.
- Developing our training and supporting charitable activities.

Structure, Governance and Management

The Ambulance Staff Charity (TASC) is a Charitable Incorporated Organisation. The CIO operates under a constitution which was updated in January 2017.

TASC is governed by its Board of Trustees which meets on a bi-monthly basis to provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk.

The Board is assisted in this role by its sub-committees:

- Finance and Investment
- Income Generation, Marketing, Communications and Digital
- Human Resources, Operation and Clinical
- Remuneration
- Audit and Risk

All the committees are chaired by Trustees and have their own terms of reference. The committee's functions are to provide scrutiny on behalf of the Board and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board. We regularly review the structure of the committees and their terms of reference to ensure that they provide the appropriate level of scrutiny to enable good governance of the Charity.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the Trustees and the executives. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unremunerated Chair of the Board of Trustees.

The recruitment of Trustees is led by an audit of the skills held by the members of the Board, who are appointed by an open recruitment process using both search and advertisement as appropriate, against an agreed person profile and job specification. Shortlisted candidates are interviewed by the Chair and Vice Chair of the Board who make a recommendation to the Board. The AGM of the Charity confirms all appointments.

New Trustees undergo a formal induction process covering, governance, risk management, financial systems and agreed procedures.

The Board holds an annual away day to consider strategy and review Board performance. Diversity and Inclusion training was undertaken by Board members, and opportunities for training and knowledge development are raised with the Board, for example the training offered by our auditors.

Remuneration

The trustees have well-established systems and internal controls in setting the pay and remuneration of all the charity's staff including key management personnel. The Remuneration Committee assists with advising the board with this process. Those systems and controls include a review of salaries each year to benchmark them against salaries for the wider charity sector, and to factor in cost of living.

Risk Management

The charity has a risk register and risk policy with control systems designed to respond to and mitigate risks. High and emerging risks are reviewed at each Board meeting and the trustees discuss if any new risks have emerged or if any current risks have changed in severity. Each Committee is responsible for risks that are relevant to that Committee and the risks are monitored at every meeting. The full risk register goes to the Board annually.

The charity's main risks are: being able to obtain replacement funding for two grants awarded in 2020, totalling £526,864, and a reduction in support offers made compared to last year, which impacts our beneficiaries and could adversely impact our ongoing fundraising.

The Ambulance Staff Charity

Reference and Administrative details

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Gordon Enstone Carl Ledbury Gerry Brown Edward Weiss Anthony Arrowsmith Diane Scott Helen Poole Reverend Kevin Charles Linda Millinchamp Anna MacArthur Nicola Maher	Chair Resigned 31.08.22
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Staff	Karl Demian Imogen (Jenny) Cole Jasmin Rana	CEO Director of Finance (appointed 3 Jan 2023) Director of Income Generation

Auditors: Harrison Beale & Owen, Chartered Accountants Highdown House, 11 Highdown Road, Leamington Spa, CV31 1XT

Bankers: Lloyds Bank PLC 30 High Street, Coventry, CV1 5RA

Investment Managers: Investec Wealth & Management Limited Quatermile One, 15 Lauriston Place, Edinburgh, EH3 9EN

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

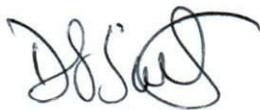
The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of resources and application of resources, including the income and expenditure, of the charity for that affairs of the charity and of the incoming period. In preparing those financial statements, the trustees are required to:

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

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Trustees



Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Date 4th October 2023

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Independent Auditor's Report to the Trustees of TASC The Ambulance Staff Charity

Opinion

We have audited the financial statements of The Ambulance Staff Charity (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 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 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

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 Report of the Trustees 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 Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The audit process includes an assessment of the entity's risk environment, through enquiry of and discussion with management, including an assessment of any key laws and regulations with which the company must comply in the ordinary course of its business. We have concluded that there are no such key laws and regulations that are particular to the company's activities.

Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance.

Nevertheless, nothing has come to our attention that has given us significant cause for concern in the course of the procedures we have undertaken in order to give our opinion on whether the financial statements are free from material misstatement, as shown above.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

The Ambulance Staff Charity

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditor
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 4/10/2023.....

The Ambulance Staff Charity

**Statement of Financial Activities
for the year ended 31 March 2023**

		Unrestricted funds	Restricted funds	Endowment funds	2023 Total funds	2022 Total funds
	Notes	£	£	£	£	£
Income and Endowments from:						
Donations & legacies	2	266,871	33,000	-	299,871	541,435
Charitable activities	3	6,000	81,952	-	87,952	27,620
Other trading activities	4	27,880	-	-	27,880	37,840
Investments	5	951	69,001	-	69,952	69,555
Other income		-	-	-	-	0
Total		301,702	183,953	-	485,655	676,450
Expenditure on:						
Raising funds	6	208,139	20,186	-	228,325	278,007
Charitable activities	7	168,233	368,214	-	536,447	633,585
Total		376,372	388,400	-	764,772	911,592
Net deficit before gains and losses		(74,670)	(204,447)	-	(279,117)	(235,142)
Net gains/(losses) on investments		(2,269)	17,152	(196,493)	(181,610)	32,298
Transfers between funds		-	-	-	-	-
Net movement in funds		(76,939)	(187,295)	(196,493)	(460,727)	(202,844)
Total funds brought forward		463,160	377,381	1,888,123	2,728,664	2,931,508
Total funds carried forward		386,221	190,086	1,691,630	2,267,937	2,728,664

All income and expenditure has arisen from continuing activities.

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

The notes form part of these financial statements.

The Ambulance Staff Charity

**Balance Sheet
at 31 March 2023**

	Notes	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	13		145,485		147,625
Investments	14		1,885,446		2,039,673
			2,030,931		2,187,298
Current assets					
Stocks	15	5,270		8,239	
Debtors	16	42,498		36,952	
Cash at bank and in hand		247,744		540,668	
		295,512		585,859	
Creditors:					
amounts falling due within one year	17	(58,506)		(44,493)	
Net current assets			237,006		541,366
Total net assets			2,267,937		2,728,664
Represented by the funds of the charity:					
Endowment funds	19		1,691,630		1,888,123
Restricted income funds	19		190,086		409,785
Unrestricted funds	19		386,221		430,756
			2,267,937		2,728,664

The notes form part of these financial statements.

The financial statements were approved by the Board of Trustees on 26th September 2023 and were signed on its behalf by on 4th October 2023:



Diane Scott QAM
Chair of The Ambulance Staff Charity and Trustee

Cashflow Statement for the year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities:		
Cash generated from operations	(331,912)	(311,649)
Net cash provided by (used in) operating activities	(331,912)	(311,649)
Cash flows from investing activities:		
Purchase of tangible fixed assets	(3,582)	0
Purchase of fixed asset investments	(151,321)	(637,254)
Sale of tangible fixed assets	-	0
Sale of fixed asset investments	109,397	709,551
Interest received	123	28
Dividends received	69,829	69,527
Net cash provided by (used in) investing activities	24,446	141,852
Change in cash and cash equivalents in the reporting period	(307,466)	(169,797)
Cash and cash equivalents at the beginning of the reporting period	580,983	750,780
Cash and cash equivalents at the end of the reporting period	273,517	580,983

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and also cash held within the investment portfolio.

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

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial actives)	(460,727)	(202,844)
Adjustments for:		
Depreciation charges	5,721	5,827
Losses/(gains) on investments	181,610	(32,298)
Interest received	(123)	(28)
Dividends received	(69,829)	(69,527)
Decrease/(increase) in stocks	2,969	5,892
(Increase)/Decrease in debtors	(5,546)	11,622
(Decrease)/Increase in creditors	14,013	(30,293)
Net cash provided by (used in) operating activities	(331,912)	(311,649)

Notes to the Financial Statements for the year ended 31 March 2023

1. Accounting Policies

1.1 Basis of preparing the financial statements

The financial statement of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

At the time of approving the financial statements, the trustees have assessed whether the use of going concern is appropriate and made this assessment for a period of at least one year from the date of approval of these financial statements. The trustees have given due consideration to the current risks facing TASC and are confident that there is a reasonable expectation that the charity has adequate resources to continue to meet its obligations as they fall due.

1.3 Income

Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods;
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related goods and services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

Volunteer help is not included in the accounts but is described in the trustees' annual report.

1.4 Expenditure

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

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primary associated with constitutional and statutory requirements;
- Support Costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. staff costs by the time spent and other costs by their usage.

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1.5 Irrecoverable VAT

All resources expended, including irrecoverable VAT, are classified under activity headings that aggregate all costs related to the category.

1.6 Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

1.7 Allocation and apportionment of costs

Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

1.8 Tangible fixed assets

Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives. Assets are depreciated on a straight line basis over:

Leasehold	the lease term
Improvements to property	5 years
Fixtures and fittings	3 & 5 years
Computer equipment	2 years

1.9 Investments

Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.10 Stock

Stock is valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

1.11 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 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.

Endowment funds relate to Cabinet Office awards made to TASC as the host charity for the operation of two distinct activities:

- Rehabilitation endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue;
- Bereavement endowment - the charity has the benefit of the income for the purpose of funding bereavement support.

Costs relating to the management of the endowments, as host, are chargeable against the income of the fund. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.12 Taxation

The charity is exempt from tax on its charitable activities.

1.13 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. Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

1.14 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.

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Notes to the Financial Statements for the year ended 31 March 2023

2. Donations and legacies

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Individual giving	45,897	-	-	45,897	75,173
Community fundraising	58,196	-	-	58,196	107,188
Corporations	21,095	-	-	21,095	12,655
Legacies	74,283	-	-	74,283	53,333
Trusts & grants	67,400	33,000	-	100,400	292,342
Gifts in kind	-	-	-	-	744
	<u>266,871</u>	<u>33,000</u>	-	<u>299,871</u>	<u>541,435</u>

Grants received, included in the above, are as follows:

Civil Service Insurance Society	15,000	10,000
Covid Healthcare Support Appeal	30,000	100,000
Garfield Weston Foundation	20,000	-
Schroder Charity Trust	5,000	-
The Barratt Foundation	3,000	-
The Blue Lamp Foundation	3,000	3,460
The Edward Gosling Foundation	7,500	-
The General Charities of the City of Coventry	4,000	3,600
WPH Charitable Trust	4,000	-
The Royal Foundation	-	134,182
The Orr Mackintosh Foundation	-	20,000
Other trusts	8,900	21,100
	<u>100,400</u>	<u>292,342</u>

3. Charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Commissioned services	-	81,952	-	81,952	3,620
Wellbeing Training	6,000	-	-	6,000	24,000
	<u>6,000</u>	<u>81,952</u>	-	<u>87,952</u>	<u>27,620</u>

Commissioned service in 2023 are the funding for the Crisis phoneline which is a grant from the Association of Ambulance Chief Executives.

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Notes to the Financial Statements for the year ended 31 March 2023

3. Other trading activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Shop sales	20,101	-	-	20,101	31,157
Lottery	7,779	-	-	7,779	6,683
	<u>27,880</u>	<u>-</u>	<u>-</u>	<u>27,880</u>	<u>37,840</u>

5. Investment income

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Investment portfolio income	951	68,878	-	69,829	69,527
Deposit account interest	-	123	-	123	28
	<u>951</u>	<u>69,001</u>	<u>-</u>	<u>69,952</u>	<u>69,555</u>

6. Raising funds

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Fundraising costs	145,367	-	-	145,367	164,382
Communication and marketing costs	50,601	6,478	-	57,079	87,162
Shop costs	11,971	-	-	11,971	11,161
Investment management costs	200	13,708	-	13,908	15,302
	<u>208,139</u>	<u>20,186</u>	<u>-</u>	<u>228,325</u>	<u>278,007</u>

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 7 below, for Charitable Activities include apportionments of the amounts shown under Note 9 - Support Costs totalling £203,450 (2022 - £220,809), on a relevant basis, as decided by the charity.

7. Charitable activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Beneficiary support	156,950	349,043	-	505,993	545,098
Volunteer costs	1,019	-	-	1,019	67,684
Programme development	3,403	19,171	-	22,574	12,991
Memorial service	6,861	-	-	6,861	7,812
	<u>168,233</u>	<u>368,214</u>	<u>-</u>	<u>536,447</u>	<u>633,585</u>

Notes to the Financial Statements for the year ended 31 March 2023

8. Grants payable

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Beneficiary support grants	1,786	29,198	-	30,984	57,596

9. Support costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Property running costs	9,514	-	-	9,514	10,736
Information technology	11,309	2,580	-	13,889	11,253
Office expenses	109,349	1,068	-	110,417	138,621
Board & Committee	1,655	-	-	1,655	2,677
Finance function	48,724	-	-	48,724	39,883
Human resources	6,810	-	-	6,810	5,577
Professional fees	-	624	-	624	-
Staff training	(85)	1,081	-	996	835
Depreciation	4,484	1,237	-	5,721	5,827
Recharges	(34,606)	34,606	-	-	-
	157,154	41,196	-	198,350	215,409

Support costs considered to be governance costs

	Unrestricted funds £	Restricted funds £	Endowments funds £	2023 Total funds £	2022 Total funds £
Auditors' remuneration	5,100	-	-	5,100	5,400

10. Net expenditure and net movement in funds

This is stated after charging:

	2023 £	2022 £
Auditors' remuneration	5,100	5,400

Notes to the Financial Statements for the year ended 31 March 2023

11. Trustees remuneration and benefits

	2023	2022
	£	£
Trustees' expenses	874	871

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor the period ended 31 March 2022. The Trustees' expenses for 2022 have been restated from £2,677 as this included room hire paid directed by TASC.

12. Staff costs

	2023	2022
	£	£
Wages and salaries	352,300	405,839
Payments in respect of termination of employment	-	7,569
Social security costs	30,231	35,674
Pension costs	27,323	32,242
Other employee benefits	2,616	2,762
	412,470	484,086

The average monthly number of employees during the year was as follows:

Fundraising costs	2	3
Communication and marketing costs	1	1
Beneficiary support	6	5
Volunteer costs	-	1
Office administration	2	3
Finance function	1	1
	12	14

Full time equivalent staff - average for year	10	12
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The number of higher paid employees were as follows:

In the band £60,001 to £70,000	1	1
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Notes to the Financial Statements for the year ended 31 March 2023

13. Tangible fixed assets

	Leasehold £	Property improvements £	Fixtures and £	Computer equipment £	Totals £
Cost					
At 1st April 2022	153,450	22,067	9,297	16,470	201,284
Additions	-	-	-	3,582	3,582
Disposals	-	-	-	(3,702)	(3,702)
At 31st March 2023	153,450	22,067	9,297	16,350	201,164
Depreciation					
At 1st April 2022	9,946	19,742	9,297	14,674	53,659
Charge for year	1,550	734	-	3,438	5,722
Eliminated on disposal	-	-	-	(3,702)	(3,702)
At 31st March 2023	11,496	20,476	9,297	14,410	55,679
Net book value					
At 31st March 2023	141,954	1,591	-	1,940	145,485
At 31st March 2022	143,504	2,325	-	1,796	147,625

14. Fixed asset investments

	Listed Investments £
Market value	
At 1st April 2022	2,039,673
Additions at cost	151,321
Disposals at market value	(109,397)
Unrealised losses	(181,610)
Movement in cash balances	(14,541)
At 31st March 2023	1,885,446
Net book value	
At 31st March 2023	1,885,446
At 31st March 2022	2,039,673

Fixed asset investments comprise a portfolio of equities and funds managed by Investee Wealth on behalf of the Charity. The Funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £25,774 (2022 - £40,315).

Notes to the Financial Statements for the year ended 31 March 2023

15. Stock

	2023	2022
	£	£
Stock	5,270	8,239

16. Debtors: amounts falling due within one year

	2023	2022
	£	£
Trade debtors	16,467	6,537
Prepayments and accrued income	26,031	30,415
	42,498	36,952

17. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	12,317	17,719
Social security and other taxes	8,218	9,232
Other creditors	2,008	5,769
Deferred income	27,330	3,472
Accrued expenses	8,633	8,301
	58,506	44,493

Deferred Income

	2023	2022
	£	£
At 1st April 2022	3,472	25,000
Amount released to income in the year	(3,472)	(25,000)
Amount deferred in the year	27,330	3,472
At 31st March 2023	27,330	3,472

Deferred income comprises work invoiced in advance of services/goods provided for in the following period.

Notes to the Financial Statements for the year ended 31 March 2023

18. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023 £	2022 £
Within one year	5,314	9,270
Between one and five years	<u>6,746</u>	<u>10,999</u>
	<u>12,060</u>	<u>20,269</u>

19. Movement in funds

	1 April 2022 £	Net movement in funds £	31 March 2023 £
Unrestricted funds			
General Fund	463,160	(76,939)	386,221
Restricted funds			
Bereavement Fund	61,297	22,836	84,133
Rehabilitation Fund	212,834	(111,489)	101,345
Grants Fund	2,329	(1,402)	927
Coventry Ambulance Staff Fund	2,075	(44)	2,031
The Royal Foundation	54,729	(54,729)	0
Covid Healthcare Support Appeal	44,117	(44,117)	0
Crisis phonenumber	0	1,650	1,650
	<u>377,381</u>	<u>(187,295)</u>	<u>190,086</u>
Endowment funds			
Bereavement Fund	1,009,547	(100,618)	908,929
Rehabilitation Fund	878,576	(95,875)	782,701
	<u>1,888,123</u>	<u>(196,493)</u>	<u>1,691,630</u>
Total funds	<u>2,728,664</u>	<u>(460,727)</u>	<u>2,267,937</u>

After consideration of the original conditions of the capital grant awarded by the Cabinet Office in 2014 for expenditure on the office, the building and fittings fund valued £32,404 as at 31 March 2022 which represented part of the value of the office building, has been restated as part of unrestricted fund rather than a restricted fund.

Notes to the Financial Statements for the year ended 31 March 2023

19. Movement in funds - continued

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General Fund	301,702	(376,372)	(2,269)	-	(76,939)
Restricted Funds					
Bereavement Fund	33,276	(14,140)	3,700	-	22,836
Rehabilitation Fund	38,710	(163,651)	13,452	-	(111,489)
Grants Fund	2	(1,404)	-	-	(1,402)
Coventry Ambulance Staff Fund	-	(44)	-	-	(44)
The Royal Foundation	3	(54,732)	-	-	(54,729)
Covid Healthcare Support Appeal	30,010	(74,127)	-	-	(44,117)
Crisis Phonenumber	81,952	(80,302)	-	-	1,650
	<u>183,953</u>	<u>(388,400)</u>	<u>17,152</u>	<u>-</u>	<u>(187,295)</u>
Endowment Funds					
Bereavement Fund	-	-	(100,618)	-	(100,618)
Rehabilitation Fund	-	-	(95,875)	-	(95,875)
	<u>-</u>	<u>-</u>	<u>(196,493)</u>	<u>-</u>	<u>(196,493)</u>
Total funds	<u>485,655</u>	<u>(764,772)</u>	<u>(181,610)</u>	<u>-</u>	<u>(460,727)</u>

Restricted Funds

Bereavement Fund

TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Rehabilitation Fund

The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for physical injuries incurred whilst on active service. This is a restricted fund that holds the income less any expenses from the Endowment invested. The expenses are restricted to the purpose as described above.

Grants Fund

The fund represents grants received from the Civil Service Insurance Society Charity Fund for ambulance personnel providing £10,000 for physical rehabilitation and £40,000 for financial support for those fleeing domestic violence.

Notes to the Financial Statements for the year ended 31 March 2023

19. Movement in funds – continued

Coventry Ambulance Staff Fund

The General Charities of the City of Coventry has awarded the charity a grant to support ambulance staff members in and around the Coventry area.

The Royal Foundation

Restricted fund created in July 2020 for the £268,364 grant awarded to TASC for a 2 year period by The Royal Foundation of The Duke and Duchess of Cambridge. The grant will fund increased capacity for the TASC call taking function and counselling service and will fund provision of bereavement education.

Covid Healthcare Support Appeal

Restricted fund created in August 2020 for the grants awarded to TASC by the CHSA charity (£128,500 awarded in 2020 and £130,000 awarded in 2021). These grants fund mental health counselling and financial hardship grants for those working in the Ambulance Service across the UK, where they have been directly impacted by Covid-19.

Endowment Funds

Bereavement Fund

TASC acts as lead for a consortia of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. This is as a permanent endowment, the sum of £1 million has been invested with Investec Wealth Management. It must be held in its entirety. TASC cannot utilise the capital invested.

Rehabilitation Fund

The rehabilitation fund is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health issues and physical injuries incurred whilst on active service. Physical injury rehabilitation requests are prioritised to remain in line with the original intention of the grant.

20. Related Party Disclosures

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.