

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

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

**POLICE CARE UK**

**(previously known as The Police Dependants' Trust Limited)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**POLICE CARE UK**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

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**POLICE CARE UK**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**FOR THE YEAR ENDED 31 MARCH 2019**

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**Trustees**

S Bray  
C Greany  
P Griffiths  
M Lindsay  
A Macdonald  
N Massey  
S Purdy  
T Packham  
D Ray-Hill  
G Stephens  
J Tolfrey

Charity number (England and Wales) 1151322

Charity number (Scotland) SC0047767

Company number 08426630

**Auditor**

Haysmacintyre LLP  
10 Queen Street Place  
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88 Kingsway  
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The Trustees present their report and financial statements for the year ended 31 March 2019.

## **POLICE CARE UK**

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

#### **FOR THE YEAR ENDED 31 MARCH 2019**

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

#### **OBJECTIVES AND ACTIVITIES**

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

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

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

##### **2018/19 Key Facts Summary**

- During the year, the Police Dependents' Trust rebranded, changing our name to Police Care UK.
- Total income for the year was £1,903,739.
- £1,598,174 was spent on charitable activities, representing 76% of total expenditure
- The total funds of the Charity currently stand at £33.9m. Of the £33.9m, £29.4m are long term investments and are under investment management to provide a sustainable source of income and ensure the longevity of the Charity.
- A further 4 projects under the 1in4 Programme, a £3.5m funding programme for police forces to achieve step change improvements in mental health and wellbeing provision, were agreed. To date funding has been agreed for 11 projects totalling £1.4m.
- Delivered trauma processing training to 70+ new recruits as part of our work with the University of Cambridge to bring an understanding of how the policing mind can be better supported to maintain practical resilience in operational policing, using the latest findings in neuropsychological and policing research.
- More than 18,000 police officers and staff throughout UK policing took part in our trauma survey, The Job & the Life.
- Introduced a counselling and advice service to provide more holistic support to our beneficiaries.
- Held our 3rd conference focused on trauma and wellbeing in policing attended by 198 delegates from across the UK police service. The output from this conference is informing an emerging national police mental health strategy being led by the College of Policing.
- 168 targeted assistance grants were awarded to families with an average value of £2k.
- Awarded 29 grants to police forces for smaller local wellbeing projects, a 100% increase on the previous year.

## **POLICE CARE UK**

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

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

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

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

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

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

##### **ACHIEVEMENTS AND PERFORMANCE**

###### **Financial review**

The results of the Charity are set out in the financial statements on pages 23 to 45.

The Charity's net deficit (before other recognised gains and losses) was £185,746 compared to a like for like surplus of £261,779 in 2017/18 when adjusted for the one-off accounting treatment benefit of the merger with the National Police Fund in 2017/18 of £4,099,220.

Expenditure on charitable activities totalled £1,598,174 (2017/18 £1,110,653), an increase of £487,521. Our grants to individuals were in line with the previous year and our institutional grants saw an overall uplift of £40,310.

We continued to invest in project activity as part of our strategy to provide more holistic support to our beneficiaries through initiatives such as our resilience project with Cambridge University, our wellbeing conference UpBeat and the development of our volunteer network. Expenditure on these activities totalled £220,310, an increase of £148,587 on the previous year. To support this increased activity and our plans for the future we have begun to expand our staff team which has seen an increase in our average headcount for the year from 7 to 11, something which will continue to grow to meet our objective of assisting more beneficiaries.

To support our growth the Charity relocated to new premises in Woking, Surrey. This resulted in a one off cost of £73,422. Our office in Hampton, Middlesex will be sold.

During the year the Charity completed the planned re-branding exercise following research and consultation with our beneficiaries to become Police Care UK. Early signs are that this change of name has been well received by beneficiaries and that they are more likely to approach us for help.

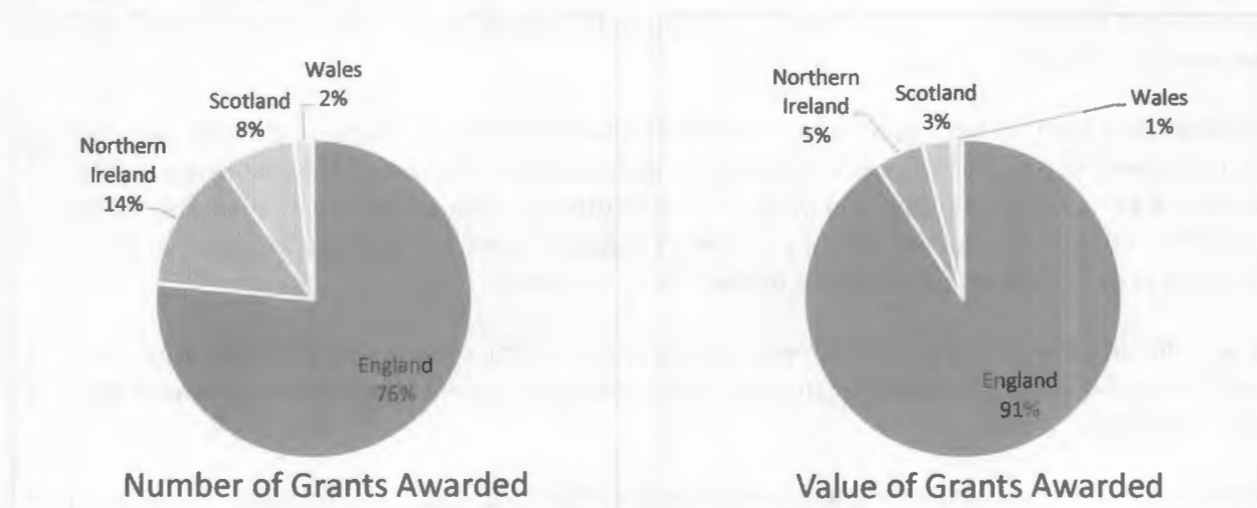
## POLICE CARE UK

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

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By region, grants awarded are summarised as:



Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR) to closely monitor performance given increasing volatility and the economic uncertainty regarding Brexit. Trustees have adopted a portfolio approach to managing investments and these are managed by three separate investment managers to help spread the risk and reduce any potential impact of any single fund underperforming. During the year Trustees paid close attention, in particular, to our holding in the Woodford Equity Income Fund which, although delivering reasonable income returns, was underperforming on capital growth. The fund was suspended from trading on 6th June 2019 and on 15th October 2019 it was announced that the fund would be liquidated with proceeds of sale being returned to investors. The Trustees have recognised a reduction in the value of this element of the portfolio based upon the Woodford fund valuation as at 30th September 2019 which has reduced the value of investments by £1,285,484. It is possible that this fund could further reduce in value however the valuation in this report and accounts reflects the currently available information.

The decision to appoint Woodford Equity Income Fund in 2016 was taken following a detailed and rigorous selection process. We followed relevant Charity Commission guidance and were assisted by our investment advisors through a process which saw our investments moved from a single investment manager to 3 managers. Our remaining managers - CCLA and Newton Investment Management - continue to perform well and our overall portfolio has performed well since the managers were selected. Clearly this unanticipated revaluation presents a challenge taking our general reserve to below our target 12 months running costs which the Charity will need to address through fundraising and review of planned new future activities.

Trustees continue to hold the view that given the current economic uncertainty, it is prudent to hold in the region of £3m of readily available assets.

## **POLICE CARE UK**

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

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The Charity's income comes from four principal sources:

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

The Charity remains in a robust financial position and continues to be well placed to support officers who have been injured on duty and the families of those officers who have lost their lives as a result of their police work. The Charity however continues to be heavily reliant on its investment income as its primary source of income.

#### **Reserves policy**

The reserves policy aims to ensure that the Charity continues to set aside funds that enable it to achieve its objectives whilst at the same time ensuring there are adequate reserves held to ensure continuity of service and support to beneficiaries if setbacks occur. The Board approved policy is based upon four principle statements of intent:

- Funds held as tangible fixed assets (£21,995) are not available to be expended and therefore are designated.
- Reserves will be designated to reflect the Board's requirement to hold in reserve the value of investments held to support the income target for the year ahead (£27,326,500)
- Reserves are designated where appropriate to fund future plans where income from those future years is not expected to be sufficient to meet the expenditure requirements. These funds may be held in a combination of fixed and current assets as appropriate (£6,015,586)
- An appropriate level of free reserves will be held in readily available current assets to ensure that Charity funds are available to meet our day to day operational requirements (£514,724)

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

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

Trustees will continue to review reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries. The reliance on investment income is however a concern particularly in the current uncertain Brexit economic climate. There is a need for the trust to diversify its income sources both as a response to this risk but also as regular giving is in long term decline as police officer numbers reduce year on year.

Given the current economic uncertainty, the trust undertook an exercise in September 2017 with the support of our investment advisors and managers to model the potential impact of a significant market fall on investments. This was based on the experience of global investment markets over the previous 10 years. As a result, the Trustees concluded that it is currently prudent to hold in the region of £3m in readily available assets.

## POLICE CARE UK

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

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#### Activities for Public Benefit

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

#### Framework for Success

During the year, the Trustees developed a Framework for Success to help focus our activities on those areas where we consider we can have the greatest impact. The framework sets out our core aims and objectives as:

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

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

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

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

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

## **POLICE CARE UK**

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

Our work with the University of Surrey published in November 2016 highlighted a number of key issues faced by injured police officers and staff that had not, until that point, been openly discussed by either UK police forces or government. In particular, the research highlighted:

- 
- |  |   |
|--|---|
| • High levels of physical & psychological injury experienced by police & staff - 93% police officers, 81% overall  | • 86% of serving personnel want to see improved support for mental health, particularly following traumatic incidents |
| • Psychological harm is the biggest single cause of officers leaving the service prematurely (47%)   | • 80% of former officers would like to have support available from a local peer network                               |
| • 15% of those who leave prematurely struggle to cope financially day to day   | • 80% of former officers would like more support to help access work post their police career                         |
| • Those who leave the service due to an injury have significantly lower levels of health with the lowest being experienced by those who experienced psychological injury | • 70% of former officers would like access to formal emotional support and health advice                              |
|  | • 62% of former officers would like better access to mental health services   |
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During the year we worked with the University of Cambridge to undertake the UK's first survey to assess trauma management and working conditions in UK policing. The survey came to a close after 8 weeks in December 2018, having reached 18,175 officers and staff. Initial results were published in a BBC exclusive on 9th May 2019, reporting that 1 in 5 police officers and staff in the UK are living with the symptoms of Post-Traumatic Stress Disorder (8%) or Complex PTSD (12%).

The 15 minute online survey was based on the European Working Conditions Survey and included new questions about psychological hazards, trauma exposure and trauma impact in everyday policing, including a new screen for Complex Post-Traumatic Stress Disorder. The survey was designed using focus groups conducted in June 2018 which informed a pilot with 20 Forces across the UK in August 2018. Analysis began in Spring 2019 and force-level reports will be made available to those forces in which more than 300 serving officers or staff completed the survey.

We fully engaged with government in highlighting need and sharing insights from our research and were pleased to participate in the development of the National Wellbeing Goal for Policing announced by the Minister for Policing on 3 July 2018.

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

The Charity offers grants to police forces, sports associations and charities who specifically support our beneficiary base to support innovations and improvements in mental health and wellbeing. During the year grants were provided under 3 core funding streams; Wellbeing Grants, 1 in 4 Grants and Major Grants.

## POLICE CARE UK

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

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29 Wellbeing Grants were awarded totalling £69,927. Applications for funding are considered quarterly, must be supported by a member of the forces senior leadership team and clearly demonstrate need and intended project outcomes. These grants are small grants of up to £3,000 and their purpose is to encourage local, grass route innovation. Projects funded include a phone "app" to support mental health, projects to encourage officers and staff to keep hydrated, wellbeing spaces where officers and staff can take time out after, for example, attending particularly traumatic incidents and providing gym and sports facilities. Our volunteer Ambassadors have begun to have an impact on raising awareness of these grants and will continue to promote them going forward.

#### Case Study – Police Scotland Wellbeing Library

*Mental Health is a difficult subject in the world of policing. Officers and staff are often reluctant to seek support due to perceived weakness and a potential threat to careers.*

*During a challenging period in her life, Sgt Laura Gibson discovered how reading had helped improve her wellbeing. Following her experience, she wanted to ensure other officers and staff were better informed about their own welfare.*

*"Reading made me feel less alone and gave me a better understanding of my illness", Laura said, "I thought that it could be another way for colleagues to support themselves".*

*New research by the Reading Agency suggested that the activity of reading reduces depression, improves sleeping patterns and increases empathy for others. Additionally, the National Institute of Health and Care Excellence (NICE) has enforced the importance of self-help books in developing individual knowledge and preventative strategies.*

*Following a grant from Police Care UK, the first wellbeing service was established within the main library of Police Scotland headquarters Tulliallan. Accessible to officers and staff force-wide, the service houses a series of accredited books and publications on mental health and self-care.*

*The project started with books that were recommended by Reading Well – an organisation promoting personal management of mental health through wider reading – but has since developed to include additional material related to wellbeing. Topics now cover a range of issues that may affect life in or out of work; such as dealing with stress and anxiety, physical fitness, the menopause, nutrition and dementia in a parent.*

4 new grants were awarded under the 1 in 4 scheme totalling £319,677. The purpose of these grants is to support innovation and/or a step change in capacity and capability, not to replace statutory funding. Trustees have previously allocated up to £3million to support this scheme with £1,383,072 being awarded to date. Applications are accepted from police forces only to address gaps identified in provision following the completion of a Bluelight Wellbeing Framework gap analysis. This is an evidence-based approach to delivering wellbeing developed by the College of Policing working with Public Health England. This grants programme for UK police forces is intended to assist in addressing the increased prevalence of stress, anxiety and depression within the police service. Applications are heavily scrutinised and subject to regular 6 monthly review.

## **POLICE CARE UK**

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The Charity has also championed improvements by organising and funding an annual police wellbeing conference. This year saw our third national conference, Upbeat! which was held in Leeds. We partnered with @OscarKilo and the National Police Wellbeing Service. 198 people attended the event Feedback was overwhelmingly positive.

As part of our work with the University of Cambridge and to develop our Trauma Resilience Programme, a feasibility study for in-force PTSD prevention ran from March 2018 - March 2019 with Greater Manchester Police, following the Manchester Arena terror attack. Over seventy newly recruited officers took part in the project. Results indicate that the trauma processing techniques used reduce stress levels relating to the incidents to which they are applied, improved recall, are teachable and well received.

Our Director of Research, Dr Jess Miller, also undertook qualitative research (i.e. focus groups, consultation and job shadowing) with SO15 & Counter-Terrorism, emergency call handling, online Child Sexual Exploitation (CSE) and fire arms units. We uncovered how individuals develop unique skills and coping mechanisms to process trauma exposure and provided recommendations for training, assessment and wellbeing support for those in similar high-risk roles. This research has been used to produce new guidance on viewing explicit digital material, a call handling trauma resilience training module, Command Training for Counter Terrorism and Senior Investigative Officer training.

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

Our growing network of ambassador volunteers are trained to advise potential beneficiaries on the range of support available from the Charity and encourage people to register with us. Additionally, our support volunteers can visit beneficiaries in their homes and assist with grant applications. Our new helpline, in addition to providing access to psychotherapy, can also provide advice on relationship, caring responsibilities, addiction and debts.

During the year we awarded 168 targeted grants to individual beneficiaries totalling £319,232. We helped those in financial hardship and enabled injured police officers to adapt their homes, get the specialist equipment they need and access training. Grants are awarded after taking into account the financial status of applicants and many of our applicants come to us many years after their original injury as the impact takes an increasing toll on their quality of life. Our evidence is that help might have been sought sooner if only there was a greater knowledge of the assistance available from the Charity and we are continuing to try to raise awareness by for example attending and speaking at events, liaising with retired police officer associations, and growing our network of local volunteers as well as through social media.

In 2018 PC Tom Dorman from Thames Valley Police was involved in an incident which resulted in his leg being amputated below the knee. This is Tom's story:

*As a Thames Valley Police Officer you respond to traumatic injuries every day. Nothing ever prepares you for being minutes away from death yourself. In September 2018 I was hit by a car on duty and the artery in my left leg was severed. I was going to bleed to death in minutes. Somehow, I managed to instruct my police colleagues on how to wrap a makeshift tourniquet around my leg. To this day I don't know where I got the strength or energy from, and thankfully the ambulance got there very quickly.*

## POLICE CARE UK

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

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*The scale of the injury first hit me was when I woke up after the operation and asked for the time. I was told it was 8.30. As the accident happened at 5.30 in the morning, I instinctively thought the surgery had been relatively quick. It was actually 8.30 in the evening. I'd been in theatre for well over 10 hours and been given more than 12 units of blood. When the doctors told me that I'd lost part of my leg, I don't remember feeling or thinking anything.*

*That whole first week is all a bit of a blank as I was on so much medication to control the pain. It was only in the weeks after that the gravity of it all began to sink in. Surviving this was huge, but I knew I my life would be completely different.*

*A life-changing injury is hard to come to terms with, but I felt I could either lie there and let it beat me or metaphorically stick two fingers up and get on with life. My four weeks in hospital were the start of a very big learning curve. I went from being in bed for the first fortnight to learning how to move around in a wheelchair. All that time though, the doctors and Occupational Therapists were around guiding and supporting me.*

*The real challenges came once I returned home. After I was discharged, I essentially had to learn how to do everything differently. Simple things like moving around the house, washing, and putting myself to bed were no longer straightforward. My family and Anna were all excellent pillars of support and helped me get through some incredibly challenging times, but I knew that I had to think about how to make life easier for myself.*

*It was while I was in hospital that I first heard about Police Care UK. My Thames Valley Police Federation rep told me about how they could help and suggested that I refer myself. I did just that and the charity said they were able to help straight away. A few months after coming home, I was awarded a specialist equipment grant from Police Care UK. I wanted to replace the simple chair provided by the NHS with an "active" wheelchair tailored to my own needs.*

*The simple chair was just that, and I found I couldn't be as independent as I wished. My new chair is a lot more energy-efficient, is much easier around the house. It means I can be much more independent and travel longer distances. Negotiating hills in the simple chair was particularly difficult but my active chair is much lighter. This means I can propel myself and not have to rely on someone to push me.*

*I'd always been keen on outdoor activities and went through phases of being very sporty. My new chair can be fitted with a handbike attachment on the front. This means I can go riding (almost) like I used to do and remain physically active. Police Care UK's support has made moving around that much easier when I am not using my prosthetic leg. For that I'm incredibly grateful, and I also know that the charity will always be there for me in the future. I can't tell you how comforting it is to know you are there to support me and my family.*

*Police Care UK have given me some of my freedom back. In December 2018 I managed to achieve my goal of going back to work. I'm currently delivering training on the Joint Emergency Services Interoperability Programme (JESIP) and have recently passed my Sergeant's exams. I am eager to achieve what I had intended to before the accident.*

*The support from Police Care UK has been life-changing. Your help for myself and others has been invaluable. Suffering this injury was awful, but in the long-run it has made me more determined to overcome obstacles and prove a point – that I am still Tom, and that I can do it.*

## **POLICE CARE UK**

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Our grants for individual beneficiaries are means tested and the Charity has adopted the independent Joseph Rowntree Foundations Minimum Income Standard as a guide against which to assess need, taking into account the additional costs incurred of living with a disability where appropriate. This allows the Charity to focus financial assistance on those in most need. Our research with the University of Surrey published in November 2016 highlighted that 66% of those officers who had left the service following either a physical or psychological injury were worried about paying for unexpected expenses with only 6% living comfortably.

Our grants also helped 28 young people to meet the costs of attending both higher and further education. During the year, we increased the maximum value of our Young Adult Education Bursaries from £1,500 to £3,000. These bursaries had not been reviewed for more than 10 years.

We have responded to a key gap identified amongst former police officers injured on duty by launching a Peer Support Project. Our research with the University of Surrey identified that 80% of former officers would like to have support available from a local peer network. This initial 12 month pilot project is running in the North West of England and learning will be used to inform future development.

A grant was also awarded to National Police Memorial Day of £12,000. This annual event provides time and space for grieving family and colleagues to come together and remember those who have died and recognise their sacrifice, renew friendships and provide comfort and support to one another.

#### **Awareness and Fundraising Activities**

Supporting those who are injured as a result of their policing role, including the families of those who are sadly killed, means Police Care UK has a duty to raise awareness of the Charity's existence, the support available, and how to access it throughout the 48 forces that make up the UK police service. This has involved:

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

#### **Fundraising**

Our supporters are rebuilding lives for a brighter future. This year, hundreds of people donated, took part in fundraising activities, or left a gift in their will. Together they raised £625,176 to reduce the impact of harm on police and families.

## **POLICE CARE UK**

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At Police Care UK, our supporters are at the heart of everything we achieve, and our fundraised income represents 47% of our total income. We are going to be diversifying and growing our fundraising activities over the coming year because more people are already wanting to get involved in supporting Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We are also working towards meeting our commitment to implement the recommendations from the Commission on the Donor Experience and are also working towards our full membership status with the Data & Marketing Association (DMA) to further our fundraising standards.

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

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

We do not undertake any door-to-door or street fundraising, and do not use any 3<sup>rd</sup> party companies to fundraise on our behalf. We have robust data protection and privacy policies that we enforce across the Charity, including with our suppliers who undertake data processing activities for us, all of which have been checked and are inspected on a regular basis for compliance. We do not share personal data outside these arrangements, and we do not sell any personal data for use by any external organisation.

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

#### **Vulnerable supporters**

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

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

## **POLICE CARE UK**

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##### **Complaints**

The Charity has recently completed a review of our complaints policy, establishing an enhanced means of addressing and reporting on complaints. We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

##### **Our fundraising activities**

###### **Gifts in wills**

Many people choose to remember Police Care UK in their will. This year £543,775 (2017-18 £565,105) was left to Police Care UK as gifts in wills. Sometimes it is because they or a close family member served in policing, and sometimes it is because they value the role that Police Care UK plays in caring for police and families in need.

###### **Fundraising from within our communities**

More than thirty groups and individuals decided to raise funds for Police Care UK through their own fundraising initiatives, including taking part in running and cycling events, hosting a gathering of friends or colleagues, holding events like a vintage care rally, or organising a bake sale in their local community. This year £81,401 (2017-18 £85,328) was donated to Police Care UK by committed supporters like Lord Strathnaver, Women's Institute Wales, and the Provinces of the United Grand Lodge of England.

###### **Donations**

Regular and one-off donations from our individual supporters help us continue caring for police and families in need. This year we have made it easier than ever to give to Police Care UK by developing our platforms and improving our processes to give in line with the rebrand process. Over £301k (2017-18 £261k) has been raised this way thanks to the dedication of our supporters, which includes our fabulous payroll givers from across policing.

##### **Our Fundraising Promise**

Police Care UK will be:

- **Honest.** We will tell the truth and we will not exaggerate. We will be clear about who we are, what we do, and do what we say we are going to do with the donations we receive.
- **Clear.** We will be able to explain our fundraising costs and show how they are in the best interests of our cause if challenged. Where we ask a third party to fundraise on our behalf, we will make this clear and any financial arrangement transparent.
- **Accountable.** We will ensure our complaints process is clear and easily accessible.
- **Respectful.** We will respect your rights and privacy. We will not put undue pressure on you to make a gift and we will always respect your decision. We have a procedure for dealing with vulnerable circumstances which is available to read.

## POLICE CARE UK

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

#### FOR THE YEAR ENDED 31 MARCH 2019

- **Responsible.** We will comply with the law as it applies to charities and fundraising. We will adhere to the Code of Fundraising Practice, and will monitor fundraisers, volunteers, and third parties working with us to raise funds to ensure that they comply with the Code.

#### Investment policy and performance

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

During 2017 the Charity acquired, following the merger with the National Police Fund, an investment of 3,134,299 units in Newton Growth and Income Fund for Charities, with a value of £3,969,590, and combined this with an investment already held in this Fund.

As at 31 March 2019 the combined portfolio had an income yield of approximately 3%. The capital value of the Charity's Portfolio had a net increase of around 4.6% during the year and was valued at £29,388,430 as at 31 March 2019. The Charity holds its investment portfolio in order to generate a return to fund its day-to-day running and grant making programme.

#### RISK MANAGEMENT

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

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

## POLICE CARE UK

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

FOR THE YEAR ENDED 31 MARCH 2019

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

#### Origins

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

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

#### PLANS FOR THE FUTURE

The Trustees have agreed a strategy to 2025 with many of the priorities discussed in the previous section "Activities for Public Benefit". During 2019/20 areas of specific focus are as follows:

## POLICE CARE UK

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

FOR THE YEAR ENDED 31 MARCH 2019

Priority for 19/20	Key Activities
<b>Beneficiaries</b>	<p>Pilot Peer Support Scheme</p> <p>Major Grants Programme</p> <p>Deliver trauma focused mental health resilience training (n=600 over 2 years) within the framework of a full Randomised Control Trial in partnership with the University of Cambridge informed by learning from the proof of concept RCT Resilience &amp; Trauma Reports</p> <p>In collaboration with the University of Cambridge publish the findings of the trauma management surgery "The Job &amp; the Life" and provide analysis to police forces where statistically meaningful</p> <p>Pilot delivery (10) of suicide prevention in colleagues training in response to the upward trend in police suicides</p> <p>Seek to develop pilot schemes to support beneficiaries back to employment post their police career</p> <p>Increase use of helpline &amp; counselling by promoting availability and extending temporary access to people involved in spitting/ needlestick incidents and those under internal and external investigation</p>
<b>Internal Processes</b>	<p>Continue to expand volunteer network with 150 Ambassadors, 50 Support Volunteers and introduce 2 new roles; Champions and Peer Support Leaders</p>
<b>Financial</b>	<p>Implement Fundraising Plan, supported by Communications Plan to reduce dependency on investment income; newsletters (12), targeted communication campaigns (4), fundraising campaigns (4), major philanthropic programme, test direct marketing, community fundraising (2)</p>
<b>Strategic Enablers</b>	<p>Complete the roll out of our rebrand as Police Care UK</p> <p>Relocation of our offices to Woking</p>

## **POLICE CARE UK**

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

#### **FOR THE YEAR ENDED 31 MARCH 2019**

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

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

#### **STRUCTURE GOVERNANCE AND MANAGEMENT**

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

S Bray	
C Greany	
P Griffiths	
M Lindsay	
A Macdonald	
N Massey	
T Packham	(Appointed 19 <sup>th</sup> April 2018)
S Purdy	
D Ray-Hill	(Appointed 9 <sup>th</sup> May 2019)
G Stephens	(Appointed 9 <sup>th</sup> May 2019)
J Tolfrey	(Appointed 9 <sup>th</sup> May 2019)
S Harvey	(Appointed 9 <sup>th</sup> May 2019), (Retired 3 <sup>rd</sup> September 2019)
B Higgins	(Retired 9 <sup>th</sup> May 2019)
T Jackson	(Retired 24 <sup>th</sup> January 2019)
Dr C Townsend	(Retired 23 <sup>rd</sup> April 2018)

#### **Board of Trustees**

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

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

- (a) The National Police Chiefs Council;
- (b) The Chief Police Officers' Staff Association;

## **POLICE CARE UK**

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

#### **FOR THE YEAR ENDED 31 MARCH 2019**

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

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

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

#### **Organisation**

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

#### **Audit & Investment**

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

#### **Remuneration**

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

#### **Nominations**

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

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

- Considers and agrees applications for funding to the 1 in 4 Grants Programme

## **POLICE CARE UK**

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

#### **FOR THE YEAR ENDED 31 MARCH 2019**

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

Day to day management of the Charity is delegated to the Chief Executive who had authority to approve grants up to £25,000 within the framework of delegations. Grants expenditure of up to £50,000 may be approved by the Chairman on the recommendation of the Chief Executive provided that this is reported to the Trustees at their next meeting. Grants in excess of £50,000 must be approved at a Trustees meeting with the exception of applications for the 1 in 4 Programme which are considered by a panel of trustees, staff and experts in mental health and wellbeing. The Trustees regularly review the scheme of delegation.

#### **Remuneration policy**

The Trustees consider that the Board of Directors, who are the Charity's trustees, and Chief Executive, Gill Scott-Moore, comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in notes 10 & 23 to the accounts.

The pay of all staff is reviewed annually and includes reference to comparisons with other charities ensuring the Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We aim to recruit at the lower medium point with comparable organisations, providing scope to reward excellence whilst taking into account the Charity's ability to attract and retain committed and motivated employees. We do not employ interns without pay and aim to pay the living wage for all of our staff. During the year the Trustees undertook a benchmarking exercise, for the pay of the Chief Executive, with the support of external advisors, to ensure that pay is reflective of the growing scale and complexity of the role.

#### **Related Parties**

The charitable company acted as sole trustee of the National Police Fund until 30<sup>th</sup> September 2017, a charity with similar, but sufficiently different objects which allowed a formal merger of the two charities to take place on that date.

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

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

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

## **POLICE CARE UK**

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

#### **FOR THE YEAR ENDED 31 MARCH 2019**


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In preparing these financial statements, the Trustees are required to:

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

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

The Trustees' report was approved by the Board of Trustees on 7<sup>th</sup> November 2019



**M Lindsay**

Chair

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

## **FOR THE YEAR ENDED 31 MARCH 2019**

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

#### **Opinion**

We have audited the financial statements of Police Care UK for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

#### **Basis for opinion**

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

#### **Responsibilities of trustees for the financial statements**

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### **Conclusions relating to going concern**

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

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

## **FOR THE YEAR ENDED 31 MARCH 2019**

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### **Other information**

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

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

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

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

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

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

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

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

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

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditors  
Date: 7 November 2019

10 Queen Street Place  
London  
EC4R 1AG

**POLICE CARE UK**

**STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
<b>Income and endowments from:</b>					
Donations and legacies	3	746,269	99,230	845,499	826,728
Other trading activities	4	29,680	14,000	43,680	1,068
Investments	5	1,014,560	-	1,014,560	881,289
Donation due to merger	6	-	-	-	4,099,220
Other income		-	-	-	3,000
<b>Total income</b>		<b>1,790,509</b>	<b>113,230</b>	<b>1,903,739</b>	<b>5,811,305</b>
<b>Expenditure on:</b>					
<i>Raising funds</i>					
Fundraising and publicity	7	288,235	14,000	302,235	156,624
Trading costs	7	119	-	119	2,737
Investment management	7	188,957	-	188,957	180,292
		<b>477,311</b>	<b>14,000</b>	<b>491,311</b>	<b>339,653</b>
Charitable activities	8	1,515,868	82,306	1,598,174	1,110,653
<b>Total expenditure</b>		<b>1,993,179</b>	<b>96,306</b>	<b>2,089,485</b>	<b>1,450,306</b>
Net (expenditure) / income before investment gains/ (losses)		(202,670)	16,924	(185,746)	4,360,999
Revaluation of property held for resale	13,16	165,409	-	165,409	-
Net gains/(losses) on investments	15	444,741	-	444,741	(941,533)
<b>Net income before transfers</b>		<b>407,480</b>	<b>16,924</b>	<b>424,404</b>	<b>3,419,466</b>
Gross transfers between funds		-	-	-	-
<b>Net movement in funds</b>		<b>407,480</b>	<b>16,924</b>	<b>424,404</b>	<b>3,419,466</b>
Fund balances at 1 April 2018		33,471,325	-	33,471,325	30,051,859
Fund balances at 31 March 2019		<b>33,878,805</b>	<b>16,924</b>	<b>33,895,729</b>	<b>33,471,325</b>

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

All income and expenditure derive from continuing activities.

Details of comparative figures by fund are shown in note 27.

**POLICE CARE UK**

**BALANCE SHEET AS AT 31 MARCH 2019**

Company Registration number 08426630 (England and Wales)

	Notes	£	2019 £	£	2018 £
<b>FIXED ASSETS</b>					
Tangible assets	13		21,995		406,527
Investment property	14		225,000		225,000
Investments	15		29,388,430		29,050,479
			<u>29,635,425</u>		<u>29,682,006</u>
<b>CURRENT ASSETS</b>					
Property held for resale	16	550,000		-	
Stocks		2,982		3,890	
Debtors	17	653,798		622,213	
Cash at bank and in hand		3,425,808		3,338,625	
		<u>4,632,588</u>		<u>3,964,728</u>	
<b>CREDITORS: amounts falling due within one year</b>	18	<u>(372,284)</u>		<u>(175,409)</u>	
<b>NET CURRENT ASSETS</b>			<u>4,260,304</u>		<u>3,789,319</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>33,895,729</u>		<u>33,471,325</u>
<b>INCOME FUNDS</b>					
<i>Unrestricted funds</i>					
Designated funds	19	33,364,081		4,969,258	
General funds	19	514,724		28,502,067	
		<u>33,878,805</u>		<u>33,471,325</u>	
Restricted Funds	20		16,924		-
<b>TOTAL FUNDS</b>			<u>33,895,729</u>		<u>33,471,325</u>

The notes on pages 26 to 45 form part of these financial statements.

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

The financial statements were approved by the Board of Trustees on 7 November 2019 and are signed on its behalf by:

M Lindsay  
Chair of Trustees

**POLICE CARE UK**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	2019 £	2018 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	25	(1,013,902)	3,091,692
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(20,265)	(3,292)
Purchase of investments		(4,052,636)	(7,370,633)
Proceeds from sale of investments		4,159,426	3,736,491
Dividends and interest from investments		1,014,560	881,289
<b>Net cash provided by/(used in) investing activities</b>		1,101,085	(2,756,145)
<b>Net increase in cash and cash equivalents</b>		87,183	335,547
Cash and cash equivalents at beginning of year		3,338,625	3,003,078
<b>Cash and cash equivalents at end of year</b>		<u>3,425,808</u>	<u>3,338,625</u>

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2019

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#### 1. Accounting policies

##### Charity information

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

#### 1.1 Accounting convention

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

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

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

#### 1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Income

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

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

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

Subscriptions are the amounts collected by the individual forces through their payroll schemes. Donations are where individuals send money directly to the Charity.

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

#### 1.4 Expenditure

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

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

## **POLICE CARE UK**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 31 MARCH 2019**

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##### **1.4 Expenditure (continued)**

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

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

Cost of raising funds – 30%

Charitable activities – 70%

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

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

##### **1.5 Tangible fixed assets**

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

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

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

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

Computer Equipment        over 3 years on a straight line basis

Furniture & Fittings        over 4 years on a straight line basis

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

##### **1.6 Investment property**

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

##### **1.7 Fixed asset investments**

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

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

## **POLICE CARE UK**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 31 MARCH 2019**

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#### **1. Accounting policies**

##### **1.8 Stock**

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

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

##### **1.9 Cash and cash equivalents**

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

##### **1.10 Charitable funds**

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

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

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

##### **1.11 Financial instruments**

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

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

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

##### **Basic financial assets**

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

##### **Basic financial liabilities**

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

# **POLICE CARE UK**

## **NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

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### **1. Accounting policies**

#### **1.11 Financial instruments (continued)**

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

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

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

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

#### **1.12 Employee benefits**

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

#### **1.13 Retirement benefits**

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

#### **1.14 Leases**

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

### **2. Critical accounting estimates and judgements**

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

# POLICE CARE UK

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

### 3. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
Donations and gifts	81,401	-	81,401	85,328
Legacies receivable	444,545	99,230	543,775	565,105
Payroll giving from Police Forces	220,323	-	220,323	176,295
	<u>746,269</u>	<u>99,230</u>	<u>845,499</u>	<u>826,728</u>

There were no restricted donations or legacies in 2018.

### 4. OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
Sale of branded merchandise	177	-	177	1,068
Conference income	29,503	14,000	43,503	-
	<u>29,680</u>	<u>14,000</u>	<u>43,680</u>	<u>1,068</u>

There were no restricted other trading activities in 2018.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**5. INVESTMENT INCOME**

	<b>Total Unrestricted Funds 2019 £</b>	<b>Total Unrestricted Funds 2018 £</b>
Income from listed investments	1,006,600	879,134
Interest receivable	7,960	2,155
	<u>1,014,560</u>	<u>881,289</u>

**6. DONATION DUE TO MERGER**

	<b>Total Unrestricted Funds 2019 £</b>	<b>Total Unrestricted Funds 2018 £</b>
Donation due to merger	-	4,099,220

On 30 September 2017, as part of a merger, The Police Care Dependant's Trust Limited acquired all of the assets, liabilities and commitments of the National Police Fund for £nil consideration. This was included in the 2018 Statement of Financial Activities as exceptional income line to allow more accurate comparisons of the Charity's standard activities.

The National Police Fund had the same principal activities as the Police Dependant's Trust Limited however it also held £16,370 of restricted funds relating to the Mary Hold Fund which were transferred across and restricted upon receipt.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**7. RAISING FUNDS**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019 £</b>	<b>Total 2018 £</b>
<b>Funding and publicity</b>				
Other fundraising costs	6,652	14,000	20,652	3,098
Support costs	281,583	-	281,583	153,526
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
Fundraising and publicity	288,235	14,000	302,235	156,624
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Trading costs</b>				
Other trading activities	119	-	119	2,737
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Investment Management</b>	188,957	-	188,957	180,292
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
	477,311	14,000	491,311	339,653
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

There were no restricted costs of raising funds in 2018.

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

8. Charitable Activities

	Institution Grants £	Maintenance Grants £	Assistance Grants £	Educational Bursaries £	Bereavement Grants £	Christmas Grants £	Total 2019 £	Total 2018 £
<b>Grants to institutions:</b>								
Major grants	12,000	-	-	-	-	-	12,000	103,685
1 in 4 grants	319,677	-	-	-	-	-	319,677	242,742
Wellbeing grants	69,927	-	-	-	-	-	69,927	14,867
	<u>401,604</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>401,604</u>	<u>361,294</u>
<b>Grants to individuals</b>	<u>-</u>	<u>107,073</u>	<u>132,859</u>	<u>72,000</u>	<u>-</u>	<u>7,300</u>	<u>319,232</u>	<u>319,411</u>
	<u>401,604</u>	<u>107,073</u>	<u>132,859</u>	<u>72,000</u>	<u>-</u>	<u>7,300</u>	<u>720,836</u>	<u>680,705</u>

<b>Other charitable activities</b>	<b>2019</b>	<b>2018</b>
	£	£
Resilience Project	61,943	39,208
Wellbeing Conference	46,015	15,531
In Patient Stays	62,353	16,984
Confidential Care Line	6,672	-
Volunteer Program	42,614	-
Other	713	-
Allocation of support and governance costs (note 10)	657,028	358,225
	<u>1,598,174</u>	<u>1,110,653</u>
<b>Total charitable activities</b>	<b>1,598,174</b>	<b>1,110,653</b>

POLICE CARE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

8. Charitable activities (continued)

Comparative figures for 2018

	Institution Grants £	Maintenance Grants	Assistance Grants £	Educational Bursaries £	Bereavement Grants £	Christmas Grants £	Total 2018 £
<b>Grants to institutions:</b>							
Major grants	103,685	-	-	-	-	-	103,685
1 in 4 grants	242,742	-	-	-	-	-	242,742
Wellbeing grants	14,867	-	-	-	-	-	14,867
	<u>361,294</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>361,294</u>
<b>Grants to individuals</b>	<u>-</u>	<u>124,923</u>	<u>157,327</u>	<u>26,500</u>	<u>4,011</u>	<u>6,650</u>	<u>319,411</u>
	<u>361,294</u>	<u>124,923</u>	<u>157,327</u>	<u>26,500</u>	<u>4,011</u>	<u>6,650</u>	<u>680,705</u>

<b>Other charitable activities</b>	<b>2018 £</b>
Resilience Project	39,208
Wellbeing Conference	15,531
Other	16,984
Allocation of support & governance costs (note 10)	358,225
<b>Total charitable activities</b>	<b><u>1,110,653</u></b>

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**8. CHARITABLE ACTIVITIES (CONTINUED)**

**Grants made to institutions**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b><u>Major grants</u></b>		
National Police Memorial Day	12,000	10,742
Scottish Police Memorial Day	-	6,915
PCC GMP	-	25,843
Police Treatment Centres	-	60,185
	<b>12,000</b>	<b>103,685</b>

**1 in 4 grants**

PCC North Wales	4,800	3,000
PCC GMP	39,262	18,629
PCC Lancashire	55,680	27,840
PCC Warwickshire	50,000	-
PCC Gwent	50,000	-
PCC Hampshire	59,900	-
PCC West Yorkshire	3,175	-
PCC for Northern Ireland	7,097	59,900
PCC Suffolk	49,763	-
PCC Kent	-	85,580
PCC Durham	-	47,793
	<b>319,677</b>	<b>242,742</b>

**Wellbeing grants**

Scottish Policy Authority	18,867	11,867
PCC North Wales	3,000	-
PCC Suffolk	2,440	-
PCC Essex	500	-
PCC Cheshire	5,500	3,000
Met Police	3,000	-
PCC Avon & Somerset	3,000	-
PCC Northumberland	3,000	-
PCC Gloucestershire	2,029	-
PCC City of London	4,000	-
PCC Essex	5,500	-
Met Specialist Centre	3,000	-
Essex Policy Sports Association	2,900	-
PCC Lincolnshire	4,230	-
PCC Thames Valley	3,000	-
Scottish Police College, Fife	2,910	-
City of London Police	3,051	-
	<b>69,927</b>	<b>14,867</b>

**Total grants payable to institutions**

**401,604      361,294**

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**9. SUPPORT COSTS**

	<b>Support costs £</b>	<b>Governance costs £</b>	<b>Total 2019 £</b>	<b>Total 2018 £</b>
Staff costs	366,748	-	366,748	292,864
Depreciation	20,206	-	20,206	17,156
Computer running costs	29,579	-	29,579	21,280
Travel	6,731	-	6,731	10,519
Energy and rates	12,902	-	12,902	5,888
Rent	30,852	-	30,852	-
Insurance	6,144	-	6,144	4,195
Telecommunications	9,024	-	9,024	7,445
Printing, postage and stationery	13,742	-	13,742	6,656
Training and subscriptions	4,016	-	4,016	3,944
Marketing and communications costs	148,275	-	148,275	55,897
Repairs, cleaning and office sundries	14,170	-	14,170	23,065
Bank charges	1,153	-	1,153	988
New website	45,751	-	45,751	-
Rebranding costs	36,645	-	36,645	-
Relocation costs	73,422	-	73,422	-
Audit fees	-	16,344	16,344	9,195
Accountancy	-	2,616	2,616	10,131
Legal and professional	-	80,734	80,734	26,163
Trustees' meetings	-	19,557	19,557	16,364
	<u>819,360</u>	<u>119,251</u>	<u>938,611</u>	<u>511,750</u>
Analysed between				
Fundraising (note 7)	245,808	35,775	281,583	153,526
Charitable activities (note 8)	573,552	83,476	657,028	358,225
	<u>819,360</u>	<u>119,251</u>	<u>938,611</u>	<u>511,751</u>

Governance costs includes payments to the auditors of £10,800 (2018: £9,195) for the audit of the financial statements and £2,700 (2018: £10,131) for accountancy services.

During the year the charity reviewed its safeguarding policies and procedures, recruited new trustees to fill identified skills gaps, completed its planned relocation and sought specialist legal advice regarding our rebrand which accounts for the increased expenditure in legal and professional fees.

During the year in line with our declared strategic priorities the Charity changed its name from The Police Dependants' Trust to Police Care UK and undertook a rebranding exercise.

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

**POLICE CARE UK****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED 31 MARCH 2019****9. SUPPORT COSTS (continued)****Comparative figures for 2018**

	<b>Support costs £</b>	<b>Governance costs £</b>	<b>Total 2018 £</b>	<b>Total 2017 £</b>
Staff costs	292,864	-	292,864	224,664
Depreciation	17,156	-	17,156	12,857
Computer running costs	21,280	-	21,280	30,921
Travel	10,519	-	10,519	14,440
Energy and rates	5,888	-	5,888	6,476
Insurance	4,195	-	4,195	4,921
Telecommunications	7,445	-	7,445	7,145
Printing, postage and stationery	6,656	-	6,656	4,876
Training and subscriptions	3,944	-	3,944	7,884
Marketing and communications costs	55,897	-	55,897	18,199
Repairs, cleaning and office sundries	23,065	-	23,065	15,671
Bank charges	988	-	988	841
Audit fees	-	9,195	9,195	9,000
Accountancy	-	10,131	10,131	9,315
Legal and professional	-	26,163	26,163	65,983
Trustees' meetings	-	16,364	16,364	14,545
	<u>449,897</u>	<u>61,853</u>	<u>511,750</u>	<u>447,738</u>
Analysed between				
Fundraising (note 7)	134,970	18,556	153,526	134,321
Charitable activities (note 8)	314,928	43,297	358,225	313,417
	<u>449,898</u>	<u>61,853</u>	<u>511,751</u>	<u>447,738</u>

**10. TRUSTEES**

None of the trustees (or any persons connected with them) received any remuneration during the current or preceding year, but 9 of them were reimbursed a total of £12,785 for travelling expenses (2018 12,540).

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

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**11. EMPLOYEES**

	<b>2019 Average Number</b>	<b>2018 Average Number</b>
Average number of staff	<u>11</u>	<u>7</u>
<b>Employment costs</b>		
	<b>2019 £</b>	<b>2018 £</b>
Wages and salaries	321,244	253,138
Social security costs	28,617	26,300
Other pension costs	16,887	13,426
	<u>366,748</u>	<u>292,864</u>

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

	<b>2019 Number</b>	<b>2018 Number</b>
£60,000 – 70,000	<u>1</u>	<u>1</u>

**Remuneration of key management personnel**

The remuneration of key management personnel is as follows.

	<b>2019 £</b>	<b>2018 £</b>
Aggregate compensation including NI and pension contributions	<u>80,456</u>	<u>69,894</u>

**12. TAXATION**

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

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**13. TANGIBLE FIXED ASSETS**

	<b>Leasehold Property £</b>	<b>Computer Equipment £</b>	<b>Furniture &amp; Fittings £</b>	<b>Total £</b>
<b>Cost</b>				
At 1 April 2018	458,345	66,407	12,105	536,857
Additions	-	14,802	5,463	20,265
Disposals	-	(23,706)	-	(23,706)
Transfer to property held for resale (note 16)	(458,345)	-	-	(458,345)
At 31 March 2019	-	57,503	17,568	75,071
<b>Depreciation</b>				
At 1 April 2018	69,154	50,171	11,005	130,330
Depreciation charged in the year	4,600	14,769	837	20,206
Disposals	-	(23,706)	-	(23,706)
Transfer to property held for resale (note 16)	(73,754)	-	-	(73,754)
At 31 March 2019	-	41,234	11,842	53,076
<b>Net book value</b>				
At 31 March 2019	-	16,269	5,726	21,995
At 31 March 2018	389,191	16,236	1,100	406,527

In March 2019 the Charity relocated to Woking and placed its property at Mount Mews, Hampton on the market for resale. The property has therefore been revalued at £550,000 this year by Dunphys Chartered Surveyors and transferred to property held for resale (see note 16).

**14. INVESTMENT PROPERTY**

	<b>2019 £</b>	<b>2018 £</b>
<b>Fair value</b>		
At 1 April 2018 and 31 March 2019	225,000	225,000

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

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**15. FIXED ASSET INVESTMENTS**

	<b>Investments £</b>
<b>Cost or valuation</b>	
Market value at 1 April 2018	29,050,479
Additions	4,052,636
Net investment gains	444,741
Disposals	(4,159,426)
Market value at 31 March 2019	<u>29,388,430</u>

Fixed Asset investments include listed investments of £29,702,014, unlisted investments of £883,059, and cash of £88,841.

The historic cost of the portfolio is £27,974,701 (2018: £27,219,265).

**16. PROPERTY HELD FOR RESALE**

	<b>2019 £</b>
Property transferred from fixed assets at net book value	384,591
Revaluation to fair value	165,409
Fair value at 31 March 2019	<u>550,000</u>

**17. DEBTORS**

	<b>2019 £</b>	<b>2018 £</b>
<b>Amounts falling due within one year:</b>		
Other debtors	9,860	8,743
Prepayments and accrued income	643,938	613,470
	<u>653,798</u>	<u>622,213</u>

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

	<b>2019 £</b>	<b>2018 £</b>
Trade creditors	75,245	6,553
Accruals and deferred income	93,892	23,995
Other creditors	203,147	144,861
	<u>372,284</u>	<u>175,409</u>

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

	<b>2019 £</b>	<b>2018 £</b>
Grants payable	<u>197,696</u>	<u>142,262</u>

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**19. UNRESTRICTED FUNDS**

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

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

**Welfare Fund**

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

**1 in 4 Fund**

Following the publication of our Injury on Duty Report in 2016 Trustees set aside a total fund of £3m in to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded payable over a 3 year period.

**Investment Fund**

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

**Mental Health Fund**

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

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**19. UNRESTRICTED FUNDS (continued)**

**Comparative Designated Funds for 2018**

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

	Balance at 1 April 2017 £	Movement in funds		Transfers £	Balance at 31 March 2018 £
		Income £	Expenditure £		
2 years ongoing activity	4,000,000	-	-	(2,000,000)	2,000,000
Welfare contingency fund	200,000	50,000	-	-	250,000
Resilience project	-	-	-	112,000	112,000
1 in 4 fund	2,850,000	-	(242,742)	-	2,607,258
	<u>7,050,000</u>	<u>50,000</u>	<u>(242,742)</u>	<u>(1,888,000)</u>	<u>4,969,258</u>

**20. RESTRICTED FUNDS**

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

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

Hampshire relates to a legacy received which is restricted to police spend in Hampshire.

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

**Comparative restricted funds for 2018**

There were no restricted funds in the 2018 or 2017 financial year.

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**21. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

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

**Comparative Analysis of net Assets Between Funds for 2018**

	General funds £	Designated Funds £	Total 2018 £
Fund balances at 31 March 2018 are			
Represented by:			
Tangible assets	406,527	-	406,527
Investment properties	225,000	-	225,000
Investments	24,081,221	4,969,258	29,050,479
Current assets/(liabilities)	3,789,319	-	3,789,319
	<u>28,502,067</u>	<u>4,969,258</u>	<u>33,471,325</u>

**22. RETIREMENT BENEFIT SCHEMES**

Defined contribution schemes

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

The charge to profit or loss in respect of defined contribution schemes was £16,887 (2018: £13,426).

**23. OPERATING LEASE COMMITMENTS**

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

	Land & Buildings 2019 £	Fittings & equipment 2019 £	Total 2019 £	Land & Buildings 2018 £	Fittings & equipment 2018 £
Amounts payable:					
Within one year	68,561	5,805	74,366	-	3,310
Between two and five years	239,963	12,441	252,404	-	-
	<u>308,524</u>	<u>18,246</u>	<u>326,770</u>	<u>-</u>	<u>3,310</u>

**POLICE CARE UK**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

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**24. RELATED PARTY TRANSACTIONS**

There were no related party transactions during the year (2018: none).

**25. CASH GENERATED FROM OPERATIONS**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Net income for the year	424,404	3,419,466
Adjustments for:		
Dividends and interest income from investments	(1,014,560)	(881,289)
(Gains)/losses on investments	(444,741)	786,377
Revaluation of property held for resale	(165,409)	-
Depreciation charges	20,206	17,156
Movements in working capital:		
Decrease/(Increase) in stocks	908	(3,890)
Increase in debtors	(31,585)	(201,912)
Increase/(decrease) in creditors	196,875	(44,216)
<b>Net cash provided by / (used in) operations</b>	<b>(1,013,902)</b>	<b>3,091,692</b>

**26. FINANCIAL INSTRUMENTS**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>Carrying amount of financial assets</b>		
Debt investments measured at amortised cost	9,860	8,743
Equity instruments measured at cost less impairment	30,673,914	29,050,479
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	372,282	175,409

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**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2019**

**27. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT**

	Unrestricted Funds General £	Unrestricted Funds Designated £	Restricted Funds £	Total 2018 £
<b>Income and endowments from:</b>				
Donations and legacies	826,728	-	-	826,728
Other trading activities	1,068	-	-	1,068
Investments	881,289	-	-	881,289
Donation due to merger	4,032,850	50,000	16,370	4,099,220
Other income	3,000	-	-	3,000
<b>Total income</b>	<b>5,744,935</b>	<b>50,000</b>	<b>113,230</b>	<b>5,811,305</b>
<b>Expenditure on:</b>				
Raising funds				
Fundraising and publicity	156,624	-	-	156,624
Trading costs	2,737	-	-	2,737
Investment management	180,292	-	-	180,292
	339,653	-	-	339,653
Charitable activities	851,541	242,742	16,370	1,110,653
<b>Total expenditure</b>	<b>1,191,194</b>	<b>242,742</b>	<b>16,370</b>	<b>1,450,306</b>
<b>Net income/(Expenditure) before investment gains/ (losses)</b>	<b>4,553,741</b>	<b>(192,742)</b>	<b>-</b>	<b>4,360,999</b>
<b>Net losses on Investment</b>	<b>(941,533)</b>	<b>-</b>	<b>-</b>	<b>(941,533)</b>
<b>Net income before transfers</b>	<b>3,612,208</b>	<b>(192,742)</b>	<b>16,924</b>	<b>3,419,466</b>
Gross transfers between funds	1,888,000	(1,888,000)	-	-
<b>Net movement in funds</b>	<b>5,500,208</b>	<b>(2,080,742)</b>	<b>16,924</b>	<b>3,419,466</b>
Fund balances at 1 April 2017	23,001,859	7,050,000	-	30,051,859
Fund balances at 31 March 2018	28,502,067	4,969,258	16,924	33,471,325

