



Annual Impact Report



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WELCOME



Nicola Gregson
Chair of Trustees

I believe at Age UK Bath & North East Somerset that we have a special opportunity to empower older people. Through dedicated services, effective advocacy and impactful programmes, we can enhance the lives of everyone, creating lasting, positive change in our community.

Our commitment to this cause is unwavering, and together, we can ensure that older people are valued and celebrated, which in turn enriches us all.

We sincerely thank our funders, supporters, dedicated volunteers, and employees for their invaluable contributions.

Most importantly, we acknowledge the inspiring people in Bath & North East Somerset who drive our mission to create a community where everyone can age well.

Your support and dedication is so appreciated. **THANK YOU**

The COVID-19 pandemic has left a lasting impact on our society, creating new obstacles that we must overcome. During this year people were hit with more uncertainty with the war in Ukraine and Cost of Living Crisis.

Despite these challenges, Age UK Bath & North East Somerset remains steadfast in our commitment to serve older members of our community. We are dedicated to building core services that support people's wellbeing, while also creating new ways for people to connect and be heard.

Your continued support is essential and we couldn't do what we do, without you.



Simon Allen
Chief Executive Officer

Our Vision:

Our vision is to grow an age-friendly community that enables people to age well.

Our Mission:

We support people to age well. We work to enable people to live with confidence, be heard, be celebrated and have access to the right support so they can live happy, healthy and fulfilled lives.



Our Impact 22/23



£870,00

Benefits secured for older people through our I&A service

2,600

Hours of meaningful conversation & connection through Befriending

6,566

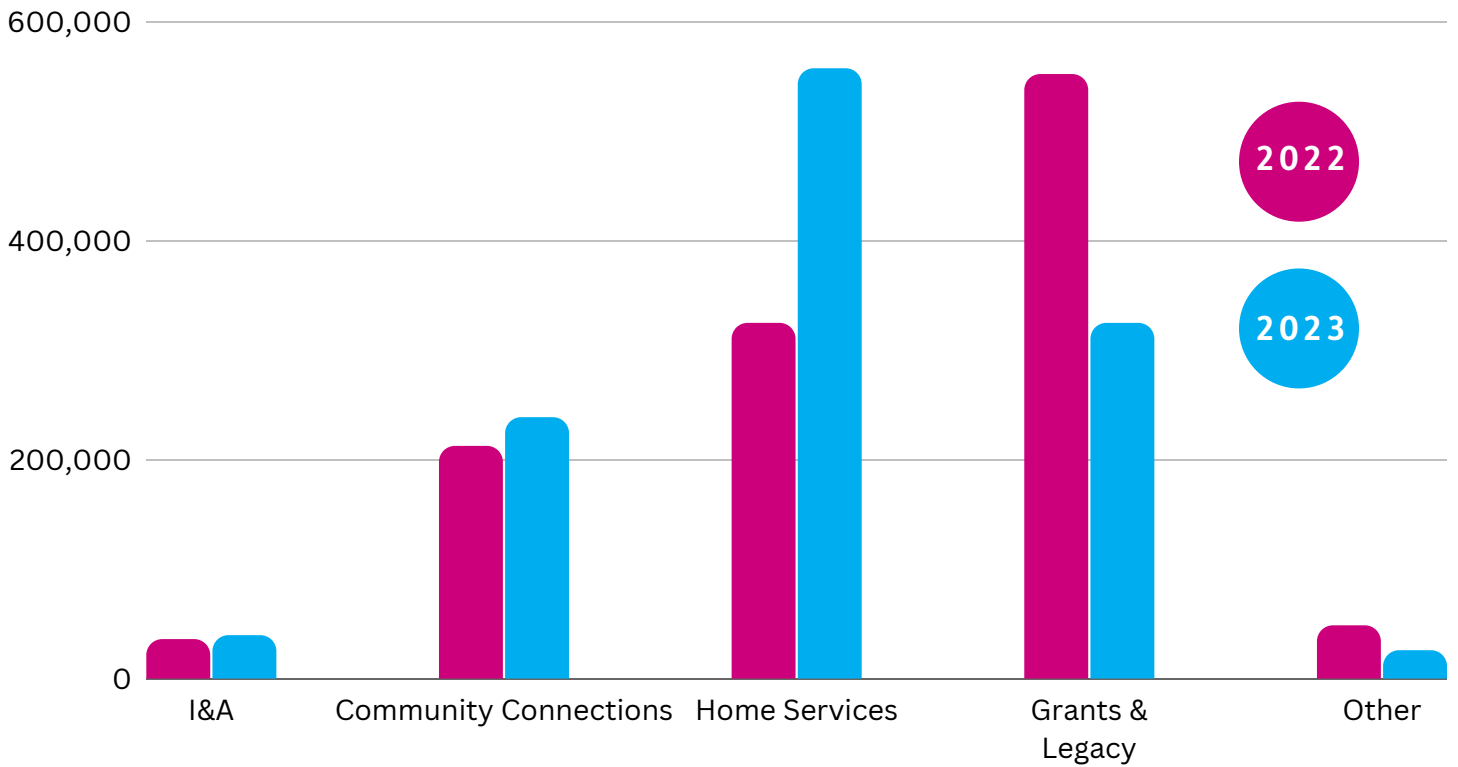
Hours of volunteer time given (equivalent to 3.5 full time staff)

262

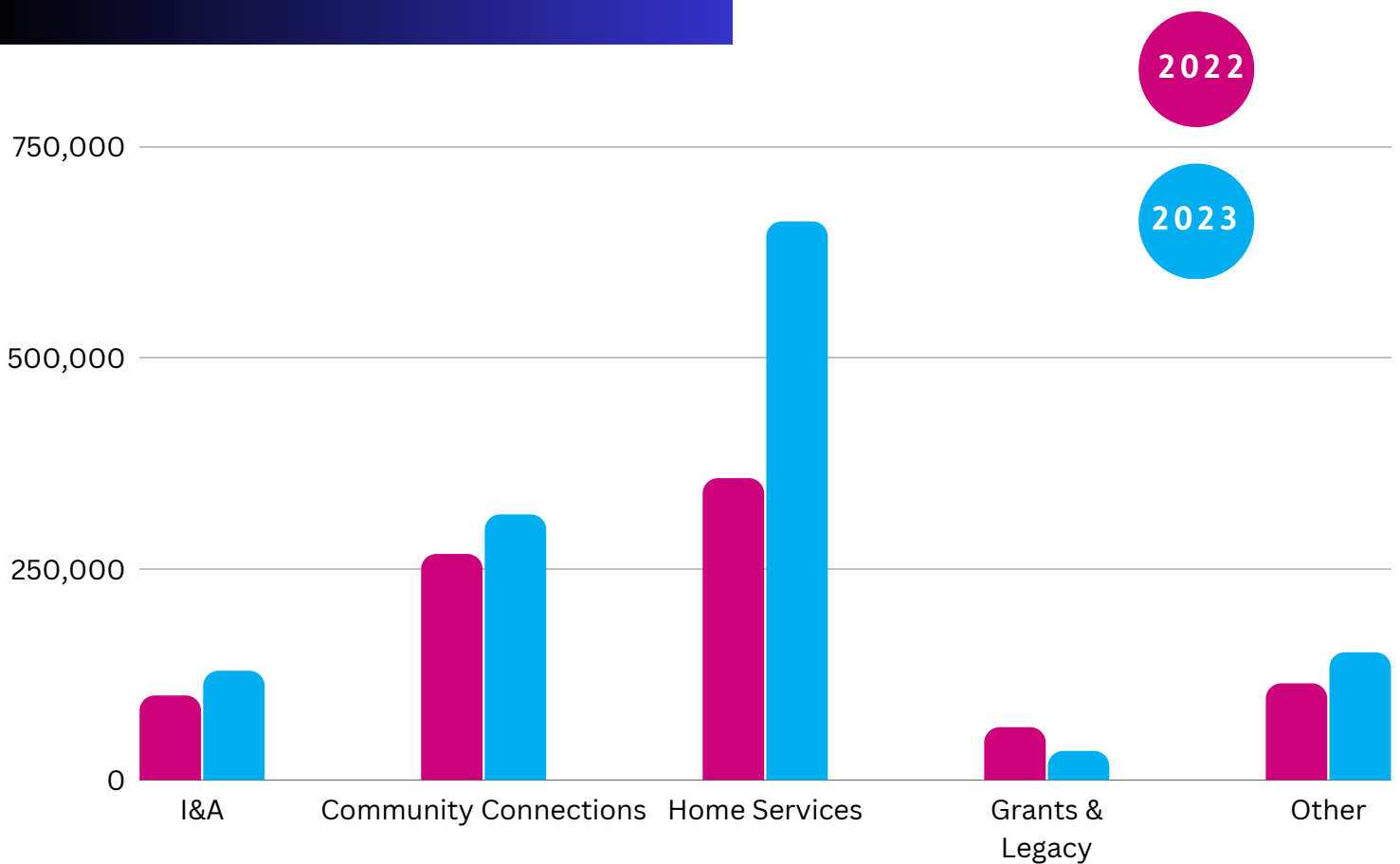
Organisations we work with & refer to in the community

“Volunteering for Age UK Bath & North East Somerset is great. It has opened my eyes to a world of people and initiatives who want to help others. Teaching us if we can be anything - be kind”.

How we raised our money



How we spent your money



Accessible Information & Advice



“Because of the benefits I receive I worry much less. It is really important to be able to pay for someone to come and clean, change the beds and Hoover for me as I am just unable to do that anymore. I feel comfortable ”

The requests we receive for Information and Advice are a window into the challenges and issues that face older people today. It has been another increasingly busy year for this vital service which has increased in demand from last year by a huge 30%, meaning we have supported over 1,043 people.

Cost of Living

There is no doubt that the Cost of Living Crisis is driving the upsurge in requests for advice. In fact, this year over half of enquiries have been about benefits. We are thrilled to have secured a staggering £870,149.80 of extra money into older people's pockets who otherwise may have missed out on this financial support they were entitled to.

Other Challenges

Enquiries about care issues have again, increased, highlighting the strain on our NHS and care services. Our assistance has helped over one hundred people receive Blue Badges from Bath & North East Somerset Council.

Funding our core work of the team is difficult in this financial climate despite the obvious need for the service. Despite this we have received £21,781 from Age UK National and an extremely generous donation of £10,000 from a local trust when one of their trustees experienced first-hand, the valuable service we provide.

We've visited 320 people at home to provide quality services to those who can't get out and about. By Autumn 2023, we'll have increased appointment capacity by moving to accessible premises.



Home Services

“I have worked as a Wellbeing Support Worker for over four years and love visiting my Home from Hospital and At Home clients. They give me as much pleasure as I give them, I’d hoped to be able to make a difference in the community and the joy I get from my visits has exceeded all expectations.

I absolutely love it!”

Nikki, Wellbeing Support Worker

Our Home Response and Home From Hospital services play an integral role in supporting local hospitals and the community. By offering short-term practical and emotional support until people feel confident and well again, we help to prevent unnecessary re-admissions to hospital.

Our Wellbeing Support Workers are the unsung heroes of our organisation. In the past year, they have completed 2,774 visits (averaging nearly 8 every day) providing nurturing, practical, and complex support to individuals. This greatly impacts their confidence and overall well-being. The positive ripple effect is felt not only by the individual but also by their family, the community, and other services.

We were thrilled to increase our impact in the community by successfully securing the contract to provide these services in Wiltshire. Since we have taken this on, our referrals have grown by 100% reaching even more people leaving the Royal United Hospital Bath, Salisbury Foundation Trust Hospital, Great Western Hospital Swindon, and Community hospitals in Savernake, Chippenham and Warminster.

We are proud to work in collaboration with many organisations like Bath Mind, We Care Home Improvements, The Stroke Association and The Carers Centre, and continue to distribute Help Packs from the RUH. These packs provide meals, toiletries, follow-up calls for people as they leave the hospital, which if needed can trigger a referral to our Home from Hospital team as well to provide home visit.

We have exciting plans to further grow this service by working with the Community Wellbeing Hub and having a permanent presence at the RUH. We will also lead the distribution of the Help Packs.

A PROUD PARTNER IN THE



At Home

Our At Home Service continues to be in high demand and provides a crucial lifeline to many people. The regular practical support provided by our expert Wellbeing Support Workers enables individuals to maintain their independence in their own homes for as long as possible. This year we made over 3,600 visits to give support in and around the home.

As individuals age and their needs become more complex, we understand that the level of support required from us may increase. The slight decrease in numbers this year is typical of the ebb and flow of the transition of existing long-term individuals leaving us, such as those requiring increased nursing care, and new people joining the service. Our focus is now on marketing and increasing numbers for the next phase of the service.



“You’ve been a real saviour. Thanks for shopping and cleaning. I don’t know how I would have managed without you. I now have time and energy for the things I love doing!”

Digital Inclusion



Research shows that those most likely not to have internet access at home are those aged 75+ (26%), those in low income households and the most financially vulnerable (24%). We are passionate about helping to bridge the digital divide.

We were thrilled to launch our Digital Inclusion Project at the end of the year which has seen nearly 60 people being given digital support already. We run a Click Café and Digital Drop ins, and linked with the Council to support Voter Photo ID. Next, we will launch our Tablet Loan Scheme, recruit Digital Volunteers and offer home visits.

"Click Café has given me the confidence to explore the internet. They've helped me load photos from my camera and send them with email. We've even used satellite images to revisit places I've been in the past to see how they have changed."

Befriending



"Our meet-ups have evolved into a real friendship which rewards us both. "

The impact of regular meaningful connections is simply unmeasurable in terms of benefits on mental health, confidence and wellbeing. So, It is no surprise that demands for Befrienders continue to rise and especially those that are face to face. We continue to facilitate these successful friendships and this year there were over 2,600 hours of conversations had through Befriending.

MARIANS STORY

"I am still a sociable person at heart. But I had no one really after my husband John died. I felt lonely and like a boring person but I wasn't always like that.

We were always out, John and me. We travelled to many countries. We'd do tennis and boules tournaments together. I used to dance and compete. I have all my medals for ballroom dancing – fox trot, tango, quick step and waltz.

Being by yourself so much, like I am, can make you feel quite alone in the world like you don't have anyone. It is nice to have a connection with another person like Deborah, my friend.

Deborah is more than someone coming for a chat, she and I are friends. She calls me and says she'll be here on the weekend and I look forward to it so much. It is so nice to know that someone is coming that day, in person, it really lifts my spirits. Deborah says she enjoys it too. Our meet-ups have evolved into a real friendship.

We have lots in common. She loves to play tennis too but mainly we just chat about the last week, how her family are and what's going on in the world. Sometimes she reads me memories from my travel journals with John, which means a lot. We've talked about going out for walks but usually, we just natter instead, which I love".

Social Groups

As an organisation that is passionate about building an Age-Friendly Community, we were keen to re-evaluate the limited framework our Day Clubs had been working under, due to Covid 19 restrictions. We want to ensure that older people are at the centre of everything we do and although work is ongoing, feedback shows members now feel the newly named Social Groups are going from strength to strength.



KEYNSHAM

“You could say that we have bonded over a love of dominos but it is more than that. Our friendship has really flourished because of this group. So much so that we meet at each other's houses for a meal and chat and sometimes go to the pub for a roast.”

BATH

Nina and Barb, who've become firm friends after joining our social group. They're living proof that laughter is indeed the best medicine!



MIDSOMER NORTON

“This group has been a lifeline for me. I didn't know a soul when I moved here and now I have a social group. The group keeps me sane and we are always doing fun and entertaining activities which I really enjoy. “

Dementia

We are proud that our work in the community for people with dementia and memory issues goes from strength to strength. We have done this by expanding our programme, raising awareness, building stronger community partnerships and growing our volunteer base.

We now run four weekly groups in Keynsham, Midsomer Norton, Bath and the Chocolate Quarter Retirement Village, helped by an influx of new incredible volunteers.

Members and their carers tell us what a profound difference these stimulating and interesting groups make to confidence, memory and wellbeing.

We continue to partner with dementia-focused organisations, including Alzheimer's Society, Curo, St. John's Trust, The Carers Centre, The West of England Rural Network, and the NHS.

Our collaboration with the RICE Clinic allows attendees to transition smoothly from a 7-week program to our Maintenance Cognitive Stimulation Therapy groups.



“The Memory Group is actually the highlight of my week. It is not only a wonderful friendship group, just as importantly, I am stimulated, and I have to think hard. I am encouraged to speak, and I am made to feel that I contribute. I feel that I am valued”

Other Groups

Listening to the needs of the community, we continue to build our Volunteer led activity groups across Bath & North East Somerset with Cooking, Singing and Digital groups.

Warm Spaces

With the rising cost of fuel doubling with a cold winter, we were awarded a grant by the Council's Community Contribution Fund to take part in the Warm Spaces for Winter initiative working with a number of organisations across the county. This meant attendees at our our new Warm Space 'Snack & Chat Café' quadrupled over a few weeks with people knowing there was somewhere warm, friendly and sociable where they could get a hot lunch and drinks. This group has proved so popular that we continue to run it with free lunch and refreshments.



Kathleen Still runs our popular **Singing for Fun** and new **Singing to Remember** groups.

She was recognised for her unwavering enthusiasm and dedication and crowned **Volunteer of the Year at the Bath & North East Somerset Council Community Awards**, with a tree being planted in her name.

Volunteers



Our Volunteers underpin everything that we do and gift us thousands of hours of time. In fact, their time was equivalent to over three and a half full-time staff last year. We simply wouldn't have been able to reach the huge number of people without them.

Evolving all the time, our voluntary roles are varied with this year paying particular attention to face-to-face Befrienders, Mini Bus Companions and support to increase group size at our Social Groups.

We are proud of our continued connections with St Mungos and the Red Cross who provide free training to all new starters.

YOUR OPINION & VOICE MATTERS

Communication and Engagement continues to have a meaningful impact on Age UK Bath & North East Somerset.

We've taken a proactive approach to advocacy, actively listening to older people's concerns and amplifying their voices in the community and beyond. Notably, we've encouraged individuals to engage with their MPs, and Local Authorities addressing the cost of living challenge, price of fuel, transport cuts and voter ID.

Our advocacy efforts have also secured media attention, particularly regarding proposed transport cuts and the need for voter ID where we have had BBC, local radio and media coverage. These campaigns have helped position Age UK Bath & North East Somerset as a leading advocate for older adults.

In September, we opened our Annual General Meeting to the public, inviting people to 'Have their Say' on their experience of ageing in Bath & North East Somerset. This event marked a pivotal moment in developing our mission, vision, and messaging, which have since been updated to better align with age-friendly principles.

Our commitment to providing valuable information is exemplified by our interviews during Dementia Awareness Week on the BBC about dementia signs and support, establishing us as a thought leader in this field.

Notable initiatives like "The Big Hush" during Loneliness Week and our Loneliness Christmas Bus secured substantial media attention, shedding light on the issue of social isolation among older adults.



COMMUNICATION & ENGAGEMENT

Moving forward, Age UK Bath & North East Somerset remains dedicated to embedding our messaging across all communication channels, strengthening our advocacy efforts, and ensuring that the voices and opinions of older people are heard and respected. Our commitment to celebrating aging and enhancing the well-being of older adults in Bath & North East Somerset remains unwavering.



“Our aim is simple really, we want more people to be talking about dementia and how we can all play a part in helping people to age well in our community. And part of that is understanding the condition more and not making assumptions of people.” Paul Watermeyer on BBC Bristol

Fundraising

We couldn't do everything we do without the financial support of our community, local businesses, Trusts, Foundations and grant makers. The funding we receive directly contributes to the costs of running our services and allows our front-line staff to do what they do best!

We were delighted to receive a grant for the first time from the Joseph Matthews Trust in early 2023. They awarded us just over £10,000 for our Information and Advice Service. What is even more amazing is that the donation came about after a family member of one of the trustees was helped by one of our advisors and they were so pleased with the support we gave that they put us forward to their fellow trustees.

We were honoured to once again be recipients of a grant from the Roper Family Charitable Trust to the core costs of the organisation. The Roper family have been long time supporters of our work, as they are of so many causes in Bath & North East Somerset, and we are extremely grateful for their support.

We received two-year funding for our new Digital Inclusion project from the Royal United Hospital's 'NHS Community Partnerships Fund'. It's fantastic to have the safety net of funding to be able to get this project off the ground and to work in partnership with the NHS to ensure everybody has the opportunity to be online.

We also received nearly £10,000 in voluntary donations this year. This is thanks to the people who use our services, friends and family making donations in memory of their loved ones, local businesses and members of our community. It's wonderful when people show their gratitude in this way.

We received over £7,000 in legacies this year thanks to two generous benefactors. It's humbling to know that people have chosen to remember us in their will alongside their loved ones.

With thanks to the partners we have worked with or who have funded us this year including:



Part 1: Legal & Administrative Information

Company number: 05367286

Charity number: 1110455

Registered office: 18, Kingsmead Sq, Bath, BA1 2AE

Bankers: National Westminster Bank PLC, High Street, Bath, BA1 5AH

Auditors: Sumer Audit, Statutory Auditors, Firefly Avenue, Swindon, Wiltshire, SN2 2GA

Senior Personnel:

S G Allen: Chief Executive Officer

A Stanson: Chief Operating Officer

S Talbot: Community Connections Manager

A Kuhlke: Fundraising and Development Lead

L Martin: Communications and Engagement Lead

J Smith: Finance Lead



TRUSTEES:

N GREGSON (CHAIR)

S MCNAB

P ANKETELL-JONES

**R BURNS
(APPOINTED 09/05/2022)**

**H. S. NATT
(TREASURER - RESIGNED 01/10/2022)**

K NASH

**M ROY
(RESIGNED - 01/10/2022)**

R SHUBHABRATA

**R GREIG
(APPOINTED 09/05/2022)**

L ENWISTLE

Part 2: Report of the Trustees for Year Ended 31st March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)

Our Charitable Objects and Activities

Age UK Bath & North East Somerset is an independent local charity established to promote the following purposes for the benefit of the public and/or older people in and around the District of Bath and North East Somerset:

- preventing or relieving the poverty of older people;
- advancing education for older people;
- preventing or relieving sickness, disease or suffering in older people (whether emotional, mental or physical);
- promoting equality and diversity in relation to older people; ~ assisting older people in need by reason of ill health, disability, financial hardship, social exclusion or other disadvantage; and
- such other charitable purposes for the benefit of older people as the Trustees may from time to time decide, the outcome of this being the promotion of well-being of older people.

The charity was established over 80 years ago and although part of the Age UK network, we are an independent charity. All the money we raise is used to support the older residents of Bath & North East Somerset.

We work with people later in life to understand the issues that effect them; enabling people to live independently for as long as people want or are able to. Our activities include Social Groups, Memory Groups, Peer-led Groups, Information and Advice, Home from Hospital service, Befriending and Digital Inclusion Projects. Each year we support many people, their family members and carers, promoting wellbeing, helping them to stay active, regain & retain their independence and improve their quality of life.

Public Benefit

Our main activities clearly illustrate the delivery of public benefit. The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

Our Vision

The mission of Age UK Bath & North East Somerset is to grow an Age Friendly Community where people are enabled to age well.

Part 3: Financial Review

We are reporting a deficit of income over expenditure of £104, 458

The financial investments and policies of the organisation are reviewed on a regular basis. It was decided by the Finance + Committee on 17.07.2023 to invest our reserves in a range of interest generating accounts to improve our return.

The financial position of the charity remains robust in the medium term with unrestricted reserves of £484,057.

However, the Charity faces significant challenges in generating new revenue streams to fulfil its charitable objectives, meet the ever-increasing needs of the rising number of people in later life whilst managing increased costs and maintaining our ambition to be a good employer which pays a living wage.

Principal Risks and Uncertainties

The charity has traditionally relied upon various sources of funding, including local authority grants, commissioned service and grant funding from trusts, foundations and individuals. While these continue as current sources of income our level of successful income generation has meant we now no longer meet the criteria for many of our previous funders.

This presents challenges to our ability to meet increased demand for our services.

In order to mitigate this, we are

- Continuing to develop our paid for services in order to support the delivery of our charitable objects;
- Maintaining our grant fundraising activity;
- Ensuring efficiency in the use of resources, monitoring expenditure to control costs and safeguard reserves;
- Maintaining good relationships with funders and contractual partners;
- Collaborating with other charitable organisations to make best use of resources and intellectual property;
- Developing new ways of working to ensure Age UK Bath & North East Somerset remains relevant in an ever- changing environment.

Principle Funding Sources

The principle funding sources in the year arise from HCRG Care Group, Bath & North East Somerset Council, BSW Integrated Care Board, various grants and income through our Social Groups & At Home Service.

Reserves Policy

In compliance with the Charity Commission Guidance, the Trustees ensure that a Financial Risk Assessment is completed as part of the annual budgeting and business planning process. The Reserves Policy was re-assessed in year.

In assessing the need for reserves, the trustees consider:

1. Funds required to provide cover for risks such as unforeseen expenditure or unanticipated loss of income
2. Specific funding for the development of new or expanded services, and;
3. The requirement for working capital to protect the continuity of our core, unfunded work*

For the 2022/23 financial year the trustees have assessed the reserves needed, based upon the above criteria, as a minimum of 3 months expenditure.

The total value of funds held at the balance sheet date was £691,938 (2021/22: £796,396). The value of restricted funds was £207,881 (2021/22: £128,978). Designated funds of £251,141 (2021/22: £251,141) are held to support specific future projects.

Therefore, the free reserves of the charity are £212,924 (2021/22: £413,140)

The charity holds funds in line with the policy, although the charity is facing unprecedented demand for services and the future for the commissioning of statutory services remains uncertain.

A number of services continue to be funded or part-funded from voluntary income, so we continuously seek additional income to further develop our services.

Part 4: Structure, Governance & Management

Governing Document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. Members guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

Recruitment and appointment of new trustees

The charity's board comprises a Chair and other trustees, the total number of which shall never be less than 3 but shall not exceed 10. Vacancies for trustees are advertised, applicants are interviewed following short-listing, references are taken up and a disclosure & barring check is obtained. Once elected a trustee may serve for a period of 3 years and be eligible for re-election not exceeding in aggregate 9 years from the original date of appointment. The Board may appoint individuals to fill any casual vacancies which occur during the year. Such appointments shall terminate at the end of the term for which the original member was elected. Trustees may be co-opted to the Board provided that the number.

Induction and Training of Trustees

On appointment, Trustees are given induction training, and are given ongoing support from fellow Trustees, the Chief Executive Officer. External training is used where relevant, together with appropriate publications (e.g. Charity Commission).

Organisational Structure

The Board meets regularly and has maintained sub-committees: Finance+ Committee | Services+ Committee | Communications+ Committee. Day to day operational decisions are delegated to the Chief Executive Officer, who is line managed by the Chair of the Board.

Pay policy for senior staff

The senior management team comprise the trustees and 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. The pay of senior staff is managed in accordance with a Scheme of remuneration for all staff and has been adjusted dependent on the circumstances of the charity. The board of trustees considers the affordability of pay increases annually as well as increases in our Charging Policy.

Going Concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The charity has net assets of £691,938 at the year end. The charity has a cash balance of £695,073. There was a net decrease in funds for the year of £104,458. Although the charity made a deficit of £183,361 on unrestricted funds, the balance sheet remains strong and HCRG Care Group have confirmed extension of the contract to March 2025. On this basis, the trustees consider it appropriate to prepare the financial statements on the going concern basis. This assumes that the charity will continue in operational existence for the foreseeable future. In making this assessment the trustees have reviewed the balance sheet, the likely future cash flows of the charity and have considered the funds available at this point in time.

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and risks. The trustees confirm that the major risks have been reviewed and systems or procedures have been established to manage those risks.

The trustees' risk management strategy comprises: ~

- A quarterly review of the register of principal risks and uncertainties that the charity faces;
- The establishment of policies, systems and procedures to mitigate those risks identified in the review; and the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

Attention has also been focused on non-financial risks arising from fire, health and safety of staff and volunteers, data protection and other risks. These risks are managed by ensuring the organisation has robust policies and procedures in place with regular and appropriate training for staff and volunteers.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with any other local related party or organisation is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

A Register of interests is maintained and is readily available for inspection.

Age UK Bath & North East Somerset is one of approximately 125 Brand Partners affiliated to Age UK. We work together in a spirit of collaboration and mutual support to achieve common goals.

It is important to stress that we are an independent local charity run by local people for local people. Age UK Bath & North East Somerset is part of the 'family of Age UK' and is not a branch structure; we are entirely responsible for raising our own funding.

As a brand partner of Age UK, we aim to ensure that the issues and concerns of older adults in Bath & North East Somerset are brought to the attention of local and regional policy makers, and that high-quality services continue to be provided at a local level to support older adults to maintain their independence, dignity and wellbeing.

Fundraising Standards Compliance

Over the past year, Age UK Bath & North East Somerset has upheld a robust framework for fundraising activities. We employ a dedicated Fundraising & Development Lead to manage these initiatives, eliminating the need for external professional fundraisers or commercial participators. While we are not part of any voluntary scheme for regulating fundraising, we have had no instances of non-compliance nor have we received no complaints related to fundraising activities. Our Finance Committee frequently reviews fundraising activities, ensuring alignment with the Age UK Charity Quality Standards. To protect adults at risk and the general public, we strictly adhere to our Code of Conduct, Fundraising Policy, and Safeguarding Policies & Procedures.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Age UK Bath and North East Somerset Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

The auditors, Sumer Audit, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 7th October 2023 and signed on its behalf by:



Nicola Gregson
Chair, Board of Trustees