

Company no. 05586735  
Charity no. 1111773

**Age Concern Gloucestershire**  
**Report and Audited Financial Statements**  
**31 March 2022**

## Age Concern Gloucestershire

### Reference and administrative details

#### For the year ended 31 March 2022

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**Company number** 05586735

**Charity number** 1111773

**Registered office and operational address** Henley House  
Barnett Way  
Barnwood  
Gloucestershire  
GL4 3RT

**Trustees** Trustees, who are also directors under company law, who served during the year and up to the date of signing this report were as follows:

Helen Bown

Lawrence Boyd Resigned 15 June 2021

Nigel Burton

Ian Crocombe

Martin James Appointed 22 June 2022

Patricia Le Rolland Chair

Adrian Leopard Appointed 20 October 2021, resigned 19 July 2022

Alan Machin Resigned 21 October 2021

Charlotte Robins Appointed 22 June 2022

Stephen Tutin

Adam Vines Resigned 16 February 2022

**Chief executive officer and company secretary** Matt Fellows Appointed 21 March 2022  
Rob Fountain Resigned 31 March 2022

**President** Dame Janet Trotter Resigned 31 March 2022

**Bankers** Lloyds Bank plc  
Eastgate Street  
Gloucester  
GL1 1NU

**Auditors** Godfrey Wilson Limited  
Chartered accountants and statutory auditors  
5th Floor Mariner House  
62 Prince Street  
Bristol  
BS1 4QD

## **Age Concern Gloucestershire**

### **Chair's report**

#### **For the year ended 31 March 2022**

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On behalf of the board of Trustees, I am pleased to present our annual report and accounts for 2021/22, a year which continued to be dominated by the Covid-19 pandemic and the recovery from it. This has been a year of adapting, reacting and reconfiguring as events have played out. It has also been a year of planning and looking to the future as we recover from the pandemic and embrace the learning of the past two years. Our 20 year strategic plan approved in February 2020, which has stood the sternest test, has been the compass ensuring that we've stayed on course as we navigated a continually challenging world.

The opportunity for learning provided by the pandemic has and will continue to influence how we work. Embedding this learning into our practices provides opportunity to drive resilience and sustainability for our services and ensure we remain a great place to work and volunteer.

Our Help Team, having adapted its approach to delivering services has received further investment in the year to grow both its capacity and capability. This has allowed us to not only respond reactively but to look to deliver ever more services proactively and in our communities. Almost 6,000 older people were supported directly by this team with a high proportion of these contacts requiring extensive follow-up support and ongoing reassurance.

Our growing work in our communities both through 'physical' outreach presence and activities such as our Springboard groups, alongside our growing community of Grapevine readers and contributors has, and continues to be a real area of focus. Supporting older people to re-engage socially and in their communities' post-Covid has been a real challenge and one our teams have worked particularly hard to respond to. Our 'listening' activities such as our work with older carers and our Question of Month have enabled us to become ever more responsive to the needs of our community and to share this knowledge and learning with others.

Financially, continued and new project funding, generous donations and the availability of grants has meant we have weathered the tumultuous Covid period in good shape. Whilst the funding picture for the coming years is uncertain, our careful financial management through this period mean we now look to how we can best use our resources to contribute to the recovery from the pandemic and to see through our strategy for ensuring that older people in Gloucestershire are respected, engaged and active participants in community life.

This year has shown the strength of collaboration and we are grateful to funders, delivery partners and our local communities who have pulled with us in our endeavours to make Gloucestershire the best county in which to grow older.

Patricia Le Rolland, Chair

## **Age Concern Gloucestershire**

### **Report of the trustees**

#### **For the year ended 31 March 2022**

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The board of trustees are pleased to present their annual report, together with the financial statements of the charity, for the year ending 31 March 2022. These are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

#### **Our purposes and activities**

Our Memorandum and Articles of Association are to promote the following purposes for the benefit of the public and/or older people within Gloucestershire:

- preventing or relieving the poverty of older people;
- advancing education;
- preventing or relieving sickness, disease or suffering in older people (whether emotional, mental or physical);
- promoting equality and diversity;
- promoting the human rights of older people in accordance with the Universal Declaration of Human Rights;
- assisting older people in need by reason of ill-health, social exclusion or other disadvantage; and
- such other charitable purposes for the benefit of older people as the trustees decide.

The outcome of this being the promotion of the well-being of older people.

Our strategic plan for 2020-2040 focuses on five strategic objectives for the charity:

1. To drive a new narrative about ageing to encourage people to see it as an important part of the life course;
2. To champion and lobby for age-friendly communities across Gloucestershire to influence the way places are physically set up;
3. To stimulate a range of opportunities at neighbourhood level for people to access to gain purpose and social networks;
4. To partner with local systems so they work in a more individual and strengths-based way with older people. Where necessary, we should provide casework to support people to reconnect with their community through times of transition or vulnerability; and
5. To be the safe place that people can contact if they don't know where else to turn and where they can receive informed, patient and accessible help to move forward. Also encouraging forward planning about later life for all.

The strategies employed and allocation of resources to achieve the charity's aims and objectives during the year were divided across:

#### **To drive a new narrative about ageing to encourage people to see it as an important part of the life course**

Attitudes to ageing are critical to ensuring people have the best experience of later life. Everyday ageism affects how people feel about life after 50; lowered expectations and conviction that life will inevitably be 'worse' impact negatively on older people's health, their drive to make positive changes and the way our systems prioritise older people's needs. We challenge ageism through our communications, events and programmes to present a realistic but optimistic view of later life.

## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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We produced 3 editions of **Grapevine Magazine** to provide positive activities and create a sense of community. This was particularly welcomed during the lockdown period, with 10,000 copies of each edition distributed directly to our supporters and through our partner networks. Increasingly content is generated by readers' suggestions and contributions of advice, experiences and skill. *"Just to say how very much I enjoyed the latest edition of Grapevine, I spent a lovely hour reading it and tackling the puzzles. It seems to be gaining its own character and is going from strength to strength so you should be very proud. It is giving people a different view of older people and that's what we need to be doing. Well done you!"*

With the addition of a Digital Engagement Coordinator to our Communications team, we were able to increase the reach and effectiveness of our **digital communications**. In autumn 2021 we established a monthly email newsletter to keep supporters up to date with social events and opportunities, respond to trends identified by our Help Team to offer proactive advice, pre-empt issues and ensure that the breadth of support offered by AUKG was well understood.

Our **social media** accounts were increasingly active, linking to useful age-positive articles, promoting partner services and encouraging conversation about ageing, and Age UK Gloucestershire's **website** continued to develop as a trusted source of accurate and up to date information. 26,529 individuals visited our pages in 2021/2 (21,553 in 2020/1).

#### **To champion and lobby for age-friendly communities across Gloucestershire to influence the way places are physically set up**

We remain committed to trialling new, innovative approaches. This is embodied by our **Community Circles Pilot** which began this year, focussing particularly on offering support to people Ageing Without Children (AWOC). This strengths-based approach works with individuals who risk becoming isolated and who need a little help to grow their support network to enable them to do the things that are important to them, such as spending more time with the people whose company they enjoy, starting a new hobby or re-engaging with an old one, going out more or joining new activities. Results for individuals are transformative: *"I needed confidence, I needed people around me because I was lonely and wanted to learn skills and be part of a group. [Community Circles] picked me up off the ground. I had no confidence and now I feel like a completely different person. This felt like a chance to change, which I didn't think was possible at my age. Suddenly I do things I have never done before."* We have supported 19 people to build their own Community Circles this year.

**Homeshare Gloucestershire** continued to provide an innovative housing solution. The early part of the year focussed on maintaining existing matches through lockdown via daily welfare calls to all existing matches as well as prospective householders/sharers. These calls were very much welcomed by Homeshare participants, and meant we were able to pre-empt any issues that they may be experiencing, both with Homesharing and general health/wellbeing concerns. Existing matches reported that having each other's company was a lifeline during lockdown; *"I don't know how I'd have got through without my sharer"*. A further 15 matches were brokered over the year, with a clear trend for people approaching us at an earlier life stage indicating that Homeshare is becoming a more mainstream option for many.

## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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Two of the domains of **Age Friendly Communities** are accessible information and social participation. Our conversations with older people indicated that there was a nervousness around re-joining activities after extended periods of lockdown, which prompted us to produce a short, easy to use poster, **Your Guide to Getting Back Out There: Your Guide to Enjoying Life Outside Your Home Post-Lockdown**. We encouraged older people to share tips, advice and information that they had found beneficial to support their peers. *"Your poster is great, so much good advice on here and I think it will apply to all people venturing out for the first time."*

This peer-support approach and wish to recognise and publicise the authentic experiences of older people also permeated our work with older carers. We secured funding from the Carers Gloucestershire Legacy Fund to have in depth conversations with 45 **older carers**, both current and those whose caring responsibilities had recently ended, to help us understand the unique challenges facing older people with caring roles, listen to their stories and give them a voice to advise other people in a similar situation. These people were incredibly generous with their time and suggestions and this resulted in **From One Carer to Another**, a resource which was promoted through Grapevine, social media and remains available through our website.

Ensuring that older people have a vehicle to share their opinions has also driven our **Question of the Month**. Over the year 653 people have told us what they think about a range of current issues from staying active to accessing health care, community safety, climate change and accessible high streets. These responses have given us a mandate to represent older people's views to the Office of the Police and Crime Commissioner, contact local councils about Changing Places grants for public conveniences, and report to the Gloucestershire Hospitals NHS Foundation Trust about patient experience.

Our dedicated and enthusiastic **Digital Support Volunteers** have been on hand throughout, initially via telephone and zoom/teams and recently at four outreach locations in the community, to support people to make better use of their technology. Their patience and knowledge has helped 99 people to be better connected; including using FaceTime, joining our online social groups or using WhatsApp to stay in touch.

#### **To stimulate a range of opportunities at neighbourhood level for older people to access so they can gain purpose and social networks**

In early 2021 the country was still observing the third lockdown due to COVID-19. Most of the people we talked to were keen to return to normal social activities, but many were anxious and had lost social confidence after a prolonged period of isolation. To support older people to re-engage with community life we worked with social spaces, community centres and hubs to offer advice on reopening safely as well as measures they could take to encourage older people to visit.

We had stayed in contact with our **Springboard Social Group** members and over the summer months encouraged the groups to reconvene. Initially phoning members, we gathered their personal views supported them individually to return to face to face meetings. We worked with groups to find new locations where their previous hosts were unable to accommodate. This saw a shift in many cases from libraries to local pubs and cafés, which encouraged a change in tone within the group to more informal and social. By December, 13 groups were re-established with around 50 older people taking part every week. Alongside our existing Springboard Social Groups in the Gloucester area we worked to establish new groups in Wotton Under Edge and Cheltenham, hosted by new partners The Keepers Community Board and Holiday Inn.

## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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To accommodate people less confident or unable to meet face to face, we continued to maintain our **Online Springboard Group** through Facebook. Alongside this we ran regular **IT & Tea** sessions to support people with IT issues in a friendly and supportive environment, as well as our **Cuppa With Jane** online social sessions led by a skilled facilitator to ensure everyone felt welcome, comfortable, valued and encouraged to contribute. These 'virtual' friendships translated to face to face meetings as restrictions eased.

Our **Ukulele Group** returned to meeting weekly once again, to provide music, fun and companionship to new and experienced players and has delighted wider audiences with their skills, including at the Christmas Party hosted by the Holiday Inn in Cheltenham.

#### **To partner with local systems so they work in a more individual and strengths-based way with older people. Where necessary, we should provide casework to support people to reconnect with their community through times of transition of vulnerability**

Our **Out of Hospital Team** continued to provide valuable support to older people following a stay in hospital to help them regain confidence at home. Commissioned by the Gloucestershire Clinical Commissioning Group (GCCG), our experienced team work alongside NHS staff to support timely discharges from hospital (including our Community Hospitals) so that older people can return home as soon as they are well enough. Having maintained comprehensive telephone support during lockdown the team returned to home visits as soon as restrictions permitted, and supported 1191 older people over the year. *"Very friendly and I felt comfortable and well at ease talking to you. Your advice was constructive. I began by feeling very nervous returning to my home after a considerable time in hospital after being seriously ill and having to manage on my own. You instilled confidence and gave many useful contacts which have helped considerably. Many thanks and I would thoroughly recommend you."*

We further supported our NHS colleagues by securing funding from NHS England to continue the **Pathway 0 Project**, providing follow-up welfare calls to older people following discharge from Gloucestershire Royal and Cheltenham General hospitals. The team made calls to 4,407 people, providing a safety net following discharge and offer reassurance, advice and refer on to other services (including our Out of Hospital and Help Teams) as required. *"I was really pleased when someone phoned and showed me that I was not forgotten now I was back home. Someone cared whether I had what I needed. Thank you"*.

This year also saw the development of an additional service to support the hospital teams in both preventing avoidable admissions where appropriate and facilitating the timely discharge of older people to help ease pressures right across the wider health and social care system our **System Flow Support Team** has been commissioned by the GCCG. Based in Gloucestershire Royal Hospital Emergency Department, this new team is working in partnership with front-line staff and delivering a raft of in-hospital advice and support to help people prepare for their discharge where previously they may have had to wait for this once home, in addition to coordinating and working with other services which might mean that unnecessary admissions to hospital are avoided.

We continue to represent older people to ensure their needs are considered in system design. We are active partners on the **Ageing Well Programme Board** of the GCCG, representing the Voluntary Sector as well as actively participating across a number of other projects, helping to inform and shape both the development and delivery of health and social care services to older people across the county.

## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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This year also saw the start of a major county-wide programme, **Digital Divides**, to map digital exclusion in the county, seek to understand underlying causes and suggest new approaches to tackle these. As older people are among those most at risk of digital exclusion, Age UK Gloucestershire is on the steering committee (alongside Barnwood Trust, Gloucestershire VCS Alliance, Forest Voluntary Action Forum and Gloucestershire County Council.), and has hosted the initial stages of this work.

**To be the safe place that people can contact if they don't know where else to turn and where they can receive informed, patient and accessible help to move forward. Also encouraging forward planning about later life for all.**

Age UK Gloucestershire's **Help Team** continues to be our flagship frontline service in supporting older people in immediate need. Demand for Help Team support has remained high, with both the number and complexity of contacts increasing. 5530 individuals turned to us for help in 2021-2, of these 64% required extensive follow up support. To meet this increased demand and maintain the quality of service we were able to expand the team and successfully recruited an additional three part-time colleagues in summer 2021 to add capacity. The team is increasingly operating an outreach service in order to provide face to face support around the county. We now have a base at 3 community hubs (Wotton Under Edge, Tewkesbury, Newent) and are a regular presence at Springboard Social Groups. The Help Team is supported by a team of committed and skilled volunteers, trained to support people to complete both Attendance Allowance and Blue Badge applications to enable people to stay independent at home. *"You were so patient and extremely helpful, I could not have done it without your help!"*

Our publication **Your Guide To Later Life** was distributed across the county to encourage people to think ahead about their later life wishes, make plans in advance and give them details of the support available.

We also continue to actively participate in the NHS End-of-Life/Palliative Care Clinical Programme Group, informing and shaping the countywide approach to the development and delivery of these services.

#### **Fundraising**

Age UK Gloucestershire is registered with the Fundraising Regulator and all fundraising activities were carried out in accordance with their guidelines. In Autumn 2021 we ran our first Christmas Appeal to an audience beyond our existing contacts, to grow our supporter base, with support from an external agency. No fundraising was carried out during the year by a third party/professional organisation.

We remain committed to protecting vulnerable people. All our fundraising communications are carefully planned, and peer-checked to ensure that supporters are not overwhelmed by volume or pressure of communications.



## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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#### **Our volunteers and partners**

We could not achieve all this without our fantastic team of volunteers, who support every aspect of our organisation. During the lockdown in the early part of the year, volunteers played a crucial role in helping us keep in touch with older people. They supported us to make welfare calls and gathered older people's views via Question of the Month, provided digital support to help people feel more comfortable using technology, provided content and delivered our Grapevine magazine, and assisted with mailings. As restrictions were lifted and face to face contact resumed, volunteers supported our Out of Hospital team by visiting people in their own homes to help them settle back in after a stay in hospital, and helped to support our Springboard and Ageing Well groups to reconvene. Over the year, 47 people gave their time through specific volunteering roles. We are so grateful to each of them for the vital role they play.

We have been supported during the year by a range of commercial, voluntary, charitable and statutory organisations and wish to extend a heartfelt 'thank you' to:

Ableworld Gloucester, Active Gloucestershire, Ageing Without Children, Age UK, Age UK Friends, Arnold Clark Community Fund, Barnwood Trust, British Red Cross, Brockworth Community Centre, Brockworth Parish Council, Churchdown Library, Community Circles, Community Wellbeing Service, Ecclesiastical, Esmée Fairbairn Foundation, Forest Voluntary Action Forum, GL1 Leisure Centre, GL11 Community Hub, Gloucester Central Library, Gloucestershire Carers Hub, Gloucestershire Community Foundation, Gloucestershire County Council, Gloucestershire Deaf Association, Gloucestershire Fire and Rescue Service, Gloucestershire Football Association, Gloucestershire Health and Care NHS Foundation Trust, Gloucestershire NHS Clinical Commissioning Group, Gloucestershire Old Person's Association, Gloucestershire VCS Alliance, Holiday Inn Cheltenham, Homeshare UK, Independent Age, Julia and Hans Rausing Trust, Keepers Community Centre, Longlevens Community Centre, Longlevens Library, Nationwide Foundation, Newent Library, Quedgeley Library, Spirax-Sarco, SSAFA Gloucestershire, Tesco Quedgeley, Warm and Well, Waterstones Café Gloucester, and all the many individuals and community groups who have supported us with time, funding and expertise this year.

The Charity is a member of the Age England Association, and a Brand Partner of Age UK. Age UK Gloucestershire remains an independent charity.

A number of smaller local charities are 'Friends' of Age UK Gloucestershire as part of the partnership arrangements with Age UK. During the year these were:

- Age Concern Churchdown; and
- Age Concern St Hilda's (ceased 13 Sept 21).

#### **Our values**

Our Organisational Values are key in how we seek to REACH our strategic ambitions:

Relationships: We know that social connections and relationships are powerful and protective. We seek to work in a relational way, and to use our knowledge, skills and networks to help people make natural and meaningful connections.

Every minute matters: We are positive about later life because we know it is a valuable and vital time in life. We respect that everyone's time is precious and seek to make the most of every contact we have.

## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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Age-friendly: We are relentless in encouraging our community to be responsive and positive about ageing, and use our knowledge and influence to inspire our whole community to contribute to making our county a great place to grow older.

Curiosity: We know 'older people' is not a homogeneous group, and we celebrate the diversity of experience that is later life. Knowing later life is different for everyone, we never assume we know what people's lives are like and start all interactions exploring with individuals what matters to them.

Hopeful: As a team we are motivated by the potential to achieve positive outcomes for people. We always seek to enable older people to retain purpose and meaning in their lives and as active members of a refreshed, inter-age community.

#### **Equality, diversity and inclusion**

A particular area of focus driven and owned by the board of trustees has been our organisational approach to Equality, Diversity and Inclusion (EDI). With external specialist support we have developed an EDI policy which following consultation with representative and community organisations, their leaders and our whole Age UK Gloucestershire team has been implemented along with an EDI Action Plan. This initial action plan will enable us to operationally implement and realise our policy aspirations alongside allowing consistent reporting of progress. In the year we achieved many of our immediate actions and will continue this focus and activity as we move toward achieving our medium and longer term goals.

#### **Achievements and performance 2021/22**

During the year, we:

- Received and responded to 5,530 enquiries through the Help Team. Of these 3,526 required multiple contacts, extensive follow-up and problem solving;
- Provided welfare benefits support to 138 individuals, securing £218,000 in previously unclaimed benefits;
- Made proactive welfare calls to 539 older people during lockdown to check how they were doing, offer reassurance and support and seek their views;
- Consulted 653 people through our Question of the Month, to ensure older people's voices were heard on a range of local issues;
- We supported 1,191 discharges through the Out of Hospital Service (2020/21: 922), with a further 4,407 receiving a 'safe home' call from our team as part of a Discharge Pathway '0' project;
- Set up and supported 15 new Homeshare matches during the year.
- Supported 19 people to develop new Community Circles to help them do the things that were important to them;
- Encouraged 13 Springboard Groups to reopen, and provide a safe space for friendship, support and fun for an average of 50 older people every week;
- Produced a Guide to Getting Back Out There to encourage older people to resume social activities and feel comfortable outside their homes;
- Helped 99 older people to feel more comfortable using their technology so they could connect with friends and family, and feel secure online;
- Listened to 45 older carers share their experiences and collated their advice and wisdom into our 'From One Carer To Another' resource to support other older carers;
- Maintained our on-line Springboard Group for sharing information and conversation, and social meet ups, with over 400 registered members;
- Created and distributed 3 editions of our information and activity magazine Grapevine, distributing a total of 30,000 copies to older people across the county;

## **Age Concern Gloucestershire**

### **Report of the trustees**

#### **For the year ended 31 March 2022**

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- Provided vital information to help people plan for later life through our Guide to Later Life in Gloucestershire, distributing 25,000 copies through our networks;
- Supported around 50 active volunteers to get involved with a range of services and activities, with additional people supporting our work with practical tasks such as distributing Grapevine to older people; and
- Provided up to date information through our website with 26,529 (2020/21 21,553) people visiting our website during the year, undertaking 34,294 sessions and accessing some 69,966 page views. 88.8% were 'new visitors'.

#### **Financial review**

In response to the financial uncertainty triggered by the pandemic, we set a clear financial plan to manage our funds proactively which carried through from the previous year. We sought to avoid the need to draw on our investments during the year in order for them to fully recover from the impact of the pandemic by targeting additional income. This approach was effective, and we were able to secure income to cover the majority of the costs of our operations during the year. As a result we are able to report a broadly break-even outturn for the year having now seen our investments regain much of the value they had lost.

Funding for future years was less available given the continuing short term focus on the response to the pandemic. As such we secured less income than we had anticipated for activity in 2022/23 and beyond.

Overall, despite the pandemic and the early stages we are at in developing our new approach to funding, we are on track with the financial model we set alongside our 20 year strategic plan. With more stability as the country emerges from the pandemic we will continue to invest from our reserves in 22/23 and beyond to underpin our core delivery and to support our transition to financial stability through a mature approach to funding.

#### **Investment policy and powers**

Subject to the requirements of the Charity's governing documentation and legislation generally, the Trustees have discretion to invest funds as they consider appropriate. In exercising this discretion, the Trustees have regard to the potential funding requirements of the Charity and the need to balance return on assets and investment risk.

The performance of the investments is shown in note 12 of the financial statements.

#### **Reserves policy and designations**

The Board has set a Reserve Policy which requires us to hold a reserve of Unrestricted Funds equivalent to cover six months staffing and operating costs in the event of the charity being wound up to enable it to meet the minimum redundancy payments to staff and to enable it to wind down (including enabling the charity to meet its obligations in the termination of its non-negotiable contracts with suppliers of goods and services) its charitable activities in a planned and controlled manner, to reduce as much as possible the negative impact on beneficiaries. This reserve equates to £590k (60% of total reserves).

Trustees have also made an allowance of £10k from reserves for any future liability that may be incurred in paying off the pension deficit as a result of pending legal advice.

This amount totalling £600k is held to ensure we can meet all our commitments should the charity need to be wound up.

## **Age Concern Gloucestershire**

### **Report of the trustees**

#### **For the year ended 31 March 2022**

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Trustees recognise that reserves are currently greater than their target. Holding a higher level of reserves has previously enabled the significant restructuring of the organisation behind our revised strategic direction, and has provided essential resilience through the Covid-19 pandemic.

In line with our strategic plan, Trustees have further Designated Funds totalling £263k to support our core activity and organisational development in the coming year.

A further £22.6k of the reserves are restricted funds – the purposes of these are outlined in note 18 of the accounts.

#### **Plans for the future**

Our plans continue to be influenced by the roadmap and recovery from the pandemic and important developments impacting our statutory partners and the growing and shifting focus on delivering ever more collaboratively and proactively in support of older people. In line with the strategic plan we expect to focus on:

- Challenging ageist narratives which have been reinforced by the pandemic. Continuing to provide routes for older people's voices to be heard and influence decision-making will be a priority;
- Promoting the benefits of age friendly places and offering practical support to local communities on becoming more inclusive for older people;
- Supporting the recovery, growth and development of community activities, including our Springboard Group model, and resuming our support to citizens to provide opportunities for older people to be connected;
- Continuing to deliver and develop new ways of working as part of our partnerships with statutory bodies;
- Expanding and developing our HelpTeam to continue to provide high quality support to meet the higher volume and complexity of enquiry we are seeing;
- Engaging with older people through our printed and on-line communications giving people access to information and ways to get involved in their community;
- Further development of our fundraising strategy to achieve required income levels; and
- Building on or strong foundations and focusing on the resilience and sustainability of our approaches to partnerships, communications, volunteers and systems.

#### **Structure, governance and management**

##### **Legal status and governing document**

Age Concern Gloucestershire (ACG), is a registered Charity and Company Limited by guarantee. The Company has operated as Age UK Gloucestershire (AUKG) since 1 June 2010 and is referred to throughout this document by that name. The Company is governed by its Memorandum and Articles of Association originally dated 7 October 2005 and amended following a Special Resolution on 5 February 2020. The governing documents require the trustees to act in the best interest of the Charity and its beneficiaries. The trustees make no personal gain from the Charitable Company.

##### **Appointment, induction and training of board of trustees**

A formal process is in place to ensure that the Board of Trustees has the range of skills and experience necessary to fulfil the responsibilities of the Trustees; this process includes undertaking a skills audit, advertising to attract new Board members with specific skills to meet gaps in Board expertise, a formal selection process and relevant checks, including Disclosure and Barring Service checks and ensuring individuals are not disqualified from serving as a Company Director.

## **Age Concern Gloucestershire**

### **Report of the trustees**

#### **For the year ended 31 March 2022**

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Once appointed or co-opted, new Trustees undertake an induction programme which includes an introduction to all our projects. Trustees are made aware of relevant training opportunities.

#### **Organisational structure**

The overall responsibility for governance and financial affairs of Age UK Gloucestershire lies with its Board of Directors. The Board discharges this responsibility by determining the Charity's strategy, setting the delegated authority of the Chief Executive, maintaining a monitoring overview function and agreeing and monitoring the policies and procedures, which provide the framework for the management and operation of the Charity.

The Board is assisted in fulfilling its duties by an established process of convening working groups to operate on specific issues and to explicit remits in between full Board meetings.

Trustees also ensure compliance with the duty in section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

The Annual General Meeting of the Charity elects the Trustees and Honorary Officers, appoints Auditors and considers and adopts the Annual Report and Audited Financial Statements for the preceding year's activities.

The Charity's Chief Executive Officer is responsible for the day to day operation of the Charity and manages the staff and volunteers of the Charity on behalf of the Trustees. He is also the Company Secretary.

#### **Remuneration of key management personnel**

A pay review policy is in place which outlines our approach to an annual pay review for all colleagues, excluding the CEO. The Board considers any rise to salaries taking account of the financial position of the charity, wider economic indicators (e.g. inflation) and benchmarking against similar organisations. A recommendation is made to the Board for approval and implementation from April.

CEO salary is reviewed at financial year end following annual appraisal by the Chair. Any salary rise is considered by Trustees against achievement of objectives, overall organisation performance and relevant benchmarking information. The full Board makes the final decision on any change in remuneration of the CEO.

#### **Risk management**

The Board maintains a strategic risk register which is reviewed at the end of every Board meeting. In between Board meetings, the Executive review and update the risk register. The Trustees review risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance.

In assessing risk Trustees recognise that some areas of our work require the acceptance and management of risk if our key objectives are to be achieved.

#### **Statement of responsibilities of the trustees**

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

## Age Concern Gloucestershire

### Report of the trustees

#### For the year ended 31 March 2022

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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 income and expenditure of the charity 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

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.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

#### **Auditors**

Godfrey Wilson Limited were re-appointed as auditors to charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 24 August 2022 and signed on their behalf by

*Patricia Le Rolland*

Patricia Le Rolland - Trustee

## **Independent auditors' report**

**To the members of**

**Age Concern Gloucestershire**

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### **Opinion**

We have audited the financial statements of Age Concern Gloucestershire (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related 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 charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

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

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

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

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

### **Other information**

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

## **Independent auditors' report**

**To the members of**

### **Age Concern Gloucestershire**

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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.

#### **Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report have 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

#### **Responsibilities of the trustees**

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.



## **Independent auditors' report**

**To the members of**

**Age Concern Gloucestershire**

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### **Our 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

## **Independent auditors' report**

**To the members of**

### **Age Concern Gloucestershire**

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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.

#### **Use of our report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity'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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Alison Godfrey*

Date: 6 September 2022

**Alison Godfrey FCA**  
**(Senior Statutory Auditor)**

For and on behalf of:

#### **GODFREY WILSON LIMITED**

Chartered accountants and statutory auditors  
5th Floor Mariner House  
62 Prince Street  
Bristol  
BS1 4QD

## Age Concern Gloucestershire

### Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Restricted £	Unrestricted £	2022 Total £	2021 Total £
<b>Income from:</b>					
Donations and legacies	3	-	228,289	<b>228,289</b>	168,134
Charitable activities:	4				
<i>Support for individuals</i>		113,360	-	<b>113,360</b>	136,835
<i>Community engagement</i>		43,362	-	<b>43,362</b>	97,531
<i>Statutory projects</i>		-	425,192	<b>425,192</b>	452,426
Other trading activities	5	-	5,101	<b>5,101</b>	19,714
Investments		-	236	<b>236</b>	297
<b>Total income</b>		<u>156,722</u>	<u>658,818</u>	<b>815,540</b>	<u>874,937</u>
<b>Expenditure on:</b>					
Raising funds		-	139,390	<b>139,390</b>	94,627
Charitable activities:					
<i>Support for individuals</i>		99,626	104,779	<b>204,405</b>	196,072
<i>Community engagement</i>		106,172	54,897	<b>161,069</b>	87,498
<i>Statutory projects</i>		-	425,293	<b>425,293</b>	450,849
<b>Total expenditure</b>	7	<u>205,798</u>	<u>724,359</u>	<b>930,157</b>	<u>829,046</u>
<b>Net income / (expenditure) before gains</b>		(49,076)	(65,541)	<b>(114,617)</b>	45,891
Net gains on investments	12	-	100,471	<b>100,471</b>	172,921
<b>Net income / (expenditure)</b>		(49,076)	34,930	<b>(14,146)</b>	218,812
Transfers between funds		-	-	-	-
Actuarial loss on defined benefit pension scheme	19	-	(33,179)	<b>(33,179)</b>	-
<b>Net movement in funds</b>	8	(49,076)	1,751	<b>(47,325)</b>	218,812
<b>Reconciliation of funds:</b>					
Total funds brought forward		<u>71,654</u>	<u>927,827</u>	<b>999,481</b>	<u>780,669</u>
<b>Total funds carried forward</b>		<u>22,578</u>	<u>929,578</u>	<b>952,156</b>	<u>999,481</u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the accounts.

## Age Concern Gloucestershire

### Balance sheet

As at 31 March 2022

	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	11	23,783	26,150
Investments	12	<u>867,497</u>	<u>767,026</u>
		<b>891,280</b>	<b>793,176</b>
<b>Current assets</b>			
Debtors	13	67,836	19,476
Current asset investments	14	75,590	75,384
Cash at bank and in hand		<u>140,734</u>	<u>267,677</u>
		<b>284,160</b>	<b>362,537</b>
<b>Current liabilities</b>			
Creditors: amounts falling due within 1 year	15	<u>(170,798)</u>	<u>(133,581)</u>
<b>Net current assets</b>		<b>113,362</b>	<b>228,956</b>
<b>Net assets excluding pension liability</b>		<b>1,004,642</b>	<b>1,022,132</b>
Defined benefit pension liability	19	<u>(52,486)</u>	<u>(22,651)</u>
<b>Net assets</b>	17	<b>952,156</b>	<b>999,481</b>
<b>Funds</b>	18		
Restricted funds		22,578	71,654
Unrestricted funds			
Designated funds		863,162	741,000
General funds		<u>66,416</u>	<u>186,827</u>
<b>Total charity funds</b>		<b>952,156</b>	<b>999,481</b>

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 24 August 2022 and signed on their behalf by

*Patricia Le Rolland*

Patricia Le Rolland - Trustee

## Age Concern Gloucestershire

### Statement of cash flows

For the year ended 31 March 2022

	Note	2022 £	2021 £
<b>Cash used in operating activities:</b>			
<b>Net cash provided by / (used in) operating activities</b>	20	<u>(115,663)</u>	<u>112,645</u>
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		236	297
Purchase of tangible fixed assets		<u>(11,310)</u>	<u>(6,425)</u>
<b>Net cash provided by / (used in) investing activities</b>		<u>(11,074)</u>	<u>(6,128)</u>
<b>Increase / (decrease) in cash and cash equivalents in the year</b>		<u>(126,737)</u>	<u>106,517</u>
Cash and cash equivalents at the beginning of the year		<u>343,061</u>	<u>236,544</u>
<b>Cash and cash equivalents at the end of the year</b>		<u><u>216,324</u></u>	<u><u>343,061</u></u>
<b>Analysis of cash and cash equivalents</b>			
Current asset investments		75,590	75,384
Cash at bank and in hand		<u>140,734</u>	<u>267,677</u>
<b>Cash and cash equivalents at the end of the year</b>		<u><u>216,324</u></u>	<u><u>343,061</u></u>

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

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#### 1. Accounting policies

##### a) Basis of preparation

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

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

##### b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. The trustees consider this appropriate given the current level of unrestricted reserves coupled with the progress in securing additional funding for FY22/23. The trustees acknowledge that the COVID-19 pandemic has had a profound impact on the global economy, and have considered the impact of this issue on the charity's current and future financial position. The charity continued to deliver its services throughout the pandemic, reconfiguring activity where appropriate. The resilience this learning has provided is now reflected in our approach to the management and mitigation of risk. The trustees have put robust plans in place to monitor the performance against budget in FY22/23 which are reflective of the appointment in year of a new CEO. As such, the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

##### c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of contract delivery is deferred until criteria for income recognition are met.

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

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#### 1. Accounting policies (continued)

##### d) Interest receivable

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

##### e) Funds accounting

Unrestricted general funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

##### f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

##### g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2022	2021
Raising funds	12.9%	9.8%
Support for individuals	23.6%	22.1%
Community engagement	17.6%	10.4%
Statutory projects	45.9%	57.7%

##### h) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures and fittings	25% / 33% straight line
Leasehold improvements	33.3% straight line
Equipment	20% straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

## Age Concern Gloucestershire

### Notes to the financial statements

#### For the year ended 31 March 2022

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#### 1. Accounting policies (continued)

##### i) Listed investments

Investments in quoted shares, traded bonds and similar investments are measured initially at cost and subsequently at fair value (their market value). The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

##### j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### k) Current asset investments

Current asset investments consists of cash equivalents held on deposit for investment purposes with a maturity date of less than one year and more than three months from the date of acquisition or opening of the deposit or similar account.

##### l) Cash at bank and in hand

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

##### m) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due.

##### n) Financial instruments

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

##### o) Pension costs (defined contribution)

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

##### q) Pension costs (defined benefit)

The charitable company participates in a defined benefit pension scheme for its employees. This is a multi-employer pension scheme and is currently in deficit. A provision has been made for the charity's share of the deficit, based on the based on the actuarial valuation for the year ended 31 March 2022 (see note 19).

##### q) Redundancy costs

Where an employee receives a redundancy payment, the cost is recognised at the date that the employee is notified.



## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

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#### 1. Accounting policies (continued)

##### r) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

##### Depreciation

As described in note 1h to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. Depreciation rates in operation during the current and prior period were as follows:

Fixtures and fittings	25% / 33% straight line
Leasehold improvements	33.3% straight line
Equipment	20% straight line

##### Listed investment

As described in note 1i to the financial statements, investments in quoted shares, traded bonds and similar investments are measured initially at cost and subsequently at fair value (their market value).

##### Pension provision

As described in note 1q to the financial statements, the charitable company participates in a defined benefit pension scheme that is currently in deficit. A provision has been made for the charity's share of the deficit, based on the based on the actuarial valuation for the year ended 31 March 2022 (see note 19). In the prior year, this was valued at the net present value of future contributions payable under an agreed deficit funding arrangement; however an actuarial valuation of the charity's share of the deficit was obtained during the current year.

Age Concern Gloucestershire

Notes to the financial statements

For the year ended 31 March 2022

2. Prior period comparatives: Statement of financial activities

	Restricted £	Unrestricted £	2021 Total £
<b>Income from:</b>			
Donations and legacies	4,150	163,984	<b>168,134</b>
Charitable activities:			
<i>Support for individuals</i>	124,435	12,400	<b>136,835</b>
<i>Community engagement</i>	97,531	-	<b>97,531</b>
<i>Statutory projects</i>	-	452,426	<b>452,426</b>
Other trading activities	-	19,714	<b>19,714</b>
Investments	-	297	<b>297</b>
<b>Total income</b>	<b>226,116</b>	<b>648,821</b>	<b>874,937</b>
<b>Expenditure on:</b>			
Raising funds	-	94,627	<b>94,627</b>
Charitable activities:			
<i>Support for individuals</i>	135,266	60,806	<b>196,072</b>
<i>Community engagement</i>	60,577	26,921	<b>87,498</b>
<i>Statutory projects</i>	-	450,849	<b>450,849</b>
<b>Total expenditure</b>	<b>195,843</b>	<b>633,203</b>	<b>829,046</b>
<b>Net income before gains</b>	<b>30,273</b>	<b>15,618</b>	<b>45,891</b>
Net gains on investments	-	172,921	<b>172,921</b>
<b>Net income / (expenditure)</b>	<b>30,273</b>	<b>188,539</b>	<b>218,812</b>
Transfers between funds	(362)	362	-
<b>Net movement in funds</b>	<b>29,911</b>	<b>188,901</b>	<b>218,812</b>

3. Income from donations and legacies

	Restricted £	Unrestricted £	2022 Total £
Donations	-	28,066	<b>28,066</b>
Grants	-	11,723	<b>11,723</b>
Legacies	-	188,500	<b>188,500</b>
<b>Total income from donations and legacies</b>	<b>-</b>	<b>228,289</b>	<b>228,289</b>

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

#### 3. Income from donations and legacies (continued)

Prior period comparative:

	Restricted £	Unrestricted £	2021 Total £
Donations	-	31,888	31,888
Grants	4,150	76,596	80,746
Legacies	-	55,500	55,500
<b>Total income from donations and legacies</b>	<b>4,150</b>	<b>163,984</b>	<b>168,134</b>

#### 4. Income from charitable activities

	Restricted £	Unrestricted £	2022 Total £
<b>Support for individuals:</b>			
Gloucestershire County Council Covid Prevention Grant Fund	59,908	-	59,908
The Julia and Hans Rausing Trust	25,000	-	25,000
Barnwood Trust	15,000	-	15,000
Gloucestershire Community Foundation, Carers Gloucestershire Legacy Fund	8,952	-	8,952
Digital Divides	4,500	-	4,500
	<u>113,360</u>	<u>-</u>	<u>113,360</u>
<b>Community engagement:</b>			
Community Circles	22,749	-	22,749
Independent Age	13,693	-	13,693
Gloucestershire Community Foundation	4,920	-	4,920
Brockworth Council	1,000	-	1,000
Arnold Clarke Community Foundation	1,000	-	1,000
	<u>43,362</u>	<u>-</u>	<u>43,362</u>
<b>Statutory projects:</b>			
NHS Gloucestershire	-	396,166	396,166
Age UK - Winter Pressures	-	14,606	14,606
Homeshare fees	-	14,420	14,420
	<u>-</u>	<u>425,192</u>	<u>425,192</u>
<b>Total income from charitable activities</b>	<b>156,722</b>	<b>425,192</b>	<b>581,914</b>

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

#### 4. Income from charitable activities (continued)

##### Prior period comparative:

	Restricted £	Unrestricted £	2021 Total £
<b>Support for individuals:</b>			
The Julia and Hans Rausing Trust	60,000	-	60,000
Age UK	32,952	12,400	45,352
The Armed Forces Covenant Fund Trust	20,000	-	20,000
Aged Veterans Fund	6,483	-	6,483
The Summerfield Charitable Trust	5,000	-	5,000
	<u>124,435</u>	<u>12,400</u>	<u>136,835</u>
<b>Community engagement:</b>			
National Lottery Community Fund	15,660	-	15,660
Esmee Fairbairn Foundation	20,000	-	20,000
Nationwide Foundation	38,250	-	38,250
Gloucestershire County Council Digital Innovation Fund	19,143	-	19,143
Gloucestershire Community Foundation	4,478	-	4,478
	<u>97,531</u>	<u>-</u>	<u>97,531</u>
<b>Statutory projects:</b>			
NHS Gloucestershire	-	317,569	317,569
Age UK - Winter Pressures	-	26,988	26,988
Age UK - NHSE Covid	-	92,206	92,206
Homeshare fees	-	15,663	15,663
	<u>-</u>	<u>452,426</u>	<u>452,426</u>
<b>Total income from charitable activities</b>	<u>221,966</u>	<u>464,826</u>	<u>686,792</u>

#### 5. Income from other trading activities

	Restricted £	Unrestricted £	2022 Total £	2021 Total £
DBS checks	-	5,045	5,045	2,731
Sundry sales	-	56	56	2,127
Age UK partner income	-	-	-	14,856
<b>Total income from other trading activities</b>	<u>-</u>	<u>5,101</u>	<u>5,101</u>	<u>19,714</u>

All income from other trading activities in the previous year was unrestricted.

**Age Concern Gloucestershire**

**Notes to the financial statements**

**For the year ended 31 March 2022**

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**6. Government grants**

The charitable company receives government grants, defined as grants from the Gloucestershire County Council to fund charitable activities and Coronavirus Job Retention Scheme grants. The total value of such grants in the period ending 31 March 2022 was £60,131 (2021: £30,934). There are no unfulfilled conditions or contingencies attaching to these grants in either period.

Age Concern Gloucestershire

Notes to the financial statements

For the year ended 31 March 2022

7. Total expenditure

	Raising funds £	Support for individuals £	Community engagement £	Statutory projects £	Support and governance costs £	2022 Total £
Staff costs (note 9)	64,059	117,587	87,169	226,294	170,552	<b>665,661</b>
Staff and volunteer expenses	170	79	842	3,350	1,331	<b>5,772</b>
Other staff costs	580	2,344	425	26,468	19,617	<b>49,434</b>
IT and licences	7,298	-	-	-	77,394	<b>84,692</b>
Telephones	366	288	478	3,637	7,345	<b>12,114</b>
Printing and stationery	18,028	780	9,637	605	10,877	<b>39,927</b>
Insurance	-	-	-	-	3,510	<b>3,510</b>
Rent and utilities	-	-	-	560	32,316	<b>32,876</b>
Activities	330	-	88	561	618	<b>1,597</b>
PR and advertising	2,566	-	-	748	384	<b>3,698</b>
Legal and professional	-	-	-	-	15,439	<b>15,439</b>
Bank charges	508	-	-	41	431	<b>980</b>
Depreciation	-	-	-	-	13,677	<b>13,677</b>
Sundry	-	-	105	476	199	<b>780</b>
<b>Sub-total</b>	<b>93,905</b>	<b>121,078</b>	<b>98,744</b>	<b>262,740</b>	<b>353,690</b>	<b>930,157</b>
Allocation of support and governance costs	45,485	83,327	62,325	162,553	(353,690)	-
<b>Total expenditure</b>	<b>139,390</b>	<b>204,405</b>	<b>161,069</b>	<b>425,293</b>	<b>-</b>	<b>930,157</b>

Total governance costs were £5,640 (2021: £5,400).

Age Concern Gloucestershire

Notes to the financial statements

For the year ended 31 March 2022

7. Total expenditure (continued)

Prior period comparative

	Raising funds £	Support for individuals £	Community engagement £	Statutory projects £	Support and governance costs £	2021 Total £
Staff costs (note 9)	43,973	99,583	46,871	258,696	144,750	<b>593,873</b>
Staff and volunteer expenses	22	447	-	1,553	327	<b>2,349</b>
Other staff costs	971	521	563	8,671	12,454	<b>23,180</b>
IT and licences	7,762	-	1,158	256	56,574	<b>65,750</b>
Telephones	231	1,204	795	3,183	5,667	<b>11,080</b>
Printing and stationery	9,011	11,634	3,787	447	11,968	<b>36,847</b>
Insurance	-	-	388	-	4,834	<b>5,222</b>
Rent and utilities	-	-	1,204	-	34,836	<b>36,040</b>
Activities	-	13,332	260	555	50	<b>14,197</b>
PR and advertising	2,809	1,967	409	737	29	<b>5,951</b>
Legal and professional	-	-	-	-	10,117	<b>10,117</b>
Bank charges	-	-	-	32	386	<b>418</b>
Depreciation	-	-	-	-	22,298	<b>22,298</b>
Bad debt	-	-	-	159	77	<b>236</b>
Sundry	-	-	264	-	1,224	<b>1,488</b>
<b>Sub-total</b>	<b>64,779</b>	<b>128,688</b>	<b>55,699</b>	<b>274,289</b>	<b>305,591</b>	<b>829,046</b>
Allocation of support and governance costs	29,848	67,384	31,799	176,560	(305,591)	-
<b>Total expenditure</b>	<b>94,627</b>	<b>196,072</b>	<b>87,498</b>	<b>450,849</b>	<b>-</b>	<b>829,046</b>

## Age Concern Gloucestershire

### Notes to the financial statements

#### For the year ended 31 March 2022

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#### 8. Net movement in funds

This is stated after charging:

	<b>2022</b>	2021
	£	£
Depreciation	<b>13,677</b>	22,298
Operating lease payments	<b>38,522</b>	18,035
Trustees' remuneration	<b>Nil</b>	Nil
Trustees' reimbursed expenses	<b>Nil</b>	Nil
Auditors' remuneration:		
▪ Statutory audit (including VAT)	<b>5,640</b>	5,400
▪ Other services	<b>360</b>	360
	<b><u>360</u></b>	<b><u>360</u></b>

#### 9. Staff costs and numbers

Staff costs were as follows:

	<b>2022</b>	2021
	£	£
Salaries and wages	<b>586,134</b>	521,182
Social security costs	<b>38,709</b>	34,309
Pension costs	<b>40,818</b>	36,265
Redundancy costs	<b>-</b>	2,117
	<b><u>665,661</u></b>	<b><u>593,873</u></b>

No employee earned more than £60,000 during the year.

Redundancy payments totalling £2,117 were recognised during the prior year due to the end of project funding in April 2020.

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Managers. The total employee benefits of the key management personnel were £231,713 (2021: £219,525).

The Trustees ensure that all staff are remunerated in line with the comparative employment market, inflation and the financial position of the charity. Grading structures are reviewed regularly to ensure staff across the organisation receive fair remuneration for their roles.

	<b>2022</b>	2021
	No.	No.
Average employee headcount	<b><u>32</u></b>	<b><u>28</u></b>



## Age Concern Gloucestershire

### Notes to the financial statements

#### For the year ended 31 March 2022

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#### 10. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### 11. Tangible fixed assets

	Fixtures and fittings £	Leasehold improvements £	Equipment £	Total £
<b>Cost</b>				
At 1 April 2021	57,035	14,378	2,927	<b>74,340</b>
Additions in year	<u>11,310</u>	<u>-</u>	<u>-</u>	<u><b>11,310</b></u>
At 31 March 2022	<u>68,345</u>	<u>14,378</u>	<u>2,927</u>	<u><b>85,650</b></u>
<b>Depreciation</b>				
At 1 April 2021	39,195	6,068	2,927	<b>48,190</b>
Charge for the year	<u>8,889</u>	<u>4,788</u>	<u>-</u>	<u><b>13,677</b></u>
At 31 March 2022	<u>48,084</u>	<u>10,856</u>	<u>2,927</u>	<u><b>61,867</b></u>
<b>Net book value</b>				
<b>At 31 March 2022</b>	<u><b>20,261</b></u>	<u><b>3,522</b></u>	<u>-</u>	<u><b>23,783</b></u>
At 31 March 2021	<u>17,840</u>	<u>8,310</u>	<u>-</u>	<u>26,150</u>

#### 12. Investments

	2022 £	2021 £
Market value at 1 April	<b>767,026</b>	594,105
Disposals proceeds	-	-
Realised gains / (losses)	-	-
Unrealised gains / (losses)	<u><b>100,471</b></u>	<u>172,921</u>
<b>Market value at 31 March</b>	<u><b>867,497</b></u>	<u>767,026</u>
<b>Historical cost</b>	<u><b>633,269</b></u>	<u>633,269</u>

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

#### 13. Debtors

	2022 £	2021 £
Trade debtors	49,967	400
Prepayments	17,869	12,434
Accrued income	-	6,642
	<u>67,836</u>	<u>19,476</u>

#### 14. Current asset investments

	2022 £	2021 £
Unlisted investments	<u>75,590</u>	<u>75,384</u>

#### 15. Creditors: amounts due within 1 year

	2022 £	2021 £
Trade creditors	49,982	11,370
Accruals	27,465	22,692
Deferred income (see note 16)	34,727	23,977
Other creditors	58,624	75,542
	<u>170,798</u>	<u>133,581</u>

#### 16. Deferred income

	2022 £	2021 £
At 1 April 2021	23,977	25,589
Deferred during the year	34,727	23,977
Released during the year	<u>(23,977)</u>	<u>(25,589)</u>
At 31 March 2022	<u>34,727</u>	<u>23,977</u>

Deferred income relates to service provision invoiced in advance.

Age Concern Gloucestershire

Notes to the financial statements

For the year ended 31 March 2022

17. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	23,783	<b>23,783</b>
Investments	-	863,162	4,335	<b>867,497</b>
Current assets	22,578	-	261,582	<b>284,160</b>
Current liabilities	-	-	(170,798)	<b>(170,798)</b>
Non current liabilities	-	-	(52,486)	<b>(52,486)</b>
<b>Net assets at 31 March 2022</b>	<b><u>22,578</u></b>	<b><u>863,162</u></b>	<b><u>66,416</u></b>	<b><u>952,156</u></b>
Prior year comparative	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	26,150	<b>26,150</b>
Investments	-	741,000	26,026	<b>767,026</b>
Current assets	71,654	-	290,883	<b>362,537</b>
Current liabilities	-	-	(133,581)	<b>(133,581)</b>
Non current liabilities	-	-	(22,651)	<b>(22,651)</b>
<b>Net assets at 31 March 2021</b>	<b><u>71,654</u></b>	<b><u>741,000</u></b>	<b><u>186,827</u></b>	<b><u>999,481</u></b>

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

#### 18. Movements in funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	Gains / (losses) £	At 31 March 2022 £
<b>Restricted funds</b>						
Amenity & Winter Warmth	8,844	-	-	-	-	8,844
Arnold Clarke Community						
Fund	-	1,000	(1,000)	-	-	-
Barnwood Trust	-	15,000	(13,766)	-	-	1,234
Brockworth PC	-	1,000	(1,000)	-	-	-
Community Circles	-	22,748	(22,748)	-	-	-
Digital Divides	-	4,500	(4,500)	-	-	-
Esmee Fairbairn						
Foundation	24,560	-	(24,560)	-	-	-
Gloucestershire						
Community Foundation	-	4,920	(4,920)	-	-	-
Carers Gloucestershire						
Legacy Fund	-	8,952	(8,952)	-	-	-
Gloucestershire County						
Council Covid Prevention						
Grant Fund	-	59,908	(59,908)	-	-	-
Independent Age	-	13,694	(13,694)	-	-	-
The Julia and Hans						
Rausing Trust	-	25,000	(12,500)	-	-	12,500
Nationwide Community						
Foundation	38,250	-	(38,250)	-	-	-
<b>Total restricted funds</b>	<b>71,654</b>	<b>156,722</b>	<b>(205,798)</b>	<b>-</b>	<b>-</b>	<b>22,578</b>
<b>Unrestricted funds</b>						
<i>Designated funds:</i>						
Investment for income						
generation	94,000	-	-	43,000	-	137,000
Frontline charitable activity	184,000	-	-	(108,838)	-	75,162
Project development	26,000	-	-	25,000	-	51,000
Pension commitments	100,000	-	-	(90,000)	-	10,000
Lease commitments	62,000	-	-	(32,000)	-	30,000
Six months operating costs	275,000	-	-	285,000	-	560,000
<i>Total designated funds</i>	<b>741,000</b>	<b>-</b>	<b>-</b>	<b>122,162</b>	<b>-</b>	<b>863,162</b>
General funds	186,827	658,818	(724,359)	(122,162)	67,292	66,416
<b>Total unrestricted funds</b>	<b>927,827</b>	<b>658,818</b>	<b>(724,359)</b>	<b>-</b>	<b>67,292</b>	<b>929,578</b>
<b>Total funds</b>	<b>999,481</b>	<b>815,540</b>	<b>(930,157)</b>	<b>-</b>	<b>67,292</b>	<b>952,156</b>

## Age Concern Gloucestershire

### Notes to the financial statements

#### For the year ended 31 March 2022

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#### 18. Movements in funds (continued)

##### **Purposes of restricted funds - current year**

###### *Amenity & Winter Warmth*

An ongoing fund from annual minor winter appeals, used in small grants to individuals to contribute to fuel bills and domestic emergencies.

###### *Arnold Clarke Community Fund*

To provide advice and guidance to community groups and local venues to support them to reopen safely and accessibly to encourage older people to re-join social groups and activities following lockdown.

###### *Barnwood Trust*

Increasing capacity in Age UK Gloucestershire's frontline Help Team, in order to support the increased number and complexity of contacts received from older people, as a result of COVID-19.

###### *Brockworth PC*

Brockworth Parish Council is a social community group created for older residents in the area, It was set up initially to encourage peer support for individuals who had experienced a life-changing event such as a bereavement or serious ill health. Coming out of the pandemic it has become a social space supported by Age UK Gloucestershire where people continue to support each other, building confidence and becoming better-connected citizens, in turn reducing anxiety, loneliness and isolation.

###### *Community Circles*

Our Community Circles Pilot began this year, focussing particularly on offering support to people Ageing Without Children (AWOC). We worked with individuals who risk becoming isolated and who need a little help to grow their support network to enable them to do the things that are important to them, such as spending more time with the people whose company they enjoy, starting a new hobby or re-engaging with an old one, going out more or joining new activities.

###### *Digital Divides*

Digital Divides is a major county-wide programme to map digital exclusion in the county, seek to understand underlying causes and suggest new approaches to tackle these. As older people are among those most at risk of digital exclusion, Age UK Gloucestershire was represented on the steering committee (alongside Barnwood Trust, Gloucestershire VCS Alliance, Forest Voluntary Action Forum and Gloucestershire County Council.), and hosted the initial stages of this work.

###### *Esmee Fairbairn Foundation*

Community Activators, Community Connectors - Grant funding towards a project which encourages citizens to take action in their neighbourhood to hold conversations with older people and to establish new activities. Funds contribute towards the salary of a Community Engagement Manager, support to 'activators' and independent evaluation of the project.

###### *Gloucestershire Community Foundation*

To design, print and distribute 10,000 copies of Grapevine magazine, containing information, activities and personal stories to provide inspiration, entertainment and a sense of community for older people during extended lockdown.

###### *Gloucestershire Community Foundation, Carers Gloucestershire Legacy Fund*

To support older people in Gloucestershire whose caring duties have ended to establish new, supportive peer networks, tell their stories and advise existing older carers through our 'From One Carer to Another' resource, published via our Grapevine Magazine and available through our website.

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

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#### 18. Movements in funds (continued)

##### **Purposes of restricted funds (continued)**

###### *Gloucestershire County Council Covid Prevention Grant Fund*

To support up-to-date and accessible provision of information for older people, to collate and provide accurate information to partner organisations about current 'on the ground services' and to increase and maintain capacity within AUKG's Help Team as a trusted source of information, signposting and advice in response to increased demand and escalating complexity of need as a result of COVID-19.

###### *Independent Age*

To support older people across Gloucestershire to reconvene their community groups and regain social connections in the wake of COVID-19. We supported Springboard Social Groups to restart and encouraged all former members to join at their own pace, listened to concerns and anxieties and supported older people to share their advice around socialising safely and building social confidence through our 'Guide to Getting Back Out There; A Guide to Enjoying Life Outside Your Home Post-Lockdown'.

###### *The Julia and Hans Rausing Trust*

Support for our Help Team advisors, Friendship Line and welfare calls during lockdown, and community support.

###### *Nationwide Community Foundation*

Homeshare - Development of our Homeshare scheme which matches older people with a spare room with a Sharer who can offer companionship and share household chores. This will support new matches and wide promotion of the scheme to reach new audiences.

##### **Purposes of restricted funds - prior year**

###### *Age UK*

One-off grant received from Age UK's emergency appeals to support 2 months running costs of the Help Team (providing advice, support & signposting to older people) and design, print and distribution of 2 editions of Grapevine information and activity packs for older people.

###### *Aged Veterans Fund*

Joining Forces - Grant funding to provide a pathway of support to older people who have served in the forces. Support includes information and advice, practical support and increasing social connections.

###### *Armed Forces Covenant Fund Trust*

Veterans Connections Project - to make proactive welfare calls to the veterans we have previously supported to ensure they have what they need during lockdown and to offer social connections.

###### *The Clothworkers Foundation*

Grant to purchase IT equipment. The related expenditure has been capitalised and the balance of the fund transferred to general funds.

###### *Gloucestershire County Council Digital Innovation Fund 2020*

Connecting older people to the internet and social media to help them source crucial information, forge and maintain social connections and try new activities.

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

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#### 18. Movements in funds (continued)

##### **Purposes of restricted funds (continued)**

###### *National Lottery Community Fund*

Life Changes - Lottery funded project (final year of 4 year project) as a delivery partner to British Red Cross. Project focussed on offering structured support to older people in Gloucestershire who are dealing with a significant life change, such as bereavement of partner, ill health and accommodation change. The charity provide emotional support, financial / benefits advice and social opportunities.

###### *The Summerfield Charitable Trust*

Support for the Help Team and Friendship Line.

##### **Purposes of designated funds**

###### *Investment for income generation*

The organisation needs to improve its fundraising activity to support future activity. Funding is needed to draw in expertise and staffing to oversee fundraising activities with a view to generating project specific and unrestricted income for charitable activities.

###### *Frontline charitable activity*

Ensuring funding for our core charitable activity, to provide a Help Team able to respond to enquiries from the public, as well as to continue our community engagement work. The physical base that activities operate from also requires investment to make it fit for purpose moving forward. Also included are six months general running costs. Trustees also forecast further years of operating losses as the organisation's financial model is reprofiled.

###### *Project development*

Capacity to seed and/or match fund new initiatives and projects.

###### *Pension commitments*

Commitments covering current and future pension liabilities.

###### *Lease commitments*

The commitments include the cost of the property lease until the first break clause and miscellaneous operating lease agreements.

###### *Six months operating costs*

Held in line with the charity's reserves policy.

##### **Transfers between funds**

Transfers between designated funds represent adjustments agreed by the trustees of the charity.

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

#### 18. Movements in funds (continued)

##### Prior period comparative

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	Gains / (losses) £	At 31 March 2021 £
<b>Restricted funds</b>						
Age UK	-	32,952	(32,952)	-	-	-
Aged Veterans Fund	7,184	6,483	(16,167)	2,500	-	-
Amenity & Winter Warmth Armed Forces Covenant Fund Trust	8,844	-	-	-	-	<b>8,844</b>
Esmee Fairbairn Foundation	-	20,000	(21,203)	1,203	-	-
Gloucestershire Community Foundation	17,665	20,000	(13,105)	-	-	<b>24,560</b>
Gloucestershire County Council Digital Innovation National Lottery Community Fund	-	4,478	(4,619)	141	-	-
Nationwide Community Foundation	-	19,143	(19,143)	-	-	-
The Clothworkers Foundation	8,050	15,660	(23,710)	-	-	-
The Julia and Hans Rausing Trust	-	38,250	-	-	-	<b>38,250</b>
The Summerfield Charitable Trust	-	4,150	-	(4,150)	-	-
	-	60,000	(59,944)	(56)	-	-
	-	5,000	(5,000)	-	-	-
<b>Total restricted funds</b>	<b>41,743</b>	<b>226,116</b>	<b>(195,843)</b>	<b>(362)</b>	<b>-</b>	<b>71,654</b>
<b>Unrestricted funds</b>						
<i>Designated funds:</i>						
Investment for income generation	58,000	-	-	36,000	-	<b>94,000</b>
Frontline charitable activity	484,000	-	-	(300,000)	-	<b>184,000</b>
Project development	57,000	-	-	(31,000)	-	<b>26,000</b>
Pension commitments	-	-	-	100,000	-	<b>100,000</b>
Lease commitments	94,000	-	-	(32,000)	-	<b>62,000</b>
Six months operating costs	-	-	-	275,000	-	<b>275,000</b>
<i>Total designated funds</i>	<b>693,000</b>	<b>-</b>	<b>-</b>	<b>48,000</b>	<b>-</b>	<b>741,000</b>
General funds	45,926	648,821	(633,203)	(47,638)	172,921	<b>186,827</b>
<b>Total unrestricted funds</b>	<b>738,926</b>	<b>648,821</b>	<b>(633,203)</b>	<b>362</b>	<b>172,921</b>	<b>927,827</b>
<b>Total funds</b>	<b>780,669</b>	<b>874,937</b>	<b>(829,046)</b>	<b>-</b>	<b>172,921</b>	<b>999,481</b>



## Age Concern Gloucestershire

### Notes to the financial statements

#### For the year ended 31 March 2022

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#### 19. Pension commitments

The charity participates in a scheme operated by The Pensions Trust and known as 'TPT Retirement Solutions - The Growth Plan'. It is a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. However it has previously not been possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it has previously accounted for the scheme as a defined contribution scheme, up to 31 October 2021.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, sets out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. The valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee of the scheme has instructed the participating employers to pay additional deficit contributions to the scheme at a rate of £11,243,000 per annum for the period from 1 April 2019 to 31 January 2025, payable monthly and increasing by 3% each on 1 April. Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows: £12,945,440 per annum for the period from 1 April 2016 to 30 September 2025, and a rate of £54,560 per annum for the period from 1 April 2016 to 30 September 2028, both increasing annually on 1 April by 3%. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

During the year, Age Concern Gloucestershire indicated their intention to withdraw from the scheme and to settle the full employer debt due on withdrawal. The charity's deficit repayments ceased in October 2021, and an actuarial valuation of the scheme was obtained for the debt as at 31 October 2021.

## Age Concern Gloucestershire

### Notes to the financial statements

#### For the year ended 31 March 2022

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#### 19. Pension commitments (continued)

The Trustee of the scheme has received legal advice that there is uncertainty about how TPT should calculate increases to pensions in payment for some members of the Plan, and that it should ask the Court to provide clarity on the calculation. The Trustee will present the case in Court that the Rules should continue to be applied in the way they are now. Should the Court decide that the historic benefit change needs to be applied differently, then benefits for the members concerned would need to be increased, which would increase the value of any Plan liabilities.

Any increase would only be put into effect once the Court proceedings have been concluded, which is not expected to be before late 2024 at the earliest.

Due to this uncertainty, the Trustee has been advised that Section 75 debts should not be certified until after the Court proceedings have concluded. A prepayment amount will instead be taken based on the Trustee's reasonable pre-estimate of the amount of the debt, due to the possibility that the eventual Section 75 debt payment may be higher or lower than this amount.

Age Concern Gloucestershire have therefore recognised the estimated employer debt due on withdrawal from the scheme of £52,486 as a provision at 31 March 2022. The additional debt of £33,179 due has been charged to the Statement of Financial Activities during 2022, representing the difference in amounts previously accrued for deficit repayments and the final amount due. Any further changes to the liability prior to certification will be charged to the SoFA in future periods, as it is not possible to estimate these at the current time.

#### Present value of provision

	2022 £	2021 £
Present value of provision	<u>52,486</u>	<u>22,651</u>

#### Reconciliation of opening and closing provisions

	2022 £	2021 £
Provision at the start of the year	22,651	26,839
Unwinding of the discount factor (interest expense)	-	602
Deficit contributions paid	(3,344)	(5,565)
Remeasurements - impact of any change in assumptions	-	775
Remeasurements - actuarial loss on revaluation	<u>33,179</u>	<u>-</u>
	<u>52,486</u>	<u>22,651</u>

#### Income and expenditure impact

	2022 £	2021 £
Interest expense	-	602
Remeasurements - impact of any change in assumptions	-	775
Remeasurements - actuarial loss on revaluation	<u>33,179</u>	<u>-</u>
	<u>33,179</u>	<u>1,377</u>

## Age Concern Gloucestershire

### Notes to the financial statements

For the year ended 31 March 2022

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#### 19. Pension commitments (continued)

##### Assumptions

	2022	2021
	%	%
Rate of discount	<u>NA</u>	<u>0.66</u>

The discount rates shown above are the equivalent single discount rates which, when used to discount future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

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

	2022	2021
	£	£
<b>Net movement in funds</b>	<b>(47,325)</b>	218,812
Adjustments for:		
Depreciation charges	13,677	22,298
Loss / (gains) on investments	(100,471)	(172,921)
Dividends, interest and rents from investments	(236)	(297)
Decrease / (increase) in debtors	(48,360)	42,641
Increase / (decrease) in creditors	37,217	6,300
Increase / (reduction) in pension liability	<u>29,835</u>	<u>(4,188)</u>
<b>Net cash used in operating activities</b>	<b><u>(115,663)</u></b>	<b><u>112,645</u></b>

#### 21. Financial instruments at fair value

	2022	2021
	£	£
Financial assets measured at fair value	<u>867,497</u>	<u>767,026</u>

Financial assets measured at fair value comprise listed investments.

#### 22. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2022	2021
	£	£
Amount falling due:		
Within 1 year	26,581	38,522
Within 1 - 5 years	<u>3,173</u>	<u>24,850</u>
	<b><u>29,753</u></b>	<b><u>63,372</u></b>

**Age Concern Gloucestershire**

**Notes to the financial statements**

**For the year ended 31 March 2022**

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**23. Related party transactions**

There are no related party transactions in the current or prior year.

Alison Godfrey  
Godfrey Wilson Limited  
Chartered Accountants & Statutory Auditors  
5<sup>th</sup> Floor Mariner House  
62 Prince Street  
Bristol  
BS1 4QD

24 August 2022

Dear Alison

### **Letter of Representations on the Financial Statements for the Year Ended 31 March 2022**

This representation letter is provided in connection with your audit of the financial statements of the charity for the year ended 31 March 2022.

We confirm that the following representations are made on the basis of enquiries of the trustees, management and staff with relevant knowledge and experience (and, where appropriate, of inspection of supporting documentation) sufficient to satisfy ourselves that we can properly make each of the following representations to you:

1. We have fulfilled our responsibilities as trustees, as set out in the terms of your engagement letter dated 3 March 2022, under the Companies Act 2006 for preparing financial statements, in accordance with 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).

We confirm that in our opinion the financial statements give a true and fair view and in particular that where any additional information must be disclosed in order to give a true and fair view that information has in fact been disclosed. We confirm that the selection and application of the accounting policies used in the preparation of the financial statements are appropriate, and we approve these accounts for the year ended 31 March 2022.

2. We confirm that all accounting records have been made available to you for the purpose of your audit, in accordance with your terms of engagement, and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management, trustees' and members' meetings, have been made available to you. We have given you unrestricted access to persons within the charity in order to obtain audit evidence and have provided any additional information that you have requested for the purposes of your audit.
3. We acknowledge that it is a criminal offence to make a false statement in this regard, and where any director either makes a false statement; is aware that the statement is false; is reckless in preventing this statement;

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Barnett Way, Barnwood  
Gloucester GL4 3RT

t 01452 422 660  
e [enquiries@ageukgloucestershire.org.uk](mailto:enquiries@ageukgloucestershire.org.uk)  
[www.ageuk.org.uk/gloucestershire](http://www.ageuk.org.uk/gloucestershire)

or fails to take reasonable steps to prevent the trustees' report from being approved, we acknowledge that each director will be guilty of a criminal offence.

4. We confirm the charity has satisfactory title to all assets and there are no liens or encumbrances on the assets, except for those disclosed in the financial statements.
5. We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable. We confirm that we have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.
6. We confirm that the charity has no liabilities or contingent liabilities other than those disclosed in the financial statements.
7. We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to you and accounted for and disclosed in accordance with the applicable financial reporting framework.
8. We confirm that there have been no events since the balance sheet date which require disclosing or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.
9. We confirm that we are aware that a related party of the charity is a person or organisation which either (directly or indirectly) controls, has joint control of, or significantly influences the charity or vice versa and as a result will include: trustees/directors, other key management, close family and other business interests of the previous. We confirm that the related party relationships and transactions set out in appendix I are a complete list of such relationships and transactions and that we are not aware of any further related parties or transactions.
10. We confirm that the charity neither had, at any time during the year, any arrangement, transaction or agreement to provide credit facilities (including advances and credits granted by the charity) for trustees, nor provided guarantees of any kind on behalf of the trustees.
11. We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.
12. We confirm that the charity has complied with all aspects of contractual agreements that could have a material effect on the financial statements in the event of non-compliance.
13. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its activities and which are central to the charity's ability to conduct its activities, except as explained to you and as disclosed in the financial statements.

14. We acknowledge our responsibility for the design, implementation and maintenance of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our risk assessment of the risk of fraud in the organisation. There have been no deficiencies in internal control of which we are aware.
15. We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by trustees, former trustees, employees, former employees, regulators or others.
16. We confirm that, in our opinion, the charity's financial statements should be prepared on the going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. In reaching this conclusion, we have taken into account all relevant matters of which we are aware, and have considered a period of at least one year from the date on which the financial statements will be approved.
17. We confirm that in our opinion the effects of uncorrected misstatements are immaterial, both individually and in aggregate, to the financial statements as a whole. A list of the uncorrected misstatements is set out in the management letter.
18. We confirm that we are not aware of any matters of material significance that should be reported to regulators. We confirm that all correspondence with the Charity Commission has been made available to you.
19. We confirm that all grants, donations and other income, including those subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.
20. We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that: (a) so far as each trustee is aware, there is no relevant audit information of which you as auditors are unaware; and (b) each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that you are aware of that information.
21. We acknowledge that it is a criminal offence to knowingly or recklessly make you as an auditor, a statement (oral or written) that conveys, or purports to convey, information or explanations that you require in your capacity as auditor, or are entitled to require, that is misleading, false or deceptive in a material particular.
22. We confirm the following specific representations made to you during the course of the audit:
  - (a) An amount totalling £8,052, previously classified as a creditor, has been reclassified as donation income this year. This amount has arisen from a historic standing order for previous services. The trustees consider that this reclassification is appropriate, having made multiple unsuccessful attempts to return the funds to the customer.

Yours sincerely

*Patricia Le Rolland*

Patricia Le Rolland – Chair  
For and on behalf of the trustees of Age Concern Gloucestershire

### Appendix I: Summary of Related Parties

**Connected Organisation**  
None

**Name**

**Nature of Connection**

Henley House  
Barnett Way, Barnwood  
Gloucester GL4 3RT

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