



The Grace Eyre Foundation

Consolidated Report and Financial Statements for year ended 31 March 2022

Charity No. 1020192 / Company No.02806429



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**THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED
31 MARCH 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Office/Address: 36 Montefiore Road, Hove, East Sussex, BN3 6EP

Bankers: Barclays Bank PLC
139-142 North Street
Brighton
East Sussex, BN1 1RU

Independent Auditors: TC Group
The Courtyard, Shoreham Road
Upper Beeding
Steyning
West Sussex, BN44 3TN

Legal Advisors: DMH Stallard incorporating Griffith Smith LLP
47 Old Steine, Brighton
East Sussex, BN1 1NW

Company No: 02806429

Charity Registration No: 1020192

**Secretary/
Chief Executive Officer:** Eva Eriksson

Trustees/Directors: Liv Corbishley – Chair
Peter Begley – Treasurer
Peter Boorman
Kirsty Pentecost
Simon Owens
Samantha Boast
Karen Medcraft – resigned 10.5.2022
Daniel Parsonage
Anna Cooley-Greene
Camilla Gauge
Jade Vallance – resigned 20.9.2021
Joanna Holt – resigned 8.11.2021

THE GRACE EYRE FOUNDATION TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022 - continued

The Trustees (who also act as Directors for Companies Act purposes) have pleasure in presenting their report and financial statements for the year ended 31 March 2022.

The Trustees believe that the financial statements comply with the Charities Act 2011, Companies Act 2006, Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charity's governing document.

STRUCTURE GOVERNANCE AND MANAGEMENT

The Grace Eyre Foundation is a charitable company limited by guarantee, incorporated on 2 April 1993 and registered with the Charity Commission on 23 April 1993. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The governing document of the organisation is its Articles of Association.

The skills and knowledge of the Trustees, who also act as Directors of the Company, were reviewed during the year by the Chair, Liv Corbishley to identify gaps with a view to ensuring that the Trustee body has an appropriate range of relevant skills and experience. Two trustees resigned during the year and no new trustees were elected. The charity is committed to ensuring that the voice of people with learning disabilities or autism is reflected in decisions made by the board of trustees with two of the trustees having lived experience and a target has been set of having five trustees with learning disabilities and/or autism by 2025.

Further changes to the subsidiaries were made and Grace Eyre Housing CIC closed down. Companies House formally agreed on the closure in December 2021. It was agreed to carry on all activities carried out by the subsidiary as part of the charity. The charity is in the process of reinstating the company in order to claim back £78,610.05 from the Treasury belonging to the charity. Once this is complete the CIC will be closed again.

The committee structure remains the same; Audit & Risk Committee and a Remuneration Committee support the work of the Board of Trustees. Trustees have undertaken training throughout the year even though this has been mainly limited to online training due to the Corona Virus Pandemic.

The Trustees have in place clear processes for decisions in relation to the charity's finances, human and other resources including setting the annual budget and deciding on major financial commitments, the strategic plan – Our Plan 2020-2025, the risk management plan, Health & Safety, and other major policies and procedures. The Trustees have monitored the implementation of the new strategic plan - Our Plan 2020-2025 and are satisfied that considering the impact of the Corona Virus Pandemic, the charity has achieved some of what it set out in the first and second years of Our Plan 2020-2021. Further reviews of the remaining 3 years of the strategic plans will be undertaken.

THE GRACE EYRE FOUNDATION TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022 – continued

At the annual away day held in person in April 2022, the Trustees listened to and debated a presentation on the State of the Sector by Tom Noon of Cordis Bright Consultancy and Trustees were able to reflect on the strategic plan, Our Plan 2020-2025, and key targets for the next 3 years. This was followed by a discussion about Board Development and looking at positive changes in our Housing, the Big Build, Finance, Legal, Business, Marketing, User Leadership, and external learning. The trustees noted some of the difficulties faced by the charity in regard to coming out of the pandemic but noted that our day services which have had to close for long periods during the year are now beginning to recover. Housing and Choices supported living and outreach services have been doing very well despite the pandemic restrictions. It was noted that low fee income from local authorities continues to place real difficulties in recruiting and retaining staff.

Risk Management

At their Audit & Risk Committee meeting, the Trustees debated and considered major risks affecting the charity. Issues in relation to new business and the Risk Management Plan are managed on a day-to-day basis by the Chief Executive and the Executive Team and monitored by the Audit & Risk Committee which reports to the Board of Trustees.

As a charity, Grace Eyre closely monitors developments in both local and national policy. In recent years, significant changes have been required in how services for people with learning disabilities are delivered. We are fully committed to the emphasis on a person-centred approach with increased involvement of individuals who use our services and their carers in all aspects of service design and provision. Locally, in Brighton & Hove and West Sussex, the organisation has been closely involved in the Learning Disability Partnership Board (or equivalent) and Provider Forums which has proved invaluable in establishing joint working and in planning future services.

The Charity employs a Chief Executive, Eva Eriksson, who with the Executive Team of Chris Bland, Naomi Cox, Julie Rossiter, Jane Bettany (started in December 2021) and Nathaniel Lawford (started in December 2021) manages the charity's operations on a day-to-day basis.

PUBLIC BENEFIT

In shaping our objectives and planning our activities for the year, the Trustees have given consideration to the duties as set out in section 17(5) of the Charities Act 2011 to have due regard to public benefit. In particular, the Trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set.

The Trustees believe that the following paragraphs, specifically on the Charter developed by people with learning disabilities, the Vision and Mission, relate in detail to the benefit that the charity provides to the public.

THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED
31 MARCH 2022 – continued

PURPOSE, CHARTER, VISION AND MISSION

Purpose:

The principal objective of the Grace Eyre Foundation is to support and assist people with learning disabilities, mental health needs, physical or sensory disabilities, old age or any other similar support need by arranging, providing or assisting in providing accommodation, employment, education, training, recreation, occupational activities and similar service

Our Charter states:

Our Charter is about living our lives in the way we want to, getting support from kind and friendly people:

1. We want to be listened to.
2. We want to be part of our communities.
3. We want to have strong and supported relationships.
4. We want to have good housing.
5. We want jobs.
6. We want to travel around where we live.
7. We want to try new things.
8. We want to be healthy.

Our Vision is:

For a society where people with learning disabilities and/or autism can fulfil their dreams and wishes, are respected as equal citizens and are part of and contribute to their communities.

Our Mission is:

We will work towards delivering Our Charter, created by people with learning disabilities and/or autism who want to: be listened to; have access to housing; be part of their communities; have strong and supported relationships; have jobs; travel around; try new things and to be healthy.



THE GRACE EYRE FOUNDATION TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022 – continued

The focus of our work

The Grace Eyre Foundation supports people with learning disabilities and autistic people through four key services: Active Lives, Shared Lives, Choices, and Grace Eyre Housing.

Active Lives has continued to experience challenges in re-opening its services. By March 2022, 70 individuals had returned to some activities. Continued discussions with the remaining 70 individuals who have not returned have continued. Ongoing discussions with commissioners, Brighton & Hove City Council have taken place in order to ensure adequate and affordable provision of day activities are available to people with learning disabilities within the City of Brighton & Hove. The management team of Active Lives has continued to work with the National Development Team for Inclusion (NDTi) in order to offer high-quality, person-centered, community-based activities. The four key projects of Travel Buddy, Grace Eyre Friendship, Sharing Our Voices and the Employment Project have gone from strength to strength and in particular, the Friendship Project has been able to reach over 500 individuals via online activities via zoom during the two years of the pandemic. This has been a lifeline to many people during this time. Sharing Our Voices history project, funded by the Heritage Lottery, completed their work in June 2021 with the completion of a website and film, showcasing the work that had been completed during the two-year project.

Shared Lives supports 69 people with learning disabilities, autistic people, and mental health needs, matching individuals with 49 paid carers so that they can live and participate in the community and providing ongoing support. We continue to work with over 20 local authorities through this service.

Choices support 268 individuals and offers two types of services: supported living and community outreach support to individuals, with a flexible service varying from 24-hour daily support to 1 - 20 hours of support per week. A group of supported living and outreach services for people with learning disabilities were transferred successfully in January 2022 during the pandemic from a national provider. Another successful tender was won, with the transfer of staff from another provider which will support 50 individuals in their own homes, starting in May 2022.

Grace Eyre Housing acts as landlord for 127 tenants living in their own accommodation. Grace Eyre Housing has grown significantly during the year largely due to partnership working with Brighton & Hove City Council, West Sussex County Council, and private landlords in accessing suitable housing.



THE GRACE EYRE FOUNDATION

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED

31 MARCH 2022 – continued

Ensuring our work delivers good outcomes

Our aims and outcomes are captured in Grace Eyre's Strategic Plan for 2020 - 2025 – known as “Our Plan” which sets the direction for all of our work. “Our Plan” is reviewed annually with input from people who use our services, staff, and trustees. In the review, we identify what we have achieved and the outcomes of our work in the previous year. The review looks at the performance of each key activity and identifies benefits achieved as well as issues to be addressed in the coming year. The review process helps us ensure our aims, objectives, and activities remain focused on our stated purpose.

Key aims and objectives of the strategic plan

The key aims and objectives of Our Plan 2020-2025 were as follows:

The overarching aim of the strategy is to build a growing, financially strong, and high-quality organisation that listens to and is led by people with learning disabilities and/or autistic people.

The main objectives are four fold:

1. Stakeholder objectives

- a. To ensure people who use our services, staff and volunteers are at the centre of the organisation.
- b. To support people with learning disabilities to take an active and meaningful role in leading and developing services.
- c. To ensure that strong relationships are developed with people who use our services, supporters and funders.

2. Financial Objectives

- a. To ensure full cost recovery is achieved for all contracts
- b. To meet capital and revenue targets in fundraising set each year.
- c. To grow trading income and meet targets set.

3. Operational Objectives

- a. Fundraising & Marketing Strategy – increase viability and credibility, improve internal and external communications and build the supporter base.
- b. Quality Management Framework – to ensure compliance with laws, regulators, contracts and Grace Eyre’s own quality standards such as REACH and Real Tenancy Test.
- c. Employment – increase the number of people with learning disabilities and/or autism employed by Grace Eyre.
- d. Improve technology through Salesforce, assistive technology and data collection.
- e. Campaigning and Human Rights – campaigns to be led by people with learning disabilities promoting equity and human rights.
- f. Capital projects – Manage and deliver the ‘Big Build’ refurbishment of Montefiore Road.

THE GRACE EYRE FOUNDATION TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022 – continued

4. Learning & Development Objectives

- a. Develop organisational values, involving all stakeholders
- b. Become an employer of choices through attracting and retaining the right staff, opportunities for training and career progression and to be a real living wage employer
- c. Leadership – develop strong, collaborative leadership across the organisation, encourage new ideas and innovation, and collaborate across services.
- d. Monitoring, evaluation and Impact – implement robust data collection to effectively measure our impact.
- e. Governance – provides information and support to enable trustees to have effective oversight of the charity.

Achievements and impact

Grace Eyre believes we make a difference in people's lives and we do ask - what would have happened if it were not for our services, projects, and interventions? We believe this is the ultimate indicator of the difference our work makes.

To highlight some of what has happened thanks to our organisation, here are some of the highlights:

Covid-19 Pandemic

We have been able to support and keep safe over 500 individuals with learning disabilities and/or autistic people. Our staff has gone above and beyond in ensuring a good and fulfilling life despite the restrictions we have all had to live under. Grace Eyre Friendship was able to move lots of activities online and during this time over 500 individuals have been able to access that support. Since autumn of 2021, more and more activities have started up, such as our art, drama, and dance activities.

Meeting up with friends again has enabled people to see a real future again and the sense of well-being can be illustrated by one person who returned to Active Lives activities by saying how she had cried coming back because she was so happy. We will not underestimate the trauma a lot of people feel after Covid and will continue to ensure people feel safe and can meet up with their friends again.

Stakeholders

People who use our services, the Ambassadors, and people who work for us with lived experience run a brilliant health campaign, highlighting the continued and serious health inequalities that exist for people we support. We joined in national campaigns to ensure people with learning disabilities could access vaccines which meant that first of all, they had to be registered with their GP and then ensure they received a Health Action Plan (HAP). At the start of the campaign only 7% of people we support had a HAP. This has steadily increased to 29% in March 2022, and we are hoping to have reached 80% by November 2022. This shows the difference we can make!

THE GRACE EYRE FOUNDATION TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022 – continued

The health campaign run by Our Voices was also funded to produce useful information for the Black, Asian and ethnic minorities in different languages in order to help people with learning disabilities get into the Learning Disability Register with G.Ps. The pack was translated into Arabic, Bengali, Polish, Farsi, Italian, Romanian, Portuguese and Spanish. These are the most spoken languages across Sussex.

We have employed a Director of Inclusion and Projects with lived experience to enable our strategy of User Leadership to develop even further, we also continue to have two trustees with lived experience and representatives from Our Voices attending the Senior Leadership Team meetings. This enables the organisation to ensure we listen to and act on what people with lived experience are saying and thereby making a difference.

Our Voices continue to go from strength to strength as Covid restrictions are easing and we can start to meet up face to face again. The project is looking forward to reviewing and consulting on a new Inclusion Strategy.

Financially

Our goal of ensuring we break even for all our services has taken a step back during Covid with two of our services going into a loss position – Active Lives was forced to shut down completely during most of the last two years and Shared Lives saw very little movement in both referrals and recruitment of new self-employed carers.

Overall, the organisation achieved a 1.3% surplus, and we are confident that our loss-making services will turn round in the next year. To ensure we can continue to deliver high-quality services to more individuals and make a difference in their lives, we will continue to pursue our fundraising and income targets and in order to achieve this, we have invested in an Income Generation Department consisting of a Director, Business Manager, Marketing Manager, and Fundraising Manager and staff.

We have reviewed and made recommendations to improve our Finance Department's processes, systems, and reporting as we believe that high-quality financial information is key to making effective financial decisions at speed and our external environment is changing very fast with the cost of living, inflation, and war affecting us.

Operationally

The best achievement has been the continued delivery of high-quality services in our housing, supported living, community outreach and shared lives services. We have kept individuals safe and have ensured that on the whole we have ensured resilience and mental well-being as well. We can see light at the end of the tunnel and are working hard to open up as much as possible of our services.

We have relied on technology to both run the organisation but also deliver those well-being services to over 500 individuals through our Grace Eyre Friendship zoom activities. We are continuing to improve our data collection and increasing the use of devices and internet for the people we support to make sure people can be digitally included.

THE GRACE EYRE FOUNDATION TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2022 – continued

Our Quality Management Framework is continuing to produce evidence of the difference we are making but we have had to cut back on our Independent Quality Checkers visiting our services due to Covid-19.

Finally, we have received planning permission for our Big Build. This will see our main Head Quarters at Montefiore Road being refurbished into a high-quality Art Centre, with its own Theatre and Community Spaces, 8 x 1-bed flats and offices and activity spaces for our staff and projects.

Learning & Development

We have now completed the majority of our ambitious Management Development Programme where our aim is to develop our own managers to be leaders in ensuring our organisation can be the best for our staff and most importantly for ensuring we can make a difference to the lives of people we support.

We are looking forward to a more skilled and recognised social care workforce and are keen to see what Skills for Care develops in terms of qualifications. We have introduced a new salary policy with grades and increments and have uplifted the majority of our staff such as support workers a minimum of 5% increase in recognition of the cost of living crisis and having a more recognised work force.

The board of trustees have seen two long serving trustees leave and no new trustees elected, they remain focused on filling skill gaps on the board along with maintaining and improving diversity. The governance has been reviewed by the chair and an external consultant has supported areas of board development. A rolling discussion point at the board meetings is the Charity Governance Code for Trustees.

Future Plans

The strategic plan – Our Plan 2020-2025 has been reviewed by the trustees and remains the plan going forward. The charity is conscious of the fact that the Covid Pandemic is continuing and will likely be a feature of the charities work for the next year. A 'new normal' is being developed with strong emphasis on safety and in protecting our staff and people who use our services from the pandemic.

Our key priorities around user leadership still holds true and we will recruit to have five trustees with lived experience. One trustee with lived experience stepped down. As we continue to seek ways to be inclusive at every level of the organisation this has prompted the organisation to develop a training programme for prospective trustees with lived experience.

We are now setting up a Digital Inclusion Project after surveying over 110 people who use our services around technology. We have been able to identify the gaps and will be seeking funding to ensure we can make a difference in including people with learning disabilities in the technological revolution that has happened during Covid-19.

THE GRACE EYRE FOUNDATION

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED

31 MARCH 2022 – continued

Grace Eyre is continuing to develop our campaigning with the first campaign around Health Inequalities being successful which we will continue to monitor. We have also launched a campaign called Rethink Disability which challenges people's perception of disability and asks us to look at people's Abilities instead. The next campaign will be around Employment for people with learning disabilities and our target is to ensure all our internal teams employ at least one person with a learning disability or Autistic person.

Our Growth Strategy remain the same despite a small setback during the two year's of Covid-19 where we saw a negative growth of 6.4% in 2020/21 and a negative 9% growth this year. However, we are predicting 25%+ growth for the coming year. We will continue to grow an average of 15% per year and ensure our loss-making services of Active Lives and Shared Lives comes back into profitability. We know that we can make a difference to people's lives, and this is the reason for our strategy. We will also continue to raise capital for our Big Build which is now estimated to cost £4Million.

Grace Eyre staff remains our most valued asset and in recognition of this we intend to ensure our front facing staff will continue to receive a decent salary and terms and conditions. After our salary increase of 5% uplift to our support workers in April 2022 but we are acutely aware that this might not be enough.

Some of our detailed targets for next year are:

- Finance Department – complete actions in External Finance Review including new and clearer structures, processes, roles and accountability.
- Recruitment – a solid, successful recruitment strategy which includes overseas recruitment, Volunteers & Salesforce – new recruitment process and application form – vacancy rate of less than 7%.
- Training – Mandatory, Specific, IT & Salesforce and Management training to reach 80% completed within 6 months.
- Roles of Managers – Minimum 9 x1:1s (currently 4), Annual Development Reviews - 80% (currently 53%), Service User/Tenant Meetings, employment of people with lived experience – 25 teams (currently only 8 teams).
- Values – an organisational wide discussion about our organisational values – report to board – September 2022.
- Fundraising – achieve £1Million for Big Build and funding for key projects
- Quality Strategy – Consolidate our quality assurance process to ensure continuous improvements – Outstanding by CQC, Quality Checkers, Annual Quality Meetings and Reports, ISO 9002.
- NDTi report – implement a move to community-based activities & projects including fully funded Employment Strategy and Friendship. This will include moving into Individual Service Funds.
- Salesforce – speed up implementation of Road Map, particularly around Human Resources, Quality and Rota software.
- Housing – Review of Property Strategy including Registered Provider status. In-Form to be fully utilised. Growth of 30 bedspaces.
- Innovation – New Ideas Projects x 2, Impact and Outcome monitoring & Reporting.
- Our Voices – New Strategy, Structure, Complete Health Campaign (November – currently only 29% Health Action Plans), Implement Employment Campaign, recruit more trustees with lived experience, set up support groups and strong Ambassador Group in West Sussex.

THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED
31 MARCH 2022 – continued

Investment Policy

Funds that are surplus to current working requirements are invested in cash deposit accounts with major banks or similar financial institutions.

Investments are reviewed periodically by the Trustees to maximise returns and maintain capital value.

Financial Review

Against the backdrop of inflation, cost of living crisis, the war in Ukraine, and uncertainties over the future funding of services, Grace Eyre Foundation made a surplus of £256,399 in 2021/22 compared to a surplus of £583,427 in 2020/21.

Reserves Policy

The charity aims to ensure that sufficient reserves are maintained to enable the charity to ensure the continuation of its activities for a minimum period of two months. The trustees calculate the reserves as that part of the unrestricted income funds which is freely available after taking account of restricted funds allocated for specific purposes. The general unrestricted free reserves currently stand at £1,668,561 at the end of 2021/22.

The reserve requirement is calculated as follows:

	£
Total funds	3,552,053
Less fixed assets	(1,806,865)
Less restricted funds	(76,627)
Total free reserves (including designated funds)	<u>1,668,561</u>
Provision for operating costs for two months based on 2021/22 budgeted expenditure	1,418,320

The level of free reserves is currently above the charity's target level and a decision to designate £1Million to The Big Build has been taken as part of the charity's Our Plan for 2020-2025.

THE GRACE EYRE FOUNDATION
TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED
31 MARCH 2022 – continued

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

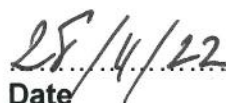
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the company's website. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant audit information (as identified by section 418 of the Companies Act 2006) of which the charity's auditors are unaware. Each trustee has taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved on behalf of the trustees on and signed on their behalf by:


.....
Liv Corbishley,
Chair


.....
Date

**THE GRACE EYRE FOUNDATION
REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF THE GRACE EYRE FOUNDATION**

Opinion

We have audited the financial statements of The Grace Eyre Foundation ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable company 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 the provisions available for small entities, 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 trustee's 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 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 trustee's with respect to going concern are described in the relevant sections of this report.

THE GRACE EYRE FOUNDATION

REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report or the strategic report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 require(s) us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and

THE GRACE EYRE FOUNDATION REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 require(s) us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- 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 received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

THE GRACE EYRE FOUNDATION REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

THE GRACE EYRE FOUNDATION REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

THE GRACE EYRE FOUNDATION REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group

Mr Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors


Dated: 8 December 2022
Office: Steyning, West Sussex


**THE GRACE EYRE FOUNDATION
BALANCE SHEET
AS AT 31 MARCH 2022**

	Notes	2022	2021
		£	£
Fixed Assets			
Tangible fixed assets	16	1,806,865	1,829,689
Current Assets			
Debtors	17	1,785,102	1,810,409
Cash at bank and in hand		<u>894,515</u>	<u>641,223</u>
		2,679,617	2,451,632
Current Liabilities			
Amounts falling due within one year	18	<u>(934,429)</u>	<u>(985,667)</u>
Net Current Assets		1,745,188	1,465,965
Total Assets Less Current Liabilities		3,552,053	3,295,654
Defined benefit pension scheme liability	25	<u>-</u>	<u>-</u>
Net Assets		3,552,053	3,295,654
Funds	21		
Unrestricted funds		2,245,882	1,390,484
Designated funds		1,050,000	1,539,122
Revaluation reserve		179,544	179,544
Restricted funds		<u>76,627</u>	<u>186,504</u>
		3,552,053	3,295,654

Company Number: 02806429

Approved by the Trustees on 28/11/22 and signed on their behalf by:


.....
Liv Corbishley


.....
Peter Begley

The notes on pages 23 to 38 form part of these financial statements.

THE GRACE EYRE FOUNDATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME FROM:					
Donations	4	388,916	145,915	534,831	1,027,458
Investments	5	410	-	410	1,713
Charitable Activities	7	7,095,671	-	7,095,671	7,304,990
Raising funds	6	13,327	-	13,327	15,094
Grace Eyre Housing		1,439,470	-	1,439,470	1,247,121
TOTAL INCOME		8,937,794	145,915	9,083,709	9,596,376
EXPENDITURE ON:					
Raising funds	9	89,965	-	89,965	119,410
Charitable activities	10	7,319,152	161,482	7,480,634	7,854,962
Grace Eyre Housing	13	1,256,711	-	1,256,711	1,038,577
TOTAL EXPENDITURE		8,665,828	161,482	8,827,310	9,012,949
NET INCOME/EXPENDITURE		271,966	(15,567)	256,399	583,427
Gain/(loss) on defined benefit pension schemes	25	-	-	-	-
Gross transfers between funds	21	94,310	(94,310)	-	-
NET MOVEMENT IN FUNDS		366,276	(109,877)	256,399	583,427
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		3,109,150	186,504	3,295,654	2,712,227
TOTAL FUNDS CARRIED FORWARD	21	3,475,426	76,627	3,552,053	3,295,654

The statement of financial activities incorporates the income and expenditure account.

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movement in funds are disclosed in Note 21 to the financial statements.

The notes on pages 23 to 38 form part of these financial statements.

**THE GRACE EYRE FOUNDATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022	2021
		£	£
<i>Cash used in operating activities</i>	24	332,367	(530,194)
<i>Cash flow from investing activities</i>			
Interest Income	5	410	1,713
Payments to acquire tangible fixed assets	16	(79,485)	(49,320)
		<hr/>	<hr/>
Cash provided by/(used in) investing activities		(79,075)	(47,607)
<i>Cash flows from financing activities</i>			
Repayments of borrowing		-	(377,328)
		<hr/>	<hr/>
Cash generated/ (used) in financial activities		-	(377,328)
		<hr/>	<hr/>
Increase/(decrease) in cash		253,292	(955,129)
		<hr/>	<hr/>
Analysis of net cash/(debt)			
	At 1 April 2021	Cash	Non-cash changes
	£	£	£
Cash at bank and in hand	<u>641,223</u>	<u>253,292</u>	<u>-</u>
			At 31 March 2022
			£
			894,515

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022

1. STATUTORY INFORMATION

The Grace Eyre Foundation is a company, limited by guarantee of £1, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – Charities SORP (FRS102) and the Companies Act 2006.

The Grace Eyre Foundation meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about The Grace Eyre Foundation's ability as a going concern. The trustees assessment of going concern includes taking into account any potential impact of the COVID-19 pandemic, which is further detailed in the trustees' report.

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

The principal accounting policies adopted in the preparation of the financial statements are set out below.

(a) Income

All incoming resources are recorded net of taxes and are included in the Statement of Financial Activities (SOFA) when the Charity has entitlement to the funds, it is possible that they will receive the resources and the monetary value can be measured with sufficient reliability.

Grants, donations and gifts and are included in full in the SOFA when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donations are credited to income when received and are included in the unrestricted funds if not destined for specific purposes.

Investment income is included when receivable.

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

(b) Expenditure

Expenditure is accounted for on an accruals basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.

Charitable activities comprise the costs associated with attracting donations and grants and the costs of trading for fundraising purposes. It also includes those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

(c) Fund accounting

The Charity has two types of funds for which it is responsible and which require separate disclosure.

Unrestricted Funds

Funds which are expendable at the discretion of the Trustees in furtherance of the objects of the Charity. Within unrestricted funds are designated funds which have been ring-fenced by the trustees for certain projects.

Restricted Funds

These funds are subject to specific trusts, which may be declared by the donor with their authority and are expendable at the discretion of the Trustees in furtherance of some particular aspect of the objects of the Charity.

(d) Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

(e) Investments

Investments are shown in the Balance Sheet at their historic cost. The investments held are those in wholly owned trading subsidiaries.

(f) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £1,000 are not capitalised. Depreciation is charged in the year after the total cost of the asset is incurred. The assets are now depreciated on a straight line basis over their estimated useful lives as follows:

Freehold/Leasehold Buildings	40 years (previously 25 years)
Property Improvements	15 years (or the lease length whichever is shorter)
Equipment	5 years
Motor Vehicles	4 years
IT Projects	5 years
IT Equipment	2 years
Asset under construction	Not depreciated

The charity carries out regular impairment reviews of its fixed assets.

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 – continued

(g) Capitalisation policy

Existing land and buildings are capitalised at the cost of purchase, plus any incidental expenses incurred in the purchase. If Grace Eyre undertakes a major building project, all directly attributable costs incurred in bringing the asset into existence is capitalised. Furniture and equipment will be capitalised if the asset is intended for use on an on-going basis and costs over £1,000.

(h) Revaluation policy

The freehold building at Montefiore Road was revalued in 1997 and the amount of the revaluation has been included in the accounts since that date. The revalued amounts are treated as deemed costs. As no further revaluation has been taken into the accounts, a decision has been made this year to discontinue with the policy of revaluation of freehold buildings, in line with paragraph 264 of the Charities SORP.

(i) Pension costs

The charity operates five defined contribution pension schemes, a Royal London Stakeholder Pension Plan for all eligible staff, and two West Sussex County Council Pension Funds, one East Sussex County Council Pension Fund and one NHS Pension Fund for TUPE staff. Contributions payable to the charity's pension schemes are charged to the SOFA in the period to which they relate. See further details in Note 25.

(j) Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(k) Debtors

Trade and other debtors are recognised at the settlement amount due.

(l) Creditors and provisions

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 normally recognised at their settlement amount after allowing for any trade discounts due.

(m) Cash at bank and in hand

Cash at bank and in hand includes bank accounts, 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 deposits or similar account.

(n) Critical accounting estimates and judgements

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

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 – continued

(n) Critical accounting estimates and judgements (continued)

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.

The trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income From			
Donations	908,180	119,278	1,027,458
Investments	1,713	-	1,713
Charitable Activities	7,304,990	-	7,304,990
Raising Funds	15,094	-	15,094
Grace Eyre Housing	1,247,121	-	1,247,121
TOTAL INCOME	9,477,098	119,278	9,596,376
EXPENDITURE ON:			
Raising funds	119,410	-	119,410
Charitable activities	7,733,230	121,732	7,854,962
Grace Eyre Housing	1,038,577	-	1,038,577
TOTAL EXPENDITURE	8,891,217	121,732	9,012,949
NET INCOME/EXPENDITURE	585,881	(2,454)	583,427
NET MOVEMENT IN FUNDS	585,881	(2,454)	583,427
RECONCILIATION OF FUNDS:			
TOTAL FUNDS BROUGHT FORWARD	2,523,269	188,958	2,712,227
TOTAL FUNDS CARRIED FORWARD	3,109,150	186,504	3,295,654

GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 – continued

4. GRANTS AND DONATIONS

	Restricted	Unrestricted	Total 2022	Total 2021
	£	£	£	£
Grant Income & Donations				
Grace Eyre Friendship Brighton & Hove				
Shanley Foundation	1,000	-	1,000	-
BHCC	9,628	-	9,628	49,773
General Donations	-	-	-	1,400
Open Market Project				
Brighton and Hove City Council	9,231	-	9,231	9,231
Sports for All				
Sport in Sussex	-	-	-	9,225
On Your Side sports	-	-	-	7,258
Tennis Sussex	-	-	-	540
Sharing Our Voices				
National Heritage	19,880	-	19,880	-
Travel Buddy				
Big Lottery Fund	73,988	-	73,988	35,962
Other donations and grants				
Covid-19 grants	-	171,225	171,225	465,242
Covid-19 furlough scheme	-	42,711	42,711	431,088
SEIF grant release	-	139,638	139,638	-
Work Buddy	8,111	-	8,111	7,289
Lets Work Together	24,077	-	24,077	-
Other	-	35,342	35,342	10,450
	145,915	388,916	534,831	1,027,458

Included in other donations and grants above is £213,936 (2021: £896,330) relating to one off support for Covid-19.

5. INVESTMENT INCOME

	2022	2021
	£	£
Interest from investment funds	<u>410</u>	<u>1,713</u>

6. RAISING FUNDS

	2022	2021
	£	£
Angel Cake Café & Catering	2,144	1,326
Fundraising income	11,183	13,768
	<u>13,327</u>	<u>15,094</u>

GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 – continued

7. CHARITABLE ACTIVITIES

	2022	2021
	£	£
Active Lives	591,078	925,176
Shared Lives	1,760,164	1,935,479
Choices	<u>4,744,429</u>	<u>4,444,335</u>
	<u>7,095,671</u>	<u>7,304,990</u>

This income is made up as follows:

	2022	2021
	£	£
Brighton & Hove City Council	4,417,998	4,424,865
West Sussex County Council	1,625,916	1,646,773
Other Local Authorities	894,994	1,072,979
Individual Budgets	<u>156,763</u>	<u>160,373</u>
	<u>7,095,671</u>	<u>7,304,990</u>

8. NET INCOME

	2022	2021
	£	£
This is stated after charging:		
Depreciation	102,309	123,156
Auditor's remuneration	<u>16,200</u>	<u>13,800</u>

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

9. RAISING FUNDS	2022	2021
	£	£
Staff Costs	85,115	113,201
Direct Costs	4,850	6,209
	<u>89,965</u>	<u>119,410</u>

10. COST OF CHARITABLE ACTIVITIES

	Active Lives £	Shared Lives £	Choices £	2022 Total £	2021 Total £
Staff Costs	602,193	144,492	3,602,068	4,348,753	4,511,354
Direct Costs	47,015	1,490,876	165,614	1,703,505	1,956,335
Administrative Expenses	51,999	2,920	111,472	166,391	156,857
Depreciation	2,906	215	2,608	5,729	7,305
Governance Costs	4,447	8,339	15,010	27,796	48,780
Support Costs	<u>196,554</u>	<u>368,538</u>	<u>663,368</u>	<u>1,228,460</u>	<u>1,174,331</u>
Total Costs	<u>905,114</u>	<u>2,015,380</u>	<u>4,560,140</u>	<u>7,480,634</u>	<u>7,854,962</u>

	Active Lives Unrestricted 2022 £	Active Lives Restricted 2022 £	Active Lives Total 2022 £
Staff Costs	459,335	142,858	602,193
Direct Costs	43,702	3,313	47,015
Administrative Expenses	36,688	15,311	51,999
Depreciation	2,906	-	2,906
Governance Costs	4,447	-	4,447
Support Costs	<u>196,554</u>	<u>-</u>	<u>196,554</u>
Total Costs	<u>743,632</u>	<u>161,482</u>	<u>905,114</u>

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

11. GOVERNANCE COSTS

	2022	2021
	£	£
Audit	16,200	13,800
Other services from auditors	5,310	5,775
Legal & professional fees	<u>6,286</u>	<u>29,205</u>
Total	<u>27,796</u>	<u>48,780</u>

12. SUPPORT COSTS

	2022	2021
	£	£
Staff Costs	728,253	605,343
Premises	25,013	12,117
Communication & IT	200,096	242,532
Administrative Expenses	219,034	233,925
Travel	3,263	2,472
Depreciation	52,801	76,629
Insurance	-	1,313
Total Support Costs	<u>1,228,460</u>	<u>1,174,331</u>

13. GRACE EYRE HOUSING COSTS

	2022	2021
	£	£
Staff Costs	241,303	195,620
Legal and professional fees	9,371	14,095
Administration expenses	13,024	10,204
Housing costs	938,063	758,238
Travel	4,495	3,625
Depreciation	43,779	39,222
Insurance	5,980	10,685
Bank Charges	696	86
Loan Interest	-	6,802
Total	<u>1,256,711</u>	<u>1,038,577</u>

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

14. STAFF COSTS AND NUMBERS

	2022 £	2021 £
Staff costs were as follows:		
Salaries and wages	4,767,318	4,812,897
Social Security costs	375,258	367,816
Pension contributions	<u>260,848</u>	<u>244,805</u>
Total	<u>5,403,424</u>	<u>5,425,518</u>

Number of employees at 31 March 2022 was 264, full time equivalent 191 (2021: 263 FTE 174). Of these 253 (2021: 253) staff were employed in furtherance of our charitable activities and 12 (2021: 10) undertook administrative roles.

One employee received emoluments exceeding £60,000 (2021: one), both years in the bracket £80,000 to £89,999.

The majority of staff are contracted into the state pension scheme. Provision for additional pension to staff is made by payment into five defined contribution schemes, a Royal London Stakeholder Pension Plan and two West Sussex County Council, one East Sussex County Council and the NHS Pension Funds for TUPE staff.

During the year a restructuring of services was undertaken with roles within the organisation being made redundant. The total cost of redundancies and associated pay in the year was £29,766 (2021: £36,099).

The directors consider the board of directors, who are the charity's trustees, and the Executive Group comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 15 to the accounts.

The pay of the senior staff is reviewed annually by the Remuneration Committee and benchmarked against the Voluntary Sector Salary Survey (XPert HR 2016). The current target is to reach 80% of median senior manager pay. Performance of senior managers, affordability and financial performance of the charity are also taken into consideration when agreeing remuneration. The total of employee benefits of key management personnel was £303,070 for 2022 (£270,021 for 2021) (including employer's national insurance and pension contributions).

15. TRUSTEE REMUNERATION AND REIMBURSED EXPENSES

The Trustees received no remuneration during the year in their capacity as Trustees (2021: £Nil). No expenses were claimed during the year (2021: £Nil).

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

16. TANGIBLE FIXED ASSETS

	Freehold Property £	Leasehold Property £	Equipment £	Motor vehicles £	Total £
Cost					
1 April 2021	1,354,971	1,352,451	529,302	12,024	3,248,748
Additions	31,095	-	48,390	-	79,485
Disposals	-	-	-	(4)	(4)
31 March 2022	1,386,066	1,352,451	577,692	12,020	3,328,229
Depreciation					
1 April 2021	720,733	235,899	450,403	12,024	1,419,059
Depreciation charge	21,247	44,993	36,069	-	102,309
Disposals	-	-	-	(4)	(4)
31 March 2022	741,980	280,892	486,472	12,020	1,521,364
NBV					
31 March 2022	644,086	1,071,559	91,220	-	1,806,865
31 March 2021	634,238	1,116,552	78,899	-	1,829,689

The freehold property at Montefiore was re-valued at £500,000 in April 1997 and this value has been included in the Accounts since that date.

The historical cost of the freehold land and property is considered to be £9,388.

No depreciation is charged on the estimated value of land of £100,000 which is included in the freehold property.

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022– continued

17. DEBTORS

	2022	2021
	£	£
Trade Debtors	1,453,844	1,454,819
Prepayments and accrued income	252,604	355,590
Other debtors	78,654	-
	<u>1,785,102</u>	<u>1,810,409</u>

18. CREDITORS

Amount falling due within 1 year

	2022	2021
	£	£
Trade creditors	160,799	239,696
Other creditors	164,450	127,092
Accruals and deferred income	609,180	618,879
	<u>934,429</u>	<u>985,667</u>

19. FINANCIAL COMMITMENTS

At 31 March 2022 the company had total commitments under non-cancellable operating leases as follows:

	Other		Land and buildings	
	2022	2021	2022	2021
	£	£	£	£
Within one year	31,766	31,766	38,376	165,520
Between two and five years	4,275	32,445	36,437	40,673
More than 5 years	-	-	64,943	74,093
Total	<u>36,041</u>	<u>64,211</u>	<u>139,756</u>	<u>280,286</u>

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Revaluation Reserve	Restricted Funds	Total 2022
	£	£	£	£
Tangible fixed assets	1,627,321	179,544	-	1,806,865
Net current assets	1,668,561	-	76,627	1,745,188
Net assets at 31 March 2022	<u>3,295,882</u>	<u>179,544</u>	<u>76,627</u>	<u>3,552,053</u>

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

ANALYSIS OF NET ASSETS BETWEEN FUNDS FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds	Revaluation Reserve	Restricted Funds	Total 2021
	£	£	£	£
Tangible fixed assets	1,650,145	179,544	-	1,829,689
Net current assets	2,265,128	-	186,504	2,451,632
Long term liabilities	(985,667)	-	-	(985,667)
Net assets at 31 March 2021	2,929,606	179,544	186,504	3,295,654

21. MOVEMENT IN FUNDS

	Balance at 1 April 2021	Income	Expenditure	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Restricted Funds/Projects					
The National Lotteries Charities Grant	93,804	-	-	(93,804)	-
Allotment Project	1	-	(1)	-	-
Art Studio	(7,513)	-	-	-	(7,513)
Drama Project	5,046	-	(1,100)	-	3,946
Friendship Project - Brighton & Hove	34,779	10,628	(29,046)	-	16,361
Open Market Project	(7,172)	9,231	(7,137)	-	(5,078)
Shared Lives 16+	6,107	-	-	-	6,107
Sharing Our Voices	1,638	19,880	(21,518)	-	-
Sport Other (Football, Swimming, Tennis)	5,234	-	(3,060)	-	2,174
Theatre Refurbishment	(1,778)	-	-	1,778	-
Travel Buddy	46,785	73,988	(75,543)	-	45,230
Work Buddy	7,289	8,111	-	-	15,400
Lets Work Together Walsingham Road Centre	-	24,077	(24,077)	-	-
Refurbishment Project	2,284	-	-	(2,284)	-
Total Restricted Funds	186,504	145,915	(161,482)	(94,310)	76,627

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Revaluation reserve	179,544	-	-	-	179,544
General funds	1,390,484	8,937,794	(8,665,828)	583,432	2,245,882
Designated funds	1,539,122	-	-	(489,122)	1,050,000
Total unrestricted	3,109,150	8,937,794	(8,665,828)	94,310	3,475,426
Total Funds	3,295,654	9,083,709	(8,827,310)	-	3,552,053

Purpose of general funds

General funds are unrestricted funds that the Trustees are free to spend on anything within the charitable objects.

Purpose of designated funds

Designated funds are unrestricted funds that the Trustees have designated towards funding for the Big Build £1,000,000 (2021: £1,344,122), the Fundraising/Marketing initiative £Nil (2021: £195,000) and New Ideas Fund of £50,000 (2021: £Nil) towards research and development.

Purpose of revaluation reserve

A revaluation reserve fund of £179,544 was created when the Montefiore property was revalued in 1997 to recognise the equity in our Balance Sheet.

Purpose of restricted funds

Restricted funds are funds provided to undertake specific projects of work. In the period to 31 March 2022 this included funds from:

Grants, Trusts and Foundations

Brighton & Hove City Council – Supported our ‘Friendship Group’ project in Brighton and Hove, which helps people to have strong and supported relationships, seeing people when and where they want to.

Brighton & Hove City Council – Supported our ‘Open Market Art Studio’. The studio provides a professional space for the people we support to exhibit and sell pieces of their artwork. The Studio also provides a unique training space for people to gain customer facing work experience.

Brighton District Nursing Association - Supported people to return to Active Lives, working with them to overcome barriers and anxieties following the pandemic and co-producing a programme of activities that reflects their interests and meets their needs.

Brighton, Hove & District Mencap Society - Supported our ‘Friendship Group’ project in Brighton and Hove, which helps people to have strong and supported relationships, seeing people when and where they want to.

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 – continued

Chalk Cliff Trust - Supported people to return to Active Lives, working with them to overcome barriers and anxieties following the pandemic and co-producing a programme of activities that reflects their interests and meets their needs.

The European Social Fund – Supported our 'Let's Work Together' project, which supports adults with learning disabilities and/or autism and their employers in the workplace.

Gatwick Airport Community Trust - Supported our 'Friendship Group' in West Sussex, which helps people to have strong and supported relationships, seeing people when and where they want to.

Mencap – Supported our project to increase the number of people from Black, Asian and minoritised ethnic communities on the Learning Disability Register.

Munro Charitable Trust - Supported our 'Friendship Group' in West Sussex, which helps people to have strong and supported relationships, seeing people when and where they want to.

The National Lottery Community Fund - Supported our Travel Buddy project. Entering its fifth and final year, the project supports people to develop the skills and confidence to travel independently.

The Openwork Foundation – Supported our 'Let's Work Together' project, which supports adults with learning disabilities and/or autism and their employers in the workplace.

Shanly Foundation - Supported our 'Friendship Group' in West Sussex, which helps people to have strong and supported relationships, seeing people when and where they want to.

Sussex NHS Commissioners – Supported our project to help people to receive their COVID-19 vaccinations.

Transpetrol Foundation - Supported one person to complete 1:1 Independent Travel Training as part of the Travel Buddy project.

Asda Foundation, Tony Barnard Foundation and the Ian Askew Charitable Trust supported our allotment which provides a fantastic opportunity for people to learn and develop horticultural skills, spend time outdoors with friends and supports their mental health and well-being.

22. ULTIMATE CONTROLLING PARTY

The Charity is controlled by the Board of Trustees. Details of Trustees can see found in the Reference and Administrative Details section on page 2.

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 – continued

23. TRANSACTIONS WITH RELATED PARTIES

The Charity has taken advantage of the exemptions conferred by FRS 102 not to make disclosure in respect of transactions with related parties eliminated on consolidation. Two Directors, Kirsty Pentecost and Karen Metcalf, receive services from Grace Eyre Foundation.

There were no other related party transactions in the year

24. NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income/(expenditure)	256,399	583,427
Interest receivable	(410)	(1,713)
Depreciation of tangible fixed assets	102,309	123,156
(Increase)/decrease in debtors	25,307	(782,380)
Increase/(decrease) in creditors	(51,238)	(452,684)
	332,367	(530,194)

25. LOCAL GOVERNMENT PENSION SCHEME

The charity is one of several employing bodies included within the Local Government Pension Scheme (LGPS) which is administered by East Sussex County Council.

The LGPS is a funded defined benefit scheme, with assets held in separate trustee administered funds. Contributions to the schemes are determined by qualified actuaries on the basis of triennial valuations using the projected unit method. The scheme is a multi-employer pension scheme.

The following information is based upon full actuarial valuations of the funds at 31 March 2022 by qualified independent actuaries for the entire East Sussex Council Pension Fund.

THE GRACE EYRE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2022 - continued

25. LOCAL GOVERNMENT PENSION SCHEME - continued

The principal actuarial assumptions used by the actuaries were as follows:

	2022	2021
	%	%
<i>Discount rate at 31 March</i>	2.6	1.95
<i>Expected return on assets at 31 March</i>	11.5	21.3
<i>Rate of increase in pensions payment</i>	3.3	2.85
<i>Rate of increase in salaries</i>	3.3	2.85

The post retirement mortality assumptions used to value the benefit obligation are based on the Fund's Vita Curves with improvements in line with the CMI 2020 model assuming long term improvements of 1.25% p.a. Based on these assumptions, the average future life expectancy of an average male reaching age 65 in 2021 is 21 years. The life expectancy of a female member reaching age 65 in 2021 is projected to be 24 years.

The expected return on plans' assets is based on market expectations for investment returns over the life of the related obligation.

The major categories of plan asset as a percentage of the total plans' assets, are as follows:

	2022	2021
	%	%
<i>Equities</i>	74	76
<i>Bonds</i>	16	15
<i>Property</i>	8	8
<i>Cash</i>	2	2

The major categories of plan asset as a percentage of the total plans' assets, are as follow:

	2022	2021
	£'000	£'000
Fair value of Employer Assets	3,174	2,856
Present Value of Funded Liabilities	(3,206)	(3,123)
(Deficit) / Surplus	(32)	(267)
Liability covered by East Sussex County Council	578	578
Deficit recognised in the accounts	-	-

The pension fund was transferred on 1 July 2017 from East Sussex County Council. The Council will cover any deficit in the pension fund up to this date. Any subsequent deficits will be covered by the charity.

