

CARERS FEDERATION LTD
(A company limited by guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

Company Number 03123142
Charity Number 1050779

Baldwins (Nottingham) Limited
Chartered Certified Accountants & Registered Auditors
32 Eldon Business Park
Attenborough
Nottingham
NG9 6DZ

Tel: (0115) 9228873

CARERS FEDERATION LTD

CONTENTS

	Page
Report of the Board of Trustees	1-8
Auditors' Report	9-10
Statement of Financial Activities	11
Balance Sheet	12
Cash flow Statement	13
Notes to the financial statements	14-24
Income and expenditure account	25-26

CARERS FEDERATION LTD
REPORT OF THE BOARD OF TRUSTEES

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03123142 (England and Wales)

Registered Charity number
1050779

Registered office
1 Beech Avenue
New Basford
Nottingham
NG7 7LJ

The Board of Trustees

Patricia Cargill	Chair
Christine Thomas	Vice Chair
Cheryle Berry	
Irene Braybrooke – resigned 18/05/15	
Usha Gadhia	
Alan Meadows	
Eileen Robinson	Treasurer
Adele Cresswell	
Katherine Moore – appointed 19/11/15	
Virgenette Johnson – appointed 19/11/15	
Patricia Holden – appointed 19/11/15	

Secretary
Julia Tabreham

Senior officers	
Julia Tabreham	Chief Executive
Rob Gardiner	Deputy Chief Executive

Auditors
Baldwins (Nottingham) Limited
Chartered Certified Accountants and Registered Auditors
32 Eldon Business Park
Eldon Road
Attenborough
Nottingham
NG9 6DZ

Bankers
The co-operative bank
80 Cornhill
London
EC3V 3NJ

Solicitors
Massers
15 Victoria Street
Nottingham
NG1 2JZ

CARERS FEDERATION LTD

REPORT OF THE BOARD OF TRUSTEES continued

The Trustees present their annual report and financial statements for the year ended 31 March 2016, which comply with the requirements of the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015). Carers Federation Ltd has on wholly owned subsidiary C F Trading Company Ltd., its income, expenditure and Balance Sheet have been consolidated into the Carers Federation Ltd accounts, with explanatory notes.

Objectives and activities

Charitable Purpose

The objectives of Carers Federation Limited as set out in the company's memorandum of association are to:

promote the benefit of persons who are acting as unpaid carers of people with physical or sensory disability, mental health difficulty, learning disability, ill health or by the ageing process, their cared for and the community, in particular to relieve the stresses experienced by such persons through the provision of support services, in order to protect health, relieve poverty, distress or sickness.

Caring

A carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support. HM Government estimates that unpaid carers save the UK economy over £120 billion each year. Although for many carers, caring can have positive and rewarding aspects, there are lots of reasons why caring can also leave people needing support.

Caring can:

- make you physically and emotionally exhausted, because of the strain of seeing someone you care about experiencing pain, distress or discomfort.
- lead to stress, depression and other mental health issues.
- affect your relationship with your partner or other family members.
- be isolating - it may be hard to sustain friendships or develop new ones or keep up with interests and activities you may have previously enjoyed
- lead to poverty if you have to give up work to care or are managing on benefits. The aids and equipment needed to help care can add an extra drain on tight finances.
- mean that you have to put your chance of a career on hold or never have the opportunity to have a career and reach your full potential.
- result in young carers struggling to go to school/college/university or keep up with course work. They can be bullied and find it difficult to make or keep friends. They can take on responsibilities well beyond their years and have little time for play or socialising or to be children or young people.
- feel like a constant battle to access help for you and the person you care for, for example getting the right diagnosis for your child's condition, appropriate support at school for a young carer in your family, adaptations to the home, and benefits and other financial help.

In line with the Care Act 2014, Carers Federation meet the needs of carers through a process of assessment and individual care planning. Resulting interventions can include:

- providing information
- assistance with benefits and entitlements
- referral to social care to access support for the person they care for
- peer support including access to carer support groups and a closed social network
- access to respite care
- emotional support and where appropriate access to counselling
- health check ups and access to flu jabs

Main Activities undertaken by Carers Federation Limited

- adult and young carer support in the City of Nottingham and the Boroughs of Rushcliffe, Broxtowe and Gedling.
- engagement of Young People in improving access to health services in Nottingham City.
- support for a prisoner social care advocacy scheme in HMP Whatton.
- provision of Independent Complaints Advocacy (ICA) services in a number of Local Authority areas across the north of England.
- support for Healthwatch organisations in South Tyneside, Doncaster and Gateshead

The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Achievements and performance

Carers Services

The main focus of our work remained the empowerment and enablement of carers to maintain their caring role and to develop the quality of all our services in line with what our customers want. To this end the 2015-2016 saw:

Carers services working closely with the Local Authority to increase the number of Statutory Carers Assessments completed. From April 2015 Carers Federation support workers are now completing these assessments with young and adult carers. A major benefit of this development to carers is the closer working relationships our services now enjoy with the statutory social care teams and the improvement in the time it takes for actions to be forthcoming.

The development of Carers Champions in Rushcliffe, Gedling and Broxtowe. With Carers Federation support each medical practice in the three boroughs now has a member of staff as designated Carers Champion. The resulting promotion of carer awareness has significantly increased the numbers of carers identified through these practices. These carers have then been referred or signposted to the appropriate support services reducing the amount of GP appointments required by carers.

Our young carers service (Action for Young Carers) increased the range of its school work, targeting certain senior schools and although very early in the process we are already seeing evidence of increased numbers of young carers coming forward. Our staff assist schools to support these carers through in-school support groups and flexible arrangements around homework etc. The schools we work with tell us about significant improvements across a range of areas - resilience, social integration, confidence and attainment within school. They also tell us that as a result of working with Action for Young Carers (AYC) they find it easier to identify and support young carers at an earlier stage in their education.

Designed by young carers, the AYC app was entered into the 2015 East Midlands Health Innovation awards winning the Technology Enabled Carers Services (TECS) category and a prize of £3,000. Over 120 young carers are now signed up to the App and AYC have started phase two of its development. A young carer consultation group and the App institute (app developers) are looking at how self assessment toolkits can be refined, and how new features could increase usage. Analysis of individual submissions evidences that young carers who access the AYC service see improvements in their health and education as well as a reduction in feelings of isolation and stress.

HealthWatch

The legislation that created local Healthwatch bodies always envisaged that they would become independent bodies contracting directly with their Local Authority. To establish them Carers Federation acted as host to 10 Healthwatch contracts from April 2012. Our aim was to support the creation of organisations strong and robust enough to stand 'on their own two feet' as separate legal entities. In 2015 – 2016 a further 3 Healthwatch organisations achieved this status leaving Carers Federation supporting two further HealthWatch contracts which will be ready to float in 2016 - 2017.

Independent Complaints Advocacy

The Independent Complaints Advocacy (ICA) service continues to perform strongly both in the numbers of people it supports with their complaints about NHS treatment and care but also in the satisfaction ratings it achieves. 2015 – 2016 saw the ICA service begin the process of accreditation with the Quality Performance Mark, a nationally recognised standard for advocacy services.

General

2015 – 2016 was another challenging year for Carers Federation Limited. Income from Independent Complaints Advocacy contracts shrank as commissioners were forced to reduce budgets and some Local Authorities withdrew from consortia and integrated ICA services into other advocacy contracts. The successful floatation of HealthWatch bodies has also resulted in a loss of income for Carers Federation.

Year-on-year public bodies are being required to deliver service savings, known as the *Efficiency Agenda*. Again in 2016, many public bodies and government departments are expected to make up to 40% savings.

As a result, many front-line services to vulnerable people are being rationed through the raising of eligibility thresholds; or are no longer being provided. Likewise, funding that would have traditionally been made to the voluntary and community sector has greatly diminished or has stopped altogether.

The impact on vulnerable people, many of whom are suffering long-term financial hardship, has been profound. Demand for services increases year-on-year as voluntary sector organisations close due to lack of funding or those that survive face continued cuts to their contractual/grant incomes, services and budgets.

Financial Review

Carers Federation Limited

Against the backdrop of reducing local authority budgets and contract values and with a reduction in the number of contracts performed during the year it has continued to be difficult for Carers Federation Limited to address its operating deficit.

The Carers Federation Limited reported an operating loss for the year ended 31st March 2016 of £613,333.

Also recognised during the period were actuarial gains on the Nottinghamshire County Council defined benefit pension scheme of £673,000.

Net Assets of Carers Federation Limited at the 31st March 2016 were £436,199.

Carers Federation Group

The Carers Federation group, comprising Carers Federation Limited and CF Trading Company Ltd, reported an operating loss for the year ended 31st March 2016 of £603,840.

Also recognised during the period were actuarial gains on the Nottinghamshire County Council defined benefit pension scheme of £673,000.

Net Assets of Carers Federation Limited at the 31st March 2016 were £391,073.

Principal funding sources and how these resources support the key objectives

The principal funding sources for the Carers Federation Ltd are currently by way of grant and contract income from several local authorities, BBC Children in Need, NHS Clinical Commissioning Groups (CCGs) and local academies. The contractual income and grant funding received from these sources is used by Carers Federation Limited to provide carers, advocacy and mentoring services that match the objectives of Carers Federation Limited.

New funding sources developed during the year

During the period ended 31st March 2016 Carers Federation Limited was able to develop new sources of funding as follows:

Adult Carers

New contractual arrangements were agreed with Nottingham North & East CCG and with Nottingham West CCG to enable provision of support and advice to carers within these CCG areas.

Young Carers

New contractual arrangements were agreed with Nottingham West CCG and Rushcliffe CCG to enable expansion of support and advice to young people within these CCG areas.

£10,000 has been provided by Nottinghamshire County Council to pilot a scheme providing activities to young people within Nottinghamshire. It is hoped that this scheme will be extended into future years.

HMP Whatton

Further funding has been agreed with HMP Whatton for the Carers Federation to provide training and supervision of social care advocacy within the prison.

Reserves

At 31st March 2016 Carers Federation Limited held restricted funds totalling £11,317. This amount is made up of donations given to Carers Federation Limited for use by the Adult Carers and Action for Young Carers services operated by the charity. These funds are not available to the Board of Trustees for fulfilment of general charitable objectives.

The level of unrestricted reserves held by Carers Federation Limited at the 31st March 2016 was £379,757.

Unrestricted reserves are held by Carers Federation Limited in order to mitigate against future expected reductions in contract/grant income and to provide continuity in the central business functions of the organisation.

The Board of Trustees are currently developing a new reserves policy for Carers Federation Limited including details of how the reserves level will be determined, agreed and reviewed and met by the organisation for future periods.

At the current time the organisation is not seeking to increase reserve levels with the priority to reduce and eliminate the ongoing operating deficit.

Subsidiary – CF Trading Company Ltd

At 31st March 2016 CF Trading Company has accumulated losses of £45,126 since the formation of the subsidiary company.

Growth in training activity revenue and net contribution is planned to reduce and eliminate the accumulated losses referred to above for CF Trading Company Ltd. The medium-term plan is for CF Trading Company Ltd to gift-aid a level of accumulated profits to Carers Federation Limited for use in meeting its charitable objectives.

Financial effect of significant events

No significant events have been identified by the Board of Trustees during the year ended 31st March 2016.

Impact of a pension liability arising from the defined benefit pension scheme

The deficit presented as at 31 March 2016 of £2.8m has been calculated to meet the requirements of FRS102. FRS102 requires the use of a prescribed discount rate based on corporate bond yields, which are very volatile and are currently very low, resulting in a high calculated deficit as at 31 March 2016.

Contributions to the Nottinghamshire County Council LGPS Fund are set at each triennial valuation of the Fund, based on a discount rate derived from assumptions about future returns from the Fund's investment strategy, which results in a much lower valuation of liabilities than a discount rate based on corporate bond yields and consequently a smaller deficit. Therefore the FRS102 deficit has no bearing on the contributions paid to the Nottinghamshire Fund.

Plans for future periods

Carers Federation exists to provide services to carers, the people for whom they care and the community. In response to the continued financial squeeze on contracts and subsequent loss of income the Board met a number of times to develop a robust strategy to take the organisation forward to 2020. The purpose of the Corporate Strategy is to support the maximizing of available resources. In addition it aims to:

- Identify opportunities to make best use of existing assets and to sell innovative products such as Apps and the Carers Standard
- Develop a range of partnership opportunities with commercial and voluntary and community sector bodies to increase income and financial surplus
- Ensure the organisation records a financial surplus each year and prevents any future overspends

Voluntary Sector, public and private services are facing unprecedented financial challenges. It is vital, within this climate, that business opportunities are identified and achieved to support the stability and service offer of the organisation.

The strategy has been developed following analysis which identified that the financial climate is unlikely to improve during the next 5 years (estimate based on the analyses of Board statements in competitor balance sheets). It is intended to provide a route map, identifying key milestones of performance and opportunity, that will stabilize and stop the current annual operating loss. It also identifies key priority areas of intended service delivery and provides a clear direction for new initiatives within Carers Federation Limited and CF Trading Company Ltd.

The development of our commercial focus will enable the organisation to establish key partnerships, alliances and collaborations that will enhance our tendering capability and service offer.

Within the context of a fast-moving external environment, we must continue to evolve our service offer and innovative technologies and to remain in touch with what commissioners wish to purchase and also to strengthen the Carers Federation brand.

The company is built on a solid foundation of significant cash balances and ownership of its premises. By developing a sustainable commercial income stream and reducing the cost of service delivery we will ensure that the organisation will flourish, evolve and grow.

We will raise our own independent income from App sales and the rental of owned premises thus making the organisation less reliant on funders.

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, and is governed by a memorandum and articles of association. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Appointment of Trustees

The Board of Trustees is appointed by the charity members with trustees serving for no set period and retiring in rotation. The Articles provide for a maximum of sixteen members, including Honorary Members. At the end of each Annual General Meeting all the members of the Board of Trustees whose period of service is due to end during the calendar year in which that annual general meeting is to be held, shall retire from office but they may be re-elected or re-appointed.

The chair of the Board is elected by the trustee membership.

The Board of Trustees may delegate any of its powers or the implementation of its resolutions to committees to facilitate effective operations.

Trustee Induction and Training

New members of the Board of Trustees undergo an induction to brief them on their legal responsibilities under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, and recent financial performance of the charity. During the induction they meet key employees and other members of the Board of Trustees. Members are encouraged to attend appropriate training events where these will assist them in discharging their duties as trustees.

Organisation

The Board of Trustees holds monthly meetings and at least two ordinary meetings each year at which its members agree strategy and areas of activity for the charity including consideration of service delivery, investment, reserves and risk management policies. The charitable company has one wholly owned subsidiary, CF Trading Company Ltd. The accounts of CF Trading Company Ltd are fully consolidated within the Statement of Financial Activities and Balance Sheet included in the financial statements. CF Trading Company Ltd has a Board of six Directors, four of whom are trustees of the Carers Federation Limited.

The charity trustees work in partnership with and oversee the Chief Operating Officer who is responsible for successful implementation of strategies set by the board and for ensuring that the charity and trading operations perform as directed by the Board of Trustees.

Reference & Administrative Details

Appointment of Auditors

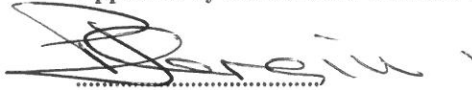
A resolution proposing that Baldwin (Nottingham) Limited be re-appointed as auditors of the charity was agreed at the Annual General Meeting held on 15th September 2016.

This report was approved by the Carers Federation Board of Trustees on 15th September 2016.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Board of Trustees are aware there is no relevant information (as defined by section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each trustee has taken all steps that they ought to have taken in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

Approved by the Board of Trustees and signed on its behalf

A handwritten signature in black ink, appearing to read 'Patricia Cargill', written over a dotted line.

Patricia Cargill

Dated: 12.10.16

AUDITORS' REPORT TO THE MEMBERS OF CARERS FEDERATION LTD

We have audited the financial statements of Carers Federation Ltd for the year ended 31 March 2016 which comprise the consolidated Statement of Financial Activities, the consolidated and charity Balance Sheets and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities, 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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2016, and of the group's 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

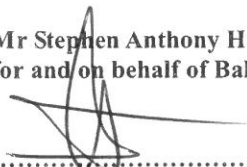
**AUDITORS' REPORT TO THE MEMBERS
OF CARERS FEDERATION LTD continued**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

**Mr Stephen Anthony Harcourt FCCA (Senior Statutory Auditor)
for and on behalf of Baldwins (Nottingham) Limited**



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**Chartered Certified Accountants and Registered Auditors
32 Eldon Business Park
Eldon Road
Attenborough
Nottingham NG9 6DZ**

Dated:13.10.2016.....

CARERS FEDERATION LTD

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2016

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
INCOMING RESOURCES					
Income from generated funds					
Grants received		1,837,455	276,302	2,113,757	2,768,331
Miscellaneous income		-	21,131	21,131	33,960
Investment income		17,613	-	17,613	25,368
Income from trading		119,385	-	119,385	78,691
		<hr/>	<hr/>	<hr/>	<hr/>
Total Incoming Resources		1,974,453	297,433	2,271,886	2,906,350
RESOURCES EXPENDED					
Charitable Activities					
Operating costs	2	(2,562,129)	(313,596)	(2,875,725)	(3,338,750)
		<hr/>	<hr/>	<hr/>	<hr/>
NET (OUTGOING) / INCOMING RESOURCES	4	(587,676)	(16,163)	(603,839)	(432,400)
Transfers between funds		(7,646)	7,646	-	-
Impairment loss on property		-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
(Deficit) / Surplus for the year		(595,322)	(8,517)	(603,839)	(432,400)
OTHER RECOGNISED GAINS AND LOSSES					
Revaluation reserve released		-	-	-	-
Actuarial (loss) / gain on pension		673,000	-	673,000	(1,075,000)
		<hr/>	<hr/>	<hr/>	<hr/>
Net Movement in Funds		77,678	(8,517)	69,161	(1,507,400)
RECONCILIATION OF FUNDS					
Total funds brought forward		302,079	19,834	321,913	1,829,313
		<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD		379,757	11,317	391,074	321,913
		<hr/>	<hr/>	<hr/>	<hr/>

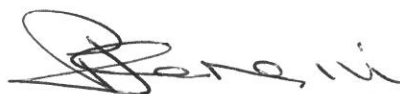
The notes on pages 12 to 22 form part of these accounts. The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

CARERS FEDERATION LTD

**BALANCE SHEETS
AS AT 31 MARCH 2016**

	Note	Group 2016 £	Company 2016 £	Group 2015 £	Company 2015 £
Fixed assets					
Tangible assets	5	688,927	688,927	718,704	718,704
Investments	6	-	100,010	-	100,010
		<hr/>	<hr/>	<hr/>	<hr/>
		688,927	788,937	718,704	818,714
		<hr/>	<hr/>	<hr/>	<hr/>
Current assets					
Debtors	7	323,511	331,296	517,011	517,771
Cash at bank and in hand		2,700,427	2,550,096	3,017,949	2,904,661
		<hr/>	<hr/>	<hr/>	<hr/>
		3,023,938	2,881,392	3,534,960	3,422,432
		<hr/>	<hr/>	<hr/>	<hr/>
Creditors: amounts falling due within one year	8	509,169	421,507	569,081	501,944
		<hr/>	<hr/>	<hr/>	<hr/>
Net current assets		3,203,696	3,248,822	3,684,583	3,739,202
		<hr/>	<hr/>	<hr/>	<hr/>
Creditors: amounts falling due after one year	9	2,812,623	2,812,623	3,362,670	3,362,670
		<hr/>	<hr/>	<hr/>	<hr/>
		391,073	436,199	321,913	376,532
		<hr/>	<hr/>	<hr/>	<hr/>
Restricted funds	11	11,317	11,317	19,834	19,834
		<hr/>	<hr/>	<hr/>	<hr/>
Unrestricted funds					
General Fund	12	379,756	424,882	(127,921)	(73,302)
		<hr/>	<hr/>	<hr/>	<hr/>
Change Management Programme Reserve	12	-	-	430,000	430,000
		<hr/>	<hr/>	<hr/>	<hr/>
		391,073	436,199	321,913	376,532
		<hr/>	<hr/>	<hr/>	<hr/>

These financial statements were approved by the Board of Trustees on 12.03.16
Signed on behalf of the Board of Trustees



Patricia Cargill

Company Number 03123142
Charity Number 1050779

CARERS FEDERATION LTD
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2016

	Notes	£	2016 £	£	2015 £
Net cash outflow from operating activities	1		(317,524)		(191,095)
Capital expenditure and financial investment					
Payments to acquire tangible fixed assets		-	(35,562)		
<hr/>					
Net cash outflow form capital expenditure and financial investment			-		(35,562)
<hr/>					
Decrease in cash	2		(317,524)		(226,747)
<hr/>					

1 Net cash inflow from operating activities

	2016 £	2015 £
Reconciliation to changes in resources		
Changes in resources before revaluations	(603,839)	(432,400)
(Decrease) / increase in debtors	193,498	106,945
(Decrease) / increase in creditors	(59,912)	(5,404)
Depreciation of tangible assets	29,777	59,121
Pension contributions	122,952	80,670
Interest received	-	-
Taxation paid	-	(27)
<hr/>		<hr/>
	(317,524)	(191,095)
<hr/>		<hr/>

2 Reconciliation of net cash flow to movement in net funds

	2016 £	2015 £
Decrease in cash	(317,524)	(226,747)
Net funds at 1 April 2015	3,017,949	3,244,696
<hr/>		<hr/>
Net funds at 31 March 2016	2,700,425	3,017,949
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CARERS FEDERATION LTD

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016

1 Accounting policies

(a) Accounting convention

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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Carers Federation Limited 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). The principal accounting policies are as follows:-

(b) Basis of consolidation

The consolidated statement of financial activities and balance sheet include the financial statements of the company and its subsidiary undertaking made up to 31 March 2015. The results of the subsidiaries sold or acquired are included in the statement of financial activities up to, or from the date control passes. Intra-group income and surpluses are eliminated on consolidation.

(c) Tangible fixed assets

Tangible fixed assets are capitalised at cost, where acquired, or market value as determined by the trustees, where donated.

No depreciation is provided on freehold property as it is the company's policy to maintain the property in such condition that the value is not impaired by the passage of time. As a consequence, any element of depreciation would, in the opinion of the trustees, be immaterial. Depreciation is provided on all other assets so as to write off the cost or valuation of the assets over the estimated useful lives of the assets. The depreciation rates used are as follows:

Fixtures and fittings	20% straight line
Office equipment	33.33% or 25% straight line
Caravans	20% straight line

(d) Grants receivable

Grants for immediate expenditure are accounted for when they become receivable.

Grants received for specific purposes are treated as restricted funds.

Grants restricted to future accounting periods are deferred and recognised in those periods.

(e) Donations and voluntary income

Donations and voluntary income are credited to the income and expenditure account when they are received.

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

(f) Pensions

The company participates in a multi employer defined benefit scheme operated by the Nottingham County Council (Nottinghamshire Admission Agreement ETC Pension Fund). The amounts charged to operating profit are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. The interest cost and the expected return on assets are shown as a net amount in other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in the statement of total recognised gains and losses.

The defined benefit scheme is funded, with the assets of the scheme held separately from those of the company. Pension scheme assets are measured at fair value and liability are measured on an actuarial basis using the projected unit method. Full actuarial valuations are obtained periodically and are updated at each balance sheet date. The most recent full actuarial valuation is dated 31 March 2016. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet.

(g) Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

(h) Investments

Fixed asset investments are stated at cost less provision for diminution in value.

(i) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS102 and Charities SORP FRS102 the restatement of comparative items was required.

At the date of transition in applying the requirement to recognise liabilities arising from the defined benefit scheme. To assess the value of the Employer's liabilities as at 31 March 2016, the value of the Employer's liabilities calculated for the funding valuation as at 31 March 2013 has been rolled forward using financial assumptions that comply with FRS102. In accordance with the requirements of FRS102 a reconciliation of opening balances is provided.

Statement of financial position as at 31 March 2016

	2016 £000s	2015 £000s
Present value of the defined benefit obligation	6,893	7,468
Fair value of Fund assets (bid value)	4,080	4,105
	<hr/>	<hr/>
Net defined benefit liability/(asset)	2,813	3,363

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

Statement of profit or loss as at 31 March 2016

	2016 £000s	2015 £000s	2015 £000s
		had FRS102 applied	disclosed
Service cost	187	276	separated below
Current service cost	included above	included above	199
Net interest on the defined liability (asset)	114	105	n/a
Interest on obligation	n/a	n/a	270
Expected return on Fund assets	n/a	n/a	(222)
Past service costs	included above	included above	-
Losses (gains) on settlements and curtailments	included above	included above	77
Administrative expenses	-	1	n/a
	<hr/>	<hr/>	<hr/>
Total loss (profit)	301	382	324

Asset and benefit obligation reconciliation as at 31 March 2016

	2016 £000s	2015 £000s	2015 £000s
		had FRS102 applied	disclosed
Opening defined benefit obligation	7,468	5,699	5,699
Current service cost	224	199	199
Interest cost	257	270	270
Change in financial assumptions	(845)	1,253	combined below
Change in demographic assumptions	-	-	combined below
Experience loss/(gain) on defined benefit obligation	-	-	combined below
Total actuarial loss (gains)	separated above	separated above	1,253
Losses (gains) on curtailments	combined below	combined below	77
Liabilities assumed/(extinguished on settlements)	(176)	-	-
Estimated benefits paid net of transfers in	(88)	(92)	(92)
Past service cost	combined below	combined below	-
Past service costs, including curtailments	-	77	separated above
Contributions by Scheme participants	53	62	62
Unfunded pension payments	-	-	-
	<hr/>	<hr/>	<hr/>
Closing defined benefit obligation	6,893	7,468	7,468

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

**Reconciliation of opening & closing balances
of the fair value of Fund assets**

	2016	2015	2015
	£000s	£000s	£000s
		had FRS102	disclosed
		applied	
Opening fair value of Fund assets	4,105	3,492	3,492
Expected return on Fund assets	n/a	n/a	222
Interest on assets	143	165	n/a
Return on assets less interest	(172)	236	n/a
Other actuarial gains/(losses)	-	-	n/a
Total actuarial gains/(losses)	n/a	n/a	178
Administration expenses	-	(1)	n/a
Contributions by employer including unfunded	178	243	243
Contributions by Fund participants	53	62	62
Estimated benefits paid + unfunded net of transfers in	(88)	(92)	(92)
Settlement prices received/(paid)	(139)	-	-
	<hr/>	<hr/>	<hr/>
Closing fair value of Fund assets	4,080	4,105	4,105

Re-measurements in other comprehensive income

Re-measurement of the net assets/(defined liability)

	2016	2015
	£000s	£000s
		had FRS102
		applied
Return on Fund assets in excess of interest	(172)	236
Other actuarial gains/(losses) on assets	-	-
Change in financial assumptions	845	(1,253)
Change in demographic assumptions	-	-
Experience gain/(loss) on defined benefit obligation	-	-
Changes in effect of asset ceiling	-	-
	<hr/>	<hr/>
Re-measurement of the net assets/(defined liability)	673	(1,017)

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

Statement of recognised gains and losses

	2015 £000s
	disclosed
Actual return less expected return on Fund assets	178
Experience gains and losses	-
Changes in assumptions underlying the present value of Fund liabilities	(1,253)
	<hr/>
Actuarial gains (losses) in Fund recognised in STRGL	(1,075)

The disclosures in respect of the 'Retirement Benefits' have been calculated by an independently qualified actuary based on the results of a formal valuation at 31 March 2016. The principal financial assumptions used at 31 March 2016 were:

	2016 %	2015 %	2014 %	2013 %
Rate of increase in salaries	1.3	1.4	1.7	4.7
Rate of increase in pensions in payment	2.5	2.6	2.9	2.9
Discount rate	3.9	3.5	4.6	4.7
Inflation rate	2.5	2.6	2.9	2.9
	=====	=====	=====	=====

The value of the assets in the scheme are as follows:

	2016	2015
	£	£
Equities	2,841,000	2,893,000
Gilts	127,000	128,000
Other bonds	279,000	290,000
Property	515,000	479,000
Cash	165,000	200,000
Inflation linked pool fund	115,000	115,000
Infrastructure	38,000	-
	<hr/>	<hr/>
Total scheme assets	4,080,000	4,105,000
Present value of scheme liabilities	(6,893,000)	(7,468,000)
	<hr/>	<hr/>
Net pension liability	(2,813,000)	(3,363,000)
	=====	=====

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

2 Analysis of Total Resources Expended

	2016	2015
	£	£
Staff costs	2,164,711	2,423,583
Premises costs	195,304	273,784
Administrative costs	515,710	641,383
	<hr/>	<hr/>
	2,875,725	3,338,750
	<hr/>	<hr/>

3 Staff costs

The average number of employees in the year was 88 (2015 – 102)

The emolument for the highest paid employee was £236,739 (2015 - £102,358)

The emoluments fell into the following ranges: -

	Number of employees	
	2016	2015
£80,001 - £110,000	-	1
£201,000 - £230,000	1	-
	<hr/>	<hr/>

The members of the Board of Trustees are not remunerated.

4 Net Incoming Resources

The net incoming resources for the year is stated after charging:	2016	2015
	£	£
Depreciation	29,777	59,119
Auditor's remuneration:		
Audit work	7,800	7,800
Non-audit work (accountancy and payroll)	2,460	5,100
	<hr/>	<hr/>

CARERS FEDERATION LTD

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED

**5 Tangible assets
Group**

	Freehold property	Caravans	Office equipment	Fixtures & fittings	Total
	£	£	£	£	£
Cost or valuation					
At 1 April 2015	634,999	-	297,016	108,307	1,040,322
Additions	-	-	-	-	-
Revaluation	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2016	634,999	-	297,016	108,307	1,040,322
Depreciation					
At 1 April 2015	-	-	261,326	60,292	321,618
Charge for the year	-	-	15,332	14,445	29,777
On disposal	-	-	-	-	-
At 31 March 2016	-	-	276,658	74,737	351,395
Net book value					
At 31 March 2016	634,999	-	20,358	33,570	688,927
At 31 March 2015	634,999	-	35,690	48,015	718,704

Company

	Freehold property	Caravans	Office equipment	Fixtures & fittings	Total
	£	£	£	£	£
Cost or valuation					
At 1 April 2015	634,999	-	291,900	108,307	1,035,206
Additions	-	-	-	-	-
Revaluation	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2016	634,999	-	291,900	108,307	1,035,206
Depreciation					
At 1 April 2015	-	-	256,210	60,292	316,502
Charge for the year	-	-	15,332	14,445	29,777
On disposal	-	-	-	-	-
At 31 March 2016	-	-	271,542	74,737	346,279
Net book value					
At 31 March 2016	634,999	-	20,358	33,570	688,927
At 31 March 2015	634,999	-	35,690	48,015	718,704

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

On 26 November 2014 the company's freehold properties 1 Beech Avenue, New Basford, Nottingham, NG7 7LJ and 21-23 Pelham Road, Nottingham, NG5 1AP were revalued on an open market basis by FHP, Chartered Surveyors. The valuations of £160,000 and £475,000 respectively have been incorporated in these financial statements.

6 Fixed asset investments

	Shares in group undertakings £
Cost	
At 1 April 2015	100,010
	<hr/>
At 31 March 2016	100,010
	<hr/> <hr/>

The company's investment at the balance sheet date in the subsidiary company's share capital is as follows:

CF Trading Company Limited

Nature of business: Provider of training and support services

	%
Class of shares:	holding
Ordinary	100.00

	Group 2016 £	Company 2016 £	Group 2015 £	Company 2015 £
7 Debtors				
Trade debtors	181,072	189,623	424,138	409,409
Prepayments and accrued income	142,439	141,673	92,873	108,362
	<hr/>	<hr/>	<hr/>	<hr/>
	323,511	331,296	517,011	517,771
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
8 Creditors - amounts falling due within one year	£	£	£	£
Trade creditors	31,024	28,090	80,673	78,686
Accruals	48,898	45,609	113,609	54,424
Deferred income	313,689	237,724	301,813	301,813
Provisions for liabilities and charges	-	-	-	-
Other taxes and social security	88,248	82,774	38,686	32,721
Other creditors	27,310	27,310	34,300	34,300
	<hr/>	<hr/>	<hr/>	<hr/>
	509,169	421,507	569,081	501,944
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

**9 Creditors - amounts falling due
after one year**

Pension commitments

The company operates a defined benefit statutory scheme.

Value of scheme assets and liabilities	2016 £	2015 £
Market value of assets	4,080,000	4,105,000
Present value of scheme liabilities	(6,893,000)	(7,468,000)
	<hr/>	<hr/>
Deficit in scheme	(2,813,000)	(3,363,000)
	<hr/>	<hr/>
Net pension liability	(2,813,000)	(3,363,000)
	<u>=====</u>	<u>=====</u>

10 Operating lease commitments

The following operating lease payments are committed to be paid within one year:

	Land and buildings		Other operating leases	
	2016 £	2015 £	2016 £	2015 £
Expiring:				
Within one year	44,360	77,389	-	1,059
Between one and five years	13,674	-	7,811	7,293
	<hr/>	<hr/>	<hr/>	<hr/>
	58,034	77,389	7,811	8,352
	<u>=====</u>	<u>=====</u>	<u>=====</u>	<u>=====</u>

CARERS FEDERATION LTD

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2016 CONTINUED

11 Restricted funds

The funds of Carers Federation Ltd include restricted funds comprising the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Balance 31 March 15	Movement Incoming	in resources Outgoing	Transfer to unrestricted funds	Balance 31 March 16
	£	£	£	£	£
Action for Young Carers	5,262	16,936	(12,315)	-	9,883
Adult Carers Support	1,329	23,594	(23,489)	-	1,434
Doncaster Healthwatch	13,243	230,155	(243,398)	-	-
Mentoring	-	26,748	(34,394)	7,646	-
	<u>19,834</u>	<u>297,433</u>	<u>(313,596)</u>	<u>7,646</u>	<u>11,317</u>

The Adult Carers Support service was established to provide information and support to carers in order that they fulfil their potential and to educate and inform colleagues in partner agencies. Contractual funding has been provided by Nottingham City Council, Nottinghamshire CCGs, Nottinghamshire County Council and Nottingham City CCG. The fund balance shown are restricted donations provided for the use of the adult carer service.

The Action for Young Carers Fund was established to provide information and support to young carers in order that they fulfil their potential and to educate and inform colleagues in partner agencies. Contractual funding has been provided by Nottingham City Council and Nottingham City Clinical Commissioning Group. Nottingham CCG provided additional funding to Action for Young Carers to undertake support work with young carers in schools. The fund balance shown are restricted donations provided for the use of the young carers service.

Carers Federation Limited has been contracted by Doncaster Metropolitan Borough Council from November 2013 to establish the Doncaster Healthwatch. This organisation is to act as a public information service and watchdog for health and social care services in the Doncaster local authority area.

The Mentoring Project was established in March 2010 to recruit and train mentors to support carers and help build them relationships and increase their confidence and self esteem. Funding support is provided through the Big Lottery Fund.

12 Movement in Unrestricted Fund

General Fund	2016 £	2015 £
Balance brought forward	(127,921)	1,282,808
Net (outgoing)/incoming resources	(595,323)	(431,536)
Transfers from restricted funds	-	95,808
Impairment on property	-	-
Release of revaluation reserve	-	-
Actuarial (loss) / gain	673,000	(1,075,000)
Transfers from Change Management Reserve	430,000	-
	<u>379,756</u>	<u>(127,921)</u>
Balance carried forward	<u>379,756</u>	<u>(127,921)</u>

CARERS FEDERATION LTD

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016 CONTINUED**

13 Related Party Disclosures

The company made management charges of £56,906 (2015 - £38,546) to C F Trading Company Ltd a wholly owned subsidiary. It also recharged £2,280 (2015 - £1,500) in rent and £Nil (2015 - £100) in rates in the year to C F Trading Company Ltd.

At the year end C F Trading Company Ltd owed Carers Federation Ltd £20,581 (2015 - £16,929).

CARERS FEDERATION LTD
CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 2016

	2016 £	2015 £
Income		
Grants received and other income	2,254,273	2,880,985
Interest received	17,613	25,368
	<u>2,271,886</u>	<u>2,906,350</u>
	=====	=====
Expenditure - Staff costs		
Salaries & pensions	2,052,219	2,241,963
Travel costs	76,397	86,256
Training & development	6,319	27,814
Temporary workers	28,509	60,984
Recruitment costs	1,267	6,566
	<u>2,164,711</u>	<u>2,423,583</u>
	=====	=====
Premises costs		
Rent, heat, light & other services	115,603	178,149
Repairs, renewals and property improvements	12,649	9,327
Insurance	18,924	19,456
Cleaning & sundries	48,128	66,852
	<u>195,304</u>	<u>273,784</u>
	=====	=====
Administrative costs		
Telephone	46,123	69,118
Advertising	23,152	33,691
Equipment hire	2,605	4,799
Printing, postage & stationery	53,014	82,461
Volunteer expenses	2,029	15,321
Board meeting costs	1,451	1,023
Bank interest & charges	1,378	1,655
Depreciation	29,777	59,119
Library equipment	32	202
Legal and professional	137,002	198,941
Subscriptions	4,072	5,015
Computer maintenance	101,853	118,888
Sundry expenses	-	1,035
Pension interest	114,000	48,000
Bad debts	(778)	2,115
	<u>515,710</u>	<u>641,383</u>
	=====	=====
Total expenditure	2,875,725	3,338,750
	=====	=====
(Deficit) of income over expenditure	(603,839)	(432,400)
	=====	=====

CARERS FEDERATION LTD

**INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 2016**

	2016 £	2015 £
Income		
Grants received and other income	2,150,391	2,802,290
Interest received	17,613	25,368
	<u>2,168,004</u>	<u>2,827,658</u>
Expenditure - Staff costs		
Salaries & pensions	1999,103	2,197,833
Travel costs	56,432	72,606
Training & development	6,319	17,537
Temporary workers	28,509	60,984
Recruitment costs	1,267	6,566
	<u>2,091,630</u>	<u>2,355,526</u>
Premises costs		
Rent, heat, light & other services	115,603	176,153
Repairs, renewals and property improvements	12,649	9,327
Insurance	18,924	19,456
Cleaning & sundries	43,535	66,852
	<u>190,711</u>	<u>271,787</u>
Administrative costs		
Telephone	45,559	69,118
Advertising	23,152	33,691
Equipment hire	2,605	4,799
Printing, postage & stationery	52,174	81,962
Volunteer expenses	2,029	15,321
Board meeting costs	1,451	1,023
Bank interest & charges	1,046	1,270
Depreciation	29,777	55,369
Library equipment	32	202
Legal and professional	122,590	196,941
Subscriptions	4,072	5,015
Computer maintenance	101,289	118,252
Pension interest	114,000	48,000
Bad debts	(778)	2,115
	<u>498,998</u>	<u>633,078</u>
Total expenditure	<u>2,781,339</u>	<u>3,260,391</u>
(Deficit) of income over expenditure	<u>(613,335)</u>	<u>(432,733)</u>