

**ROTHERHAM CROSSROADS - CARING FOR CARERS**  
**(A Company Limited by Guarantee)**

**REPORT AND FINANCIAL STATEMENTS**  
**Year ended: 31 March 2021**

**Charity no: 1062664**  
**Company no: 3370678**

**TRUSTEES' REPORT**  
**31 March 2021**

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with 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 (FRS 102) (effective 1 January 2015).

**OUR PURPOSES AND ACTIVITIES**

Rotherham Crossroads - Caring For Carers is a not for profit voluntary organisation whose purpose is to relieve the stresses experienced by Carers and beneficiaries. We provide a range of services to support Carers in their own home, giving them "time" to be themselves. Care and support services are also provided to people with care needs to maximise independence and enable them to live out in the community. The geographic area of service provision is Rotherham and surrounding districts in South Yorkshire.

In shaping our objectives for the year and planning our activities we have considered the Charity Commission's guidance on public benefit, including the guidance "public benefit: running a charity (PB2)" at our trustees' meetings. We seek to promote our objectives by providing services to the neediest.

Rotherham Crossroads is committed to providing practical support in the home and community to enable Carers to have a short respite break from their day-to-day caring responsibilities. In providing this service to Carers, Rotherham Crossroads provides a personal care service to people with care needs (service user) and will ensure that the provision of such personal care is user led. In some circumstances we provide services directly to people with care needs who do not have a Carer.

In order to adhere to our objects we employ and train care support workers who work in the client's own home to provide:

- 24-hour Carer support.
- Domiciliary care direct to adults with a physical disability.
- Individual packages of care to meet client's needs.
- Respite care for Carers who care at home for a person with a disability.
- Services to adults under both framework and block agreements with Rotherham Neighbourhoods and Adult Services and NHS Rotherham (CCG).
- Services to adults with Learning Disabilities.
- Social Prescribing Service supporting carers of adults with a long-term condition.
- Dementia Enabling and Support Service.
- Health and Wellbeing support.
- End of Life and Continuing Care to Adults.
- Carers Resilience Project.
- Carers Befriending and support services
- Carers Community Hub – The Corner

Services are currently purchased by:

- Private individuals.
- Rotherham Metropolitan Borough Council – Neighbourhood and Adult Services.
- NHS Rotherham (CCG).
- Barnsley CCG.
- Voluntary groups within South Yorkshire.

All services are provided after full consultation with both the Carer and the person with care needs. Where services to children are provided care is taken to involve the child in the development of the service. We aim to supplement and complement existing statutory services and work closely with them.

**TRUSTEES' REPORT**  
31 March 2021

**ACHIEVEMENTS AND PERFORMANCE**

The financial year proved to be a very challenging year for carers. The Covid-19 pandemic had a significant impact on the carers of Rotherham and the people they care for and as an organisation we felt that carers needed our support more than ever. We were able to offer support and guidance for our carers and the feedback we received on the support given was that we had been able to improve carers' health and wellbeing both physically and emotionally.

RMBC were quick to react to the pandemic and sourced mandatory PPE free of charge. They also awarded Crossroads Care Rotherham a sizable sum of money to facilitate carers' grants. The RMBC Covid-19 Grant helped 215 carers who were able to access to respite services and grants for IT equipment.

Recruitment and retention of staff along with sickness and Covid isolation requirements has made this year a huge challenge for the Management and Service Support teams. RMBC Covid-19 grants have enabled the charity to continue to offer sick pay and bonuses to staff taking up the Covid vaccine or complying with weekly testing requirements.

Crossroads Care Rotherham maintained all existing quality marks, including ISO 9001:2015 and Kite Mark Plus for the quality of the volunteer management programme. The rating of 'Outstanding' awarded by the Care Quality Commission also remains current.

The staff and Trustees of Crossroads were saddened to hear of the death of Martin Ensor. Martin was a founder member from 1991, serving as a Trustee for more than 30 years, many of which as Treasurer. As a thank you and a mark of respect to Martin it has been agreed that an annual award will be made in his memory to the volunteer of the year.

**FINANCIAL REVIEW**

In the year under review total incoming resources was £2,120,943.

Net income was £53,924 on unrestricted funds and net expenditure was £5,075 on designated funds.

**Principal Funding Sources**

We continue to hold Service Level Agreements with the Local Authority Neighbourhoods and Adult Services and NHS Rotherham (CCG) and with a number of private and Direct / Indirect Payment funded clients.

**Investment Powers and Policy**

As a not for profit organisation most of the charitable company's funds are spent in the short term. However, the charitable company is empowered to make any Investment which the Trustees see fit. In view of the current financial markets and poor interest rates short-term fixed rate investments have been utilised.

**Reserves Policy and Going Concern**

The trustees' principal concern is to ensure that, in the event that major contracts are not renewed or replaced, the charitable company would have sufficient liquid reserves available to enable it to continue services to our clients whilst alternative providers are being sought. Reserves have been established to cover these eventualities. The Board aim to maintain a level of free reserves equating to 6 months running costs.

On 31 March 2021 unrestricted funds stood at £553,709 and designated funds at £258,908.

**TRUSTEES' REPORT**  
**31 March 2021**

**Reserves Policy and Going Concern (continued)**

Due to the pandemic the charity's ability to fundraise has been difficult, with all planned fundraising events being cancelled. However, due to the goodwill and generosity of the people of Rotherham, the level of donations received increased significantly.

The outbreak of the virus gave the charity cause to realign its services in order to continue supporting carers, albeit in different ways. The provision of regular wellbeing calls highlighted unmet needs and the difficulties experienced by carers and the people they support during this challenging time. As a result, Crossroads Care Rotherham obtained additional funding from the Community Fund (Lottery) and have used funds donated during the pandemic to continue and further develop the support offered to carers.

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

**PLANS FOR FUTURE PERIODS**

The coming year presents Rotherham Crossroads with a variety of opportunities for growth. The level of need for carer support is expected to increase moving forward and Rotherham Crossroads is well placed to meet this need.

Contracts with both RMBC and RCCG have been secured for the forthcoming year ensuring Rotherham Crossroads will continue to deliver all services and activities.

As the Lottery project ended in June 2021 alternative grant funding has been sought to continue the carers support groups, this funding will continue until March 2022. Beyond that date the Management team has prepared a tender for long term income that will continue to provide carers with the support they need. As the country moves out of restrictions the charity has been able to reintroduce the fortnightly support groups and introduce carers wellbeing support through additional therapies such as yoga, massage and mindfulness.

The charity shop and café (The Corner) has reopened post lockdown restrictions easing and is working towards covering its costs and increasing opening hours.

Recruitment and retention of Care Support Workers continues to be one of the main challenges faced by the charity and this is not expected to improve in the short term. The charity is actively seeking new ways of encouraging recruitment and retaining current staff, this has included offering weekly pay and reviewing hourly rates and mileage levels on a six monthly basis.

The trustees and management team continue to closely monitor the financial situation of the charity on a monthly basis. Long term forecasting is now in place to ensure the appropriate and timely action can be taken to ensure the ongoing financial stability of the charity.

Following the resignation of the Chief Executive Officer H Cryan in July 2021 K Davis and F Warner were appointed Acting Joint Chief Executives. The Board are planning the long term structure of the management team.

Rotherham Crossroads will continue to work closely with partners from both voluntary and statutory sectors to identify changing needs and to develop and deliver services which meet those needs.

The charity's commitment to the delivery of high quality services remains paramount as is the aim to maintain all existing quality marks.

**TRUSTEES' REPORT**  
31 March 2021

**REFERENCE AND ADMINISTRATIVE INFORMATION**

Charity Name: Rotherham Crossroads – Caring For Carers

Charity Registration Number: 1062664

Company Registration Number: 3370678

Registered Office and  
Operational address: Unit H, The Point  
Bradmarsh  
Rotherham  
S60 1BP

**Trustees**

The Trustees who served during the year and since the year end were as follows:

E Bennett	
J Dearden	
M S Doran	
T M Ensor	(deceased 8 January 2021)
S D Garlington	(resigned 3 December 2020)
Dr M Holt	
M Hudson	
S Kirk	(appointed 22 February 2021)
D Lisgo	
A Murray	(resigned 31 January 2021)
M Speight	(appointed 22 February 2021)

**Secretary**

M S Doran

**Senior Management Team**

H Cryan	Chief Executive Officer	(resigned 16 July 2021)
K Davis	HR Manager	
F Warner	Operations Manager	
J Duffy	Finance Manager	
E Hopkinson	Project and Development Manager	(resigned 1 June 2021)
E Stead	Management Accountant	(appointed 30 June 2021)

**Auditors**

O'Brien & Co  
Chartered Accountants  
31A Finkle Street  
Selby  
YO8 4DT

**Bankers**

Barclays Bank plc  
Bridgegate  
Rotherham  
S60 1PG

Santander  
Bootle  
Merseyside  
L30 4GB

**TRUSTEES' REPORT**  
**31 March 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

The organisation is a charitable company limited by guarantee, incorporated on 14 May 1997 and registered as a charity on 5 June 1997. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association as amended by special resolution(s) dated 15/01/2003, as amended by certificate of incorporation on change of name dated 31/01/2003, as amended by special resolution(s) dated 11/09/2008, as amended by special resolution(s) dated 29/09/2011, as amended by special resolution registered at Companies House on 27 March 2018. In the event of the company being wound up during the period of membership, or within one year afterwards, members are required to contribute an amount not exceeding £10.

**Appointment of Trustees**

The directors of the charitable company are also charity trustees for the purposes of Charity Law. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve a term of office of three years after which they must offer themselves for re-election at the next Annual General Meeting if they wish to continue in office. J Dearden will retire by rotation and, being eligible, may offer herself for re-election at the forthcoming Annual General Meeting.

The charitable company's work focuses on Carers and people with care needs. The Board continually seeks to ensure that their needs are appropriately reflected through the diversity of the Board. To maintain a broad skills mix members of the Board are requested to provide a list of their skills. This record is updated each year and, in the event of a particular skill gap being identified, individuals will be approached to offer themselves for election to the Board.

**Trustee Induction and Training**

All intending trustees receive an explanatory letter of welcome from the chairman and an induction pack which includes links to the Charity Commission website along with the charitable company's Memorandum & Articles and latest financial statements and AGM Report.

**Organisation**

The company has a Board of Trustees with 8 members who meet every six weeks and are responsible for the strategic direction and policy of the charitable company. The day to day work of the charitable company is organised by paid employees who co-ordinate the charitable company's activities.

**Related parties and co-operation with other organisations**

Rotherham Crossroads - Caring For Carers is a network partner of Carers Trust the largest Carers charity in the UK and as a partner the charitable company works within a national framework of policies and procedures.

**Pay policy for senior staff**

The board of directors, who are the charitable company's trustees, and the senior management team comprise the key management personnel of the charitable charity in charge of directing and controlling, running and operating the company 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 notes 9 and 10 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings of other organisations in the care sector of similar size run on a voluntary basis.

**TRUSTEES' REPORT**  
**31 March 2021**

**Risk Management**

The Board continue to review the major risks to the charitable company and has a Risk Management Strategy which comprises:

- An annual review of the risks the charitable company may face including both the financial and operational impacts of Covid-19
- The establishment of systems and procedures to mitigate these risks as included in the risk register.
- The implementation of procedures for minimising any potential impact on the charitable company should any of the risks materialise.

The procedures are reviewed annually to ensure they continue to meet the needs of the charitable company.

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also directors of Rotherham Crossroads - Caring For Carers for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

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 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 accounting 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 maintaining proper accounting records which 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

**TRUSTEES' REPORT**  
31 March 2021

**STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS**

The trustees of the company who held office at the date of approval of this Annual Report as set out above each confirm that:

- So far as they are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

**AUDITORS**

O'Brien & Co, Chartered Accountants, have indicated their willingness to continue in office and a resolution concerning their re-appointment will be proposed at the forthcoming Annual General Meeting.

Approved by the Board of Trustees on 1 November 2021 and signed on its behalf by:

**M S DORAN**  
**CHAIRMAN**

31 March 2021

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROTHERHAM CROSSROADS - CARING FOR CARERS**

**Opinion**

We have audited the financial statements of Rotherham Crossroads - Caring For Carers (the charitable company) for the year ended 31 March 2020 which comprise the Statement of Financial Activities (including an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flow and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 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 we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

**Other information**

The 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

31 March 2021

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROTHERHAM CROSSROADS - CARING FOR CARERS (continued)**

**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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 obtained all the information and explanations necessary for the purposes of 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' exemption in preparing the trustees' report and from the requirement to prepare a strategic report.

**Responsibilities of the trustees**

As explained more fully in the trustees' responsibilities statement [set out on page 6], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

31 March 2021

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROTHERHAM CROSSROADS - CARING FOR CARERS (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.

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer component manufacturing and supply sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, the Charities Act 2011, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- understanding the design of the charitable company's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions; and

31 March 2021

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROTHERHAM CROSSROADS - CARING FOR CARERS (continued)**

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities).

This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Stephen O'Brien FCA  
Senior Statutory Auditor  
for and on behalf of O'Brien & Co  
Statutory Auditor  
Chartered Accountants  
31A Finkle Street  
SELBY YO8 4DT

1 November 2021

**STATEMENT OF FINANCIAL ACTIVITIES**  
(Including an Income and Expenditure Account) for the year ended 31 March 2021

	Note	Unrestricted Funds 2021 £	Designated Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
<b>INCOME</b>						
Donations & Legacies	3	21,410	0	0	21,410	11,071
Income from Charitable Activities	4	1,266,002	0	829,081	2,095,083	1,974,494
Income from Other Trading Activities	5	1,822	0	0	1,822	1,396
Investment Income		2,628	0	0	2,628	607
<b>Total Income</b>		<u>1,291,862</u>	<u>0</u>	<u>829,081</u>	<u>2,120,943</u>	<u>1,987,568</u>
<b>EXPENDITURE</b>						
Expenditure on Charitable Activities	6	1,237,938	5,075	822,360	2,065,373	2,097,296
<b>Total Expenditure</b>		<u>1,237,938</u>	<u>5,075</u>	<u>822,360</u>	<u>2,065,373</u>	<u>2,097,296</u>
<b>Net income / (expenditure) for the year</b>	8	53,924	(5,075)	6,721	55,570	(109,728)
<b>Transfers between Funds</b>		<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Net Movement in Funds in Year</b>		53,924	(5,075)	6,721	55,570	(109,728)
<b>Reconciliation of Funds</b>						
<b>TOTAL FUNDS BROUGHT FORWARD</b>		499,785	263,983	16,302	780,070	889,798
<b>TOTAL FUNDS CARRIED FORWARD</b>	16	<u>553,709</u>	<u>258,908</u>	<u>23,023</u>	<u>835,640</u>	<u>780,070</u>

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

All income and resources expenditure derives from continuing activities.

The notes on pages 15 to 23 form part of these financial statements.

**BALANCE SHEET**  
31 March 2021

		2021		2020	
	note	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible Assets	12		288,114		293,524
<b>CURRENT ASSETS</b>					
Debtors	13	106,824		89,245	
Cash at Bank & in Hand		<u>664,807</u>		<u>720,918</u>	
		<u>771,631</u>		<u>810,163</u>	
<b>LIABILITIES</b>					
Creditors: amounts falling due within one year	14		<u>224,105</u>		<u>202,336</u>
<b>NET CURRENT ASSETS</b>			547,526		607,827
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>835,640</u>		<u>901,351</u>
<b>CREDITORS:</b> amounts falling due after more than one year	15		0		121,281
<b>NET ASSETS</b>			<u><u>835,640</u></u>		<u><u>780,070</u></u>
<b>FUNDS</b>					
Unrestricted Funds			553,709		499,785
Designated Funds			258,908		263,983
Restricted Funds			23,023		16,302
			<u>835,640</u>		<u>780,070</u>

The accounts are prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

These financial statements were approved by the trustees on 1 November 2021 and signed on their behalf by:

**M S DORAN**  
TRUSTEE

Company no: 3370678

**STATEMENT OF CASH FLOW**  
**For the year ended 31 March 2021**

	Note	2021		2020	
		£	£	£	£
<b>Cash from / (used in) operating activities</b>	<b>20</b>		80,655		(75,188)
<b>Cash flows from Investing activities</b>					
Interest income		2,628		607	
Purchase of tangible fixed assets		<u>(5,113)</u>		<u>(3,841)</u>	
<b>Cash used in investing activities</b>			(2,485)		(3,234)
<b>Cash flows from financing activities</b>					
Repayment of borrowings		<u>(134,281)</u>		<u>(13,155)</u>	
<b>Cash used in financing activities</b>			<u>(134,281)</u>		<u>(13,155)</u>
<b>(Decrease) / Increase in cash and cash equivalents in the year</b>			(56,111)		(91,577)
<b>Cash and cash equivalents at the beginning of the year</b>			720,918		812,495
<b>Total cash and cash equivalents at the end of the year</b>			<u>664,807</u>		<u>720,918</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**31 March 2021**

**1 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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Rotherham Crossroads - Caring For Carers meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going Concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**Income Recognition Policies**

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and the amount can be measured reliably.

**Donated Services and Facilities**

Donated services or facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**Interest Receivable**

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

**Fund Accounting**

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

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**31 March 2021**

**1 ACCOUNTING POLICIES (continued)**

**Expenditure and Irrecoverable VAT**

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

Expenditure on charitable activities includes the costs of providing care workers who carry out the work of the charity and their associated support costs.

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

**Allocation of Support Costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the company's activities. The bases on which support costs have been allocated are set out in note 7.

**Tangible Fixed Assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Land	Nil
Freehold Property	2%
Office Equipment	20%

**Debtors**

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

**Cash at Bank and in Hand**

Cash at bank and cash in hand is in respect of bank balances.

**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.

**Financial Instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments.

**Pension Costs**

The company has a defined Contribution Pension Scheme. The pension costs charged to the Statement of Financial Activities are the premiums payable in respect of the accounting period.

**Significant Judgements and Estimates**

In applying its accounting policies the company did not have to make any significant judgements or estimates.

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

2 LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3	DONATIONS	Unrestricted	Designated	Restricted	Total	Total
		Funds	Funds	Funds	Funds	Funds
		2021	2021	2021	2021	2020
		£	£	£	£	£
	Donations	21,410	0	0	21,410	11,071

4 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Designated	Restricted	Total	Total
	Funds	Funds	Funds	Funds	Funds
	2021	2021	2021	2021	2020
	£	£	£	£	£
<b>Grants &amp; Welfare Fees</b>					
Rotherham CCG: Carer Support & Dementia	0	0	162,741	162,741	167,764
Dementia CCG	0	0	224,136	224,136	229,852
Carers' Community Hub	0	0	28,699	28,699	10,120
Carers Resilience	0	0	248,544	248,544	245,112
Rotherham CCG	100,075	0	0	100,075	108,939
Rotherham MBC	558,021	0	0	558,021	655,091
Welfare Fees	394,292	0	0	394,292	456,657
Carers Trust	0	0	12,403	12,403	2,969
Lottery	0	0	112,376	112,376	50,100
Social Prescribing Service	0	0	37,260	37,260	26,250
Government Staff Furlough Income	9,822	0	0	9,822	0
Rotherham Covid & Carers Grant	193,034	0	0	193,034	0
Rotherham Police Grant	0	0	2,922	2,922	0
Sundry	10,758	0	0	10,758	21,640
	<u>1,266,002</u>	<u>0</u>	<u>829,081</u>	<u>2,095,083</u>	<u>1,974,494</u>

5	OTHER INCOME	Unrestricted	Designated	Restricted	Total	Total
		Funds	Funds	Funds	Funds	Funds
		2021	2021	2021	2021	2020
		£	£	£	£	£
	Letting Income	1,822	0	0	1,822	1,396

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

6 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Welfare Services 2020 £	Community Hub 2020 £	Total 2020 £
Staffing	1,563,710	22,220	1,585,930
Care Workers Travel	42,931	0	42,931
Project Costs	177,271	0	177,271
Carers' Community Hub	0	5,979	5,979
Training & Recruitment	1,676	0	1,676
Premises Costs	13,560	0	13,560
Office Costs	100,155	500	100,655
Depreciation	7,919	499	8,418
Support Costs (see note 7)	124,318	0	124,318
Governance Costs (see note 7)	4,635	0	4,635
	<u>2,036,175</u>	<u>29,198</u>	<u>2,065,373</u>

The charity's main activity is the provision of welfare services. In addition the charity runs the "Carers' Community Hub" consisting of a charity shop, coffee shop and meeting space for carers.

7 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

The charitable company initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. The table below sets out the basis for apportionment and the analysis of support and governance costs.

	General Support £	Governance Function £	Total £	Basis of Apportionment
Salaries and related costs	93,659	0	93,659	<i>actual costs</i>
Premises Costs	3,390	0	3,390	<i>20% of costs</i>
Office Costs	25,164	0	25,164	<i>20% of costs</i>
Depreciation	2,105	0	2,105	<i>20% of costs</i>
Regulatory Fees	0	635	635	<i>actual costs</i>
Statutory Audit Fees	0	4,000	4,000	<i>actual costs</i>
	<u>124,318</u>	<u>4,635</u>	<u>128,953</u>	

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**31 March 2021**

**8 NET INCOME / (EXPENDITURE) FOR THE YEAR**

is stated after charging:	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Auditor's Remuneration	4,000	5,100
Depreciation	<u>10,523</u>	<u>10,478</u>

**9 STAFF NUMBERS & COSTS**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Wages & Salaries & Other Emoluments	1,543,545	1,642,064
Social Security Costs	99,354	110,722
Other Pension Costs	<u>36,690</u>	<u>42,626</u>
	<u>1,679,589</u>	<u>1,795,412</u>

No employees earned in excess of £60,000 (2020: nil)

The average number of employees during the year was as follows

	<b>Number</b>	<b>Number</b>
Trustees	8	9
Support	25	26
Care Support Workers	<u>75</u>	<u>77</u>
	<u>108</u>	<u>112</u>

**Key Management Personnel**

The key management personnel comprise the trustees, the Chief Executive Officer, the Finance Manager, the HR Manager, the Project and Development Manager and the Operations Manager.

The charity trustees were not paid or received any other benefit from employment with the Charity (2020 £nil). No expenses were paid in the year. In 2020 expenses of £102 were paid to 2 trustees.

The total emoluments of the key management personnel (salaries, employer's NIC and pension costs) during the year was £203,923 (2020: £191,185)

**10 RELATED PARTY TRANSACTIONS**

No trustee or other person related to the charitable company had any personal interest in any contract or transaction entered into by the charitable company during the year (2020 - Nil).

**11 TAXATION**

As a charity Rotherham Crossroads - Caring For Carers is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charitable company.

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

12	TANGIBLE FIXED ASSETS	Freehold Property	Office Equipment	Total
		£	£	£
	<b>COST</b>			
	At 1 April 2020	360,937	87,687	448,624
	Additions	0	5,113	5,113
	Disposals	0	0	0
	At 31 March 2021	<u>360,937</u>	<u>92,800</u>	<u>453,737</u>
	<b>DEPRECIATION</b>			
	At 1 April 2020	75,943	79,157	155,100
	Charge for the year	6,000	4,523	10,523
	Disposals	0	0	0
	At 31 March 2021	<u>81,943</u>	<u>83,680</u>	<u>165,623</u>
	<b>NET BOOK VALUE</b>			
	At 31 March 2021	<u>278,994</u>	<u>9,120</u>	<u>288,114</u>
	At 31 March 2020	<u>284,994</u>	<u>8,530</u>	<u>293,524</u>

All fixed assets are used in direct furtherance of the charitable company's objects.

At 31 March 2021 the company had made no capital commitments (2020: £nil).

13	DEBTORS: amounts falling due within one year:	2021 £	2020 £
	Trade Debtors	106,342	88,644
	Prepayments	482	601
		<u>106,824</u>	<u>89,245</u>
14	CREDITORS: amounts falling due within one year.	2021 £	2020 £
	Bank Loan	0	13,000
	Other Creditors and Accruals	184,983	166,659
	Deferred Income	16,618	0
	Other Tax and Social Security	22,504	22,677
		<u>224,105</u>	<u>202,336</u>

The bank loan used to finance the purchase of the charitable company's freehold property was repaid in full during the year.

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

15	CREDITORS: amounts falling due after more than one year	2021 £	2020 £
	Bank Loan (falling due in less than 5 years)	0	52,000
	Bank Loan (falling due after 5 years)	0	69,281
		<u>0</u>	<u>121,281</u>

The bank loan used to finance the purchase of the charitable company's freehold property was repaid in full during the year.

16	FUNDS	B/F £	Incoming Resources £	Outgoing Resources £	Transfers £	C/F £
	<b>Unrestricted Funds</b>					
	Free Reserves	499,785	1,291,862	1,237,938	0	553,709
	<b>Designated Funds</b>					
	Liabilities Fund	220,000	0	0	0	220,000
	Building Repair Fund	20,651	0	5,075	0	15,576
	Development Fund	23,332	0	0	0	23,332
		<u>263,983</u>	<u>0</u>	<u>5,075</u>	<u>0</u>	<u>258,908</u>
	<b>Restricted Funds</b>					
	Carer Support & Dementia	16,302	386,877	403,179	0	0
	Carers' Community Hub	0	28,699	28,699	0	0
	Carers Resilience	0	248,544	248,544	0	0
	Carers Trust	0	12,403	12,403	0	0
	Big Lottery	0	112,376	91,776	0	20,600
	Social Prescribing Service	0	37,260	37,260	0	0
	Rotherham Police Grant	0	2,922	499	0	2,423
		<u>16,302</u>	<u>829,081</u>	<u>822,360</u>	<u>0</u>	<u>23,023</u>
	<b>Total Funds</b>	<u>780,070</u>	<u>2,120,943</u>	<u>2,065,373</u>	<u>0</u>	<u>835,640</u>

**Purposes of Designated Funds**

Liabilities Fund	To cover liabilities which would occur if Local Authority / NHS contracts were to be substantially reduced.
Building Repair Fund	To cover repair and renewal costs of the company's freehold property.
Development Fund	Funds have been set aside to cover the cost of any development issues which may be identified by the Board of Trustees and the cost of development of services in the South Yorkshire area.

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

16 FUNDS (continued)

*Purposes of Restricted Funds*

Carer Support & Dementia	The service aims to support people with dementia and their carers to remain living independently in their own homes for as long as possible, reducing the number of admissions to hospital and to prevent carer breakdown.
Carers' Community Hub	The 'Carers' Community Hub' based in Rotherham Town Centre offers a meeting place where carers can come together to receive information, guidance and peer support. The Hub is also a source of income for the organisation through the provision of a charity and coffee shop. Through existing contracts with Rotherham CCG, funds have been awarded to assist with the cost associated with the hub's development.
Carers Resilience	This project involves partnership working with Alzheimer Society and Age UK supporting Carers of people with Dementia by building their resilience through the provision of advice, enabling them to continue caring. By doing so it aims to reduce GP visits and hospital admissions.
Carers Trust	As a Network Partner of Carers Trust, Crossroads Care Rotherham are able to access grants to support carers in their role of caring for a loved one. Five individual grants of up to £300 per month and group grants of £500 are available for the benefit of carers in Rotherham and surrounding districts of South Yorkshire.
Big Lottery	Funding over a five year period was obtained from The Big Lottery for a carers support service in Rotherham. The funding will provide a full time Volunteer Befriending coordinator to develop a Volunteer befriending service delivered on a one to one basis to carers. We will also provide an office based volunteer telephone befriending service and a monthly Carers support and activity group out in the community. The service has been developed to meet the needs of carers and reduce the risk of carer breakdown and isolation.
Social Prescribing Service	This service funded by Rotherham's CCG and managed by VAR provides a menu of support options for Carers of people with Long Term Conditions. Carers are referred through case management teams to sources of support in their community. The project aims to reduce the need for inappropriate hospital admission by providing Carers with skills knowledge and time to manage their own health and wellbeing.
Rotherham Police Grant	Grant to finance equipment for the Carers' Community Hub.

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Tangible Fixed Assets	286,117	0	1,997	288,114
Current Assets	491,697	258,908	21,026	771,631
Creditors: <i>amounts falling due within one year</i>	(224,105)	0	0	(224,105)
	<u>553,709</u>	<u>258,908</u>	<u>23,023</u>	<u>835,640</u>

18 INDEMNITY INSURANCE

Indemnity Insurance cover at a cost of £544 (2020: £544) has been incurred to protect the charitable company from loss arising from the neglect or defaults of its trustees, employees or agents.

19 FUTURE FINANCIAL COMMITMENTS

At 31 March 2021 the company had total commitments under operating leases over the remaining life of these assets of £3,700 (2020: £3,700).

20 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net movement in funds	55,570	(109,728)
Add back depreciation charge	10,523	10,478
Less interest shown in investing activities	(2,628)	(607)
(Increase) / Decrease in debtors	(17,579)	18,883
Increase in creditors	34,769	5,786
Net cash (used in) / from operating activities	<u>80,655</u>	<u>(75,188)</u>

NOTES TO THE FINANCIAL STATEMENTS (continued)  
31 March 2021

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Tangible Fixed Assets	286,117	0	1,997	288,114
Current Assets	491,697	258,908	21,026	771,631
Creditors: <i>amounts falling due within one year</i>	(224,105)	0	0	(224,105)
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**ROTHERHAM CROSSROADS - CARING FOR CARERS**  
**(A Company Limited by Guarantee)**

24

**INCOME & EXPENDITURE ACCOUNT**

For the year ended 31 March 2021

	Funds 2021 £	Funds 2021 £	Funds 2021 £	Funds 2021 £	Funds 2020 £
<b>INCOME</b>					
Rotherham CCG Carer Support & Dementia	0	0	162,741	162,741	167,764
Dementia CCG	0	0	224,136	224,136	229,852
Carers' Community Hub	0	0	28,699	28,699	10,120
Carers Resilience	0	0	248,544	248,544	245,112
Rotherham CCG	100,075	0	0	100,075	108,939
Rotherham MBC	558,021	0	0	558,021	655,091
Welfare Fees	394,292	0	0	394,292	456,657
Carers Trust	0	0	12,403	12,403	2,969
Lottery	0	0	112,376	112,376	50,100
Social Prescribing Service	0	0	37,260	37,260	26,250
Government Staff Furlough Income	9,822	0	0	9,822	0
Rotherham Covid & Carers Grants	193,034	0	0	193,034	0
Rotherham Police Grant	0	0	2,922	2,922	0
Sundry	10,758	0	0	10,758	21,640
Donations	21,410	0	0	21,410	11,071
Letting Income	1,822	0	0	1,822	1,396
Interest Received	2,628	0	0	2,628	607
<b>TOTAL INCOME</b>	<b>1,291,862</b>	<b>0</b>	<b>829,081</b>	<b>2,120,943</b>	<b>1,987,568</b>
<b>EXPENDITURE</b>					
Staffing	960,606	0	682,293	1,642,899	1,752,786
Pension Contributions	36,690	0	0	36,690	42,626
Travelling Expenses	42,931	0	0	42,931	44,965
Training & Recruitment	1,676	0	0	1,676	3,373
Rates	2,889	0	0	2,889	4,860
Light & Heat	8,986	0	0	8,986	8,959
Property Maintenance	0	5,075	0	5,075	3,884
Office Materials	2,845	0	0	2,845	3,523
Insurance	13,091	0	0	13,091	14,381
Telephone	20,219	0	0	20,219	7,667
Affiliation Fees	6,150	0	0	6,150	8,713
Audit	4,000	0	0	4,000	5,100
Mortgage Interest	5,842	0	0	5,842	7,357
Regulatory Fees	635	0	0	635	4,728
IT Costs	26,782	0	0	26,782	11,642
Office Expenses	23,393	0	0	23,393	19,126
General Expenses	26,974	0	0	26,974	11,792
Bank Charges	523	0	0	523	516
Carers Resilience	0	0	102,295	102,295	99,576
Big Lottery	0	0	21,424	21,424	6,047
Carers Trust Grants	0	0	9,870	9,870	2,469
Rotherham Grants	43,682	0	0	43,682	
Carers' Community Hub	0	0	5,979	5,979	22,728
Depreciation	10,024	0	499	10,523	10,478
<b>TOTAL EXPENDITURE</b>	<b>1,237,938</b>	<b>5,075</b>	<b>822,360</b>	<b>2,065,373</b>	<b>2,097,296</b>
<b>NET INCOME / (EXPENDITURE)</b>	<b>53,924</b>	<b>(5,075)</b>	<b>6,721</b>	<b>55,570</b>	<b>(109,728)</b>