

Acorn Community Care

(A Company Charity limited by guarantee)

(Charity Registration Number 1095207)

(Registered Company Number 4528689)

Annual Report & Financial Statements for the year ended 31st March 2022

Acorn Community Care

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Directors' Report (incorporating the Trustees' Annual Report)

For the year ended:

31st March 2022

The Board of Trustees, who are also Directors of the charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31st March 2022. 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).

Objectives and activities

Acorn Community Care provides regulated and unregulated support to adults with Learning disabilities either in their home environment or at our day service farm in Ryedale, Norton Yorkshire. The Charity aims to follow its financial objectives in order to improve the quality of life for its beneficiaries.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the objectives and activities and in the planning of future activities. It is the judgement of trustees that activities in pursuit of the above objectives fully meet the public benefit test, which they have kept in mind in planning activities for the charity.

In delivering services and in the appointment of staff, volunteers and trustees, the charity operates a strict policy of no discrimination on any grounds.

Achievements and performance

Day Services

Day service activity still continues to be run from our 8 acre small holding in Norton, North Yorkshire. Despite the covid pandemic still effecting our region during this financial year, we have still managed to operate a full day service to the people we support. The day service did receive some grant funding from central government during the financial year and this was spent on supporting the day service to remain operational during the pandemic and support other operational costs.

During the year, people have been able to take part in usual day time activities whilst still following both central and local government guidance in relation to COVID. During the year, we managed to complete a new garden project adjacent to the poly-tunnel. The new sensory garden has been developed to bring joy to future generations. The main work was completed with support from a local engineering company who selected Acorn Community Care as their chosen charity. They attended an away day and many volunteers from the external organisation turned out for a day on the farm to finish off the Garden project. Animal projects remained a key focus during the year and we welcomed a new horse into the current stock of animals on the farm. We have also renovated the stable areas to make sure we had appropriate shelter for our animals during periods of bad weather. All individuals we support have managed to have some involvement in the project and at the time of writing this report we are very near finishing the works.

We acquired new welding machinery during the year and the people we support are already getting use from the new infrastructure. People are having a go with tack welding and the workshop is already producing some great art work that could be resold at some point to increase further revenue for the charity.

We have also welcomed some new people to the farm and they are attending the day service during the week. Our farm team is currently working with these individuals to ensure that they are taking part in activities that both meet their interests and develop skills that can be transferred into everyday life.

The Autism satellite service that commenced in 2021 is fully operational and the individual who is using the service has gone from strength to strength. He is making significant progress each month and his wider support network is very pleased with the level of support that has been offered from the Acorn Team.

Supported Living

Our charity continues to offer supported living to people within their own homes in the Ryedale area. We are now currently delivering support from 6 locations with the latest supported living service opening its doors in January 2022. The latest property is a large new build property that can house up to four people with learning disabilities and complex health arrangements. It is hoped that the three remaining vacancies will be filled during the 2022-2023 financial year.

The coronavirus pandemic continued to dominate how we operate during the reporting year. Despite the hard work of our teams, some staff and people we support tested positive for the virus. It was during these dark periods of adversity that the charity was able to see the amazing dedication to our people. Trustees heard reports of staff moving in with service users who had covid and were self-isolating. Despite these individual staff members putting themselves in harms way, it was done to prevent the spread of infection and ensure continuity of care for the people they serve. It was instances like these that allowed the trustees, for the first time, to recognise "ABC Awards" to staff members (ABC = Above and Beyond the Call).

The charity also received a number of grants from Local and Central government and the NHS. One of which was a one off Staff payment as "thanks" for working over the pandemic. Although grant money was specifically allocated for those colleagues who have supported living contracts, the trustees agreed to give this to all front line support workers as the majority of day service staff (who were not in the grant allocation numbers) were transferred into other services during the lockdowns when day services were closed.

Supplies of PPE required for the pandemic were much better organised and supplied during the year. Having access to free PPE from the NHS portal has enabled us to continue to deliver services in line with expected guidance without compromising on expected standards. It is planned that free access to PPE will continue until 2023.

Staff cover and recruitment has been a major concern over the year. Trustees have sanctioned many incentives for staff which included: temporary weekend enhancements (Feb 21 – Apr 21), "Refer a friend" scheme and a fully funded Aviva health plan with optional buy-in for relatives. The health scheme is considered one of the best available as all previous medical history is disregarded. We have already received reports where staff have been utilising the scheme. This is seen as a great benefit considering the well documented state of our current NHS waiting lists. Not only does the health scheme support our efforts with promoting a healthy workforce, it also ensures that people get back to work quicker during periods of illness. An additional benefit of this scheme includes 24/7 access to private GP consultations. This is seen as an enormous advantage to our staff considering the difficulty in attending GP appointments due to the unsociable working hours that are usually worked by staff in the health and social care sector.

Financial Review

The results for the year ending 31st March 2022 show an overall surplus in year of £64,046, comprising, after transfers; a surplus of £6,863 on unrestricted funds, £50,000 on designated funds and £7,183 on restricted funds. The surplus in year on unrestricted funds mainly reflects the new rental income from the development of the farmhouse in 2020/21. The surplus on designated funds reflects a new provision for trustee approved spend on special projects in 2022/23, comprising repairs to the roof and the purchase of a digger and pick up truck. The surplus on restricted funds in year mainly reflects the receipt of the Workforce Recruitment and Retention Fund (WRRF) from NYCC, supporting the provision of free private healthcare cover with Aviva Health for 12 months. The balance of this fund will be spent in 2022/23.

This brings the total cumulative position of reserves to £449,959 comprising £90,373 unrestricted funds; £344,559 designated funds and £15,027 restricted funds.

The level of free reserves, that is those unrestricted funds not tied up in tangible fixed assets, nor held in designated funds, stands at £50,902 at 31st March 2022. The trustees believe that this level of reserves is reasonable to ensure continuity of the charity's services in the event of sudden fluctuations of income. The charity aims to continue increasing the free reserves to achieve the desired policy of holding three months worth of unrestricted expenditure.

The trustees are confident that the charitable company will be able to meet its liabilities as they fall due in the forthcoming year. Accordingly, these accounts have been prepared on a going concern basis.

Plans for the future

As we come out of the latest wave of the covid-19 pandemic, we are now receiving guidance on "living with Covid." Many of the people we support have been isolated for prolonged periods of time. A lot of effort will be required from our teams to support people into a "new normal." Management teams are already working on plans to support our people back into community based activities and looking at ways to safely go about day to day life whilst still remaining safe.

We hope to welcome further people into the charity's Supported Living service in the next year. We will aim to transition people at a pace that is right for them. We also need to be mindful that recruiting the right people is challenging at present and staff shortages is a national issue. We will continue to lobby local and central government through our ICG colleagues to ensure that social care recruitment and retention is at the forefront of future agendas for policy making.

The charity will work on staff retention and look at holding onto current work force. As mentioned earlier, a fully funded health scheme was put in place in 2021 and we would like this to continue for future years. The trustees will review this in the Autumn of 2022 and make a decision as to whether the finance is available to sustain it in future years. The health scheme alone gives us a competitive advantage when looking to hire new staff by standing out from the crowd in a very over saturated jobs market.

We will also be launching a new website in spring 2022. It is planned to include an e-commerce section to the site where we will be able to sell products from the farm that compliment other fundraising efforts. We also aim to get out to various shows and events in the summer months to engage with the community and promote the great work that the charity accomplishes.

A number of historical contracts with commissioners are currently delivered at an operational deficit and newer contracts are subsidising these losses. We therefore plan to reach out to various local authorities to support our efforts to increase the amounts paid. Bringing these contracts into line with the current Approved Provider List (APL) rates for our Local Authority will make the charity fit for the future and allow for growth which will in turn be of further benefit to the wider community whom we are eager to serve.

Structure, governance and management

Acorn Community Care is a non profit making company limited by guarantee and a charity governed by the Memorandum and Articles of Association with all the trustees of the charity being directors of the company.

At the Annual General Meeting all trustees resign and then nominations are made and seconded to elect trustees for the year ahead.

New trustees undergo an induction meeting whereby they gain a greater understanding of how the charity operates and ongoing training to help ensure they understand their legal obligations under charity and company law and the financial performance of the organisation. The trustees continue to keep in touch with the charity and its current services and building projects. The charitable company is governed by its trustees with day to day management delegated to the Chief Officer.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The remuneration policy is to benchmark salaries against similar roles in the sector and to implement statutory changes where appropriate. An appraisal process is in place for all staff, undertaken by line managers and regular supervision undertaken for all staff.

Reference and administrative details

Charity name	Acorn Community Care
Other name(s) the charity is known by	
Change of Name	The company changed its registered name on the 17th October 2009 from Acorn Services (North Yorkshire)
Registered as a Company on	06/09/2002
Registered as a Charity on	03/01/2003
Registered Company number	4528689 (England and Wales)
Registered Charity number	1095207
Charity's principal address (& registered office)	Whinflower Hall Scarborough Road Norton, Malton YO17 8EE
Auditors	Hallgarth Accountants Limited 2 Hallgarth Pickering YO18 7AW

Banks

CAF Bank Ltd
25 Kings Hill Avenue
West Malling, Kent
ME19 4JQ

Charity Bank
Fosse House
182 High Street
Tonbridge
TN9 1BE

Hampshire Trust Bank
55 Bishopsgate
London
EC2N 3AS

Virgin Money (to 10/2/22)
46 Coney Street
York
YO1 9NQ

Names of the directors (trustees) who manage the charity

(unless indicated otherwise all are trustees and directors)

Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
D Pinkney	Chair (to 1/4/21)	Resigned 1/4/21	
T Lee	Chair (from 1/4/21 to 30/11/21)	Resigned 30/11/21	
F Walls	Chair (from 23/5/22)	Appointed 15/2/22	
T Bell	Secretary		
S Neal			
C Storr			
M P Harrison			
H Lee		Resigned 11/4/21	

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Acorn Community Care for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

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

Members of the Board of Trustees, who are directors for the purpose of company law, and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 4.

Disclosure of information

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information of which the charity's Auditor is unaware;
- as directors of the company, they have taken the necessary steps to be aware of the information, which would be relevant for audit purposes and have communicated them to the Auditor.

Declaration

The trustees declare that they have approved the trustees' report above
Signed on behalf of the charity's trustees



F Walls, Chair

Date 23.11.22

