

# SUMMARY OF IMPACT

WELCOME TO OUR IMPACT  
REPORT FOR 2021.



the  
care  
workers'  
charity

# WELCOME TO OUR IMPACT REPORT FOR 2021

2021 proved to be another year of significant challenge and change, with COVID-19 still holding the world in its grip. The Care Workers' Charity continued to see a large increase in applicants asking for help to prevent eviction, help with daily costs of living and care workers applying for grants after having had to isolate or who had contracted Covid more than once since the beginning of the pandemic.

We launched the mental wellbeing and health fund in February 2021 in response to the significant number of applicants citing mental wellbeing issues in their applications. Mental health of care workers continued to suffer as they dealt with low pay, burnout and exhaustion, compulsory vaccinations and the stress of working long hours and covering for ill colleagues or vacancies. Care workers' mental health was on a decline at the start of the pandemic, and we saw many instances where they felt they needed support and tools to help them cope, not only with being care workers but also in their personal lives.

We also launched the Mental Health First Aider Training programme which offers care workers and other staff the opportunity to train as a mental health first aider and receive an accredited Level 3 Ofqual qualification.

In August we were devastated at the loss of Sara Berrio, our Operations Manager, who died unexpectedly, and it took time for the team to grieve at the loss of a committed, valued and much appreciated colleague.

Despite another challenging year for social care, there is still much which needs to be done to ensure parity of esteem with NHS staff, and to address the issues which affect care workers, which in 2022 will include the rise in national insurance, gas and electricity being likely to cost 50% more and the rising inflation rates.



**KAROLINA GERLICH**  
CEO, THE CARE WORKERS' CHARITY

## SUMMARY OF IMPACT

# TOP LINE STATS

	Number of Grants Awarded	Total Amount Awarded (£)
<b>COVID-19 GRANT</b>	<b>1,121</b>	<b>£ 611,426</b>
<b>CRISIS GRANT</b>	<b>666</b>	<b>£ 350,716</b>
<b>MENTAL WELLBEING AND HEALTH GRANT</b>	<b>70</b>	<b>£ 86,964</b>
<b>MENTAL HEALTH FIRST AIDER TRAINING</b>	<b>40</b>	<b>£ 12,032</b>

**TOTAL:**  
**£1,061,138**

This year we paid out over **£962,000** worth of financial grants to care workers in need, and **£98,996** worth of mental health and wellbeing sessions which equates to **1,897** care workers helped across all our grants streams.

## CHRISTINE'S STORY

Christine has been a care worker since 2004, she has three children and talks about the impact of receiving a grant from The Care Workers' Charity.

### CASE STUDY CHRISTINE



# SUMMARY OF IMPACT\*

## The impact of receiving a financial grant

Strongly Disagree   Disagree   Neither Agree not Disagree   Agree   Strongly Agree

This grant made me feel more supported in my situation   0%   0%   2%   37%   59%

This grant made me feel more supported by my workplace and the care sector   1%   2%   7%   52%   38%

This grant prevented me from falling into financial hardship   3%   2%   8%   34%   53%

## The impact of having mental health and wellbeing support

Have your sessions with your counsellor helped with what originally led you to seek support?   0%   0%   6%   44%   50%

I feel better able to provide quality care to the people I care for at work?   0%   6%   13%   19%   63%

My overall level of satisfaction with the service   0%   0%   0%   0%   100%

## The impact of receiving Mental Health First Aider Training

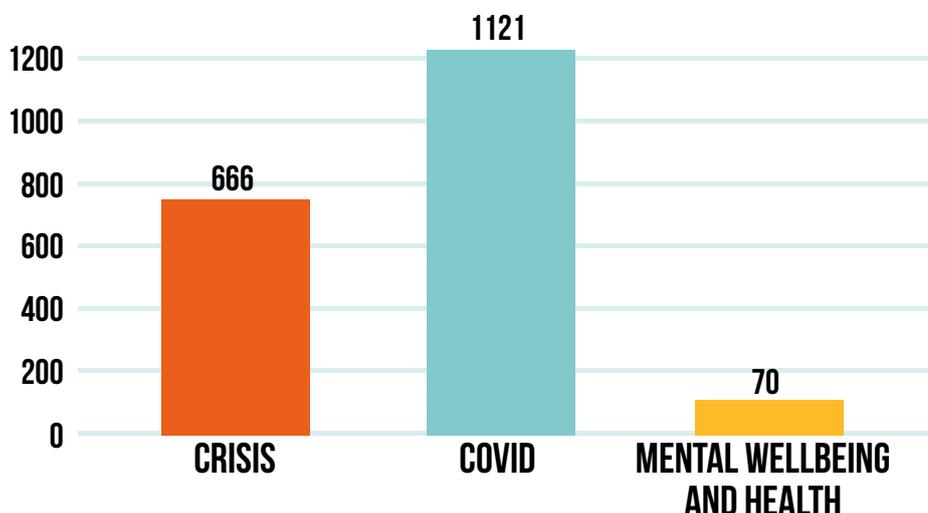
Do you feel there is enough support within the care industry for people suffering with their mental health?   13%   27%   33%   27%   0%

Do you feel the training was relevant and you will be able to apply it in your workplace?   0%   0%   0%   27%   73%

Based on your experience would you recommend this opportunity to other care providers?   0%   0%   0%   7%   93%

\*rounded to nearest % point

## NUMBER OF APPLICATIONS APPROVED FOR EACH GRANT STREAM



Care workers have played a critical role in supporting some of the most vulnerable members of our society during the Covid-19 pandemic. It is concerning that so many have faced financial hardship over the last two years – causing physical and mental strain, which cannot be underestimated. The Scheinberg Relief Fund is proud to support the Care Workers' Charity and that since the beginning of our partnership over 1,000 grants have been awarded to support care workers and alleviate their financial pressures.

**Mark Scheinberg**  
Scheinberg Relief Fund



# COVID-19 EMERGENCY GRANT FUND

The COVID-19 emergency grant fund was in its second year of running; what began as a short term emergency fund grew during 2021. The year saw the UK in lockdown tier systems, a third lock down and new variants spreading , highlighting the continuing need for Covid-19 emergency grants for care workers.

We helped 1,121 care workers who had been affected by the pandemic in 2021, paying out £611,000 worth of grants.

## SUPPORT TOWARDS NUMBER

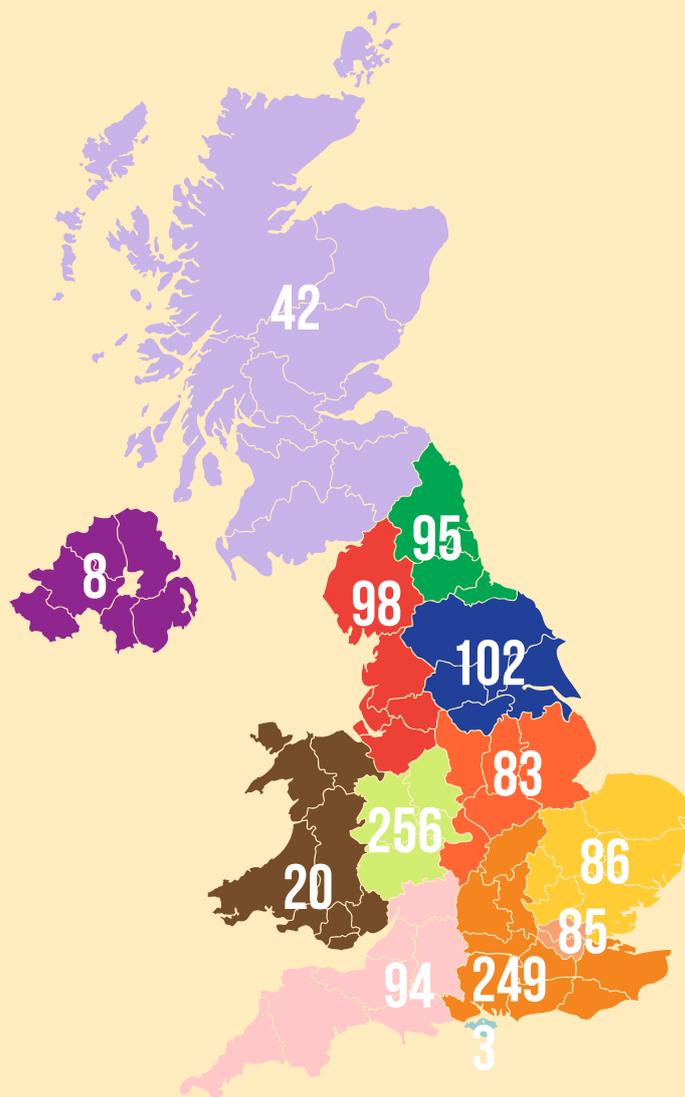
1 Week Isolation from Work	233
12 Week Shielding	31
2 Week Isolation from Work	641
Car Repairs	4
Childcare Costs	4
Daily living costs	55
DRO/Bankruptcy fee	3
Funeral Costs up to £2,000	22
Home repairs	3
Household items	15
Moving costs	5
Other Costs*	62
Preventing eviction	29
Travel expenses	1
White Goods	13

**TOTAL 1,121**

\*up to £1,000. for example for emergency repairs, emergency appliance replacements, etc

## WHERE ARE WE RECEIVING APPLICATIONS FROM?

- East Midlands
- Scotland
- East of England
- South East England
- Isle of Wight
- South West England
- London
- Wales
- North East England
- West Midlands
- North West England
- Yorkshire & The Humber
- Northern Ireland
- Unknown



TOTAL:

**1,121**

## CRISIS GRANTS

Compared to 2020, the amount we awarded in crisis grants in 2021 increased by 27%, mainly due to increasing living costs, changes to universal credit and little or no increase in pay.

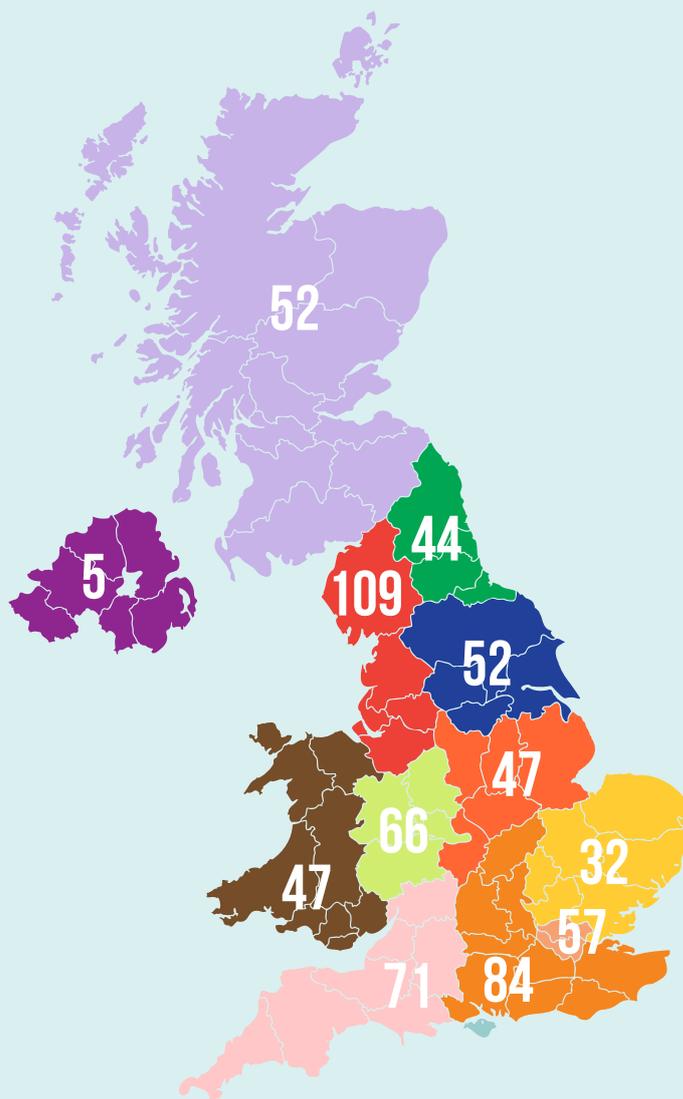
With care workers being on the front line during the pandemic, we found that the mental, emotional and physical health of care workers suffered considerably. Burnout, stress, anxiety and depression were common phrases we saw in grant applications. Most care workers' situations are never isolated and will fall between multiple different circumstances which could include domestic violence, breakdown in relationships and having to isolate because of covid-19.

All the above contributed to a loss of income being the most common circumstance care workers found themselves in with 34% of all crisis grants awarded citing this as a reason.

SUPPORT TOWARDS	NUMBER
Car Repairs	32
Daily living costs	317
DRO/Bankruptcy fee	28
Funeral costs	24
Health improvement aids	9
Home repairs	22
Household items	78
Moving costs	32
Preventing eviction	91
Travel expenses	6
Whitegoods	27
<b>TOTAL</b>	<b>666</b>

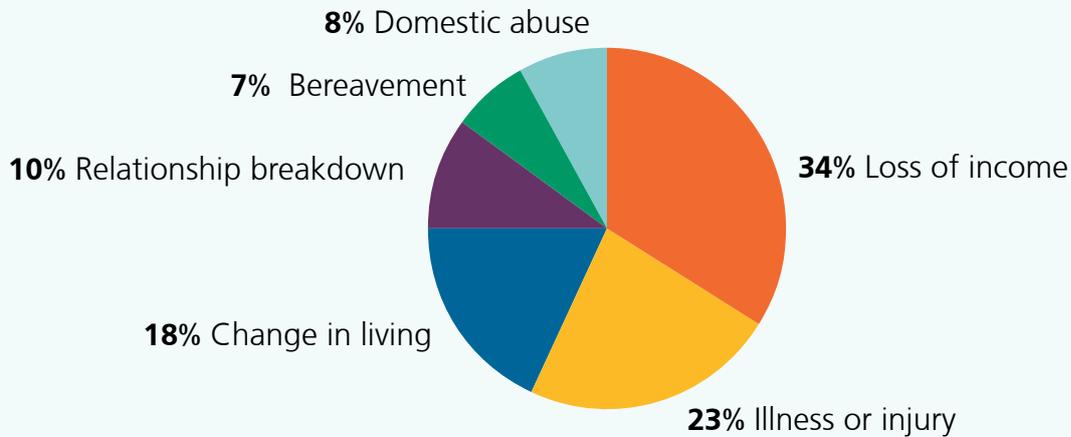
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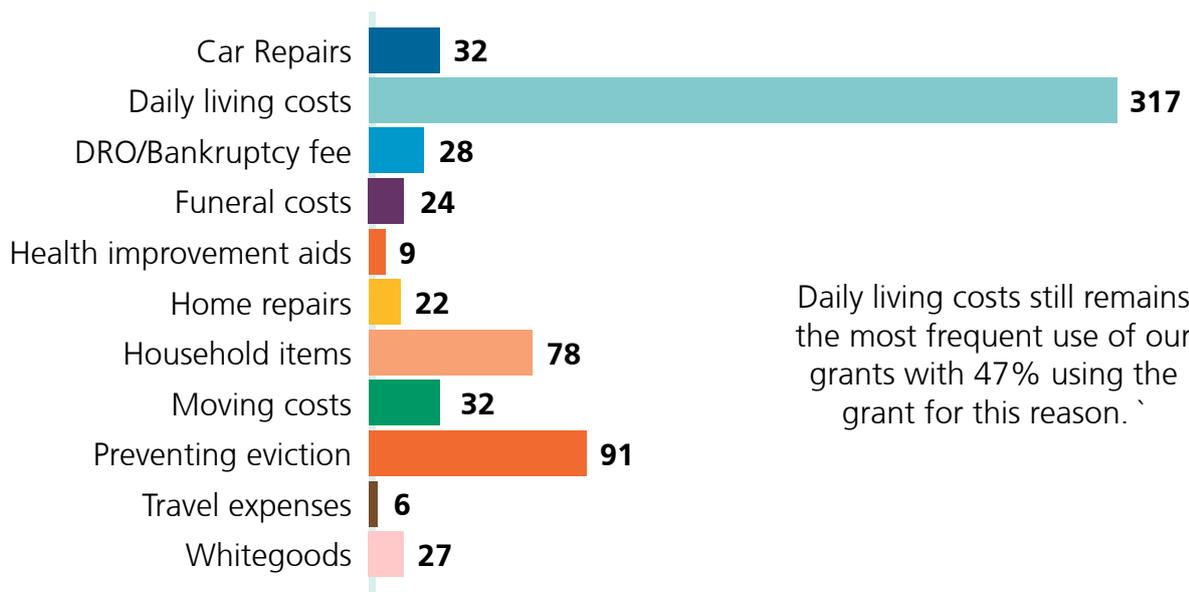


TOTAL:  
**666**

## CIRCUMSTANCES THAT HAVE LED TO CARE WORKERS APPLYING FOR A GRANT



## TYPES OF GRANTS THAT CARE WORKERS ARE APPLYING FOR



Daily living costs still remains the most frequent use of our grants with 47% using the grant for this reason.



The Care Workers' Charity is a wonderful organisation that provides invaluable and vital help for the army of care workers who look after our most vulnerable. These are extremely challenging times for care workers and the grants the CWC provides are an absolute lifeline for those who, after caring for others during their working lives, find they need a little help themselves

**Mike Padgham**

Chair of the provider organisation, The Independent Care Group



## TRENDS IN 2021

We saw an increase in housing related grant requests, mainly eviction prevention, moving costs and rent arrears. Since 2020 we have seen a 76% increase in the number of applications we receive requesting help with the prevention of eviction, and an 172% increase in the amount of grants we have paid to prevent our applicants being evicted from their homes (usually due to

significant rent arrears). The average amount we awarded to support the payment of rent arrears and/or mortgage costs/other housing related costs increased by 18% in the same time period. Support for rent arrears and the prevention of eviction was one of the most common applications we received.

	2020	By Dec-21	% increase
Applications requesting help with preventing eviction	91	160	76%
Applications relating to prevention of eviction	44	120	172%
Average amounts awarded for preventing eviction	£668	£786	18%



We are proud to have co-founded The Care Workers' Charity and supported its valuable work on behalf of everyone delivering care. That support has never been more needed than during the pandemic. The Hallmark Foundation is now providing long term support for CWC's mental health service in recognition of the stresses and demands experienced by the care workforce. We will also continue to work with others to raise funds to enable the Care Workers' Charity to reach all those who need its help.

**Avnish Goyal**

Chairman of Hallmark Care Homes and the Hallmark Foundation



# MENTAL WELLBEING AND HEALTH

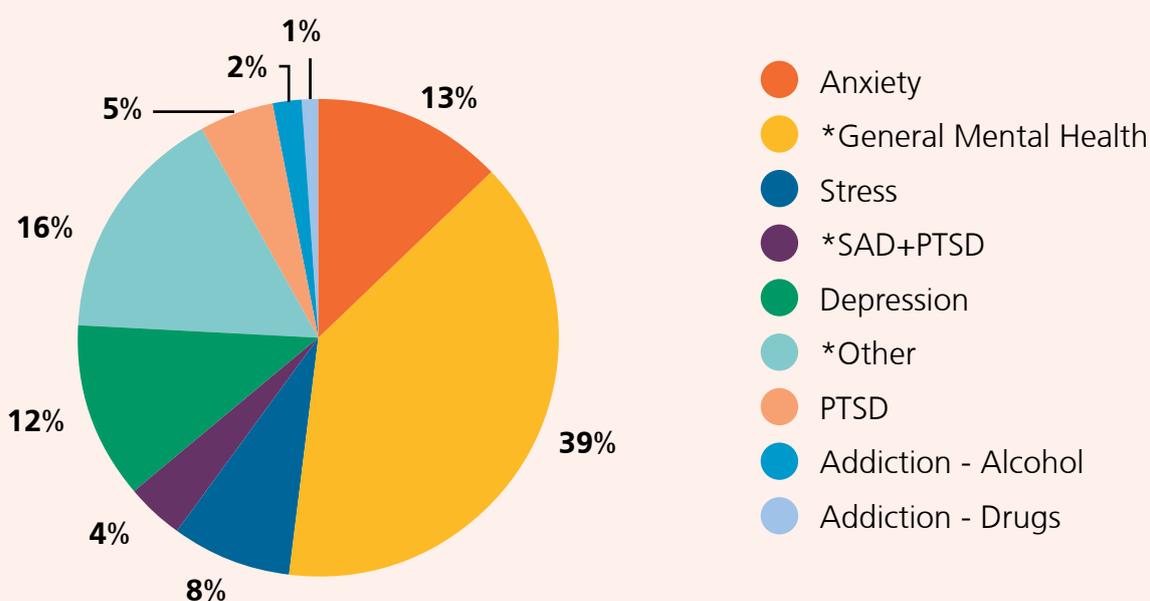
The programme offered 10 free sessions with a qualified therapist supplied by service provider Red Umbrella. The majority of the sessions were completed via telephone or video call due to the ongoing restrictions with the pandemic. Care workers applied for sessions for a range of mental health issues such as stress, anxiety, depression and PTSD.



# MENTAL HEALTH FIRST AIDER PROGRAMME

In October 2021, CWC collaborated with service provider Red Umbrella and introduced the Level 3 Ofqual Accredited Mental Health First Aider Training programme; this provided participants with a chance to gain a qualification which is recognised across the UK, along with an opportunity to learn more about mental health and pinpoint behavior patterns in colleagues in the workplace, signposting them appropriately to help combat the stress and burnout care workers were facing.

## REASONS FOR CARE WORKERS APPLYING FOR MENTAL HEALTH SUPPORT



## WHO ARE OUR RECIPIENTS?

The average care worker is a 44 year old. The split between full and part time hours for this job role is 50/50. She'll have completed training in moving and handling, safeguarding adults and health and safety and may not have started or completed her care certificate. She earns around £9 an hour (median hourly pay) and will have been impacted by the rise in inflation rate in 2021 of 4.8%. Her earnings may also have been impacted due to school closures where teachers or pupils contracted COVID-19, and she was unable to work while her children were at home.



## ABBY'S STORY

Abby worked in various care settings for 25 years, most recently as Senior Carer in a residential care home, and loves supporting older people: "If I can make someone smile, then it's worthwhile".

She lives in the South East near the coast with her husband Pete, who previously served in the army, later trained as a plumber, and then as a painter and decorator. Together they've raised three daughters, all of them now also care workers, and in total, they have 16 grandchildren and great-grandchildren. Pete loves gardening, and Abby spends what little free time she has on arts and crafts, creating sparkling, mosaic-style images.

Though both are now entitled to the state pension, neither had ever been out of work until last year when Pete was diagnosed with cancer, which has meant undergoing intensive chemo and radiotherapy.

On the same day that Pete received his diagnosis, they also got the news that they were being served notice to leave their home. "Our landlady has died and the family needed to sell. It was a double-bombshell coming on top of Pete's health news."

With Pete having stopped work due to his treatment, and Abby having given up work to become his fulltime carer, they were left with a massively reduced income at the time when they most needed funds in order to relocate, and Pete's Attendance Allowance wouldn't start in time to help them.

Their support worker at MacMillan Cancer Support put in an application to the Care Workers' Charity on their behalf, and they received the news that they'd been awarded £700.

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**"We were able to pay our rent, which otherwise we wouldn't have been able to... We've now found temporary accommodation through the council and we're hoping to go into sheltered accommodation after that, and have also received a grant from an armed forces charity, which is helping us with buying furniture... Care workers don't get recognised for what they do... I was still thinking about the residents even when I was off... There are so many people in the sector who really care about what they do. Thank you so much for your support."**

# CAMPAIGNING AND RAISING THE PROFILE OF THE SECTOR

**A significant part of the Charity's work is in raising the profile of the sector and of campaigning for parity of esteem between health and social care staff and for the wider public to have better understanding of the professionalism of care workers, rather than seeing them as exclusively supporting people with personal health tasks and that 'anyone can be a carer'.**

Our CEO, Karolina Gerlich made a variety of media appearances during 2021, including starting the year on the BBC's Rethink Fairness programme on the distribution of wealth in early January, on You and Yours in June, in August on the BBC News Channel "Voices of Covid 19" project, and ended the year by participating in a panel on Woman's Hour in December on adding care workers to the shortage occupation list.

The Charity continued to engage and campaign by writing articles, issuing press releases, participating in events and taking part in consultations and reviews including a review on the lasting impact of Covid-19, and mandating on vaccines. We were quoted and mentioned across mainstream media and trade press, including The Guardian, BBC, The Mirror, The Independent, Care Talk, Caring Times and CMM.

We recruited a Marketing Executive in September who helped to increase in our engagement on social media, and we continue to engage with care workers (mainly on Facebook); Managers, owners, supporters, sponsors and directors of care organisations (on Twitter and LinkedIn); Instagram remained a challenging platform to perform well on as it is not as interactive as other channels and not as widely used in general. Facebook remained the most popular form of social media again in 2021 followed by Twitter, then LinkedIn.

We set up a Tik Tok account which will mean we should now be engaging with all demographics and job roles across the different platforms, and we will be working on raising engagement levels on this platform in 2022.

## AWARDS

Third Sector Awards 2021

**Charity of the Year under £5 million (Highly Commended)**

3rd Sector Care Innovative Quality Outcome Award

**Winners**

Care Talk Top 30 Social Care awards

**(Finalist)**

Charity Times Awards 2021 Rising Leader of the Year

**(Finalist)**

Charity Times Awards 2021

**Change Project of the year (Finalist)**

## ENGAGEMENT AND FUNDRAISING

In 2021, the ongoing pandemic and the constantly changing rates of infection meant that many events were postponed and cancelled. With some in person events being cautiously moved online for the second year in a row, the Care Workers' Charity was determined to continue with a full calendar of fundraising and awareness raising events.

We hosted Professional Care Workers' Week (PCWW) for the second year and heard from experts in social care who shared insights on topics ranging from finding an identity for social care to the value of investing in the workforce. We ran 14 sessions during the week.



We chose The Care Workers' Charity as our Charity of the Year for 2020/2021 because of all the incredible work they do supporting care workers through financial hardship. We were delighted to help them in raising awareness and vital funds and enjoyed taking part in some of their events too. A team from Person Centred Software, along with colleagues across the sector, got their walking boots on to trek 25 km of Hadrian's Wall. It was a fun event despite having to brave the rain and wind that day! We were also delighted to support the charity's Professional Care Workers' Week in September 2021! Our Head of Sales, Rhys Kidd-Scannell, was part of a technology panel as they discussed 'The Technological Revolution in Social Care in the Workforce'. We look forward to continuing our work with such a great charity.

### PERSON CENTRED SOFTWARE



We collaborated with Better Pay 4 Social Care during PCWW to amplify their message of support for the care workforce. **We worked alongside the Homecare Association to deliver the first Celebrating Homecare** event last year which successfully highlighted homecare as playing a critical role in social care.



## ENGAGEMENT AND FUNDRAISING

After being postponed twice, our Hadrian's Wall Trek happened on the 1st October 2021. A group of intrepid trekkers walked in all weathers and through hilly terrain and completed the 15-mile trek.

**A MASSIVE  
£29,392.62  
WAS RAISED**



### HADRIAN'S WALL TREK 2021



Going the Extra Mile took place in July and gave care workers together with those they support the opportunity to gather and host an event bringing people together who raise money for the CWC.

**OVER  
£9,500  
WAS RAISED**

We worked with organisations and collaborated on events such as Feel Good February and Cuppa for Care and linked with other organisations in Celebrating Homecare and Better Pay 4 Social Care.

## RETURN ON INVESTMENT

We are proud of our return on investment, and our ability to help so many care workers in need of urgent support whilst maintaining low administration costs, which we are committed to reducing year on year in terms of a percentage of the funds going direct to care workers.

In 2021, our total grant payments to care workers represented 66% of our total expenditure. This means for every £1 we spent, almost 66 pence was spent directly on charitable activity. Whether this spending helped purchase new household essentials or food, paid the funeral expenses of lost loved ones, or covered the cost of childcare so that care workers could take on extra hours and provide high-quality consistent care, every pound spent has been transformative.

Our total operating costs represented 34% of our total expenditure. This spending covered essential staff costs necessary to ensure we were able to respond to the thousands of requests for support quickly and efficiently, as well as raise essential funds and promote the work of the organisation to our beneficiaries. It also included our ongoing campaigning for care workers to be seen as professionals, with parity of esteem with NHS staff and advocating for better pay and conditions and for the public to be aware of the impact of professional care on their friends and families who are supported.

## WHERE WE SPENT OUR MONEY

Total Grants paid

£ 1,076,275



Crisis grants

£ 350,716



Covid-19 grants

£ 612,788



Mental Health and Wellbeing support and MH first aider training

£ 98,996



Total operating expenses

£ 468,458



The grants from CWC have made a huge impact on the homecare workforce over the past 12 months, at a time when care workers have been under intense pressure. Working with CWC on the first-ever Celebrating Homecare event was a fantastic collaboration. It was wonderful to highlight the dedication and commitment of the homecare workforce and their vital contribution to society by enabling people to live well at home and flourish in their communities.

**Dr Jane Townson**

Chief Executive Officer – Homecare Association



## SUPPORTER MEMBERSHIP

The CWC Partnership programme was rebranded and is now referred to as the Supporter Membership programme. Our Supporter Members represent both private and not-for-profit organisations, reflect a diverse range of care providers, from housing associations and supported living to home care and residential care, and provide a range of care services including dementia care, care for those with mental health issues and care for those with learning disabilities.



By being members of the CWC our small company can stand by larger care services knowing that our staff receive the same benefits as the “big guys” as they are equally deserving even if we are only small.

**Silena**

Registered Care Manager – Wood Autistic Living and Care



Each supporter member is integral to increasing awareness of our services amongst social care staff, improving our understanding of the needs of the social care workforce, and championing the wider social care sector. Our Supporter Members also help finance our vital work; in 2021, we secured over £230,000 in support. In turn by supporting our work, our Supporter Members can better link their staff to meaningful financial and emotional assistance and demonstrate their commitment to supporting social care.

We are delighted to have attracted the support of many care providers over the course of this year. We are honoured to have each and every one of our Supporter Members on board.



Our partnership with The Care Worker’s Charity is of significant importance to us. Especially in such challenging times for the sector, the support of the charity is vital in assisting our wonderful care workers who have endured times of adversity due to Covid, bereavement and hardship

**Mark Luce**

Regional Director – Choice Care



## SPONSORS

We recognise the importance of raising awareness in the social care sector to promote the Charity and the ways in which we support the social care workforce. There are so many organisations that play a key part in organising and maintaining high quality care. We decided to approach organisations that work closely with the sector to gain their support.

Almost £50,000 was donated by Sponsors in 2021, through sponsoring the Charity and our specific events held throughout the year.

We have re-designed our sponsorship options into tiers that appeal to companies of all sizes; enabling them to support a charity that closely aligns with their values. Our sponsors are an integral part of our growth, with their knowledge of the sector being invaluable and through our collaborative work we can further our support of the care workforce.

Building our sponsorship platform is supporting us as we diversify our income to ensure we are sustainable for the coming years.



We continue to be inspired by the work that the CWC carries out supporting those on the front line of social care. As active investors in social care, we are acutely aware that care workers have played a critical role in maintaining safety and infection control during the pandemic. We had been aware of the work the CWC had been doing for some time and so we were delighted by the opportunity to partner with them, as it allows us to give back to our communities on a personal level.

**Eamonn Meadows**

Investment Manager at Elevation Advisers LLP



In 2021, we attended many conferences and events where we engaged with key people and businesses in the sector and have created meaningful relationships with many organisations.

## TRUSTS AND FOUNDATIONS

**The Care Workers' Charity greatly appreciated the generous contributions from our trust and foundation donors. In 2021, they supplied funds totalling over £750,000 to fuel our programmatic delivery and general operations. The Care Workers' Charity embodies dual roles for our beneficiaries — as an empathetic, personal safety net and a vocal advocate for the workforce amongst the sector.**

Our funders' support demonstrates their confidence in our grassroots and top-down strategy that focuses on both the individual and workforce needs. Their support has given us the resources to quickly respond to the symptoms of care workers' often precarious financial situations through our grant programmes, while also investing in our longer-term efforts to analyse and address the causes of workforce instability. They recognise that while we are working towards sustainable national social care reform, our direct support of care workers increases their sense of support and encourages them to remain in the sector.

Their contributions enabled the expansion and delivery of a more holistic level of support. We worked towards a more inclusive future for the workforce and expanded our team with two additional members to power our new activities, launching our Mental Wellbeing and Health Support in February, and our professional development training opportunity, Mental Health First Aider Training Programme in October.

Their support empowered us to steadily grow our workforce advocacy activities to include advisory roles with the Department of Health and Social Care (DHSC), research collaborations with London School of Economics and University of Sheffield, and a growing mass media presence to build public support for issues that are important to care workers. Our funders have also invested their capital to ensure that CWC has a talented team to deliver positive outcomes for care workers. One funder's grant secured a new Mental Health Grants Administrator for the coming years to help execute our new suite of mental health support programmes. Another funder's support enabled us to add a dedicated Marketing Executive with a wealth of first-hand experience as a care worker and expertise in partnership building within the Scottish care sector.



In 2021 CHSA awarded the CWC £350,000 to continue their brilliant work to support their beneficiaries impacted by the second wave of the COVID 19 crisis. The grant was used to provide emergency financial aid to care workers across the UK who were on the frontline of fighting the COVID-19 virus. The funding enabled CWC to alleviate financial hardship for over 600 care workers with grants of £500 or over depending on circumstances".

**RCN Foundation CHSA**



"The Charity Fund of the Civil Service Insurance Society has been pleased to make annual grants to CWC, over a number of years now. We know how important these contributions have been towards enabling CWC to grow and increase its stature within the sector, and to highlight its importance to everybody involved with the vital work of providing personal care. Long may you continue to support them so well!"

**Ray Flanigan**

Grants Chair, CSIS Charity Fund



## THE CWC TEAM

# SARA BERRIO

Sara joined the charity in the summer of 2020 and took on the role of Operations Manager. Given the rapid growth the charity underwent at the beginning of the pandemic, and with the appointment of Karolina Gerlich as Executive Officer and later as the Chief Executive Officer, Sara set about bringing new policies and procedures into the organisation to ensure the smooth running of the charity. She introduced a range of financial and procedural initiatives, ensuring the organisation could be agile, responsive and provide accurate information so that grants could be paid to care workers as quickly as possible. Sara was engaged to Michael, and their household included their two 'fur babies' who brought them much joy. Sara was fundamental to the success of the charity during 2021, and is very much missed by her work colleagues. The National Care Awards (Caring Times) introduced The Sara Berrio Care Champion Award to honour the contribution Sara made to the sector.

The Care Workers' Charity has a team of passionate, committed professionals with a wide range of experience and expertise which they use to ensure we provide as much support as possible to as many care workers as we can. The team collaborate and work in an agile way; essential given the rapidly moving environment they work in.



**Karolina Gerlich**  
CEO

The team consists of:

**Kelly Avery**  
National Account Manager

**Emily Barnett**  
Partnership Manager

**Ed Caughlin**  
Grants Administrator

**Jessica Hulce**  
Grants Manager

**Chima Itabor**  
Executive Assistant

**Daina Karai**  
Grants Administrator

**Jenni Mack**  
Marketing Executive

**Taylor McCarthy**  
Deputy Grants Manager

**Lee Stribling**  
Operations Manager



## WHAT WILL 2022 BRING?

Previously the public were encouraged to 'clap for the carers' but as talk of mandating vaccinations for the sector took over, the narrative began to change as memories of the sacrifice made by care workers during the pandemic began to fade. At the end of 2021, the UK was still in the grip of the pandemic as the Omicron variant brought further challenges to the social care sector. In January 2022, it seems nothing much has changed. We still have COVID-19, although the tone of the government has changed from lockdowns and isolation to living with the virus. The resilience of those who work in social care will continue to be tested, as further variants emerge. Staff will continue to balance the need to care for their school age children when schools are closed due to COVID-19 and continue working. Concerns about workforce capacity and staff retention will continue to have an impact. Low rates of pay, the impact of the planned increase in National Insurance Contributions, the unprecedented rise in the cost of fuel for heating homes, and the cost of petrol and diesel as well as the rise in inflation will mean **care workers need our support now more than ever.**

We anticipate the closure of the COVID-19 grant at some point this year, though precisely when isn't clear – and who knows what may happen with new COVID-19 variants? We will continue to offer Crisis Grants, Mental Wellbeing and Health Support, and Mental Health First Aider training. We hope to offer new grant streams to reflect the issues affecting care workers, but this is reliant on funding, and the current environment is both exciting and a challenge.

We're exploring working more closely with local authorities to offer support to care workers across their areas. We will use our proven expertise to deliver financial and mental health support, with a specific emphasis on local issues affecting the social care sector. We will look at challenges to staff retention, and how to ameliorate the impact of demands on the workforce and provision of services.

We are working towards increasing our reach in Scotland, Wales, and Northern Ireland, and continue to raise awareness of the support we offer to care workers across the UK. We are also keen to learn from other sector charities regarding how they engage with potential funders and to more closely collaborate with charities we already know as often a more holistic approach in grant provision can be particularly useful for some care workers. This will also increase the signposting offer we have for applicants; if they are not eligible for a grant from us, we can often advise them of other organisations to approach.



I am really looking forward to working closely with the Care Workers' Charity to spread awareness of their work in Scotland. Never before has the work of the Charity in supporting frontline care workers through its grants and mental health support been as important as it is now.

**Donald Macaskill**

Chief Executive – Scottish Care



# THANK YOU!

We would like to thank our supporters and sponsors, funders, trusts and foundations and the fundraisers who made it possible to provide a significant amount of support to care workers during 2021. The funding has helped to prevent evictions, clothe and feed children, provide support to care workers who were at breaking point, and enable those at risk of domestic abuse to move away from their abusers. It has funded funerals, provided a financial safety net to care workers who were in financial crisis and trained mental health first aiders to support care workers in their organisations.

**Many thanks to the Board of Trustees for their time, energy, expertise and support during what has been a particularly challenging year.**

**Ben Allen**

Chair

**Vic Rayner**

Finance Committee

**Martin Jones**

Finance Committee

**Lisa Delaney**

**James Sage**

**Vernon Baxter**

**Adam Hutchison**

**Kieran Hogan**

Your encouragement, feedback and skills have helped the charity to continue to be agile, responsive, determined to support as many care workers as possible and to raise our profile with potential funders. The staff team value your support.

**Karolina Gerlich, CEO**

Many thanks to



for their help again this year in turning our pages of words and numbers into an engaging and creative Impact Report.

Thank you to the care workers who kindly gave permission for us to share their stories.