

# ANNUAL TRUSTEE REPORT

FOR THE YEAR ENDED  
31ST DECEMBER 2025



**CARE WORKERS SUPPORT  
TRADING AS THE CARE  
WORKERS' CHARITY**  
COMPANY NUMBER 15048761

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## REFERENCE AND ADMINISTRATIVE DETAILS

Company Number	15048761
Charity Registration Number	1207208 (previously 1132286 and SC048051)
Address	Rushworth Studios 63 Webber Street London SE1 0QW
Trustees	Martin Jones (Chair) Lisa Delaney (Deputy Chair) Oonagh Sharma Sophie Chester-Glyn Nathan Hollow George Norman Helen Glasspool
Accountants	Shruti Soni Ltd 117A St. John's Hill, Sevenoaks, TN13 3PE
Independent auditors	Knox Cropper 65 Leadenhall Street London EC3A 2AD

# REPORT OF THE TRUSTEES FOR YEAR ENDED 31ST DECEMBER 2025

The Board of Trustees, who are also directors of the charitable company for the purposes of the Companies Act, and trustees for charity law purposes, submit their annual report and the financial statements of the charitable company for the year ended 31 December 2025. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102).

## Legal Status and Registration

During 2025, the charitable company completed a significant structural transition. A new incorporated charity and company limited by guarantee was established (Charity No. 1207208) and the activities of the original trust (Charity No. 1132286), together with its assets of £625,470, were transferred to the new entity on 28 February 2025. The original trust has been struck from the charities register. The Scottish charity registration (SC048051) has also been struck off. The trustees will apply to the OSCR under the new incorporated charity. The registered office is Rushworth Studios, 63 Webber Street, London SE1 0QW.

## Structure, Governance and Management

The trustees in office during the year ended 31 December 2025 were as follows:

- Martin Jones (Chair) - Stepped down as Chair in July 2025; remaining in post until a successor is appointed
- Lisa Delaney (Deputy Chair)
- Oonagh Sharma
- Sophie Chester-Glyn
- Nathan Hollow
- George Norman – joined the board May 2025
- Helen Glasspool – joined the board May 2025

Since the balance sheet date, Oonagh Sharma stepped down from the Board in January 2026. Derek Breingan joined the Board in January 2026 and brings financial and charity expertise. The trustees welcome Derek and thank Oonagh for her contribution to the charitable company.

Trustees are recruited through an open and transparent process. On appointment, each trustee receives an induction pack covering the charitable company's governance framework, Charity Commission guidance, areas of responsibility and accountability, and the expectations of the role. Trustees also have access to ongoing training updates throughout their term.

The Board is responsible for the overall strategic direction, governance, and financial oversight of the charitable company. Day-to-day management is delegated to the Chief Executive Officer, Karolina Gerlich, who leads the staff team.

The Board is responsible for setting the remuneration of the Chief Executive Officer. The pay of the CEO is reviewed annually by the trustees and benchmarked against equivalent roles in the charity sector, with reference to the size, complexity, and income of the organisation.

The charitable company aims to offer fair and competitive remuneration to attract and retain the skills needed to deliver its mission, while ensuring value for money for donors and beneficiaries. No trustee receives remuneration for their services as a trustee.

The Trust does not have a physical office but is kindly hosted by The Nexus Media Group.

## Objectives and Activities

The mission of Care Workers Support trading as The Care Workers' Charity (CWS) is to empower and champion care workers by providing financial, emotional, and practical support, promoting wellbeing, and ensuring their voices shape the future of care.

The charitable company supports individuals who are, or have been, employed in the social care sector, and their dependants. For the purposes of the charitable company's work, the social care sector encompasses care homes for older people and for younger adults, domiciliary care providers, day centres, and supported living providers, covering both independent and publicly operated services.

### Our Values

The following values guide everything we do:

#### Care Worker-Centric

We prioritise the needs and voices of care workers in all aspects of our work, ensuring that their experiences and insights guide our initiatives.

#### Providing Better Care

We believe that when care workers are in a strong position, they not only provide excellent care but can also become powerful advocates for those accessing social care services, their friends, family, and the wider community.

#### Compassionate Support

We provide immediate financial aid and mental health resources to care workers facing crises, fostering a supportive environment where they feel valued.

#### Advocacy for Change

We advocate for fair wages, respect and recognition, comprehensive training, and improved working conditions for care workers, actively campaigning to raise awareness and drive systemic change within the caregiving profession.

#### Collaborative Partnership

We collaborate with organisations and stakeholders to amplify our impact, working together to address the interconnected challenges faced by care workers and the individuals they support.

#### Continuous Learning and Innovation

We embrace innovation and research to better understand and address the evolving needs of care workers, fostering a culture of learning and improvement within our organisation.

## Statement of Public Benefit

The trustees confirm that they have had due regard to the Charity Commission's guidance on public benefit when reviewing the charitable company's aims and objectives and in planning its activities for the year. The trustees are satisfied that the charity's activities deliver clear and demonstrable public benefit.

### How the Charitable Company Delivers Public Benefit

The primary beneficiaries of the charitable company are care workers - a workforce of around 2 million people in the UK who provide essential services to older people and adults with disabilities, yet who frequently experience low pay, precarious employment, and significant financial and mental health pressures.

By supporting this workforce directly, the charity delivers benefit both to care workers themselves and, indirectly, to the people who rely on their care.

In 2025, this public benefit was delivered in the following ways:

#### Financial Support

- 864 care workers received grants through the charitable company's crisis, local authority, and employer grant programmes, with a total of £367,753 awarded.
- 45% of all grants awarded addressed essential living costs, reflecting the direct impact of the cost-of-living crisis on the care workforce.
- Grant applications included housing-related hardship (eviction prevention and rent arrears), transport costs, food and fuel costs, and physical health-related financial difficulties.
- A further £170,486 was disbursed through third-party hardship grant programmes, funded by local authorities and care providers and administered by the charitable company on their behalf.

#### Mental Health and Wellbeing Support

- 37 care workers received funded mental health counselling through the charitable company's Mental Health Support Programme, delivered by Red Umbrella. Each eligible care worker receives up to 10 free sessions with a qualified therapist, by telephone or video call.
- 23 individuals were trained in Mental Health First Aid, gaining a nationally recognised qualification. The combined monetary value of mental health support delivered totalled over £35,089.

#### Advocacy and Awareness

- The charitable company attended 41 conferences and 15 awards ceremonies, including the Care Show, participating in panel discussions and raising awareness of care workers' needs.
- Professional Care Workers' Week celebrated its 8th year, with 34 care organisations represented in a week of panels and discussions focused on workforce wellbeing, recruitment, and retention.
- The charitable company continued its leadership role in IMPACT (Improving Adult Care Together) and contributed to expert advisory panels for Skills for Care and the Department of Health and Social Care.
- Academic partnerships with the University of Oxford, the London School of Economics, the University of Kent, and The King's Fund helped ensure care workers' perspectives informed cutting-edge research, including some of the first guidance on AI use in the social care sector.

The trustees are satisfied that these activities are consistent with the charitable company's objectives, benefit the public, and do not unduly restrict access to support. No private benefit accrues to trustees or connected persons as a result of these activities.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the accounts, in compliance with the charitable company's governing document, the Charities Act 2011, and the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts under FRS 102.

## Review of 2025

2025 was a year of significant progress for Care Workers Support trading as The Care Workers' Charity. We completed a major structural transition, strengthened our advocacy and research partnerships, and continued to deliver direct financial and wellbeing support to care workers across the UK - all against a backdrop of ongoing cost-of-living pressures and funding challenges in the social care sector.

### Structural Transition

The most significant governance development of the year was the completion of our transition from an unincorporated trust to a company limited by guarantee with charitable status. The new entity (Charity No. 1207208) was established and the activities and assets of the original trust (£625,470) transferred to it on 28 February 2025. The original charity (Charity No. 1132286) has since been struck from the register. The board also approved the move of our banking from CAF Bank to Virgin Money (trading as Clydesdale Bank) in July 2025 following a process of due-diligence. The move took place due to dissatisfaction with CAF Bank.

### 1. Preventing Financial Hardship

In 2025, the charitable company awarded grants totalling £366,316 to 864 care workers across its crisis, local authority, and employer grant programmes. The ongoing cost-of-living crisis continued to shape the pattern of need: 45% of all grants went towards essential living costs, and we saw a notable increase in housing-related applications, particularly for eviction prevention and rent arrears. Other common needs included transport costs, food and fuel, and health-related financial difficulties.

Financial hardship and mental health difficulties frequently go hand in hand, and in 2025 we supported 37 care workers through our mental wellbeing counselling programme and trained 23 individuals in Mental Health First Aid - representing a combined monetary value of over £35,089.

### Third-Party Hardship Grants

Working in partnership with local authorities and care providers, the charitable company administered £171,849 in third-party hardship grants - funds provided by partner organisations and disbursed to care workers meeting agreed eligibility criteria. We are actively seeking to expand this programme by bringing additional local authorities and providers on board, enabling more employers to offer targeted financial support to their own care workers through a trusted, independent mechanism.

### 2. Raising Awareness

In 2025 the team attended 41 conferences and 15 awards ceremonies, including the Care Show, speaking at and participating in panel discussions. This continued to strengthen the charity's profile, forge connections with new supporters, and extend our partnerships across the sector.

The charitable company contributed actively to policy and research, including through membership of the expert advisory panels for Skills for Care's Wellbeing Survey and the Department of Health and Social Care's Adult Social Care Workforce Pathway. We engaged with leading academic institutions - the London School of Economics, the University of Kent, and The King's Fund - and led on our involvement in IMPACT (Improving Adult Care Together). We also partnered with the University of Oxford on AI in social care, contributing to some of the first sector guidance on AI use, with care workers' perspectives at its heart.

We hosted and co-hosted a series of roundtable discussions, bringing together care workers, people drawing on care, unpaid carers, providers, commissioners, and advocacy groups. The insights gathered were compiled into a comprehensive report, launched at the start of 2025.

### 3. Fundraising

The charitable company's income in 2025 reflected the breadth and diversity of our funding base. Total income from individual and corporate fundraising, donations, sponsorship, and events - including The Care Sector Ball and the Champion of Care - exceeded £352,190. Charitable grants and donations totalled £1,095,885 in aggregate, of which £866,306 was unrestricted. The trustees are deeply grateful to every organisation and individual whose generosity made this possible.

### 4. Events

The charitable company's programme of events generated funding, awareness and sector engagement. From adrenaline-filled physical challenges to heartfelt community campaigns, our supporters showed up in extraordinary ways.

Professional Care Workers' Week celebrated its 8th year in 2025, with 34 care organisations represented across a week of panels and discussions. Conversations focused on workforce connection, the importance of supportive management, and the value of listening to care workers' voices. Key themes included recognising caregiving as a vocation and identifying practical strategies for improving recruitment and retention in social care.

### 5. The Team

The small CWC staff team, led by CEO Karolina Gerlich, consists of twelve team members who work across grant-giving, fundraising, marketing, policy, and operations. In 2025 we made a number of changes to the team structure to increase fundraising capacity, expand our online and sector presence, and better align resources with income generation priorities. The team's roles span grant administration and casework, fundraising (including corporate and trust-and-foundation income), national accounts, marketing and events, policy and research, and operational management.

The trustees are satisfied that this level of investment in staffing is appropriate and necessary to deliver the charity's activities efficiently, respond to the volume of grant applications, and sustain the advocacy and fundraising work on which the charity's longer-term impact depends.

### 6. Processes

In 2025, the charitable company continued to improve its internal processes, introducing enhanced documentation and recording procedures, strengthening onboarding for new staff, and updating the risk register. Grant applicants receive responses within a defined timeframe, and the team continues to look for efficiencies that allow more resource to flow directly to beneficiaries.

### 7. Technology

The team continued to work remotely, using video conferencing and collaborative platforms to enable flexible and agile working. In 2025, we increased our use of artificial intelligence tools to improve communications, support content production and improve team time efficiency.

### 8. Operational Cost and Grant-Giving

The charitable company maintains a lean operational model, working entirely from home to minimise overhead costs and maximising the proportion of income directed to grant-giving and beneficiary support. Total operating costs of £591,545 included salary costs of £486,405, reflecting the staffing required to manage thousands of grant applications, raise funds, and sustain the charitable company's advocacy and communications work. The trustees are satisfied that operational expenditure is proportionate and well-managed.

## Key Funders 2025

### What Our Funders Make Possible

Care Workers Support trading as The Care Workers' Charity operates as both a personal safety net for individual care workers in crisis and a collective voice for the workforce as a whole. The support of our funders - trusts and foundations, corporate partners, supporter members, and individual donors - makes both roles possible. Their confidence in our dual grassroots and systemic approach enables us to respond immediately to the symptoms of care worker hardship through grants and mental health support, while simultaneously investing in the longer-term work of research, advocacy, and policy influence that addresses the underlying causes of workforce instability.

We are acutely aware that the generosity of our funders is not simply financial: it is a statement of trust in care workers themselves, and a recognition that a well-supported workforce is fundamental to the quality of care that people across the country depend upon. The trustees extend their sincere and heartfelt thanks to every funder, donor, sponsor, and supporter who contributed to our work in 2025.

### Trusts and Foundations

Donations from trusts and foundations totalled £161,250 in 2025. We are particularly grateful to The Rayne Foundation, whose continued belief in our work was reflected in a generous donation of £110,000 specifically to fund the Care Worker Advisory Board and Champions Project - an initiative that sits at the heart of our advocacy and co-production strategy. The remaining £51,250 from trust and foundation donors was made up of restricted grants supporting locality-based hardship programmes, our mental health and wellbeing grant pot, and core funding contributions that help sustain our day-to-day operations.

### Virgin Money

In April 2025 we launched a first-of-its-kind partnership within the health and social care sector with Virgin Money. Under this arrangement, Virgin Money committed to donating a percentage of the arrangement fee on all new and renewed lending within their dedicated Care team. Between April and December 2025, this generated £125,037 - funds that translated directly into crisis grants for care workers, access to mental health counselling, and investment in Mental Health First Aid training.

This partnership represents a genuinely innovative model of sector-specific corporate giving. Virgin Money's willingness to link commercial activity to community benefit - and to direct that benefit to the very workforce their clients depend upon - sets a standard we hope others in the financial sector will follow. We are proud to have developed this relationship and look forward to building on it in the years ahead.

### Corporate Sponsors

Corporate sponsorship contributed £144,349 in 2025. Our sponsors support the charity through direct donations and by fundraising on our behalf - through bake sales, conference collections, quiz events, and profit-sharing initiatives. Beyond financial contributions, our corporate supporters are among our most effective advocates: they champion the charitable company's work within their own networks and across the health and social care sector, helping us reach new audiences and attract new partners. We are grateful for both their generosity and their voice.

### Supporter Members

In 2025, supporter membership income reached £236,434. Our supporter members - primarily care providers - are a vital and valued part of the CWC community. By joining as members, these organisations demonstrate a tangible commitment to the welfare of their own care workers, while also helping us better understand the needs of our beneficiaries. The relationships we build through our supporter programme inform our grant design, strengthen our advocacy, and extend our reach across the sector. We are grateful to every organisation that chose to stand with us in 2025.

### Local Authorities

Now in its fourth year, our partnership with Oxfordshire County Council has become a model for the rest of the country. Together, we've distributed over 1,200 grants totalling more than £600,000. Through the International Recruitment East project, with Norfolk and the East of England, spanning 12 local authorities, we provide a safety net for international recruits. So far, we've helped 191 recruits stay in the UK care system.

### Care Sector Ball

The Care Sector Fundraising Ball 2025 demonstrated the sector's strength and generosity in supporting its workforce. Bringing together leaders, partners and care professionals from across the UK, the evening was not only a celebration of the sector but a significant driver of income that directly supports our work. Together, the Ball raised over £215,000 for Care Workers Support, Marie Curie UK and Care Rights UK, providing vital funding that enables us to continue delivering crisis support, mental health services and advocacy for care workers.

The trustees recognise that generating income has become an increasingly challenging funding stream, with many funders moving away from core cost grants towards project-specific giving. We are responding to this shift by strengthening our case for support, diversifying income, and developing new propositions - including the Champion of Care Pledge (the rebranded £500 Fundraiser) and our new Legacy Giving programme launching in partnership with Octopus Legacy in 2026. In 2025, the £500 Fundraiser alone raised £22,103, demonstrating the appetite among sector organisations to contribute to care worker support in a sustained way.

## The Future

As we look ahead to 2026, the trustees and leadership team have identified a number of priorities designed to strengthen the charitable company's financial resilience, extend its reach, and build on the advocacy momentum established in 2025.

### Financial Sustainability

Increasing and diversifying our income remains a central priority. With the cost-of-living crisis continuing to drive demand for crisis grants, the need for sustainable funding has never been more acute. We are actively seeking new partnerships with local authorities, care providers, and corporate sponsors. We will also continue to pursue trust and foundation income, recognising that this funding stream requires increasing creativity given the shift many funders have made away from core cost grants.

### Governance

The trustees will progress the recruitment of a new Chair following Martin Jones's indication that he wishes to step down. Oonagh Sharma stood down in January 2026, Derek Breingan joined as a trustee in January 2026 and Sarah Livingston joined as a trustee in April 2026. The Board will also continue to apply to the Charity Commission to re-register the new incorporated charity under the name The Care Workers' Charity.

### Advisory Board and Champions Project

The Care Worker Advisory Board and Champions Project will continue to be central to the charity's advocacy strategy in 2026. The Advisory Board - a diverse, representative group of care workers funded through The Rayne Foundation - will engage in research, awareness campaigns, and policy discussions, ensuring care workers' lived experiences are heard at every level of the sector.

### Mental Health and Wellbeing

The Mental Health Support Programme, delivered in partnership with Red Umbrella, will continue to offer eligible care workers up to 10 free therapy sessions by telephone or video call. Mental Health First Aid training will also continue, equipping care workers and their employers to identify and respond to mental health difficulties in the workplace. Both programmes represent a critical element of the charity's preventative support offer.

### Reach and Partnerships

The charitable company will continue to extend its reach in Scotland, Wales, and Northern Ireland, and to strengthen its signposting offer so that applicants who are not eligible for a grant can be directed to other sources of support. We are keen to learn from and collaborate more closely with other sector charities to improve both our funding relationships and our collective impact.

## Reserves Policy

Reserves are the portion of a charity's unrestricted funds that are freely available to spend on any of its purposes. Care Workers Support trading as The Care Workers' Charity holds free reserves for three purposes:

- to maintain working capital sufficient to protect the continuity of core charitable activities;
- to provide a buffer enabling the charitable company to respond to unexpected opportunities as they arise; and
- to provide cover against unforeseen expenditure or unanticipated loss of income.

The Board of Trustees reviews the reserves position at each board meeting and sets a target level of free reserves by reference to the charitable company's strategy, annual plan, and expected expenditure commitments. Following this review, the trustees have set a target free reserves level of £255,000.

At 31 December 2025, the charitable company held free unrestricted reserves of £596,498. This is above the trustees' target and provides a strong reserves position to support the continuity of the charitable company's activities.

The Board of Trustees may, from time to time, designate funds from free reserves for specific project costs or the replacement of major assets. Any such designations are recorded in the notes to the financial statements.

## Risk Management

The Board of Trustees and the CEO review and update the charitable company's Risk Register at least annually. The register identifies each material risk, assesses the likelihood and potential impact of that risk materialising, and sets out the preventive and mitigating measures in place or planned. The trustees review the register at board meetings throughout the year; this includes consideration of reputational risks and potential conflicts of interest.

The trustees have identified the following as the principal risks facing the charitable company:

- Financial risk - a significant reduction in income (whether from donors, sponsors, trusts, or corporate partners) could constrain the charitable company's ability to meet grant demand and sustain operational capacity. Mitigating measures include income diversification, the maintenance of a free reserves buffer, and active relationship management with key funders.
- Reputational risk - damage to the charitable company's reputation could affect both fundraising and its ability to influence policy. Mitigating measures include robust governance, a clear safeguarding framework, adherence to the Fundraising Regulator's Code, and careful management of public communications.
- Demand risk - rising demand for grants, driven by cost-of-living pressures in the care sector, may outpace available resources. The charitable company monitors grant demand closely and communicates proactively with funders about changing need.
- Governance risk - the departure of key trustees or staff, including the ongoing recruitment of a new Chair, could affect organisational continuity. Succession planning and trustee induction processes are in place to manage this.

The trustees are satisfied that the major risks to which the charitable company is exposed have been identified and that appropriate systems are in place to manage and mitigate them.

## Governance and Compliance

### Training and Induction of Trustees

On appointment, each trustee receives a comprehensive induction pack covering the Charity Commission's expectations, the charitable company's governance framework, trustee responsibilities and accountability, and the practical aspects of the role. Trustees have the opportunity to attend training updates on a regular basis to ensure their knowledge of charity law, governance best practice, and the social care sector remains current.

### GDPR and Data Protection

The charitable company is committed to processing personal data in accordance with its obligations under UK GDPR. A data protection policy is maintained and reviewed regularly. The charitable company collects only the personal data that is adequate, relevant, and necessary for the purpose for which it is processed. Grant applicants are required to give their explicit consent to any use of their data beyond the processing of their application, including any use for marketing or case study purposes.

### Modern Slavery

Care Workers Support has a zero-tolerance approach to modern slavery in all its forms, including forced labour, servitude, and human trafficking. We are committed to acting with integrity in all our business dealings and relationships, and to ensuring that modern slavery plays no part in our operations or supply chains. We take reasonable and proportionate steps to ensure that our suppliers comply with the Modern Slavery Act 2015 and review our processes annually. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

### Fundraising Regulator

The charitable company is registered with the Fundraising Regulator and adheres to the Code of Fundraising Practice. No complaints have been made against the charity to the Fundraising Regulator in 2025. The Fundraising Regulator badge is displayed on the charity's website.

### Safeguarding

The charitable company is committed to the safeguarding of all adults with whom it works, in line with national legislation and relevant guidance. We seek to ensure that our activities are designed and delivered in a way that keeps all adults safe. The charitable company maintains a culture of zero tolerance of harm and is committed to: recognising adults who may be at risk and the circumstances that may increase that risk; understanding how abuse, exploitation and neglect manifests; and responding promptly to any safeguarding concern. This commitment extends to harm experienced anywhere - within the charitable company's own activities, in the community, in a person's home, or in any care setting.

## Statement of Trustees Responsibility

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements 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 operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

### Disclosure of Information to Auditors

Each of the persons who is a trustee at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware; and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report, and to establish that the auditors are aware of that information.

This report was approved by the Board of Trustees on **29 May 2026** and signed on their behalf by:

Signed by:



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Martin Jones  
Chair of Trustees  
Care Workers Support

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE CARE WORKERS' SUPPORT FOR THE YEAR ENDED 31 DECEMBER 2025

### Opinion

We have audited the financial statements of the Care Workers' Support (the 'charitable company') for the year ended 31 December 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK 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 charitable company's affairs as at 31 December 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you, where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

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

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

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, 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.

### 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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), Companies Act 2006 and the Charities Act 2011.

- We understood how the charitable company complies with those frameworks via communication with those charged with governance, as well as reviewing the charitable company's documented policies and procedures.
- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements. These included risks associated with revenue recognition, application of accounting estimates, management override, and accounting for restricted funds, which were discussed and agreed by the audit team.
- Our approach included agreeing the charitable company's recognition of income to supporting documentation, reviewing the assumptions used and controls applied in the calculation of accounting estimates, the review of journal entries processed in the accounting records and in particular relating to restricted funds, and the investigation of significant and unusual transactions identified from our review of the accounting records. We checked on a sample basis that the only valid and appropriate expenditure was charged to the charitable company.
- Based on this understanding, we designed our audit procedures to identify non-compliance with such laws and regulations. Our procedures involved a review of the reporting to the Trustees with respect of the application of the documented policies and procedures and a review of the financial statements to ensure compliance with the reporting requirements of the charitable company.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://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 and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

DocuSigned by:



83A0418851BA4EE...

Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

29 May 2026

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## Care Workers Support

## Statement of financial activities

For the year ended 31 December 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Grants and Donations	2	866,306	229,579	1,095,885	662,890	128,585	791,475
Charitable activities							
Third party hardship grants			115,032	115,032	-	391,555	391,555
Consultancy		35,952	-	35,952	33,109	5,500	38,609
Investments		10,379		10,379	1,120	-	1,120
<b>Total income</b>		<b>912,637</b>	<b>344,611</b>	<b>1,257,248</b>	<b>697,119</b>	<b>525,640</b>	<b>1,222,759</b>
Expenditure on:							
Raising funds	3	152,981	-	152,981	155,536	-	155,536
Charitable activities							
Crisis grant giving		247,519	10,370	257,889	291,774	15,000	306,774
Campaign & Raising Awareness		97,339	461	97,800	112,853	-	112,853
CW Champions		16,142	103,048	119,190	38,299	20,472	58,771
Mental Health grant giving		38,639	15,605	54,244	23,755	26,937	50,692
Third party hardship grants		149,633	204,365	353,998	132,896	470,816	603,712
<b>Total expenditure</b>	3	<b>702,254</b>	<b>333,849</b>	<b>1,036,103</b>	<b>755,113</b>	<b>533,225</b>	<b>1,288,338</b>
Net income / (expenditure) for the year	4	210,383	10,762	221,145	(57,994)	(7,585)	(65,579)
Transfers between funds	15	(2,960)	2,960	-	1,624	(1,624)	-
Net movement in funds		207,423	13,722	221,145	(56,370)	(9,209)	(65,579)
Reconciliation of funds:							
Total funds brought forward		389,642	240,958	630,600	446,012	250,167	696,179
Total funds carried forward	15	597,065	254,680	851,745	389,642	240,958	630,600

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

## Care Workers Support

## Balance sheet

Company no. 15048761

As at 31 December 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	9		567		1,134
			<u>567</u>		<u>1,134</u>
Current assets:					
Debtors	10	65,420		137,450	
Cash at bank and in hand		871,389		625,816	
		<u>936,809</u>		<u>763,266</u>	
Liabilities:					
Creditors: amounts falling due within one year	11	85,631		133,800	
		<u>85,631</u>		<u>133,800</u>	
Net current assets			851,178		629,466
			<u>851,178</u>		<u>629,466</u>
Total net assets			<u>851,745</u>		<u>630,600</u>
			<u>851,745</u>		<u>630,600</u>
The funds of the charity:	15				
Restricted income funds			254,680		240,958
Unrestricted income funds:					
General funds		597,065		389,642	
		<u>597,065</u>		<u>389,642</u>	
Total unrestricted funds			597,065		389,642
			<u>597,065</u>		<u>389,642</u>
Total charity funds			<u>851,745</u>		<u>630,600</u>
			<u>851,745</u>		<u>630,600</u>

Approved by the trustees on 29 May 2026 and signed on their behalf by

Signed by:

*Martin Jones*

.....F805D7642272492..... - Trustee

## Care Workers Support

## Statement of cash flows

For the year ended 31 December 2025

	£	2025 £	£	2024 £
Net expenditure for the reporting period		221,145		(65,579)
Depreciation charges		567		1,047
Dividends, interest and rent from investments		(10,379)		(1,120)
(Increase)/decrease in debtors		72,030		126,212
Increase/(decrease) in creditors		(48,169)		35,174
		<hr/>		<hr/>
Net cash from/(used in) operating activities		235,194		95,734
Cash flows from investing activities:				
Dividends, interest and rents from investments	10,379		1,120	
Purchase of fixed assets	-		(1,701)	
	<hr/>		<hr/>	
Net cash used in investing activities		10,379		(581)
		<hr/>		<hr/>
Change in cash and cash equivalents in the year		245,573		95,153
Cash and cash equivalents at the beginning of the year		625,816		530,663
		<hr/>		<hr/>
Cash and cash equivalents at the end of the year		871,389		625,816
		<hr/> <hr/>		<hr/> <hr/>
Analysis of cash and cash equivalents				
		At 31 December 2025 £		At 31 December 2024 £
Cash in hand and at bank		871,389		625,816
		<hr/>		<hr/>
Total cash and cash equivalents		871,389		625,816
		<hr/> <hr/>		<hr/> <hr/>

## Care Workers Support

## Notes to the financial statements

For the year ended 31 December 2025

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## 1 Accounting policies

## a) Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn. The accounts are presented in GBP rounded to £1, which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Care Workers Support, previously known as The Care Workers Charity, is a charitable company limited by guarantee registered in England with registration number 15048761. Its registered office address is Rushworth Studios, 63 Webber Street, London, England, SE1 0QW.

## b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

## Going concern

## c) The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Annual budgets are updated regularly taking this into account with prudent figures for both income and expenditure. The charity holds significant reserves and has liquid assets in the form of cash held in short term deposits.

For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

## d) Income

Income, including from Government and other grants, whether 'capital' or 'income', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income for programmes spanning two or more accounting periods is allocated over the period to which it relates. Income received in advance of delivery of a specified service is deferred until the criteria for income recognition is met.

Income from charitable activities includes income for third party hardship grants which is recognised in the year when received as the charity has control over how it is spent.

## e) Interest receivable

Interest on funds held on deposit is included when receivable.

## Fund accounting

## g) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Care Workers Support

Notes to the financial statements

For the year ended 31 December 2025

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1 Accounting policies (continued)

h) 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 is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of grant making, raising awareness and delivering related services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity (support costs), comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

□ Fundraising	23%
□ Crisis grant giving	13%
□ Campaign & Raising Awareness	16%
□ CW Champions	11%
□ Mental Health grant giving	6%
□ Third party hardship grants	31%

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Operating leases

j) Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

k) Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

□ Computer Equipment	3 years
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Care Workers Support

Notes to the financial statements

For the year ended 31 December 2025

1 Accounting policies (continued)

l) 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.

Financial assets

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

Financial Liabilities

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

n) Pensions

The charity contributes towards the employees' personal pension schemes. The cost of the contribution is charged to the statement of financial activities on an accruals basis.

o) Significant accounting policies

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the financial statements in a future period.

2 Grants and Donations

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Donations	484,059	27,064	511,123	396,173
Grants	114,696	179,750	294,446	166,500
Sponsorship	31,117	22,765	53,882	13,242
Supporter membership	236,434	-	236,434	215,560
	<u>866,306</u>	<u>229,579</u>	<u>1,095,885</u>	<u>791,475</u>

Care Workers Support

Notes to the financial statements

For the year ended 31 December 2025

3 Analysis of expenditure

	Cost of raising funds	Crisis grant giving	Campaign & Raising Awareness	Champions CW	Health grant giving	Third party hardship grants	Support costs	2025 Total
	£	£	£	£	£	£	£	£
Staff costs (Note 5)	74,700	41,240	52,903	35,152	21,000	99,737	161,673	486,405
Advertising and design	-	109	-	-	-	-	4,675	4,784
Audit fee	-	-	-	-	-	-	10,380	10,380
Bad debts	-	-	-	-	-	-	-	-
Communications	-	1,304	-	-	-	-	5,979	7,283
Depreciation	-	-	-	-	-	-	567	567
Participant fees and event costs	15,536	163	-	50,960	288	-	9,858	76,805
Grants payable	-	169,428	461	-	14,951	170,486	12,427	367,753
Grant repayment	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	4,501	4,501
Legal and professional fees	-	3,507	-	-	-	-	16,398	19,905
Other staff costs	-	-	-	-	-	-	807	807
Printing, stationery and computer costs	-	629	-	-	-	-	3,797	4,426
Rent, utilities and office overheads	-	1,997	-	958	-	-	21,769	24,724
Staff recruitment and training	-	367	-	-	-	-	5,129	5,496
Telephone and internet	-	84	-	101	-	-	920	1,105
Travel and accommodation	-	4,421	-	2,493	366	-	13,882	21,162
Support costs	62,745	34,640	44,436	29,526	17,639	83,775	(272,762)	-
Total expenditure 2025	152,984	257,899	97,800	119,190	54,244	353,998	-	1,036,103
Total expenditure 2024	155,536	306,774	112,853	58,771	50,692	603,712	-	1,288,338

Of the total expenditure, £702,254 was unrestricted (2024: £755,113) and £333,849 was restricted (2024: £533,225).

Care Workers Support

Notes to the financial statements

For the year ended 31 December 2025

3 Analysis of expenditure (continued.....)

	Cost of raising funds £	Crisis grant giving £	Campaign & Raising Awareness £	CW Champions £	Mental Health grant giving £	Third party hardship grants £	Support costs £	2024 Total £
Staff costs (Note 5)	64,440	35,354	52,498	24,730	18,289	85,371	176,566	457,248
Advertising and design	-	-	-	-	-	-	18,338	18,338
Audit fee	-	-	-	-	-	-	9,960	9,960
Bad debts	-	23,061	-	-	-	-	1,000	24,061
Communications	-	-	-	-	-	-	5,473	5,473
De preclation	-	-	-	-	-	-	1,047	1,047
Participant fees and event costs	17,012	7,170	-	5,610	576	-	18,738	49,106
Grants payable	-	200,544	-	-	10,801	319,115	26,534	556,994
Grant repayment	-	-	-	-	-	100,400	-	100,400
Insurance	-	-	-	-	-	-	4,750	4,750
Legal and professional fees	-	-	-	-	-	-	26,292	26,292
Other staff costs	-	-	-	-	-	-	1,093	1,093
Printing, stationery and computer costs	-	-	-	-	-	-	1,374	1,374
Rent, utilities and office overheads	-	-	-	-	-	350	14,491	14,841
Staff recruitment and training	-	-	-	-	-	329	2,696	3,025
Telephone and internet	-	-	-	-	-	-	1,131	1,131
Travel and accomodation	-	-	-	-	-	-	13,205	13,205
	<u>81,452</u>	<u>266,129</u>	<u>52,498</u>	<u>30,340</u>	<u>29,666</u>	<u>505,565</u>	<u>322,688</u>	<u>1,288,338</u>
Support costs	74,084	40,645	60,355	28,431	21,026	98,147	(322,688)	-
Total expenditure 2024	<u>155,536</u>	<u>306,774</u>	<u>112,853</u>	<u>58,771</u>	<u>50,692</u>	<u>603,712</u>	<u>-</u>	<u>1,288,338</u>

## Care Workers Support

## Notes to the financial statements

For the year ended 31 December 2025

## 4 Net income/expenditure for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	567	1,047
Auditors' remuneration (excluding VAT):		
Audit - current year	9,960	9,960
relating to previous year	420	-

## 5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	437,086	412,106
Social security costs	39,850	35,834
Employer's contribution to defined contribution pension schemes	9,469	9,308
	486,405	457,248

The following number of employees received employee benefits (excluding employer pension costs) during the year in bandings of costs greater than £60,000:

	2025 No.	2024 No.
£80,000 - £89,999	1	1

The total employee benefits including pension contributions and employer NI of the key management personnel, made up of the Chief Executive Officer, Operations Manager, Grants Manager, National Accounts Manager, Corporate Fundraising Manager and Marketing Manager were £342,192 including pension contributions and employer NI. (2024:£306,313).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

No Trustees were paid or reimbursed expenses in 2025 (2024: none).

## Care Workers Support

## Notes to the financial statements

For the year ended 31 December 2025

## 6 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 No.	2024 No.
Cost of raising funds	1.8	1.6
Crisis grant giving	1.0	0.9
Campaign & Raising Awareness	1.3	1.3
CW Champions	0.9	0.6
Mental Health grant giving	0.5	0.5
Third party hardship grants	2.4	2.1
Governance and support	4.1	4.4
	11.9	11.4
	11.9	11.4

The average weekly number of employees (full-time equivalent) during the period was as follows:

	2025 No.	2024 No.
Cost of raising funds	2.5	2.0
Crisis grant giving	1.4	1.1
Campaign & Raising Awareness	1.8	1.6
CW Champions	1.2	0.8
Mental Health grant giving	0.7	0.6
Third party hardship grants	3.3	2.7
Governance and support	5.5	5.5
	16.2	14.3
	16.2	14.3

## 7 Related party transactions

No Charity trustee received any remuneration or trustees' expenses representing payment or reimbursement of travel and subsistence costs.

There are no other related party transactions to disclose for 2025 (2024: none).

## 8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

## Care Workers Support

## Notes to the financial statements

For the year ended 31 December 2025

9 Tangible fixed assets	Computer equipment £	Total £
Cost		
At the start of the year	13,915	13,915
Additions in year	-	-
Disposals in year	-	-
At the end of the year	<u>13,915</u>	<u>13,915</u>
Depreciation		
At the start of the year	12,781	12,781
Charge for the year	567	567
At the end of the year	<u>13,348</u>	<u>13,348</u>
Net book value		
At the end of the year	<u>567</u>	<u>567</u>
At the start of the year	<u>1,134</u>	<u>1,134</u>
All of the above assets are used for charitable purposes.		

## 10 Debtors

	2025 £	2024 £
Trade debtors	52,069	39,764
Prepayments	4,797	3,186
Accrued income	8,554	94,500
	<u>65,420</u>	<u>137,450</u>

## 11 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	-	1,030
Other creditors	2,147	2,076
Accruals	11,337	10,600
Deferred income (note 12)	72,147	120,094
	<u>85,631</u>	<u>133,800</u>

## Care Workers Support

## Notes to the financial statements

For the year ended 31 December 2025

## 12 Deferred income

Deferred income comprises income received during the year for future years.

	2025 £	2024 £
Balance at the beginning of the year	120,094	85,623
Amount released to income in the year	(120,094)	(85,623)
Amount deferred in the year	72,147	120,094
	<u>72,147</u>	<u>120,094</u>
Balance at the end of the year	<u>72,147</u>	<u>120,094</u>

The above balance is comprised of the following programmes:

Partnership income	72,147	120,094
	<u>72,147</u>	<u>120,094</u>
Balance at the end of the year	<u>72,147</u>	<u>120,094</u>

## 13 Financial Instruments

	2025 £	2024 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	923,458	665,580
	<u>923,458</u>	<u>665,580</u>
Carrying amount of financial liabilities		
Measured at amortised cost	2,147	3,106
	<u>2,147</u>	<u>3,106</u>

## 14 Analysis of net assets between funds

	General unres tri cted £	Restricted £	Total funds 2025 £
Tangible fixed assets	567	-	567
Net current assets	596,498	254,680	851,178
	<u>597,065</u>	<u>254,680</u>	<u>851,745</u>

	General unres tri cted £	Restricted £	Total funds 2024 £
Tangible fixed assets	1,134	-	1,134
Net current assets	388,508	240,958	629,466
	<u>389,642</u>	<u>240,958</u>	<u>630,600</u>
Net assets at the start of the year	<u>389,642</u>	<u>240,958</u>	<u>630,600</u>

## Care Workers Support

## Notes to the financial statements

For the year ended 31 December 2025

## 15 Movements in funds

	At 1 January 2025 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 December 2025 £
Restricted funds:					
Crisis grant giving	520	25,000	(10,370)		15,150
Campaign & Raising Awareness	461	-	(461)		-
CW Champions	79,528	132,296	(103,048)		108,776
Mental Health grant giving	23,039	2,565	(15,605)		9,999
Third party hardship grants	137,410	159,750	(204,365)	2,960	95,755
Core cost	-	25,000	-	-	25,000
<b>Total restricted funds</b>	<b>240,958</b>	<b>344,611</b>	<b>(333,849)</b>	<b>2,960</b>	<b>254,680</b>
Unrestricted funds:					
General funds	389,642	912,637	(702,254)	(2,960)	597,065
<b>Total unrestricted funds</b>	<b>389,642</b>	<b>912,637</b>	<b>(702,254)</b>	<b>(2,960)</b>	<b>597,065</b>
<b>Total funds</b>	<b>630,600</b>	<b>1,257,248</b>	<b>(1,036,103)</b>	<b>-</b>	<b>851,745</b>

	At 1 January 2024 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
Crisis grant giving	520	15,000	(15,000)	-	520
Campaign & Raising Awareness	461	-	-	-	461
CW Champions	-	100,000	(20,472)	-	79,528
Mental Health grant giving	35,730	19,085	(26,937)	(4,839)	23,039
Third party hardship grants	213,456	391,555	(470,816)	3,215	137,410
<b>Total restricted funds</b>	<b>250,167</b>	<b>525,640</b>	<b>(533,225)</b>	<b>(1,624)</b>	<b>240,958</b>
Unrestricted funds:					
General funds	446,012	697,119	(755,113)	1,624	389,642
<b>Total unrestricted funds</b>	<b>446,012</b>	<b>697,119</b>	<b>(755,113)</b>	<b>1,624</b>	<b>389,642</b>
<b>Total funds</b>	<b>696,179</b>	<b>1,222,759</b>	<b>(1,288,338)</b>	<b>-</b>	<b>630,600</b>

## Transfers include:

Transfers from restricted grants to general funds represent overhead and staff cost contribution where allowed by the restrictions.

Overspent restricted grants are transferred to general funds and covered from these funds.

## Care Workers Support

### Notes to the financial statements

For the year ended 31 December 2025

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#### Purposes of restricted funds

Crisis grant giving restricted funds include grants paid out to carers under the Crisis project.

Campaign & Raising Awareness restricted funds include grants received to cover core costs and staff salaries .

CW Champions : The Care Workers Advisory and Champions project - enabling care workers to participate in advocacy and advisory projects by payment of their time.

Mental health grant giving restricted funds include grants and donations received to pay out grants to carers to help with mental health issues.

Third party hardship grants include grants received from employers or local authorities to pay out grants to employees in specific areas or working for specific employers.

#### 16 Incorporation of the Charity

During the financial reporting period, the assets, liabilities, reserves and operations of Care Workers Charity (charity number 1132286) were transferred to this company, Care Workers Support (charity number 1207208 and company number 15048761). Under FRS102, when a charity changes its legal form but its purposes and beneficiary class remain the same, merger accounting should be used. Accordingly, the result for the period to 31 December 2025 represents the transactions for the year to 31 December 2025 and the comparative figures are the year to 31 December 2024 as previously disclosed in Care Workers Charity's accounts. Up until the transfer, this company, Care Workers Support, was dormant.