

Report and Financial Statements
Year ended 31 March 2015

Grandparents
plus

We champion the wider
family who care for children

Report 2015



*Jean Stogdon OBE, co-founder and
co-chair of Grandparents Plus
22 July 1928 - 25 December 2014*

**Grandparents Plus: Financial statements
for the year ended 31 March 2015**

Contents

Legal and administrative information	1
Trustees' annual report	2
Independent examiner's report	14
Statement of financial activities	15
Balance sheet	16
Notes to the financial statements	17

Legal and administrative details of the charity, its trustees and advisers



Directors and trustees

Jean Stogdon OBE	Co-Chair	director & trustee (died 25 December 2014)
Stephen Burke	Co-Chair	director & trustee
Dean Casswell	Treasurer	director & trustee (resigned 29 January 2015)
Brian Edwards	Treasurer	director & trustee (Treasurer from 29 January 2015)
Prof Ann Buchanan		director & trustee
Susha Chandrasekhar		director & trustee (appointed 29 January 2015)
Prof Elaine Farmer		director & trustee (resigned 1st March 2015)
Patrick Grattan MBE		director & trustee (resigned 29 January 2015)
Jayne Harrill		director & trustee
Helen Jackson CBE	Co-Chair	director & trustee (Co-Chair since 29 January 2015)
Stephen Mold		director & trustee
Sally Rowe		director & trustee (appointed 17 July 2014)
Pat Strachan		director & trustee (resigned 1 February 2015)
Julie Wilkes		director & trustee

Company Secretary and Chief Executive

Sam Smethers

Company registration number

04454103

Charity registration number

1093975

Registered office

18 Victoria Park Square
Bethnal Green
London
E2 9PF

Independent examiner

Timothy Sullivan FCA
Field Sullivan Limited
Chartered Accountants
Neptune House
70 Royal Hill
London SE10 8RF

Bankers

Triodos Bank
Deanery Road
Bristol
BS1 5AS

Trustees' Annual Report for the year ended 31 March 2015



This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum and Articles of Association.

About us

Grandparents Plus is the national charity (England and Wales) which champions the role of grandparents and the wider family in children's lives – especially when they take on the caring role in difficult family circumstances - because we want to make children's lives better.

We do this by:

- **Campaigning with them for change** so that their contribution to children's wellbeing and care is valued and understood.
- **Providing evidence, policy solutions and training** so that they get the services and support they need to help children thrive.
- **Advising and supporting grandparents and wider family members** by ensuring that they have access to professional advice, information and peer support, particularly when they are raising children who are not living with their parents or providing intensive family support.
- **Advising, informing and supporting professionals** to develop good kinship care practice.

We run a peer-to-peer support network for grandparents and family carers who are raising children without parents. We also offer an advice and information service managed by a CAB-trained manager. We also run the Kinship Care Group for professionals which offers peer support for social workers and help them to develop and improve their own kinship care practice.

We are grateful for the current support of:

Big Lottery Fund Reaching Communities
Big Lottery Fund Silver Dreams Fund
Tudor Trust
Henry Smith Charitable Trust
John Ellerman Foundation
Mulberry Trust
Sobell Foundation

Calouste Gulbenkian Foundation
Paul Hamlyn Foundation
Dulverton Trust
Esmée Fairbairn Foundation
Garfield Weston Foundation
Economic & Social Research Council
Network for Social Change

Staff

Yaw Addo, *Finance Administrator*
Rachel Blythe, *Project Worker, Relative Experience Project*
Yaw Brobbey, *Finance & Administration Officer*
Yvonne Brown, *Project Administrator, Relative Experience Project*
Alison Blaxland, *Support Network & Communications Manager*
Susannah Cardy, *Parenting Project Manager & Network Co-ordinator*
Mari Dilworth, *Project Worker, Relative Experience Project*
Peter Dunbar, *Fundraising & Relations Officer*
Agnes Gautier, *Policy Officer*

Alana Genge, *Communications & Marketing Assistant*
Cath Halse, *Project Manager, Relative Experience Project*
Dawn Jenkins, *Project Worker, Relative Experience Project*
Sam Martin, *Fundraising & Communications Officer*
Josephine Raine, *Advice Service Manager*
David Roth, *Kinship Care Service Development Manager*
Sacha Shabbir, *Office & Systems Manager*
Gail Wagstaff, *Advice Worker*
Sarah Wellard, *Director of Policy & Research*

Objects for the Public Benefit



Grandparents Plus is a registered charity and is also incorporated as a limited company with dispensation granted to drop the word limited. It is governed by its Memorandum and Articles of Association where the objectives are the same as those set out in its charity registration which are to promote the better care, upbringing and establishment in life of children, in particular by;

- promoting the role of kinship care by grandparents at all levels, particularly in circumstances of family breakdown, single parenthood and other difficult circumstances
- supporting and advising grandparents and other kin who are acting as or intend to act as carers, particularly in the circumstances mentioned above

The board confirms that it has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and priorities for the coming year.

Charity organisation

Grandparents Plus is governed by a board of trustees which holds quarterly board meetings and an annual strategy away day. The chief executive is recruited by and then accountable to the board. The board agrees the annual programme and a budget for the financial year. Management reports are then prepared for board meetings and discussed between the board and chief executive. The chief executive recruits a small staff team with executive and administrative skills and engages external input as required.

New trustees are appointed by identifying those with the skills and experience relevant to the charity's objectives and either recruited openly through advertisement and interview, or approached to enquire whether they would be willing to serve as a trustee.

Changes in our board and staff teams

The most significant change to our board this year was the loss of our Co-Chair and Co-founder, Jean Stogdon OBE who very sadly died on Christmas Day. The end of the year was very much overshadowed by Jean's death. There were some moving obituaries to Jean published in The Guardian, Times and Independent. The board pays tribute to her life and work. Quite simply without Jean there would be no Grandparents Plus. We also send our heartfelt sympathies to Jean's family and our thanks to the staff team who have stayed focussed on the work of the charity and continued to deliver for the organisation through a difficult period. The family held a private funeral for Jean in January and an appreciation event for Jean's life will be held later in the year.

There have also been some other changes in board membership during the year. We were very sorry to lose Patrick Grattan and Dean Casswell who stood down at the AGM. Dean had also served as Treasurer for many years and was replaced by Brian Edwards as Treasurer at the AGM. We were also sorry to say goodbye to Pat Strachan who stood down shortly after the AGM in February. We were very pleased to welcome Sally Rowe to the board who was appointed in July and Susha Chandrashekar who joined us at the AGM in January. During the year the charity continued to be led by Co-Chairs Jean Stogdon OBE and Stephen Burke until Jean's death in December. Helen Jackson was elected Co-Chair at the AGM in January and continued with Stephen Burke to lead the charity for the remainder of the year. Elaine Farmer stood down from the board at the end of the year to avoid a conflict of interest as she received a payment for consultancy services to a research project.

We have also seen some staff changes during the year. We were sorry to say goodbye to Yaw Addo and Sam Martin who both left us in January. We also temporarily said goodbye to Agnes Gautier who went on maternity leave in September 2014. But we were pleased to welcome some new members of the team; Cath Halse joined us in July as our Project Manager of the Relative Experience project in Newcastle and Yvonne Brown was recruited alongside Cath in July as the Project Administrator. In August they also joined by Rachel Blythe and Dawn Jenkins and later in the year by Mari Dilworth as our Project Workers. The Relative Experience team are based in Newcastle. The rest of the Grandparents Plus staff team are based in our London office. We were also pleased to welcome David Roth who joined us in December as our new Kinship Care Service Development Manager and Peter Dunbar who is with us temporarily as our Fundraising and Relations Officer.

We are particularly grateful to all our volunteers who have supported the work of the charity during the year. Without them our work would not be possible.

Funding

This was a better year than last year as we managed to increase our income from £480,231 to £688,308.

£1.1million of scale-up funding secured over three years (2014-2017) from the Big Lottery Fund Silver Dreams Fund has enabled us to expand our Relative Experience Project in the North East working in partnership with Family Lives and the Family and Childcare Trust. The project provides much-needed trained peer befriending support for kinship carers but it also works to give them a voice with local authorities to change policy and practice. The project is being independently evaluated.

Support from the Big Lottery Fund Reaching Communities Fund came to an end in August 2014. This funded our peer Support Network. We were grateful to the Dulverton Trust and the Mulberry Trust for their grants to support our parenting workshops and Network activity. But we have had to rely more heavily on smaller grants and donations this year to keep the Support Network going including funding from regional funders such as the Sobell Foundation and the George A Moore Foundation which has enabled us to develop our Network activity in their area. A Tudor Trust grant has enabled us to take forward our work on parenting support for kinship carers by developing an exciting new parenting programme in partnership with PAC-UK. Esmée Fairbairn are also contributing to this work by providing some match funding. Funding from the Henry Smith Charitable Trust and the Garfield Weston Foundation has supported the work of our advice and information service.

The Paul Hamlyn Foundation has provided support for a new research project to explore transitions into adulthood for young people living in kinship care. Further funding from the Calouste Gulbenkian Foundation was secured to support the dissemination of the Grandparenting in Europe study which was carried out by the Institute of Gerontology at Kings' College London in partnership with Beth Johnson Foundation and funded by Gulbenkian. Our association with the Institute of Gerontology at Kings College London has continued with a project funded by the Economic and Social Research Council (ESRC) to look at longitudinal data on the wellbeing of grandparents who provide childcare for their grandchildren which was completed in October 2014. Both the ESRC project and the Gulbenkian project have part-funded our policy, research and communications capacity.

Funding from the Esmée Fairbairn Foundation was secured during the year to fund our Kinship Care Service Development Manager and also to provide core funding to support the leadership of the organisation. An anonymous funder has provided £30K of unrestricted income to support the leadership of the organisation. Further unrestricted income was provided by the John Ellerman Foundation. Our BBC TV Lifeline Appeal also provided much-needed unrestricted income.

Funding from the Network for Social Change enabled us to carry out some of our manifesto influencing work ahead of the General Election. In-kind support has been secured from Survation for opinion polling and the Calouste Gulbenkian Foundation and Age UK who have provided meeting room space during the year.

We are very grateful to all our funders and supporters without whom our work would not be possible.

Activities for the Public Benefit

At Grandparents Plus we have continued vigorously to pursue our ambitious vision. We want to see:

- A transformation of the way society thinks about the contribution of grandparents and the wider family so that their role in family life can be recognised, valued, supported and celebrated.
- Kinship carers and the children they care for get the recognition and support they need.

The Chief Executive has worked with the staff team and the board to establish the following strategic priorities for our work. We want

- **to make it easier for grandparents and kinship carers to balance work and care** so we will campaign for more flexibility for grandparents, adjustment leave and paid leave for kinship carers
- **kinship carers get the advice, information and support they need from us** so we will reach more grandparents and kinship carers with our services and ensure that those who use them will feel better supported
- **every local authority to offer a kinship care service** we will provide the information, advice and support they need to improve their professional practice
- **to be sustainable as a high-impact, cutting-edge organisation** we will carefully manage the finances, diversify income sources and invest in income-generation

We provide great value for money

As a charity Grandparents Plus provides great value for money with 92% of our income spent on charitable activities with just 2% on governance costs and 5% in fundraising expenditure.

Our work is informed by our values

1. The welfare of children is our priority – achieved by supporting their carers.
2. We understand and respond to the diversity and complexity of modern family life.
3. The grandparents and wider family members we work with shape what we do. We work in partnership with others.
4. We take a professional approach to our work. Quality is important to us.
5. We recognise the need to be creative and enterprising.
6. We listen to each other. We respect each other's point of view.



A year overshadowed by the sadness of losing Jean.

We've mourned the loss of our founder and Co-Chair Jean Stogdon OBE

Jean was our heart and soul. She worked with passion and commitment to promote the cause of kinship care and to represent Grandparents Plus at the highest level. She was a campaigner, tenacious, determined and always resilient. But above all else she was a people person, a social worker at heart. An obituary written by Observer Leader Writer Yvonne Roberts and published shortly after her death is reproduced below.

We miss you Jean. But the work of Grandparents Plus will continue.

Jean Stogdon, who has died aged 86, was a full-time housewife and mother until the age of 40, when she began a successful career in social work, later becoming an impassioned champion of grandparents and other relatives raising children who cannot be brought up by their parents. Jean eloquently and consistently argued that the focus on the relationship between parents and children does not reflect the complexity of family life in Britain today.

*Demonstrating her disdain for all manifestations of ageism, in 1998 Jean applied to become a foundation student at the School for Social Entrepreneurs in Bethnal Green, east London, created by Michael Young. Young had been co-author of the seminal 1957 work *Family and Kinship in East London*. Kinship care – in which relatives take the place of biological parents – lacked recognition by social workers, policymakers and other professionals. Jean set out to make grandparents a visible part of the family tree.*

In 1999, she was awarded a Winston Churchill travelling fellowship to the US to examine the experience of those African Americans who had forfeited their grandchildren to stranger (often white) care as their own adult children became unable to parent as a result of Aids and the effects of crack cocaine. Her report won the fellowship's top prize.

In 2001, Jean and Young co-founded the charity Grandparents Plus. The UK has 13 million grandparents. About 200,000 of them have their grandchildren living with them full time, often on limited incomes. Jean, as an indefatigable co-chair of trustees, became one of Britain's leading advocates of the belief that the wider family should be considered before a child is placed for adoption or fostering with others.

Under her guidance, the charity won a number of victories. It influenced the Children and Young Persons Act 2008 so that the role of grandparents was better recognised, it highlighted the unsung role grandparents play in the provision of childcare and it fought to establish the importance of grandparents' access to grandchildren after divorce and separation. More recently, Grandparents Plus helped to win the exemption of kinship carers from the rule that recipients of universal credit must be actively seeking work.

Jean's campaigning, the promotion of meticulous research, training and evaluation, and the creation of a kinship care group for professionals, now numbering 180 members from 70 local authorities, and a peer-to-peer network that has grown to 6,000 members, have helped to give kinship care a higher profile. However, what Young called "social blindness" towards the extended family remains, so Jean was campaigning until the last weeks of her life, with her customary vim and vigour.

She was born in London, daughter of Mary (nee Ellis) and Percy Sangster. Her father worked for Standard Telephones, where Jean also took a job, as a receptionist, at the age of 17, having left Russell Lane school three years earlier. She had met Bill Stogdon at the local youth club when she was 14. They married in 1948 and had three sons, Philip, Andrew and Mark, and, later, a stillborn daughter. In 1955, the family moved to their own house in north London, where Jean lived for the rest of her life. There she and Bill met a glamorous group that Jean referred to as "the crowd". It included the actor Shirley Eaton, who became a lifelong friend. Later (Lord) Fenner Brockway would call in for a whisky after a day in the House of Lords; all part of Jean's journey to becoming a committed socialist – and a feminist.

In 1969, ignoring Bill's protests that he preferred a stay-at-home wife, Jean became a mature social work trainee at North London Polytechnic (now the University of North London). As a trade-off, she still ironed 18 shirts for her family each week and put supper on the table.

In 1983, Bill, a bookmaker, bought Jean a cottage, Min Y Don, in Rhiw, north Wales. She cherished the Welsh links with her mother and grandmother, who had been born on the Llyn peninsula.

Jean retired from social work in 1988. She had risen to become an area head, overseeing a team of 200 in Camden, designing a model child-protection service. She loathed red tape. Jean believed in the power of relationships, not form-filling. She could be doggedly persistent and fought majestically for those who had had few breaks in life. Jean subsequently became a children's guardian – a guardian appointed by the courts to represent a child's interests in legal cases – for 10 years.

Five years ago, Jean was diagnosed with amyloidosis, a rare disease that led to her requiring dialysis three times a week. With typical resilience, she continued her 30-year habit of a daily swim and opted for "twilight dialysis", driving herself at 5pm for the evening session, so that her days could be free for campaigning. Just before her final illness, she was due to attend a meeting about improving dialysis care, having already succeeded in getting the unit connected to wireless broadband for patients.

Bill died in 2005. Jean is survived by their sons, all of whom followed her into social work and social care; four grandchildren, Hannah, Tom, Gracie and Molly; a great-grandchild, Zakariah; and her brother, John.

Jean Stogdon, social worker and campaigner, born 22 July 1928; died 25 December 2014

Yvonne Roberts, The Guardian, 29 December 2014

We've provided value for money and managed to secure more of it...

We continue to provide excellent value for money with 92p in every £1 spent on our charitable activity and just 5p in every £1 spent on fundraising and just 2p in every £1 on governance costs. In addition to remaining very cost-effective we also had a better fundraising year and so have been able to grow our reach and impact.

We were given a BBC Lifeline

We were delighted to be successful in our application to secure a slot for a BBC Appeal and even more delighted that this was a TV appeal. A great deal of preparation time and effort was given to making the film and we would like to express our thanks to the kinship carers who participated; Janellen Redington and Pat and Ivor Sansom, and our gratitude to Gloria Hunniford who presented the appeal for us and to the BBC team who were such a pleasure to work with. They all did a marvelous job. The Appeal raised over £7,000 for the organization in donations and also the film is a resource we can use in the future to represent our work. It also gave our profile a big push with a thunderclap on social media reaching over 67,000 people.

We've extended our reach

Both via traditional media maintaining our profile with broadcast, print and website coverage, but also via social media. Our twitter following has grown from 2,028 at the beginning of the year to 3,604. On Facebook we've ended the year with 1,252 facebook friends, an increase of 384 during the year. We've started to produce eye-catching infographics to increase our impact. We've also maintained our regular blog spot which is one of our most visited website pages. We've invested some staff time in search engine optimisation and so our website is performing well with almost 10,000 unique page views per month – 116,671 in the year.

Our Chief Executive also wrote some articles and blogs during the year:

What are the issues affecting Grandparents in Britain today?
journal Quality in Ageing and Older Adults Vol 16 Issue (1) 2015.

My priority for children – more support for grandparental care
Children England Children at Heart blog Mar 2015.

She has also written a blog on flexible working for the Working Families workflex blog due to appear in April 2015 and an article in a collection of essays to be published by Relate early next year.

We've grown and developed our Support Network

During the year the Grandparents Plus Support Network has grown from 5,200 at the beginning of the year to 7,200. Our surveys continue to show that 7 in 10 members say they feel less isolated as a result of being in the Network. It's been a bit more of a struggle this year however as we felt the loss of the lottery reaching communities funding which ended in August. In July we took 300 kinship carers and children to Gulliver's Land in Milton Keynes and Matlock Bath. We partnered with theatre company, Kazzum to offer our Network members some fun theatre workshops in April and we also ran some parenting workshops for kinship carers in Plymouth in March. Others are planned for Cardiff, Newcastle and the West Midlands next year.

Our Support Network offers members the opportunity for personal support, practical advice and information as well as the opportunity for political engagement. With this in mind we held a national summit in July with the Children's Minister, Edward Timpson MP and also heard from Labour MP Stephen Twigg. We brought 50 kinship carers from across the country to Westminster to speak to MPs from all the main political parties and to tell them that it was #timetocare about kinshipcare, publishing new polling data and securing extensive national and regional media coverage. We were joined by a dozen MPs on the day and also by representatives of the House of Lords.

We've taken Relative Experience across the North East

Our new team in Newcastle have come together well and started to build on the work of the pilot, reaching more kinship carers and working with our partner Family Lives to recruit volunteers to the project. We have also begun to work with local authorities across the North East. A launch event for our Sunderland work was held in October. Our Newcastle-based team have been joined by a project worker based in Middlesbrough and this part of the project was launched in February. An independent evaluation is being conducted by York Consulting, overseen by the Family and Childcare Trust and an interim report will be available next year but early indications are that the project is delivering well. We have already established four new support groups and supported three existing groups, trained a new wave of volunteers and paired them with kinship carers who need support, and we've successfully promoted the project across the region and begun working with a number of local authorities. The project will run until the end of March 2017. This is the first time that we have established a regional presence of this kind and if successful it may be a model we will want to replicate in other regions.

The project was shortlisted for a Third Sector Award for best partnership so in September we also got the opportunity to put our gladrag on and attend the awards dinner. One of our befriending volunteers and one of the kinship carers also joined the Relative Experience team at the awards ceremony. We were strong runners up, had a great time and we all felt like winners on the night!

We've begun to develop a new parenting programme for kinship carers

Evidence from our surveys and consultation work with kinship carers shows that 9 in 10 find it more challenging raising their kinship children than raising their own. We also know that there are many challenges that kinship carers face particularly understanding trauma and attachment in children, managing children's anger and also managing their own emotions. Our parenting workshops address these issues but we also wanted to develop a parenting programme that offers kinship carers something similar to what is available for adopters. With 2-year funding from the Tudor Trust and match funding from Esmée Fairbairn, we have been able to work with PAC-UK to develop a tailored programme, based on the successful Enhanced Adoptive Parenting Programme. We are co-designing the programme with kinship carers in our Network. It will be piloted next year and independently evaluated. Further funding from Esmée Fairbairn is supporting the development of a series of workshops on managing contact. We're working with therapeutic experts Family Futures to devise this part of our programme.

We've delivered high quality, expert advice and information

Our advice service provided advice and support to 1,111 kinship carers from across the country who raised 1606 different issues. We secured £352,738 in benefits and other payments for kinship carers. Most require in-depth help. Satisfaction rates with the advice service remain very high. Reviewing the feedback for the year we find:

- 97% felt the adviser understood their situation fully
- 94% said the adviser explained the option to them
- 96% found the advice helpful
- 78% took action as a result of the advice given
- 96% would recommend the service to friends and family

We published the second edition of the Kinship Care Guide for England

This was published early in 2015 and incorporates changes introduced in the Children and Families Act 2014. Our Advice Service Manager Jo Raine, led on revising the publication with support from children's services expert Doug Lawson and input from Grandparents Plus staff and trustees and kinship carers in our Support Network. The Guide is the only publication which brings together all the information needed for social workers and others working in the field.

We've begun new Kinship Care Service Development Work

We were successful in securing funding from Esmée Fairbairn in September which has enabled us to recruit a new post to focus on developing our income-generation and engagement work with local authorities. Our Kinship Care Service Development Manager joined us in December and will be working closely with the Relative Experience Project in the North East and with our Kinship Care Group for Professionals which operates in London and extends across the South East and now has a membership of 230 social workers drawn from 78 local authorities.

We've campaigned for change ahead of the 2015 General Election

2014 was an important year for drawing attention to the issue of kinship care and the role that grandparents play in caring for children. Using the #timetocare theme we published our Agenda for Change document which included a number of key policy changes we are calling for. With the support of the Network for Social Change we held manifesto roundtable discussions with each of the main parties and wrote to the other Westminster parties to promote our Agenda for Change. We also published new polling evidence in a report Time to care: Generation Generosity Under Pressure working in partnership with Save the Children and the Family and Childcare Trust to highlight the contribution that grandparents make. We found that:

- 1.9 million grandparents had given up a job, reduced their hours or taken days off sick to care for grandchildren so that parents could work
- £8 billion was transferred between grandparents to grandchildren in just one year – and that is a conservative figure
- 64% of grandparents support grandparents being able to have unpaid leave to care for a sick grandchild
- 7 in 10 grandparents feel that the contribution they make is not recognised.

We called for adjustment leave for family members to give them time to respond to a crisis situation and called for transferable unpaid leave for working grandparents who are helping with childcare. We also called for kinship carers to be treated more like adopters and offered similar support and leave entitlements – and secured a favourable response from the Prime Minister when our Chief Executive put a question to him directly. A manifesto commitment on transferable unpaid leave for grandparents was secured in the Labour Party manifesto. Throughout the year we have joined forces with our partners in the Kinship Care Alliance to promote the KCA's Agenda for Action which included costed proposals for change to support kinship carers. We've also worked to influence Labour's Older Women's Commission which in turn helped to secure the manifesto commitment on transferable leave.

We've explored conservative attitudes to welfare

Working in partnership with Bright Blue, the Joseph Rowntree Foundation, Oxfam and the Child Poverty Action Group, we explored conservative attitudes to welfare, publishing a new report Give and Take: How conservatives think about welfare, and found that the family was seen as the first port of call if people needed help, ahead of friends, neighbours or the state. This is fundamental to the expectations on the family in the future as services continue to be cut back and family members, often grandparents, expected to step in to do more.

We've completed the work of the cross-government working group on kinship care

The working group, chaired by the Leeds Director of Children's Services, Nigel Richardson, brings central and local government representatives together with Kinship Care Alliance members who are voluntary organisations working in the field of kinship care and kinship carers themselves. We have been focussing on how we can improve policy and practice within the existing legislative framework and financial constraints. The working group will report soon after the election.

We've helped to shape the Family Test

As a result of the work we did with Department for Work and Pensions (DWP) officials which followed the exchange our Chief Executive had with the Prime Minister in August, the Government's new Family Test includes explicit reference to kinship carers and to the role of grandparents and the wider family in children's lives. We also followed this up with a presentation in the DWP to other officials working across government.

We marked the extension of the Right to Request Flexible working

From 30th June 2014 everyone with 26 weeks' continuous employment has the right to request flexible working. This is a landmark change in employee entitlements that is of particular benefit to grandparents who are working and caring. It is also something that Grandparents Plus has been calling for for over six years alongside many others in the family sector.

We took our Grandparenting in Europe study to Europe

With funding from the Calouste Gulbenkian Foundation we continued to disseminate the Grandparenting in Europe research that we published in partnership with Kings College London Institute of Gerontology and the Beth Johnson Foundation. Our Policy & Research Director, Sarah Wellard and Trustee Helen Jackson presented in Lisbon. We also had the work disseminated in the Portuguese media.

We've begun some ground-breaking research

We launched a new Grandparents Plus research project this year. Funded by the Paul Hamlyn Foundation this two year study will break new ground by shining a light on the experiences of young people (aged 16-24) who have been brought up in kinship care. We plan to interview 60 young people and 60 kinship carers. Surprisingly there has been no research on the care-leaver equivalent population in kinship care so this study will provide some much needed new evidence. It is indicative of just how invisible kinship children are because they are so often on the edge of the care system and overlooked.

We've published new evidence on grandparenting in Sheffield

Working in partnership with Sheffield 50+ we carried out some research into grandparenting in Sheffield and published the report at a joint event in the city in September. We found that grandparents in Sheffield tend to spend more hours caring than grandparents in the wider population and they are also more likely to be caring for an older relative or partner. We published the findings in September at a joint event with Sheffield 50+ and grandparents from across Sheffield. The afternoon event was a prize-giving for school children in Sheffield who had entered a competition by writing a statement about what their grandparent means to them. Prizes were awarded by the then Sheffield Brightside and Hillsborough MP, the Rt Hon David Blunkett MP. It was a very special occasion.

And we've found out that grandparenting is good for you (but not if you are a kinship carer!)

Working in partnership with the Institute of Gerontology (IoG) at Kings College London (KCL) and funded by the Economic and Social Research Council we published new longitudinal evidence on the impact on grandparental wellbeing of providing childcare. Researchers found that time spent caring for grandchildren improves grandparental wellbeing, suggesting that we should do more to support grandparent-grandchild relationships as it will help us age better. The launch event was held in Westminster with contributions from Baroness Sally Greengross, Karen Glaser from KCL IoG who led the research.

Over the year we've continued to play an active role in a number of alliances and coalitions; the Kinship Care Alliance, the Family Room, the Working Parents' Group. In addition to our own events speaking engagements this year included:

- 28 & 29 April COFACE conference in Athens
- 26 June Westminster Legal Policy Forum
- 15 Sept Nuffield workshop on separating families
- 18 Sept Third Sector Awards dinner
- 22 & 29 Sept Labour & Conservative party fringe events in partnership with 4 Children, FRG, Early Intervention Foundation and Contact a Family
- 28 Sept Conservative party fringe event on Conservative attitudes to welfare with Bright Blue, JRF, CPAG and Oxfam.
- 27 Jan Working Families Conference
- 13 Feb Tavistock Centre for Couple Relationships Study Day – The Importance of Grandparents
- 21 Feb Work & Family Show
- 2 March Fabian Society & Bright Blue conference on poverty
- 27 March Kinship Carers Liverpool – young people's conference

Risk assessment

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that procedures are in place to manage those risks. The board consults a risk register every quarter which is regularly updated by the Chief Executive. Risks are coded red, amber or green to indicate level of seriousness. The risk register also includes steps management are taking to manage or mitigate risks identified.

Review of financial position and reserves policy

A strategic priority for the Board is to ensure that the charity can grow in a sustainable way. Therefore a key priority is to grow reserves in order to keep pace with the growth of the charity. In a difficult financial climate we have had to work hard to ensure that income grew by over 40%. We kept costs under control and made a surplus of £14,205 in the year. Unrestricted reserves have stayed steady at £78,961, despite having to use those reserves for several months the year to support the charity's activity. With careful financial management total unrestricted funds are now equivalent to the value of just over 15% of Grandparents Plus' expenditure.

It is the board's policy to hold reserves equivalent to the value of 25% of the charity's expenditure and so it remains a priority for the board to continue to grow reserves and a challenge for the charity to ensure the reserves keep pace with growth. Grandparents Plus continues to be funded by external grants. The charity's solvency is dependent on its success to continue to raise funds from these sources. A priority for the coming year therefore will be to grow unrestricted income.

Statement of trustees' responsibilities

The trustees (who are also the directors of Grandparents Plus 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources (including the income and expenditure) of the charitable company for that period.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 disclose with reasonable accuracy at any time the financial position of the charitable company, and which 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.

Signed on behalf of the board of trustees



Stephen Burke
Co-Chair

Date: 16/7/2015



Helen Jackson CBE
Co-Chair

Date: 16/7/2015

Independent Examiner's report to the members of Grandparents Plus



I report on the financial statements of the company for the year ended 31 March 2015 which are set out on pages 15 to 24.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for the year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the financial statements (under section 145 of the 2011 Act);
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- State where particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Tim Sullivan FCA, For and on behalf of Field Sullivan Limited, Chartered Accountants
Neptune House, 70 Royal Hill, London SE10 8RF
Date: 29/7/2015

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2015

	Note	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Incoming resources					
Incoming resources from Generated funds					
Voluntary income	2	134,311	55,725	190,036	268,744
Investment income		474	–	474	172
Other incoming resources		5,605	–	5,605	2,272
Incoming resources from charitable activities	3				
Advice Service		–	28,750	28,750	34,471
Service Development		–	26,352	26,352	–
COMODAL		–	–	–	24,011
European Research Project		–	15,000	15,000	30,000
Policy and Research		–	61,486	61,486	–
Relative Experience		–	276,789	276,789	110,566
Support Network		–	67,169	67,169	9,995
ESRC		–	11,134	11,134	–
Network for Social Change		–	5,513	5,513	–
Total incoming resources		140,390	547,918	688,308	480,231
Resources expended					
Cost of generating voluntary income	4	30,323	–	30,323	42,605
Charitable activities	6	102,451	528,503	630,954	408,482
Governance costs	5	12,426	400	12,826	9,845
Total resources expended		145,200	528,903	674,103	460,932
Net Income/(expenditure) for the year	10	(4,810)	19,015	14,205	19,299
Transfer between funds	15	1,066	(1,066)	–	–
Net incoming/(outgoing) resources after transfers, being net movement in funds		(3,744)	17,949	14,205	19,299
Fund balances at 1 April 2014		82,705	18,657	10,1362	82,063
Fund balances as at 31 March 2015		78,961	36,606	115,567	101,362

All transactions are derived from continuing activities. The notes on pages 17 to 24 form part of these financial statements.

Balance sheet as at 31 March 2015

	Note	£	2015 £	£	2014 £
Fixed assets					
Tangible fixed assets	12				1,265
Current assets					
Grants receivable	13			10,000	
Prepayments and sundry debtors	13	6,336		3,036	
Cash at bank and in hand		180,827		133,433	
		187,163		146,469	
Creditors: due within one year	14	(71,596)		(46,372)	
Net current assets			115,567		100,097
Net assets			115,567		101,362
Funds					
Restricted funds			36,606		18,657
Unrestricted funds:					
Designated funds					1,265
General funds			78,961		81,440
Total funds			115,567		101,362

For the year ending 31 March 2015, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements, which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), were approved by the board on 16/7/15 and signed on its behalf by:



Stephen Burke
Co-Chair



Helen Jackson CBE
Co-Chair

Company No. 04454103

The notes on pages 17 to 24 form part of these financial statements.

Notes to the financial statements for the year ended 31 March 2015

1.

Accounting policies

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006, the Financial Reporting Standard for Smaller Entities (effective April 2008) and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

Company status

Grandparents Plus is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The following principal accounting policies have been applied:

Incoming resources

Income represents amounts receivable during the year. Grants and donations for specific purposes are treated as income in the year in which received. Amounts received during the year relating to specific periods are spread over the periods to which they relate. Income received during the year for future periods is treated as deferred income.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Fund accounting

Restricted, designated and general funds are separately disclosed, as set out in note.

General funds are unrestricted funds which are available for use at the discretion of the executive committee in furtherance of the general objects of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Statutory grants which are given as contributions towards the charity's core services are treated as unrestricted.

Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately based on the staff numbers.

Governance costs are those incurred in connection with the management of the charity's assets, routine administration and compliance with constitutional and statutory requirements.

Notes to the financial statements for the year ended 31 March 2015

1. (continued)

Tangible fixed assets and depreciation

Computer and office equipment and furniture costing less than £500 is written off in the year of purchase. All assets costing more than £500 may be capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures, fittings and office equipment – 25% straight line

Taxation

No taxation has been provided for in the financial statements because, as a registered charity, the income is exempt in accordance with the section 505 of the Income and Corporation Taxes Act 1988.

2. Voluntary income	Unrestricted funds £	Restricted funds £	Total funds 2015 £	Total Funds 2014 £
Grants and donations (see below)	125,306	55,725	181,031	258,834
Publications	1,152	–	1,152	1,831
Individual fundraising	5,468	–	5,468	6,668
Sundry income	2,385	–	2,385	1,411
	134,311	55,725	190,036	268,744
Analysis of voluntary grants and trust fundraising				
Big Lottery Fund - Reaching Communities	–	41,997	41,997	114,905
Big Lottery Fund - Silver Dreams Fund	10,331	–	10,331	–
Sheffield 50+	823	–	823	–
Paul Hamlyn Foundation	7,800	–	7,800	–
The Tudor Trust	2,257	–	2,257	–
Esmée Fairbairn Foundation	31,344	–	31,344	–
Kings' College London	–	–	–	8,711
Mulberry Trust	–	–	–	10,000
NESTA	–	–	–	10,000
Anonymous trust funder	30,000	–	30,000	30,000
Rayne Foundation	–	–	–	5,000
Headley Trust	–	–	–	25,000
John Ellerman Foundation	33,333	–	33,333	33,333
Mentor UK	–	–	–	3,660
Drapers Hall	–	–	–	5,000
Donated facilities				
Age UK	–	400	400	–
Calouste Gulbenkian	–	500	500	–
Survation	–	1,800	1,800	–
Other grants, donations	9,418	11,028	20,446	13,225
	125,306	55,725	181,031	258,834

Grants raised that are not for one specific activity have been included within voluntary income. Grants related to specific activities have been reflected in charitable activities in note 3.

Notes to the financial statements for the year ended 31 March 2015

3. Incoming resources from charitable activities	Unrestricted funds	Restricted funds	Total funds 2015	Total Funds 2014
	£	£	£	£
Advice Service				
Grocers' Charity	–	–	–	2,000
Lloyds TSB Foundation	–	–	–	15,000
Santander	–	–	–	9,971
Mercers' Company	–	–	–	7,500
Garfield Weston Foundation	–	10,000	10,000	–
The Henry Smith Charity	–	18,750	18,750	–
			28,750	34,471
Support Network				
Mulberry Trust	–	11,000	11,000	–
Dulverton Trust	–	30,000	30,000	–
The Tudor Trust	–	18,943	18,943	–
Sobell Foundation	–	5,000	5,000	–
Kazzum	–	2,226	2,226	–
Big Lottery Fund – Awards for All	–	–	–	9,995
			67,169	9,995
Service Development				
Esmée Fairbairn Foundation	–	26,352	26,352	–
			26,352	–
COMODAL				
Technology Strategy Board	–	–	–	24,011
			–	24,011
ESRC				
Kings College London	–	11,134	11,134	–
			11,134	–
European Research Project				
Calouste Gulbenkian	–	15,000	15,000	30,000
			15,000	30,000
Policy & Research				
Paul Hamlyn Foundation	–	56,002	56,002	–
Sheffield 50+	–	5,484	5,484	–
			61,486	–
NfSC				
Network for Social Change	–	5,513	5,513	–
			5,513	–
Relative Experience				
Big Lottery Fund - Silver Dreams Fund	–	276,789	276,789	110,566
			276,789	110,566
		492,193	492,193	209,043

Grants related to specific activities have been included in charitable activities. Grants raised that are not for one specific activity have been reflected within voluntary income in note 2.

Notes to the financial statements for the year ended 31 March 2015

4. Costs of generating voluntary income	Unrestricted funds £	Restricted funds £	Total funds 2015 £	Total funds 2014 £
Staff costs	23,007	–	23,007	42,069
Other costs	7,316	–	7,316	536
	30,323	–	30,323	42,605

5. Governance costs	Unrestricted funds £	Restricted funds £	Total funds 2015 £	Total funds 2014 £
Staff costs	5,000	–	5,000	4,411
Independent examiner's fees	2,400	–	2,400	2,862
Trustees expenses	3,700	400	4,100	2,543
Bank charges	86	–	86	29
Other	1,240	–	1,240	–
	12,426	400	12,826	9,845

6. Resources expended	Staff costs £	Activities undertaken directly £	Support costs £	Total 2015 £	Total 2014 £
Advice Service	41,429	(2,294)	7,423	46,558	57,020
GUL (European Research)	–	6,321	8,584	14,905	–
Support Network	61,948	32,850	10,295	105,093	102,601
Relative Experience (BLF)	76,874	168,911	26,855	272,640	111,101
COMODAL	–	–	–	–	23,121
Service Development	15,963	5,019	5,210	26,192	–
Network for Social Change	2,914	5,750	–	8,664	–
Policy and Research	59,164	10,081	42	69,287	–
European Research Project	–	–	–	–	23,959
ESRC	–	–	–	–	5,144
Core	47,124	9,314	31,177	87,615	85,536
Total charitable expenditure	305,416	235,952	89,586	630,954	408,482
Costs of generating funds	23,007	7,316	–	30,323	42,605
Governance costs	5,000	7,826	–	12,826	9,845
Total resources expended	333,423	251,094	89,586	674,103	460,932

Details of staff costs are given in note 8. Details of costs of generating funds, support costs and governance costs are detailed respectively in notes 4, 7 and 5.

Notes to the financial statements for the year ended 31 March 2015

7. Support costs	Total 2015 £	Other charitable activities 2015 £	Core 2015 £	Core 2014 £
Other staff costs	16,986	15,384	1,602	1,337
Premises costs	27,043	7,729	19,314	17,893
Postage	2,495	2,358	137	1,092
Telecommunications	5,645	3,339	2,306	993
Office equipment maintenance	15,879	12,104	3,775	5,260
General administration costs	17,649	10,603	7,046	3,072
Professional costs	–	–	–	2,744
Other costs	3,889	3,889	–	597
	89,586	55,406	34,180	32,988

8. Staff costs and numbers	2015 £	2014 £
Salaries	308,530	270,756
Social Security Costs	24,893	23,388
	333,423	294,144
Staff costs split:		
Charitable activities (see note 6)	258,292	197,218
Core (see note 6)	47,124	50,446
Costs of generating funds (see note 4)	23,007	42,069
Governance costs (see note 5)	5,000	4,411
	333,423	294,144
The average number of employees, calculated as full time equivalents, during the year was:	Number	Number
Direct activities	12.30	8.00
Governance	0.25	0.25
Cost of raising funds	0.25	0.25
	12.80	8.50

No employee received remuneration of more than £60,000. A majority of staff are employed on a part-time basis.

Notes to the financial statements for the year ended 31 March 2015

9. Net income/(expenditure) is stated after charging:	2015 £	2014 £
Depreciation	1,265	1,266
Independent examiner's fees	2,400	2,862

10. Executive committee

During the year one member of the executive committee received a remuneration of £3,802 (2014: £nil) for consultancy work in relation to the Paul Hamlyn research. 5 Trustees (2014: 5) received reimbursements of expenses amounting £3,090 for travel (2014: £1,810).

11. Indemnity insurance

During the year £948 (2014: £319) indemnity insurance was paid to protect the charity from loss arising from the neglect or defaults of its trustees, employees or agents, and to indemnify the Trustees and other officers against the consequences of neglect or default on their part.

12. Tangible fixed assets	Fixtures, fittings and office equipment £	Total £
Cost		
At 1 April 2014	7,837	7,837
Additions	–	–
At 31 March 2015	7,837	7,837
Depreciation		
At 1 April 2014	6,572	6,572
Charge for year	1,265	1,265
At 31 March 2015	7,837	7,837
Net book values		
At 31st March 2015	–	–
At 31st March 2014	1,265	1,265

Notes to the financial statements for the year ended 31 March 2015

13. Debtors	2015 £	2014 £
Due within one year:		
Grant debtors	–	10,000
Prepayments	2,233	3,009
Other debtors	4,103	27
	6,336	13,036

14. Creditors: amounts falling due within one year	2015 £	2014 £
Trade creditors	21,541	12,288
Accruals	2,594	3,062
Deferred grant income	47,461	31,022
	71,596	46,372

15. Statement of funds	Brought forward £	Incoming resources £	Resources expended £	Transfers £	Carried forward £
Designated funds					
Fixed asset fund	1,265	–	1265	–	–
	1,265	–	1,265	–	–
General funds	81,440	140,390	143,935	1,066	78,961
Restricted funds					
Support Network	6,969	106,464	104,826	–	8,607
Relative Experience	1,343	276,789	264,439	–	13,693
Advice Service	4,519	42,481	46,333	–	667
Policy and Research	1,317	72,620	57,407	(4,238)	12,292
Service Development	–	26,352	26,192	–	160
NFSC	–	5,512	8,664	3,152	–
European Research Programme	4,529	15,000	18,342	–	1,187
COMODAL	(20)	–	–	20	–
Donated facilities	–	2,700	2,700	–	–
Total restricted funds	18,657	547,918	528,903	(1,066)	36,606
Total funds	101,362	688,308	674,103	–	115,567

Fixed asset fund

This fund represents the net book value of the fixed assets.

Notes to the financial statements for the year ended 31 March 2015

Restricted funds

Notes on the restricted grant funding

a.) Big Lottery Fund Reaching Communities funded the Network activities and also a contribution towards the advice service and to core.

Awards for All funding supported parenting workshops for kinship carers. The Big Lottery Fund Silver Dreams Fund supported the scale up of the Relative Experience project in the North East.

b.) The Advice Service was funded by The Big Lottery Reaching Communities, The Garfield Weston Foundation, and The Henry Smith Charitable Trust.

c.) The Calouste Gulbenkian Foundation supported dissemination activity for the Grandparenting in Europe study.

d.) The ESRC funded Kings College London to investigate the health and wellbeing of grandparents caring for grandchildren. Grandparents Plus was their dissemination partner.

Transfers between funds

Transferred £3,152 and £20 from unrestricted funds to NFSC and COMODAL restricted funds respectively to cover the overspend.

Transferred underspend of £4,238 ESRC restricted funds to unrestricted funds as agreed by the funder.

16. Analysis of net assets between funds	Unrestricted funds £	Restricted funds £	Total funds 2015 £	Total Funds 2014 £
Tangible Fixed Assets	–	–	–	1,265
General Funds	78,961	–	78,961	81,440
Restricted Funds	–	36,606	36,606	18,657
	78,961	36,606	115,567	101,362

17. Other financial commitments	2015 £	2014 £
Commitments of operating leases expire as follows:		
Office equipment: 2-5 years	–	1,265



We champion the wider
family who care for children

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