

Registered number: 04454103
Charity number: 1093975

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31ST MARCH 2024**

Trustees	Jayne Harrill, Chair (resigned 25th September 2024) Caroline Abrahams, Chair (appointed 19th June 2024, elected Chair 25th September 2024) Julian Young, Treasurer James Baker Natalie Baldry (term ended 13th May 2024) Beverley Barnett-Jones (appointed 7th July 2023) Frances Boughton Joseph Corry-Roake Prof Elaine Farmer Janet Kay Dr Nicola Sharp-Jeffs (resigned 25th September 2024) Yvette Stanley
Company registered number	04454103
Charity registered number	1093975
Registered office	The Foundry 17 Oval Way London England SE11 5RR
Chief executive officer	Dr Lucy Peake
Bankers	Triodos Bank Deanery Road Bristol BS1 5AS Barclays Bank Leicester LE87 2BB

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CHIEF EXECUTIVE'S REPORT
FOR THE YEAR ENDED 31ST MARCH 2024

This year saw us continue to increase our reach, raise awareness of kinship care and secure tangible changes to policy and practice for kinship carers across the country. This was in no small part thanks to kinship carers, who are at the heart of all we do, and who we fight alongside for to change lives and the system.

We saw the publication of the first ever National Kinship Care Strategy in England, a testament to years of tenacious and determined campaigning by kinship carers which has seen kinship care rise up the political agenda. Whilst the National Kinship Care Strategy does not promise the breadth and depth of changes we know kinship carers have needed for so long, it provides a foundation from which we're determined to push for more change, to support kinship families now and in the future.

When our extended family of kinship carers feel empowered to share their stories and expertise, theirs are the most powerful voices we have. We were honoured to welcome Her Royal Highness The Princess of Wales to a peer support group in London as part of the Royal Foundation for Early Years' Shaping Us campaign. Her Royal Highness heard first-hand the experiences of kinship carers and saw the difference their love makes to children's lives and outcomes. We also enjoyed impressive national media coverage aided by our appearance in 2024's Comic Relief, and by leveraging the invaluable support of celebrities and personalities themselves raised in kinship care, including the incredible Davina McCall.

This year saw our Kinship Community enjoy steady growth – demonstrating a 25% year-on-year increase in engagement in our digital communications. We also launched our inaugural podcast as part of our National Peer Support Service, Kinship Together, which is receiving positive feedback from listeners and strong download numbers.

We launched our new Kinship Compass online navigation tool enabling kinship carers to more easily find advice, information and support that is available locally and nationally. The extensive work alongside kinship carers to develop Compass has enabled us to start a website redevelopment project that will further innovate the digital support we can offer kinship families, with a new website launching later this year. Kinship carers have been integral in the development and testing; embedded as they are in co-production across our entire organisation.

Our innovative and evidence-led programmes and services are changing kinship carers' lives in England and Wales. We further developed our National Peer Support Service in England, setting up a further 88 groups and supporting 2,817 carers through these vital online and in-person peer support groups. At a time when many local authorities have faced unprecedented financial difficulties, it is encouraging that 31 local authorities commissioned Kinship to support local kinship carers through our Ready, Connected and Reach programmes, all evidence-informed and sector-leading services making a difference to kinship carers' lives. I'm particularly proud that we provided almost 100 Kinship Reach virtual support group sessions (more than double that of 22/23) and supported over 300 individual kinship carers across multiple sessions (almost triple that of 22/23).

Building on the evidence and expertise we've developed through pioneering these programmes over several years, and our unique relationship with and insights from our Kinship Community, we were proud to be successful in being awarded the Department for Education contract to deliver a training and support service for all kinship carers in England. This affords us the opportunity to reach and support more kinship carers and help them access the right support for their families – and we're determined over the next year to take an ambitious and innovative approach to step up for kinship carers across the country.

We began to deliver a brand-new programme funded by the Prudence Trust. Kinship Minds supports kinship carers to recognise early mental health issues and will empower them with specialised support and tools. We recognise mental health plays an enormous part in the wellbeing of families, and we seek to be a beacon for best practice in providing the best support for kinship carers and their families.

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CHIEF EXECUTIVE'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

We reinforced our commitment to our national campaign #ValueOurLove, mobilising supporters to lobby hundreds of local MPs - and we launched our Campaign Champions Hub to scale up kinship carer participation, in the penultimate year of funding from Comic Relief. Kinship was recognised in The Big Issue's 100 Changemakers of 2023 - a celebration of the "people and organisations who have focused on making things better for all of us". An accolade that means so much as by making kinship families stronger, all of society benefits.

And during Kinship Care Week, we published our Breaking Point report – based on our annual survey, this year polling almost 2,000 kinship carers. This represented a record high, and the responses painted a stark picture of the challenges too many kinship families face, finding that 12% were concerned that a lack of support would lead to them being unable to keep caring for their child or children and 10% had run out of food and could not afford to buy more within the next two weeks. The launch of the report, which saw high levels of political and media engagement, was underpinned by a clear message from kinship carers that radical reform is needed to support these families now and in the future.

It's not just kinship carers that feel our collective influence. This year we launched our Kinship Friendly Employers Scheme – a free, self-service scheme for employers of all sizes and sectors providing them with the resources they need to support kinship carers in their workforce. To date, we have engaged over 40 corporates, and two organisations have become Gold-standard Kinship Friendly Employers – providing paid leave for kinship carers on a par with their adoption leave offer. We collaborated with leading brands including Tesco and John Lewis Partnership who introduced kinship friendly policies to support the kinship carers in their workforce, of which we're immensely proud.

We have grown our staff team with purpose by 22%, which has included our Corporate Services, Development, and Digital and Training teams. It is particularly meaningful to us that we have kinship care-experienced colleagues represented at all levels of the charity, including our Board and senior leadership team. In fact, in 23/24 they make up 21% of our workforce and 27% of our Board of Trustees.

We are also committed to actively improving the ethnic diversity of our Board as well as better representing the diversity of the kinship carers we support. We know we can do better and improve on the 9% of our Board that are from Black, Asian or minority ethnic heritage.

The next year will certainly be a busy one for Kinship, as we continue to provide more kinship carers with life-changing support, and fight for transformational changes for their families. We will move into a delivery phase for our new training and support service, will roll out a new operating model for the National Peer Support Service and seek to support more kinship carers than ever across England and Wales with these services, as well as our free advice line, Kinship Compass and commissioned services. The General Election will provide an opportunity for us to ensure that kinship care stays high on the political agenda, and we will publish pioneering research, supported by the KPMG Foundation focusing on the experiences of Black and Asian kinship carers and work with partners across the sector to apply the learnings from the research into practice. Kinship carers will of course continue to be at the heart of all we do to change lives, and to change the system.

It remains my privilege and passion to lead the team at Kinship. I am so incredibly proud to work alongside dedicated and driven colleagues, incredible volunteers and our wider family of funders, partners and supporters.

Of course, kinship carers are some of our communities' most giving, compassionate, and resourceful individuals and families. Their generosity – not only for the children they love, for whom they step up, but for supporting their fellow kinship families, for advocating and agitating for change and for sharing their experience and expertise – never fails to inspire me.

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CHIEF EXECUTIVE'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

We will relentlessly strive to continue to champion them and stand with them as we fight for the support and recognition they deserve.

Sincerest thanks,



.....
Lucy Peake
Date: **24/01/2025**

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2024

The Trustees present their annual report together with the audited financial statements of Grandparents Plus for the year 1 April 2023 to 31 March 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The Charity trades under the name Kinship.

Introduction

About Kinship

Kinship is the national charity for kinship care in England and Wales. A kinship carer is someone who looks after a child of a relative or friend full-time. Kinship is here for all kinship carers – the grandparents and siblings, the aunts, uncles, and family friends who step up to raise children when their parents can't.

We know how hard life can be for kinship carers, but we've seen the amazing things they're capable of with someone by their side. With the right support, children raised in kinship families flourish.

That's why Kinship is here to support, connect and campaign. To keep kinship families stronger by keeping them together.

Our vision and mission

Vision statement

A society in which kinship carers and the children they care for are recognised, valued and supported.

Mission statement

To ensure that kinship carers and the children they care for get the support and recognition they need.

Charitable objects

The charitable objects are:

- Object 1 to support kinship carers who are grandparents, family members or friends who care for children when a parent calls for help or when there has been family breakdown or in other difficult circumstances promoting the best interests of the children they care for.
- Object 2 to work with local authorities, children's services, voluntary agencies, social workers and other professionals, and kinship carers to promote better support for all children in kinship care.
- Object 3 to ensure the role of kinship carers and the wider family in caring for children is fully incorporated within legislation, and national and local government policy and practice
- Object 4 to raise awareness of the contribution kinship carers make to society so that kinship carers are recognised, valued and supported

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2024

Principal activities

Kinship is the only national charity dedicated solely to supporting kinship carers and their families, whatever their situation. Uniquely, we support all kinship carers, including grandparents and all other relatives and friends, and those with all legal orders or none. We want support for every kinship family when they need it, in the way they need it. We:

- Campaign with kinship carers for change so that their contribution to children's wellbeing and care is valued and understood.
- Provide evidence, policy solutions, programmes and training so that kinship families receive the services and support they need to help children to thrive.
- Advise and support kinship carers by ensuring that they have access to professional advice, information and peer support.
- Advise, inform and support professionals to develop good kinship care practice.

Our strategic objectives for 2023-24 were:

- Changing Lives – developing support for kinship families so they can access high quality information, advice and support, wherever they live.
- Changing the system – building awareness, understanding and recognition about kinship carers' role in children's lives, and campaigning for change so kinship care is promoted and supported by legislation, policy and practice.
- Strengthening our culture – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.
- Strengthening our operations – capitalising on our leading position by being ambitious, smart and strategic.

Our aims and strategic priorities

Our ambitious growth and impact strategy for 2022-25 puts kinship families at the heart of everything we do. We are focused on achieving our goal that every kinship family is able to access the support they need.

Our strategic objectives for 2022-25 are:

- **Changing Lives** – developing support for kinship families so they can access high quality information, advice and support, wherever they live.
- **Changing the system** – building awareness, understanding and recognition about kinship carers' role in children's lives, and campaigning for change so kinship care is promoted and supported by legislation, policy and practice.
- **Strengthening our culture** – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.
- **Strengthening our operations** – capitalising on our leading position by being ambitious, smart and strategic.

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TRUSTEES' REPORT (CONTINUED)
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Achievements and Performance

Changing Lives - developing support for kinship families so they can access high quality information, advice and support, wherever they live.

Highlights summary: As the leading kinship care charity in England and Wales, we have continued to work with kinship carers to innovate and deliver pioneering high quality support services and resources to reach more kinship families than ever before.

During 2023-24 we:

- Further developed our National Peer Support Service in England, supporting kinship carers with vital peer support and launching a popular podcast series reflecting on the importance of peer support
- Supported 1,460 kinship carers through 224 training workshops as part of our National Peer Support Service.
- Worked alongside 31 local authorities who commissioned our services to support local kinship carers through our evidence-informed Ready, Connected and Reach programmes.
- Launched our Kinship Compass – a digital information, advice and support hub for kinship carers, to complement our existing advice and peer support offers..
- Successfully participated in a competitive process to be awarded the Department for Education's contract for developing and delivering a national training and support offer for all kinship carers in England, and started development of this new programme, designed alongside kinship carers.

Commissioned programmes: Kinship Connected, Kinship Reach and Kinship Ready

Against a difficult economic climate for local government finance, we were pleased to continue our work in collaboration with a number of local authorities in England and Wales. Ultimately, we saw a year-on-year decrease in the number of commissions, and subsequently the number of kinship carers we were able to support through our commissioned programmes. This has been in large part due to many local authorities facing severe financial difficulties and being unable to commit to commissioning for services which are beyond their statutory duties.

Kinship Connected

We've continued to deliver our sector-leading Kinship Connected programme, a tried and tested evidence-informed model. In collaboration with local authorities, we support kinship carers through intensive one-to-one support and peer support groups, leading to improved outcomes, placement stability for children and reduced risk of children entering the care system.

This year:

- 16 local authorities commissioned our flagship programme Kinship Connected compared to 19 in 22/23
- We provided one-to-one support to 332 kinship carers in England (compared to 423 in the previous year) and 40 in Wales (the same number as the previous year). .
- We were able to support 547 kinship carers (22/23: 1,714) through our face-to-face support groups in England and 50 in Wales (22/23: 123).

"I need Kinship in my life - it is the only support available that is true support." (Kinship carer)

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Kinship Reach

We have continued to deliver this programme, which provides kinship carers with up to six 'interventions' with a consistent specialist project worker working remotely, alongside access to our other support. Kinship carers can also access regular virtual support groups as part of the programme.?

This year, we delivered:

- Support to 187 carers compared to 166 in 2022-23, through 7 commissioning local authorities (last year this was through 9).
- 98 Kinship Reach virtual support group sessions - a significant increase compared to 43 in 2022-23.

"The support I get from my Kinship support worker is fantastic and I don't know what I would do without her or the kinship group. I want to thank you very much." (Kinship carer)

Kinship Ready

Our preparatory workshops for prospective or current special guardians continued to grow, helping kinship carers understand about legal orders, trauma and attachment, managing contact and how to access other vital support for their kinship child or children. One to one support is also offered to participants including support to access the online workshop and increase digital skill literacy.

- We delivered Kinship Ready workshops in 6 local authorities compared to 15 in 2022-23
- We supported 138 kinship carers across 21 workshops, compared to 41 workshops for 456 carers in 2022-23

The reduced uptake in Kinship Ready from local authorities is due to announcements from the Department for Education that it would be commissioning the provision of introductory training across England leading to a number of local authorities holding off commissioning Kinship Ready in anticipation of this universal offer. Latterly, our successful bid to provide this contract for the Department for Education led to a strategic organisational decision to phase out our Kinship Ready offer for new commissions, as much of the content will be provided as part of the development of our new training and support service.

Training and information offer

We are excited to be building on the insights and evidence we've acquired through our Kinship Ready approach, as we move to delivering 'Introduction to Kinship Care' workshops open to all kinship carers in England as part of the Department for Education –funded Kinship Carer Training and Support service.

After a competitive process, we were awarded this contract, which will enable us to support significantly more kinship carers in England with vital online and in-person introductory and advanced training, workshops and opportunities to connect and learn. This year, the programme has been in its planning phase with a key focus on recruitment as well as undertaking Kinship Carer Conversation events in Liverpool, Leeds and London to centrally involve kinship carers in developing the training and support offer including the development of the taxonomy of workshops, content and roadshows that we will deliver from July 2024.

"I can't wait for the Kinship Roadshow to arrive in Portsmouth. I've been struggling to get the right information for the last two years, so this will be a great support. I'm also really looking forward to meeting other kinship carers and sharing our experiences, as they understand just how difficult and lonely being a kinship carer can feel." (Kinship carer)

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Peer Support

Funded by the Department for Education, we have continued to support kinship carers through the national Peer Support Service, enabling kinship carers across England to set up sustainable peer support groups in their local area or online. We know the difference that peer support makes to kinship carers and how valuable the opportunities to connect and support each other are, and we're proud to have helped set up new online and in-person groups, develop an active and engaged volunteer community and delivered a range of online workshops developed with kinship carers, for kinship carers.

We have ensured that where there is little or no peer support that we're actively helping kinship carers to build new communities and relationships.

This year, we supported an unprecedented level of kinship carers with peer support by:

- Establishing 88 new peer support groups taking the total number of groups set up under the Department for Education contract to 150.
- Establishing a peer support group leader network to encourage shared support and learning and enable group sustainability, as well as providing physical group leader packs.
- Delivering 415 workshops to 2,190 kinship carers, (compared to 225 peer support workshops delivered to 1,098 attendees the previous year) with 95% of evaluation form respondents rating their likelihood to recommend the workshop to other kinship carers as at least 8/10.
- Releasing our inaugural Kinship Together Podcast for kinship carers on the topic of peer support which achieved 500 downloads within the first two weeks.
- Introducing a new special interest group – Diverse Families, following the successful delivery of two six-week courses on Exploring Cultural Identity. This complemented our existing roster of staff-facilitated special interest online groups every month for specific groups including grandparent carers, men and LGBTQ+ carers.
- Developing a range of digital resources and tools to enable peer support including an online postcode search for peer support groups; a peer support group digital library with videos, downloads, and practical tools created in co-production with kinship carers to help groups navigate and set up their own group; and an online chat facility with peer volunteers able to provide emotional support to other kinship carers.

"I found them quite emotional. They're so informative and shows how much we all feel supported by Kinship and by each other." (peer support group leader)

"This is a first for me and I think it's a good thing. I've been a kinship carer for 6 years and I've never met anyone from the LGBT community." (kinship carer attending LGBTQ+ Special Interest Group)

Advice and Kinship Compass

Kinship Compass, our independent online information, advice and support hub just for carers, launched in February 2023, providing access to practical and emotional support.

In the year 23/24, there was an average of 6,448 monthly visitors to Kinship Compass, representing almost one third (29%) of all visitors to our website.

Our Advice Team directly supported 1,897 kinship carers against 2,387 in 2022/23. This drop is due to an increase in kinship carers self-serving through Kinship Compass, and a noticeable increase in complexity of cases with many carers seeking advice on multiple issues. The top three topics were financial need, legal support and our services.

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The team identified £179,992 in unclaimed benefits, compared to £153k in 2022-23. We have also supported kinship carers to challenge their local authority via the Local Government Ombudsman, ensuring that they receive the financial support they are entitled to and are not disadvantaged. In one particularly high-profile case that we supported a kinship carer to raise, the Ombudsman made a ruling which saw her receive back-payments and compensation, and led the Ombudsman's office to appeal for other special guardians in the same position to make contact.

This year, we again passed the AQS – Advice Quality Standard with excellent feedback. This is down to the hard work of the team, and reflects the gold standard Kinship strives for in providing advice and support to carers.

In Spring 2024 we introduced a new triage system to increase our ability to take live calls, and a new structure including specialist roles in benefits, education and social work. We continue to offer a bi-lingual service with a Welsh-speaking advice worker.

"Without your valuable knowledge and hard work I don't believe I would have won our case and proceeded to gain financial support for my 5 grandchildren until they are 18. Thank you again for being at the end of the phone to answer any questions I've had throughout the whole case. Without you I wouldn't have known where to go!" (Kinship carer)

Grants

We were grateful to receive funding from The Ballinger Charitable Trust for a Grants Officer (herself a kinship carer) based in the North-East of England to apply for grants on kinship carers' behalf and provide workshops empowering them with the skills and agency to apply for grants directly. From July 2023 to March 2024, this role secured 42 grants for kinship families in the North-East, totalling £21,000. Through our other programmes and organisational support, we have secured £35,505 for 83 kinship families.

Someone Like Me

Our telephone peer support service, Someone Like Me has continued to grow. This year, 152 kinship carers accessed support through Someone Like Me, compared to 182 in 2022-23. We trained 36 new volunteers into the scheme, compared to 30 the last financial period.

"The support was amazing...the lady let me talk in my time and heard everything I said. Fantastic service."
Kinship carer supported by a Someone Like Me Volunteer

Kinship Minds

This year we developed and introduced a new, pioneering programme funded by the Prudence Trust and led by a new Therapeutic Lead Practitioner role. Kinship Minds has been implemented to help kinship carers to recognise the early signs of mental health issues in their children, and support them with practical tools and resources, while also developing a trauma-informed approach across Kinship's delivery teams.

Young Champions

In this project funded by BBC Children in Need, we introduced a second cohort of kinship-experienced young people, aged 11-14 years, in addition to the existing group of 15–18-year-olds.

There were 10 participants in the programme in 23-24 and they enjoyed art workshops, days out and sporting activities.

Website redevelopment

Work started on a website redevelopment project, with a new, integrated website due to launch in Autumn 2024. This year, we initiated the discovery phase of the work, including reviewing insights and collaborating with kinship carers in early stages of user-testing.

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TRUSTEES' REPORT (CONTINUED)
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Changing Lives, Changing the System: Policy and Influencing

Our relentless campaigning, lobbying, and public affairs work – informed by and undertaken alongside kinship carers – enabled us to play an instrumental role in driving kinship care up the political agenda, achieving a number of commitments at local and national level.

This was bolstered by high-profile media coverage, implementation of ambitious organic and paid social media strategies and stewardship of key celebrities who have used their platforms and profile to drive awareness of kinship care and Kinship. Alongside this, we've grown our Kinship Community and collaborated with sector partners and kinship carers to provide leadership and engaging activities during Kinship Care Week.

Policy and Public Affairs

Our influencing work played a key role in keeping kinship care high up the political agenda and was instrumental in securing the first ever National Kinship Care Strategy in England. Our ongoing public-facing and behind-the-scenes engagement with Parliamentarians, Ministers and officials, and rigorous policy development work played a key role in securing transformative changes to policy and practice.

We played a key role in influencing the UK Government to develop a National Kinship Care Strategy and the content of this strategy, providing evidence and insights; facilitating policy focus groups with kinship carers and aligning campaign actions on financial allowances and paid kinship leave. Our Kinship Friendly Employer scheme was signposted in the National Kinship Care Strategy for England in December 2023.

We were heavily involved in the launch of the Strategy, coordinating a large group of kinship carers to meet with the Minister for Children, Family and Wellbeing, whilst maintaining our independence. We ensured kinship carer's voices were at the heart of our organisational response to the Strategy in welcoming the unprecedented levels of investment, but calling for action to go further, faster.

This sector-leading response included the publication of an online hub which included:

- Extensive communications to campaigners and the wider community.
- Accessible, plain English summary of new Strategy commitments.
- A Q&A page, with our media statement and explainer videos.
- An updated version of our kinship care policy tracker.
- A survey for kinship carers asking for Strategy feedback.
- Amplification of kinship carer responses to the Strategy on our owned channels.

We further developed our approach to MP engagement and public affairs and achieved:

- 108 actions taken by national-level politicians to further our influencing or policy agenda, including:
 - o Contributions to parliamentary debates and questions
 - o Letters to Ministers
 - o Manifesto commitments
 - o Attendance of a Kinship event.
- This year we secured 14 mentions of Kinship or #ValueOurLove in Hansard.

We held a parliamentary reception with stakeholders, funders, kinship carers and Parliamentarians, including the Minister for Children, Family and Wellbeing David Johnston MP and his Opposition counterpart Helen Hayes MP. The highlight for many attendees was a speech by Katie, one of our formidable campaigners and a special guardian to her niece, who spoke powerfully about her experience.

Breaking Point, our annual survey report

During Kinship Care Week, we launched our Breaking Point report based on our annual survey data. We were pleased that 1,657 kinship carers responded – a record high for our annual survey.

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In an effort to boost engagement with kinship carers from ethnic backgrounds historically under-represented in our surveys, we contacted more than 100 organisations across England and Wales supporting children and families, particularly those operating in areas with higher Black and minority ethnic populations, as well as relevant community and faith organisations. Although this did not yield a significantly higher response rate from these groups, we were able to distil learnings about why, specifically recognising that discrete outreach activity is no replacement for the development of longstanding relationships and understanding of kinship care and Kinship with kinship families; trust and connection is what supports kinship carers to feel comfortable sharing their views and experiences with us. These learnings will be applied to our efforts to increase the diversity of kinship carers we are reaching and supporting across the organisation.

The launch of the report achieved high levels of political and media engagement, underpinned by a clear message from kinship carers that radical reform is needed to support kinship families now and in the future.

Campaigns

We drove our flagship #ValueOurLove campaign forward, mobilising our extensive network of campaigners and recruiting more kinship carer campaigners and supporters into this network by creating a number of digital and in-person campaign actions to engage and influence national decision-makers.

This year, we mobilised campaigners to take 8,574 online and offline actions including:

- Ahead of the Autumn Statement in November 2023, we mobilised 248 kinship carers to comment on a Facebook post from the new Chief Secretary to the Treasury, Laura Trott MP, with heartfelt and impactful comments about their experiences and why kinship carers need financial support. Department for Education officials fed back to Kinship that the comments had an impact on the decision to fund a multi-year trial of financial allowances pilots in the National Kinship Care Strategy.
- We increased pressure on Department for Business and Trade Minister, Kevin Hollinrake MP, on paid leave for kinship carers - by supporting a formidable campaigner in his constituency to write an open letter. The letter received over 1,000 kinship carer co-signatories.
- Ahead of the Parliamentary debate on kinship care on 6 March 2024, we mobilised over 300 campaigners to email 242 MPs to urge them to attend. This represented almost 40% of all MPs across England and Wales.
- We launched the Campaign Champions Hub which aims to scale up our support for local kinship carer campaigners in the final year of our Comic Relief funding, providing increased campaign training opportunities alongside campaigner-led online meetings to support relationship-building, learning and sharing.
 - o 80 kinship carers became Campaign Champions this year and more than 120 attended Campaign Champion webinars.
 - o We developed a new toolkit for Campaign Champions to search for and contact their MP candidates ahead of the anticipated General Election.

This year our campaigning work received significant recognition. Kinship featured as one of The Big Issue's 100 Changemakers of 2023, a celebration of the 'people and organisations who have focused on making things better for all of us'. Our Senior Campaigns Officer and kinship carer, Kelly, won the Rising Star Award at the Charity Comms Inspiring Communicator Awards. We were proud to be invited to present to Comic Relief's Board of Trustees about the campaign and its success.

This year, 19 kinship carers were members of our England and Wales Campaign Steering Groups, meeting on a monthly basis to input into campaign development and playing a key role in informing our communications and messaging to kinship carers about the National Kinship Care Strategy.

We were pleased that many members of the Campaign Steering Groups were early adopters of our Local Campaign Champions programme and are working with other kinship carers to undertake local campaigning around kinship care.

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TRUSTEES' REPORT (CONTINUED)
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During the course of the year, we also developed a programme of work with an external consultant to work with the steering group to evaluate our approach to kinship carer participation in the campaign and to co-produce plans for ongoing meaningful involvement of kinship carers as we evolve the Value Our Love campaign later in 2024 and 2025.

"It's enabled me to find myself again". (Kinship carer)

"[Your support] gave me the motivation to press forward with law and policy makers to make them understand that action is needed now". (Kinship carer)

Media and social media

We secured impressive levels of national media coverage this year, helping empower kinship carers who chose to share their stories to raise awareness of kinship care, putting pressure on decision-makers and leveraging celebrity support.

We achieved 234 pieces national coverage (compared to 266 the previous year) and 401 pieces of regional and sector media coverage (compared to 622 the previous year).

Welcoming Her Royal Highness The Princess of Wales to a peer support group was undoubtedly one of our highlights, with the visit leading to a longer-term relationship with the Royal Foundation for Early Years and their Shaping Us campaign and global media coverage. Kinship carers told us that seeing The Princess of Wales meet kinship carers and their children, and pay tribute to the sacrifices they made, had a profound effect, making them feel seen and valued.

Highlights include:

- Royal visit (263 pieces of coverage, 1.2bn reach)
- Launch of Tesco as a Kinship Friendly Employer (364 pieces of coverage, 884m reach)
- Kinship response to Government's National Kinship Care Strategy (275 pieces of coverage, 3.4bn reach)
- Red Nose Day led by Davina McCall – herself raised in kinship care (66 pieces of coverage, 41m reach)

As well as working with our key funder Comic Relief on Red Nose Day media, we were proud to be selected as one of their partner charities to be featured in the Evening Standard Christmas Appeal, which secured additional unrestricted income as well as a number of pieces of coverage in the Evening Standard throughout December 2023.

We cultivated relationships with high profile people raised in kinship care, securing support on social media and collaboration on key media opportunities, including Davina, and music artist and activist Professor Green, as well as maintaining a relationship with Kinship Ambassador, actor Jay Kozlowski.

We grew our social media following and engagement levels significantly this year, raising awareness of our work and brand among key audiences such as kinship carers, professionals, stakeholders and other influencers.

This resulted in increased followings across all of our social channels:

- Facebook – 7,232 followers (2022-23: 6,600) +10%
- Instagram – 2,558 followers (2022-23: 2,415) +6%
- X – 8,087 followers (2022- 23: 7,883) +3%
- LinkedIn – 1,553 followers (2022-23: 821) +89%
- Overall growth rate across all channels of 12%

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We developed a rigorous and strategic editorial planning process and worked in collaboration with Social for Good on a new social media strategy, which has been particularly effective in building our engagement and following on LinkedIn, owing to the development of bespoke content for professional audiences and implementation of strategies which worked with the platform's algorithms. We also employed a limited but highly effective use of paid social to work in tandem with our organic reach, the learnings from which will inform future paid social campaigns.

Kinship Care Week

Once again, Kinship led national Kinship Care Week, convening organisations across the sector, including partners Liverpool Kinship Carers (the initial architects of the week in Liverpool) in the planning stages. We developed a Kinship Care Week resource pack with a new creative execution around our 'Do One Thing' call to action - to celebrate, recognise, and value kinship carers.

We saw high levels of social media engagement from kinship carers sharing their own 'Do One Thing' posts, and kinship care-experienced influencers Michaela Sharpe and Not Your Average Family shared the message with their large follower bases. In addition, organisations and colleagues across the sector and beyond used our resources – including the Royal Foundation and Shaping Us campaign; Ofsted; Comic Relief; Children's Commissioner and Barnardo's.

We executed a bespoke local authority mailout and were pleased to see good levels of engagement from authorities, particularly across social media - with a number using our materials to celebrate Kinship Care Week in their area.

We supported Kinship colleagues to arrange and deliver 35 events in total, including afternoon tea parties in Durham, Newcastle and Wakefield, with local MPs in attendance; as well as a larger-scale steam train trip in the North West which generated significant regional media interest.

Kinship Community

This year we have grown the Kinship Community by 5% to 10,858 members (up from 10,340 in the last financial year) and implemented an editorial process to develop more engaging and tailored content for different segments of this audience which has led to increased rates of engagement.

By the end of the year, we had seen a 25% year-on-year increase in engagement with Community emails, with an average of 5,128 carers opening community emails from Kinship. This represents an average open rate - across the year- of 47%. This is significantly higher than industry standard, and reflective of continual test-and-learn approaches Kinship has taken to create engaging content and deliver more targeted approaches to reach carers via our email marketing.

With a focus on ensuring Community communications are engaging and inclusive, we developed a new editorial and content planning system and as a standard practice now develop content around different cultural hooks and moments (e.g., religious holidays and awareness days) to resonate with kinship carers from different and diverse backgrounds.

This year, we developed new processes for colleagues across the organisation, particularly those developing and delivering services, to share content, promote their work and to amplify the voices of kinship carers they work with. We've identified this as a key entry point for new kinship carers to engage with us.

We also tested a new Facebook advertising campaign to promote Kinship and to drive contacts to our peer support service, resulting in over 524 kinship carers signing up for more information.?

Research and Practice

As an insight-led organisation, we are pleased to have continued to collaborate with partner organisations, funders and academics to undertake research alongside kinship carers, to better inform policy and practice.

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We are delighted that our application to the National Institute for Health and Care Research (NIHR) with Exeter University for a study exploring kinship carers' support networks was successful. From April 2024 we will develop and deliver a groundbreaking new piece of research in three localities, mapping kinship carer support networks alongside kinship carers in these places.

This year we:

- Expanded our outreach to kinship carers who had not previously engaged with Kinship, and particularly into Black and Asian kinship families. This is a continuation of our research project led by Dr Priya Tah and Professor Julie Selwyn at the Rees Centre at Oxford University, supported by the KPMG Foundation.
- Continued our work with Professor Judith Harwin from Lancaster University, two peer researchers and a dynamic group of kinship carer participants, on a project to support meaningful participation of kinship carers in research about their lives, funded by ESRC and Department for Education. A report and toolkit will be published in early 2025.
- Collaborated with Foundations on a project mapping local authority support for kinship carers, funded by the government's Evaluation Accelerator Fund. Kinship supported the survey of local authorities and consultation with kinship carers.
- Supported the East Midlands Region Kinship Steering Group, working with a consultant and local authorities to use data to identify use of kinship care in the region and to map support. Kinship supported kinship carer consultation as part of the project through a survey and focus groups.
- Nominated carers to participate in the Department for Education's Kinship Carer Reference Group, and provided ongoing support to these carers to help prepare them for meetings, understand briefings and feel empowered to share their expertise.
- Continued to contribute our expertise on advisory groups for various research and practice projects, including on the Family Routes study (Ecorys/Ipsos Mori/Rees) and projects with Foundations and the Nuffield Family Justice Observatory.

Networks

- Our Kinship Care Professionals' Network grew to 2,182 members this year, an increase of 467 from the previous year.
- As part of our Professionals' Network, Trustee Beverley Barnett-Jones and our chief executive co-chaired a very successful Kinship Knowledge Exchange event in February 2024 attended by representatives from 30 local authorities, providing opportunities for local authorities to hear policy updates, share good practice and help develop the Training and Support Service.
- Our Researchers' Network grew to 90 (from 75), with members from across the globe. Meeting subjects included sibling carers; parent contact; motivation and attachment; and the experiences of kinship carers and the children they care for in Brazil, Ireland and Western Australia were shared, discussed, and debated.

Kinship Carer Advisory Group

We held quarterly meetings of our Kinship Carer Advisory Group, which included consultations on the development of our training and support programme, campaigner toolkit, and peer support podcast. The Group was co-chaired by Trustee Natalie Baldry and our Chief Executive.

Kinship Friendly Employers

This year, we developed the framework for our Kinship Friendly Employer Scheme, creating a toolkit to support employers at all stages of becoming a Kinship Friendly Employer. The scheme was developed in response to experiences and insights shared by kinship carers about the impact becoming a kinship carer had on their employment and career, including those detailed in our Forced Out: delivering equality for kinship carers report, based on our 2023 employment survey of more than 500 kinship carers.

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We launched the scheme in October at a Ministerial roundtable, jointly hosted by Kinship and the Minister for Children, Family and Wellbeing, with a number of supported corporates present, including B&Q, Cardfactory, and Tesco; as well as representatives of the British Chambers of Commerce. Delegates discussed how to better support kinship carers – both through statutory support and employer-led initiatives.

We provided strategic advice and counsel to the Department for Education in the drafting of guidance around employer support – latterly published alongside the National Strategy for Kinship Care, including signposting to our Kinship Friendly Employer Scheme. In February 2024 we presented to around 100 staff at KPMG's Families Network to raise awareness of kinship care and how to better support kinship carer colleagues.

During this year, we have engaged with 43 organisations and two pioneering organisations have become Gold-standard Kinship Friendly Employers – B&Q and Correla – providing paid leave in line with statutory maternity pay. John Lewis Partnership, Tesco Plc and HSBC have all introduced kinship friendly policies to support the kinship carers in their workforce, of which we are very proud. We have subsequently been invited to join the John Lewis Partnership's Happier Futures Advisory Board.

"Relatives who take on the care of a child often feel forced to reduce their hours or even leave their jobs as they try to juggle extra responsibilities, and we wanted to step up to offer kinship carers the same support as colleagues who adopt a child." James Goodman, Tesco UK People Director

Strengthening our culture – being a brave, inclusive and high performing team, striving to be better for each other and the people we serve.

We redoubled our commitment to investing in our colleagues – from front-line to core office delivery – to ensure they are equipped to deliver the very best service and support to kinship carers.

This year we:

- Recruited a new Therapeutic Lead Practitioner, as part of a Prudence Trust-funded new programme, supporting front-line staff and all staff members.
- Rolled out progressive organisational safeguarding training and delivered Level 3 Safeguarding Training for front-line colleagues.
- Supported flexible and hybrid working across the whole UK organisation.
- Gave cost-of-living one-off payments to all non-Executive team staff past their probationary period.
- Continued to embed equality, diversity and inclusion across the organisation.

With a particular focus on our anti-racist commitment and dedication to equality, diversity and inclusion, we have continued to invest in the Be Applied recruitment platform which uses anonymisation and randomisation to ensure fairness and reduce unconscious bias. In a year where recruitment into the organisation increased significantly, we ensured kinship carers participated in the majority of our interview panels and that we guaranteed interviews to candidates with lived experience of kinship care who met the minimum requirements for a role.

We proudly continue to have kinship care-experienced staff at all levels of the organisation, including the Trustee Board and senior leadership team, and in 23/24 they made up 21% of our workforce and 27% of our Board of Trustees. This year, we sought to actively improve the ethnic diversity of our Board and are hopeful to better represent the diversity of the kinship carers we support. Although we made some progress with Board recruitment, we recognise that we need further improvement on 9% of our Board being from a Black, Asian or minority ethnic background.

We sought to continue to ensure that our colleagues are supported, with a continuation of our Wellbeing Wednesday initiative, and the introduction of reflective practice in teams across the organisation led by our new Therapeutic Lead Practitioner, enabling and empowering colleagues to look after themselves as they support kinship carers, often with sensitive or upsetting circumstances.

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Strengthening our operations – capitalising on our leading position by being ambitious, smart and strategic

Our staff team has grown by 22% to 83 (from 68 in 2022-23) including new recruitments in our Corporate Services, Development, Digital, and Training teams. We invested in our core infrastructure including recruiting to the new key role of Director of Development leading on income generation, and bolstering our Finance and Payroll team.

72% of our staff used our Salesforce CRM and had specialist training, including all front-line staff, to ensure robust record-keeping and continuous learning to improve the way we support kinship carers.

Review of the Financial Statements

The financial statements reflect the operations of Kinship for the twelve months ended 31 March 2024.

The total income for the year increased by 14% from £3,245,701 in 2023 to £3,686,628 in 2024. 19% (2023: 24%) of the year's income was unrestricted and 81% (2023: 76%) restricted.

Total expenditure increased by 11% from £3,153,689 in 2023 to £3,493,036 in 2024. The resulting net income for the year, before movements in investments, was £193,592 (2023: £92,012).

The net income of £193,592 is made up of a deficit of £279,586 in unrestricted funds and a surplus of £473,178 in restricted funds. The total funds carried forward at 31 March 2024 is £2,684,963 (2023: £2,418,559), being unrestricted funds of £1,594,040 and restricted funds of £1,090,923.

At 31 March 2024 the charity had cash resources of £842,486 (2023: £1,092,458). The trustees continue to make every effort to maintain adequate unrestricted cash reserves to ensure that Kinship is in a position to continue to operate and to serve its beneficiaries.

Investment performance

We developed an ethical investment policy with Quilters in Autumn 2022, approved by our Finance Committee. Investment income in 2024 was £39,045 (2023: £10,146) and revaluations increased the value of investments held by £72,812. Net of additions and disposals, the valuation of investments held increased from £751,151 at 1 April 2023 to £811,272 at 31 March 2024.

Reserves policy and position

As the charity continues to campaign on behalf of kinship carers while concurrently developing and delivering a wide range of services at national level, the charity needs to ensure that it balances these activities with the need to:

- Provide sufficient working capital for the following year and to provide against any downturn in revenue generation and fundraising activities
- Mitigate the risk of unforeseeable expenditure and/or business interruption
- Support innovative programmes where such require a period of development and testing prior to proving their case to external funders
- Invest in organisational development and infrastructure to better support front-line delivery and boost long-term stability and sustainability.

The charity's reserves policy, which is reviewed annually, is to maintain unrestricted reserves to cover approximately six months' unrestricted operating expenditure of £916,000. We closed the year at 31 March 2024 with unrestricted reserves of £1,594,040 (2023: £1,803,190). The charity will be seeking ways to utilise the excess balance – including allocating additional funds to its investment portfolio to support sustainable growth; continuing to invest in digital technologies; and growing its fundraising capacity to support its reach and impact.

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Going concern

The accounts have been prepared on a going concern basis and it is the belief of the Trustees that Kinship will continue to operate as a going concern, with continued income levels reflecting the ongoing recognition of the need to support the valuable contribution of kinship carers, and control of expenditure enabling a continued level of surpluses to fund further investment and growth. The Trustees consider that the level of unrestricted (both free and designated) reserves provides sufficient resilience as well as capacity to designate funds for investment in provision of Kinship's services.

Principal funding sources in 2023-24

In 2023/24 we continued to diversify our sources of income. We are extremely grateful to all our funders and supporters for their generous support.

Our funders include:

- The Ballinger Charitable Trust
- BBC Children in Need
- The Charity of Sir Richard Whittington
- City Bridge Trust
- Comic Relief
- Cripplegate Foundation (Islington Giving)
- Department for Education
- The Dulverton Trust
- The Esmée Fairbairn Foundation
- Evening Standard Christmas Appeal
- Fidelity Foundation
- Four Acre Trust
- Garfield Weston Foundation
- Hadley Trust
- The KPMG Foundation
- Oak Foundation
- Pears Foundation
- Players of the People's Postcode Lottery through Postcode Support Trust
- Prudence Trust
- TNL Community Fund Wales
- Triangle Trust 1949 Fund

We would like to extend a special thanks to the Players of the Peoples' Postcode Lottery for their generous support since 2017. This has supported our organisational growth and impact, our awareness raising and influencing activities, our vital advice service and helped us to reach and support more kinship carers through our growing community.

We are also grateful to the generous individuals who continue to support our work through donations and by completing challenge events to raise funds for Kinship.

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Priorities for 2024-25

Everything we do is focused on achieving our goal that every kinship family will be able to access the support they need.

During 2024-25 we will:

- Deliver high quality, evidence-based support programmes in England and Wales that make a difference for kinship carers.
- Develop and deliver a peer support service in England and increase the number of sustainable kinship carer-led peer support groups across England and Wales.
- Develop our advice service and launch a new digital information hub to enable potential and current kinship carers to find advice, information and support when they need it.
- Grow our kinship care community to connect kinship carers with each other and with us for support and to influence change.
- Develop an organisation-wide approach to participation so that kinship carers and young people are well-supported to influence our work.
- Raise awareness about kinship care, including through high profile media coverage and leading the national awareness campaign Kinship Care Week.
- Continue to develop our #ValueOurLove campaign, with meaningful kinship carer participation and stakeholder engagement that delivers impact.
- Contribute to the development of kinship care policy, practice and research, collaborating with kinship carers, policy makers, local authorities, charity partners and academics to increase understanding and drive positive change.
- Focus on delivering our EDI action plan, including addressing the lack of ethnic diversity on our Board and senior team, commissioning new research and reviewing and developing our services to ensure they meet the needs of all kinship families.
- Invest in our infrastructure to ensure systems and processes support our people to work efficiently and effectively.
- Invest in our people, embedding our values, developing our leadership and management capacity and skills, supporting teams and staff to adapt post-pandemic, and supporting staff wellbeing.
- Have a relentless focus on learning, horizon scanning and collaborating to innovate and income generate to support further growth and impact and deliver real change for kinship families.

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Principal risks and uncertainties

The principal risks and uncertainties identified by the trustees are as follows:

Risk identified	Action taken to mitigate the risk
The risk that the charity doesn't achieve its growth ambition and/or it grows in a way that is not sustainable.	Fundraising and business development strategies to diversify income while investing in a sustainable infrastructure (people, systems, processes) to support growth and impact.
Ongoing inflationary/cost of living pressures and impact on our beneficiaries, our people and our operations.	Ongoing review of beneficiary needs and our services, focus on income generation and financial planning, annual cost of living salary review.
Data breach/loss and/or GDPR concerns.	Data Protection Policy and IT systems and processes reviewed regularly; CRM system implemented with mandatory training for staff in Safeguarding and Cyber Security protocols.
Failure to fundraise for core services.	An appropriate margin is agreed with funders to support core services delivery as well as ensuring sufficient overhead cover to run the charity effectively.
The need to continuously adapt and evolve the way the charity offers advice and support for kinship carers.	Creating a structured, iterative approach to kinship carer participation and involvement, the charity conducts ongoing reviews of beneficiaries needs drawing on services insight, user feedback, and external agency input. The charity continues to digitally innovate and roll out new digital offerings informed by user experience.
External factors including political, societal and environmental changes that could impact delivery of services.	Regularly review agreed deliverables, monitor effective completion of commissioned and other services, assess external factors and ensure business as usual measures are incorporated.

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Legal Structure

Grandparents Plus, (T/A “Kinship”), is constituted as a company limited by guarantee registered in England and Wales (number 4454103) and registered as a charity with the Charity Commission (number 1093975).

The charity was founded in April 2002; incorporated as Grandparents Plus on 5 June 2002 as a charitable company limited by guarantee and registered with the Charity Commission for England and Wales on 30 September 2002. It is governed by its Articles of Association which have not been amended since the foundation of the charity in April 2002.

Subsidiary undertakings

Grandparents Plus (T/A “Kinship”) has no subsidiary undertakings.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission’s general guidance on public benefit, ‘Charities and Public Benefit’.

Kinship’s Board of Trustees regularly monitors and reviews the success of the organisation in meeting its key objectives. The Trustees confirm, in the light of the guidance, that these aims fully meet the public benefit test and that all the activities of the charity, described in the Strategic Report, are undertaken in pursuit of these aims.

This report demonstrates how Kinship’s strategy and activities during the year have helped kinship carers and their families through key performance metrics and reported outcomes. Kinship has also reiterated its commitment to continuing to deliver public benefit in the years ahead through its 2022-25 Strategy.

Structure and governance

The Articles of Association provide for a minimum of three trustees but do not provide for a maximum. Newly appointed trustees receive an induction pack and training, which includes the charity’s governing document and a briefing document describing the legal status, and role and responsibilities of trustees.

The trustees (who are also the directors of the company for the purposes of company law) serve for three years, after which period they may put themselves forward for re-appointment. The Board of Trustees keeps the skill requirements of its members under review and may appoint a person as a trustee either to fill a vacancy or as an additional trustee. New Trustees may be sought by open advertisement or through a dialogue with existing supporters of the charity.

Trustees are invited to visit the offices of the charity for further informal briefings by the Chief Executive and also invited to staff planning days and encouraged to meet beneficiaries. The Board is responsible for setting the strategy and policies of Kinship. The members of the board elect the Chair and appoint the Chief Executive. The Chief Executive is responsible to the Board of Trustees, through the Chair, for the execution of those policies.

Management and decision-making

The Trustees who held office during the year are shown in the Reference Information on page 1. There were four board meetings during the year and a trustee away day. In addition, the finance sub-committee meets quarterly, chaired by the Treasurer.

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TRUSTEES' REPORT (CONTINUED)
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Risk management and internal controls

The trustees have overall responsibility for ensuring that the charity has appropriate systems of control, both financial and operational.

The Finance Committee meets regularly and reviews the major financial and operational risks facing the charity. It monitors the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect the charity, its members, its staff, the general public and other stakeholders. Julian Young, the Treasurer, chaired the committee during 2023-24.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- An annual budget approved by the board.
- Regular consideration by the board of financial results, variance from budgets and non- financial performance indicators.
- Delegation of authority and operating procedures.

Kinship has a formal risk management process in place through which a trustee who leads on risk, the chief executive and the senior leadership team, identify the major risks to which the charity may be exposed.

The identified risks are assessed and ranked based on the likelihood and impact, culminating in a risk control document which is updated on a regular basis. All significant risks, together with current mitigation actions, are reviewed quarterly by the trustees. The Trustees review the risk register on a quarterly basis to discuss any emerging risks and consider their potential impact on the charity.

As a result, the Trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

Staff and volunteers

The Trustees wish to thank the skilled and committed staff and volunteers who are dedicated to ensuring that kinship carers are recognised, valued and supported. We are proud to work with kinship carers who are members of staff, trustees and advisory group members, and who also make up a growing group of volunteers who help deliver our advice service and programmes, influencing and awareness raising activities. They are transforming support for kinship families and we could not do what we do without them.

Our Kinship Care Advisory Group is made up of kinship carers from across England and Wales. Co-chaired by Natalie Baldry, a kinship carer and trustee, and our chief executive, the group is a key part of our commitment to ensuring that kinship carer voices are heard and shape our work at every level.

Remuneration of key personnel

The pay of the chief executive and senior leadership team is reviewed annually and may be increased in accordance with average earnings to reflect a cost-of-living adjustment.

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TRUSTEES' REPORT (CONTINUED)
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Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees 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 charity's auditor is 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 relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

The auditor, James Cowper Kreston Audit, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Caroline Abrahams
[Caroline Abrahams \(Jan 24, 2025 13:44 GMT\)](#)
.....

Caroline Abrahams
Chair of Trustees

Date: **24/01/2025**

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP)

Opinion

We have audited the financial statements of Grandparents Plus (trading as Kinship) (the 'charity') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 March 2024 and of its incoming resources and application of resources, including 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

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 contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

- 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
- 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, 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.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GRANDPARENTS PLUS (TRADING AS KINSHIP) (CONTINUED)

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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

M J Bath

[M J Bath \(Jan 24, 2025 16:55 GMT\)](#)

Michael Bath BSc FCA DChA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston Audit

Chartered Accountants and Statutory Auditor

Greenham Business Park

Newbury

Berkshire

RG19 6AB

Date: **24/01/2025**

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	31,659	6,300	37,959	24,061
Charitable activities	4	632,550	2,977,074	3,609,624	3,211,494
Investments	5	39,045	-	39,045	10,146
Total income		703,254	2,983,374	3,686,628	3,245,701
Expenditure on:					
Raising funds	6	119,472	-	119,472	129,721
Charitable activities	7	863,368	2,510,196	3,373,564	3,023,968
Total expenditure		982,840	2,510,196	3,493,036	3,153,689
Net (expenditure)/income before net gains on investments					
		(279,586)	473,178	193,592	92,012
Net gains on investments		72,812	-	72,812	9,008
Net (expenditure)/income		(206,774)	473,178	266,404	101,020
Transfers between funds	17	(2,376)	2,376	-	-
Net movement in funds		(209,150)	475,554	266,404	101,020
Reconciliation of funds:					
Total funds brought forward		1,803,190	615,369	2,418,559	2,317,539
Total funds carried forward		1,594,040	1,090,923	2,684,963	2,418,559

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

The notes on pages 31 to 47 form part of these financial statements.

GRANDPARENTS PLUS (TRADING AS KINSHIP)**(A company limited by guarantee)****REGISTERED NUMBER: 04454103****BALANCE SHEET
AS AT 31ST MARCH 2024**

	Note	2024 £	As restated 2023 £
Fixed assets			
Tangible assets	12	73,133	20,304
Investments	13	811,272	751,151
		<u>884,405</u>	<u>771,455</u>
Current assets			
Debtors	14	1,507,067	874,075
Cash at bank and in hand		842,486	1,092,458
		<u>2,349,553</u>	<u>1,966,533</u>
Creditors: amounts falling due within one year	15	(548,995)	(319,429)
		<u>1,800,558</u>	<u>1,647,104</u>
Total net assets		<u><u>2,684,963</u></u>	<u><u>2,418,559</u></u>
Charity funds			
Restricted funds	17	1,090,923	615,369
Unrestricted funds	17	1,594,040	1,803,190
		<u>2,684,963</u>	<u>2,418,559</u>
Total funds		<u><u>2,684,963</u></u>	<u><u>2,418,559</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Caroline Abrahams

[Caroline Abrahams \(Jan 24, 2025 13:44 GMT\)](#)

Caroline Abrahams

Chair of Trustees

Date:

24/01/2025

The notes on pages 31 to 47 form part of these financial statements.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	20	(227,128)	241,754
Cash flows from investing activities			
Dividends and interests from investments		39,045	10,146
Purchase of tangible fixed assets		(74,580)	(2,182)
Proceeds from sale of investments		(34,316)	427,732
Purchase of investments		47,007	(1,169,875)
Net cash used in investing activities		(22,844)	(734,179)
Change in cash and cash equivalents in the year		(249,972)	(492,425)
Cash and cash equivalents at the beginning of the year		1,092,458	1,584,883
Cash and cash equivalents at the end of the year	21	842,486	1,092,458

The notes on pages 31 to 47 form part of these financial statements

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

1. General information

Grandparents Plus (trading as Kinship) is a private company limited by guarantee registered in England and Wales (Company Registered Number 04454103). It is registered with the Charity Commission (Charity Registered Number 1093975).

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity.

The address of the registered office is given in the Charity information on page 1 of these financial statements. The nature of the Charity's operations and principal activities are as detailed on page 3.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Grandparents Plus (trading as Kinship) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	25%
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GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

2. Accounting policies (continued)

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and 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.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

2. Accounting policies (continued)

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives 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 or which have been raised by the Charity for particular purposes. The costs 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.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	31,165	6,300	37,465	14,959
Legacies	429	-	429	-
Publications	-	-	-	232
Sundry income	65	-	65	8,870
	<u>31,659</u>	<u>6,300</u>	<u>37,959</u>	<u>24,061</u>
Total 2023	<u>24,061</u>	<u>-</u>	<u>24,061</u>	

4. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Kinship care advice and support services	632,550	2,977,074	3,609,624	3,211,494
Total 2023	<u>729,025</u>	<u>2,482,469</u>	<u>3,211,494</u>	

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment income	26,886	26,886	6,615
Bank interest	12,159	12,159	3,531
	39,045	39,045	10,146
	10,146	10,146	
Total 2023	10,146	10,146	

6. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	78,168	78,168	115,046
Other costs	41,304	41,304	14,675
	119,472	119,472	129,721
	129,721	129,721	
Total 2023	129,721	129,721	

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	As restated Total 2023 £
Advice Service	-	215,680	215,680	262,137
Kinship Care Support Services	-	2,294,516	2,294,516	2,476,262
Core	863,368	-	863,368	285,569
	<u>863,368</u>	<u>2,510,196</u>	<u>3,373,564</u>	<u>3,023,968</u>
Total 2023 as restated	<u>285,569</u>	<u>2,738,399</u>	<u>3,023,968</u>	

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Kinship Care Support Services	1,895,605	398,911	2,294,516	2,476,262
Advice Service	195,471	20,209	215,680	262,137
Core	412,731	450,637	863,368	285,569
	<u>2,503,807</u>	<u>869,757</u>	<u>3,373,564</u>	<u>3,023,968</u>
Total 2023	<u>2,174,685</u>	<u>849,283</u>	<u>3,023,968</u>	

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	Total funds 2023 £
Depreciation	21,751	16,160
Other staff costs	170,738	149,670
Marketing	84,499	74,820
Premises costs	84,109	53,947
Professional and consultancy costs	371,523	423,234
Office equipment maintenance	56,472	36,711
Postage	1,805	4,235
Investment management costs	5,962	1,444
Database costs	42,480	55,232
Subscriptions and memberships	18,260	24,763
Other costs	12,158	9,067
	869,757	849,283

9. Auditor's remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	19,000	68,000

10. Staff costs

	2024 £	2023 £
Wages and salaries	2,169,644	1,725,825
Social security costs	154,027	164,631
Pension costs	40,637	43,076
	2,364,308	1,933,532

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

10. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Direct activities	59	51
Fundraising	4	4
Resourcing and support	7	7
Key management personnel	5	5
	<hr/> 75 <hr/>	<hr/> 67 <hr/>

The disclosure includes a payment agreed by Trustees in lieu of annual leave entitlement. The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	2	-
In the band £80,001 - £90,000	-	1
In the band £100,001 - £110,000	1	-

During the year remuneration paid to key management personnel, including national insurance contributions, totalled £416,775 (As restated 2023: £339,980). This reflects the development of the leadership team to support the ongoing growth and impact of the charity.

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31st March 2024, expenses totalling £552 were reimbursed or paid directly to 5 Trustees (2023 - £NIL). These expenses were for travel and training.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

12. Tangible fixed assets

	Fixtures and fittings £
Cost or valuation	
At 1 April 2023	86,536
Additions	74,580
Disposals	(7,593)
	153,523
At 31st March 2024	153,523
Depreciation	
At 1 April 2023	66,232
Charge for the year	21,751
On disposals	(7,593)
	80,390
At 31st March 2024	80,390
Net book value	
At 31st March 2024	73,133
At 31st March 2023	20,304

13. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	751,151
Additions	34,316
Disposals	(47,522)
Revaluations	73,327
	811,272
At 31 March 2024	811,272

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

14. Debtors

	2024 £	2023 £
Due within one year		
Grant debtors	641,136	148,735
Accrued income	831,890	696,999
Other debtors and prepayments	34,041	28,341
	1,507,067	874,075
	1,507,067	874,075

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	39,693	163,704
Other taxation and social security	85,251	58,436
Other creditors	32,464	-
Accruals and deferred income	391,587	97,289
	548,995	319,429
	548,995	319,429

	2024 £	2023 £
Deferred income at 1 April 2023	21,000	127,000
Resources deferred during the year	234,883	21,000
Amounts released from previous periods	(21,000)	(127,000)
	234,883	21,000
	234,883	21,000

Deferred income represents income received in advance of services to be provided.

16. Prior year adjustments

The Trustees have identified that a project which had previously been treated within restricted funds is more appropriately classed within unrestricted funds. Restricted funds at 1 April 2022 have decreased by £150,000 and unrestricted funds at the same date have increased by the same amount. Restricted expenditure in the year ended 31 March 2023 has decreased by £50,000 and unrestricted expenditure has increased by the same amount.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

17. Statement of funds

Statement of funds - current year

	As restated Balance at 1st April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31st March 2024 £
Unrestricted funds						
Designated funds						
Fixed asset fund	20,304	-	(21,751)	74,580	-	73,133
General funds						
General funds	1,782,886	703,254	(961,089)	(76,956)	72,812	1,520,907
Total Unrestricted funds	1,803,190	703,254	(982,840)	(2,376)	72,812	1,594,040
Restricted funds						
Local Authority commissioned programmes	-	711,275	(689,225)	-	-	22,050
Central Government national services	1,743	1,467,342	(1,367,212)	-	-	101,873
Campaign, Voice and Participation	371,880	119,768	(235,623)	-	-	256,025
Research	200,000	13,705	(83,036)	2,376	-	133,045
Advice and direct beneficiary support	41,746	621,546	(96,974)	-	-	566,318
Infrastructure development	-	49,738	(38,126)	-	-	11,612
	615,369	2,983,374	(2,510,196)	2,376	-	1,090,923
Total of funds	2,418,559	3,686,628	(3,493,036)	-	72,812	2,684,963

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

17. Statement of funds (continued)

RESTRICTED FUNDS

Restricted funds are those funds that must be used in accordance with the donors' wishes. In 2023-24 a total of £2.983m (2023: £2.482m) to support wide range of activities, as follows:

Local Authority commissioned programmes

Kinship was commissioned by local authorities to deliver Kinship Connected, Kinship Reach and Kinship Ready which provide intensive one-to-one support, peer support and preparation training for kinship carers.

Central Government national services

Kinship was contracted by the Department for Education in England to deliver two national services: the Kinship Peer Support Service and the Kinship Carer Training and Support Service.

Campaign, Voice and Participation

Kinship received funding from Comic Relief, BBC Children in Need and The Triangle Trust 1949 Fund to support its influencing work which included participation of kinship carers and young people with experience of kinship care.

Research

Kinship received funding from KPMG Foundation and through research collaborations with academic institutions and Foundations the What Works Centre for Children and Families.

Advice and direct beneficiary support

Kinship received funding from City Bridge Trust, Hadley Trust, The Charity of Sir Richard Whittington and Ballinger Charitable Trust which supported its advice service, Someone Like Me telephone peer support service and grants for kinship families.

Infrastructure development

Kinship received funding from Fidelity Foundation to support the development of its finance and telephony systems.

DESIGNATED FUNDS

Fixed Asset Fund

The fixed asset fund represents the net book value of tangible assets (see note 12) as of the balance sheet date. This fund has been designated by the Board of Trustees to cover future depreciation on tangible assets held.

GRANDPARENTS PLUS (TRADING AS KINSHIP)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

17. Statement of funds (continued)

Statement of funds - prior year

	As restated Balance at 1st April 2022 £	Income £	As restated As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31st March 2023 £
Unrestricted funds						
Designated funds						
Fixed asset fund	34,282	-	(16,160)	2,182	-	20,304
General funds						
General funds	1,411,958	763,232	(399,130)	(2,182)	9,008	1,782,886
Total Unrestricted funds	1,446,240	763,232	(415,290)	-	9,008	1,803,190

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

17. Statement of funds (continued)

	As restated Balance at 1st April 2022 £	Income £	As restated As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31st March 2023 £
Restricted funds						
Local Authority commissioned programmes	-	904,270	(904,270)	-	-	-
Central Government national services	-	1,042,183	(1,040,440)	-	-	1,743
Digital development - Kinship Compass	271,895	-	(271,895)	-	-	-
Campaign, Voice and Participation	467,663	166,439	(262,222)	-	-	371,880
Research	-	220,508	(20,508)	-	-	200,000
Advice and direct beneficiary support	131,741	121,632	(211,627)	-	-	41,746
Regional grants	-	27,437	(27,437)	-	-	-
	<u>871,299</u>	<u>2,482,469</u>	<u>(2,738,399)</u>	<u>-</u>	<u>-</u>	<u>615,369</u>
Total of funds	<u><u>2,317,539</u></u>	<u><u>3,245,701</u></u>	<u><u>(3,153,689)</u></u>	<u><u>-</u></u>	<u><u>9,008</u></u>	<u><u>2,418,559</u></u>

GRANDPARENTS PLUS (TRADING AS KINSHIP)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

18. Summary of funds

Summary of funds - current year

	As restated Balance at 1st April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31st March 2024 £
Designated funds	20,304	-	(21,751)	74,580	-	73,133
General funds	1,782,886	703,254	(961,089)	(76,956)	72,812	1,520,907
Restricted funds	615,369	2,983,374	(2,510,196)	2,376	-	1,090,923
	<u>2,418,559</u>	<u>3,686,628</u>	<u>(3,493,036)</u>	<u>-</u>	<u>72,812</u>	<u>2,684,963</u>

Summary of funds - prior year

	As restated Balance at 1st April 2022 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31st March 2023 £
Designated funds	34,282	-	(16,160)	2,182	-	20,304
General funds	1,411,958	763,232	(399,130)	(2,182)	9,008	1,782,886
Restricted funds	871,299	2,482,469	(2,738,399)	-	-	615,369
	<u>2,317,539</u>	<u>3,245,701</u>	<u>(3,153,689)</u>	<u>-</u>	<u>9,008</u>	<u>2,418,559</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	73,133	-	73,133
Fixed asset investments	811,272	-	811,272
Current assets	1,148,747	1,200,806	2,349,553
Creditors due within one year	(439,112)	(109,883)	(548,995)
Total	<u>1,594,040</u>	<u>1,090,923</u>	<u>2,684,963</u>

GRANDPARENTS PLUS (TRADING AS KINSHIP)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	As restated Unrestricted funds 2023 £	As restated Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	20,304	-	20,304
Fixed asset investments	751,151	-	751,151
Current assets	1,330,164	636,369	1,966,533
Creditors due within one year	(298,429)	(21,000)	(319,429)
Total	<u>1,803,190</u>	<u>615,369</u>	<u>2,418,559</u>

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	266,404	101,020
Adjustments for:		
Depreciation charges	21,751	16,160
Gains on investments	(72,812)	(9,008)
Dividends, interest and rents from investments	(39,045)	(10,146)
Decrease/(increase) in debtors	(632,992)	66,575
Increase in creditors	229,566	77,153
Net cash provided by/(used in) operating activities	<u>(227,128)</u>	<u>241,754</u>

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	842,486	1,092,458
Total cash and cash equivalents	<u>842,486</u>	<u>1,092,458</u>

GRANDPARENTS PLUS (TRADING AS KINSHIP)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

22. Analysis of changes in net debt

	At 1st April 2023	Cash flows	At 31st March 2024
	£	£	£
Cash at bank and in hand	1,092,458	(249,972)	842,486
	1,092,458	(249,972)	842,486
	1,092,458	(249,972)	842,486

23. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £52,839 (2023: £43,076). Contributions totalling £5,554 (2023: £4,486) were payable to the fund at the balance sheet date and are included in creditors.

Grandparents Plus 2024 - Full Accounts v22012025

Final Audit Report

2025-01-24

Created:	2025-01-24
By:	Vikkie Chapman (vikkie.chapman@kinship.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAesR3vVrzQvxX4IbwiEKjbp2dUN-4V6di

"Grandparents Plus 2024 - Full Accounts v22012025" History

 Document created by Vikkie Chapman (vikkie.chapman@kinship.org.uk)


2025-01-24 - 11:11:47 AM GMT- IP address: 87.74.142.227

 Document emailed to lucy.peake@kinship.org.uk for signature

2025-01-24 - 11:11:53 AM GMT

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2025-01-24 - 1:40:12 PM GMT- IP address: 104.47.85.62

 Signer lucy.peake@kinship.org.uk entered name at signing as Lucy Peake


2025-01-24 - 1:41:23 PM GMT- IP address: 167.98.170.146

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Signature Date: 2025-01-24 - 1:41:25 PM GMT - Time Source: server- IP address: 167.98.170.146

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 Signer caroline.abrahams@ageuk.org.uk entered name at signing as Caroline Abrahams


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Signature Date: 2025-01-24 - 1:44:29 PM GMT - Time Source: server- IP address: 80.249.30.170

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2025-01-24 - 4:27:11 PM GMT- IP address: 104.30.161.172

 Signer mbath@jamescowper.co.uk entered name at signing as M J Bath

2025-01-24 - 4:55:14 PM GMT- IP address: 104.30.161.172

 Document e-signed by M J Bath (mbath@jamescowper.co.uk)

Signature Date: 2025-01-24 - 4:55:16 PM GMT - Time Source: server- IP address: 104.30.161.172

 Agreement completed.

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