

**Skills for Care Ltd**  
**(Limited by Guarantee)**

Trustee report and consolidated financial statements  
for the year ended 31 March 2024

## Contents

Chair and CEO foreword ..... 2

Trustees' report ..... 4

Statement of responsibilities of the trustees of Skills for Care Ltd (a company limited by

## Chair and CEO foreword

We are pleased to present the Skills for Care annual trustees' report for 2023/24. This past year has been one of both significant progress and ongoing change for Skills for Care – matching the challenges and aspirations of the whole sector.

The challenges we have faced in this report and accomplished throughout the year are, I believe,

As CEO,

[REDACTED]

[REDACTED]

## Trustees' report

Incorporating the strategic report

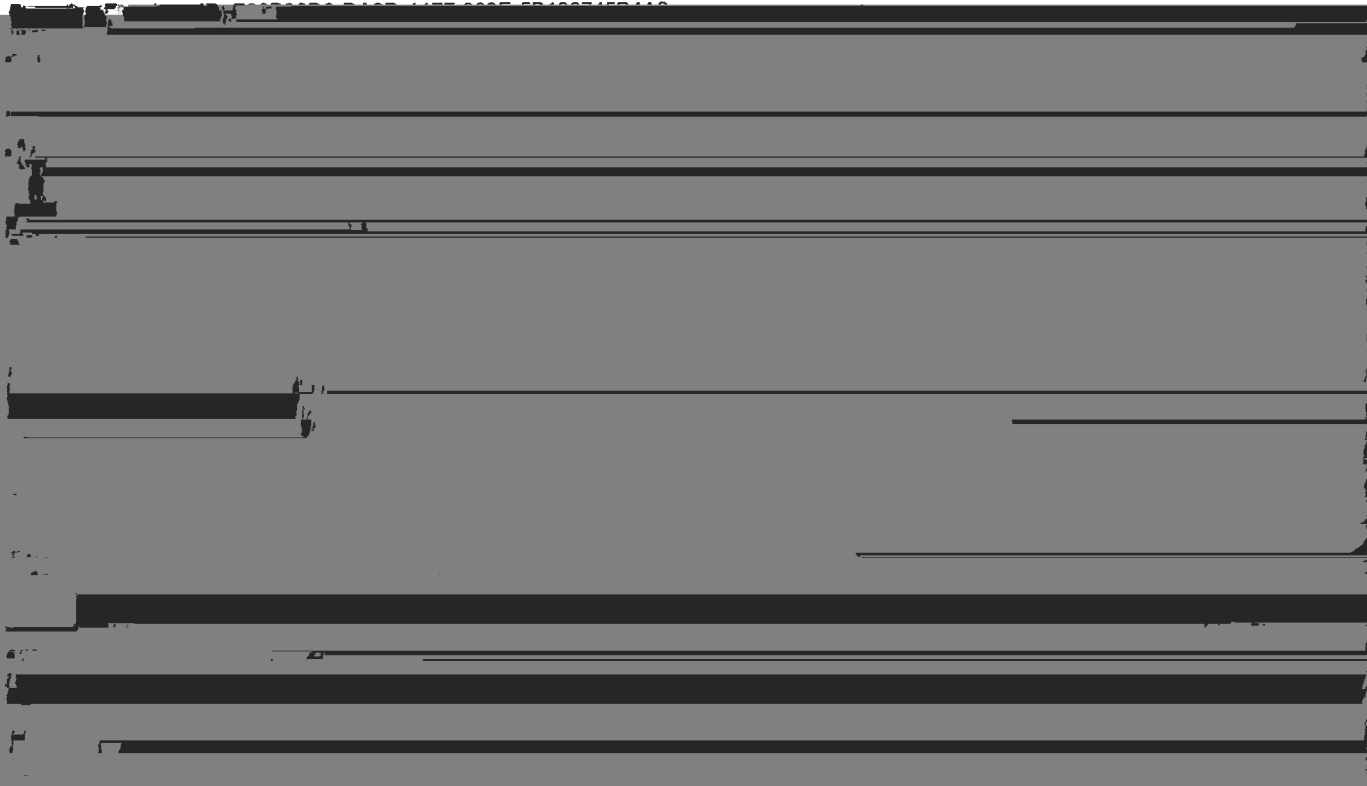
The trustees, who act as directors for the purposes of company law, are pleased to present

### Objectives and activities

#### *Charity objects*

The charity's objects ("the Objects") are:

To help, support and assist social care service users and to improve standards of social care



Year ended 31 March 2024

### Our mission

Our mission is to support and empower current and future social care leaders, employers and



~~Defining good standards of practice: Care Workforce Pathway~~

This page is almost entirely redacted with black bars. Only a few faint horizontal lines are visible, suggesting a table structure with multiple rows and columns. The redaction covers approximately 95% of the page's content.

**Role specific development**



The table content is almost entirely obscured by a large black redaction. Only a few lines of text are visible through the redaction:

- ... General Development Statement for specific roles that represent a relatively...
- ... studied to determine what effect...



One of our strategic objectives is to provide access to quality learning and development, while reducing financial barriers where possible. We have continued to disburse the Workforce Development Fund (WDF) on behalf of the DHSC and the ASYE adults and child and families on behalf of the Department for Education (DfE).

Through disbursing funding we facilitated:

- 2,036 workplaces to claim mainstream WDF which equates to over 9,500 learners to successfully complete qualifications and learning modules.

**Future areas of focus for sustainability work**

[REDACTED]

We will continue to work with DHSC and sector partners to deliver the next phase of the

[REDACTED]

[website](#)

[REDACTED]

supported with training and professional development that enables progression along the pathway.

**Developing the learning market: CQC resources, WDF, ASYE**

[REDACTED]

recruitment and partnerships with career intermediaries fed into recommendations and prototypes for DHSC to take forwards in future years.

When evaluating the usefulness of this project, all the large employers surveyed agreed that

[REDACTED]

[REDACTED]

[REDACTED]

- Values based recruitment toolkit

- Social media recruitment
- Retention webinars

A total of 80% of attendees that joined the Disability Confident webinar reported feeling more confident to look at different approaches to support disabled colleagues after the event.

social media platforms.

Over 81% of employers who attended our retention webinar agreed that the content would help them review practice.

**Future areas of focus for our capacity work**

We published the findings in our National SC-WRES Annual Report (2023), which showed that people from a minoritised ethnic background were disproportionately more likely to

experience bullying, harassment, formal disciplinary procedures, and fitness to practice

While the SC-WRES Annual Report gave a national picture of issues around race disparities,

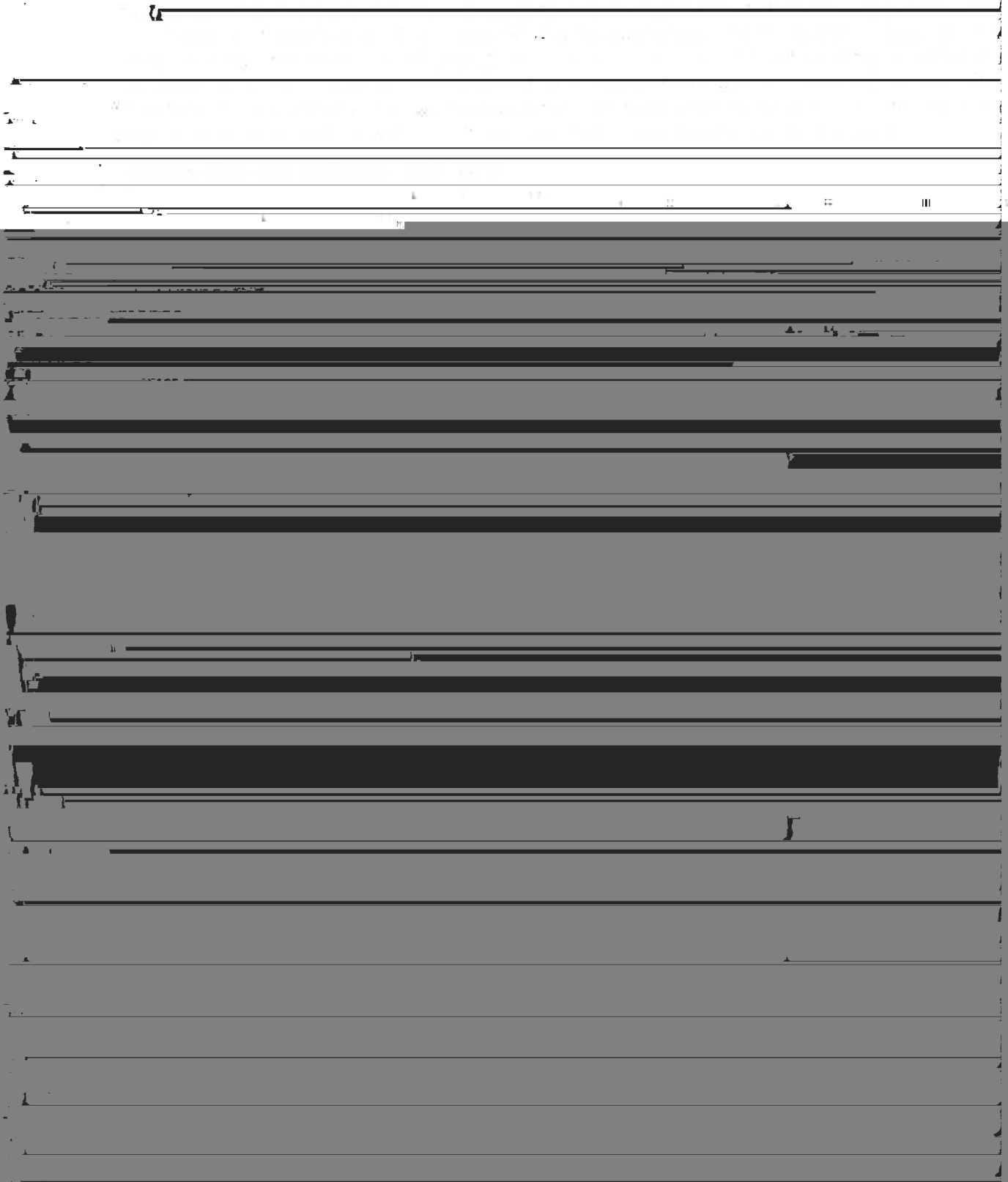
Skills for Care supported the local authorities to develop specific action plans through

The coming year will see further development our Allyship Programme, Collaborative & Leadership and innovative Registered Managers' mid career development

maintain a series of channels, which allows managers and leaders to convene. Through the networks, members can benefit from:

- Informal peer support
- Share market intelligence
- Highlight best practice
- Discuss tools that develop strategy, commission and workforce planning

We have facilitated ICS attendance at 48 registered manager networks, increasing provider



...with data to promote the launch

...the 10% of adult social care in





and decision-making process, the DHSC work programme, business plan and recent financial performance of the charity.

During the induction, trustees meet other trustees and key senior staff and are provided with

[REDACTED]

Development Limited and Skills for Care Solutions Limited (Collectively known as the Group),  
to act in the way that he or she considers to be in good faith and would be most likely to  
promote the success of the Group for the benefits of its stakeholders as a whole and in doing



which are as follows:

- (a) the likely consequences of any decision in the long term,
- (b) the interests of the Group's employees,
- (c) the need to foster the Group's business relationships with suppliers, customers and others,

by the A&R committee (now to be the Finance and Audit committee) to ensure all objectives are aligned and risks mitigated for each individual organisation within the group.

...with Procurement

[Redacted]

[Redacted]

Policy Note (PPN) 06/21 which requires suppliers bidding for major government contracts to

[Redacted]

At the end of the year, trustees receive the corporate risk register along with an update of

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Naser Turabi  
Mark Ward

The Finance & People Committee oversees the group's finances to ensure short and long-term sustainability in line with the organisational strategy. It monitors the quarterly

[REDACTED]

**Principal and registered office**

Westgate  
6 Grace Street  
Leeds  
LS1 2RP

**Advisors**

**External auditor**

Brown Butler  
Leigh House  
28-32 St Paul's Street  
Leeds  
LS1 2JT

**Internal auditor**

RSM  
Central Square  
29 Wellington Street  
Leeds  
LS1 4DL

**Solicitors**

Clarion  
Elizabeth House  
12-14 Cross Street

Leeds  
LS1 2TW

**Bankers**

The Royal Bank of Scotland  
South Yorkshire & North Derbyshire  
Commercial Support Team

**Investment manager**

CCLA Investment  
Management Ltd  
Senator House  
25 Cross Street

5 Church Street  
Sheffield  
S2 9EQ

London  
EC4V 4ET

**Auditors**

The trustees appointed auditors for the group for a period of five years to act for the audit of the financial years up to and including the audits for the year ending as follows:

... and the evidence including roles and responsibilities provided to

... budget holders and budget keepers



CONFIDENTIAL

Year ended 31 March 2024

Before FRS 102 pension interest, the Skills for Care Group achieved a 16.6% increase in income and 21.2% increase in use of resources compared to last year. There was a £5.6m (17.9%) increase in restricted income and £0.06m (2.7%) reduction in trading income, which both exceeded the budget. The detail of income is set out in note 4.

DUCC income increased by 24% largely due to £5m additional

The charitable group expended £42.4m resources on its strategic priorities, compared to £35.3m last year. The main increase was because we were successful in securing £5m

~~to maintain a policy of maintaining unrestricted charitable reserves~~

The Finance and People Committee (Finance & Audit Committee from 1 May 2024) monitor the charitable reserves policy and underlying assumptions. They make recommendations of designations of those charitable reserves to the board, at least on an annual basis.

**Charitable reserves**

~~Unrestricted charitable reserves of £10.0m (2023: £10.0m) are accumulated to fund the cost~~

[REDACTED]

Year ended 31 March 2024

Sign

[REDACTED]

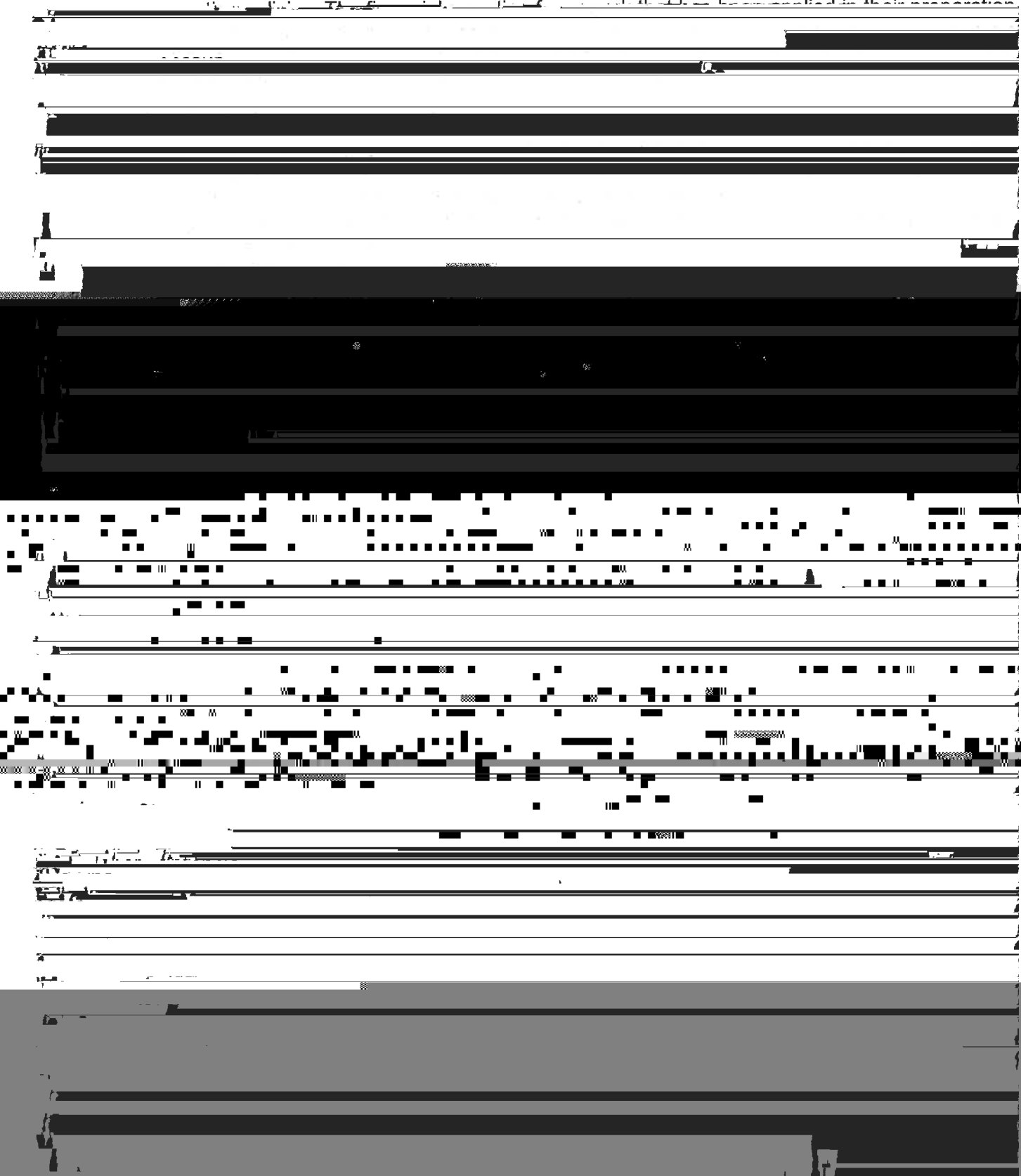
West Gate  
6 Grace Street  
[REDACTED]  
LS1 2RP

**Statement of responsibilities of the trustees of Skills for Care Ltd (a company limited by guarantee) in respect of the trustees' report and the financial statements**

## Independent Auditor's report to the members of Skills for Care Ltd

### Opinion

We have audited the financial statements of Skills for Care Ltd (the "charitable parent company") and its subsidiaries (the 'group') for the year ended 31 March 2024, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements, including significant



**Independent Auditor's report to the members of Skills for Care Ltd (continued)**

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

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

- the information given in the Trustees' Report (incorporating the Strategic Report) for the

statements; and

- the Trustees' Report has been prepared in accordance with applicable legal requirements.

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

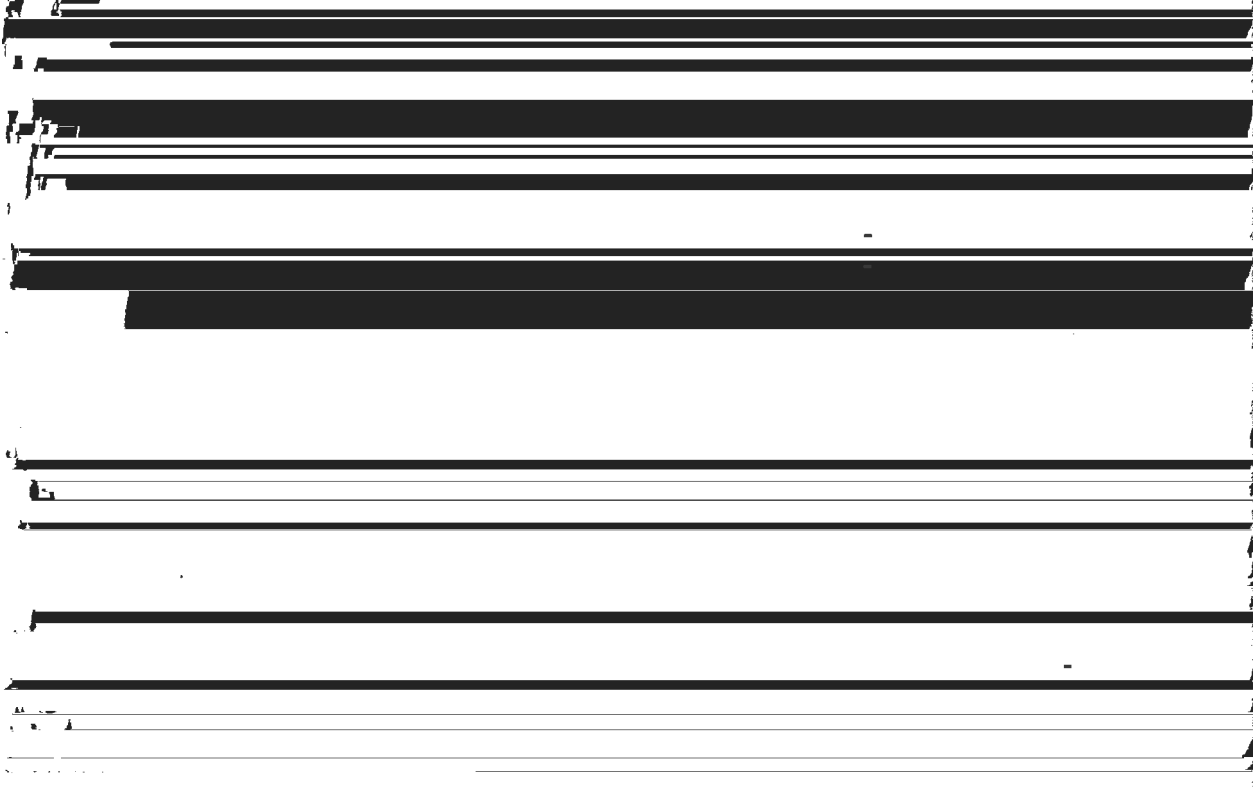
In the light of the knowledge and understanding of the charitable company and its environment

## Independent Auditor's report to the members of Skills for Care Ltd (continued)

Date: 28 August 2021



*Statement of financial activities (incorporating income and expenditure)*



*Account and other comprehensive income*



### Consolidated group balance sheet

At 31 March 2024

Note

2024

2024

2023

2023

			£	£	£	£
<b>Fixed assets</b>						
Intangible assets	8		4,191,003		4,374,238	
Tangible assets	9		172,100		102,162	
			41,178,759		38,098,326	
			2,235,129		2,583,789	

15b, 17b, c

### Current assets

Stock			7,945	7,304		
Debtors due within one year	11		1,799,524	5,544,712		

**Company balance sheet**  
At 31 March 2024

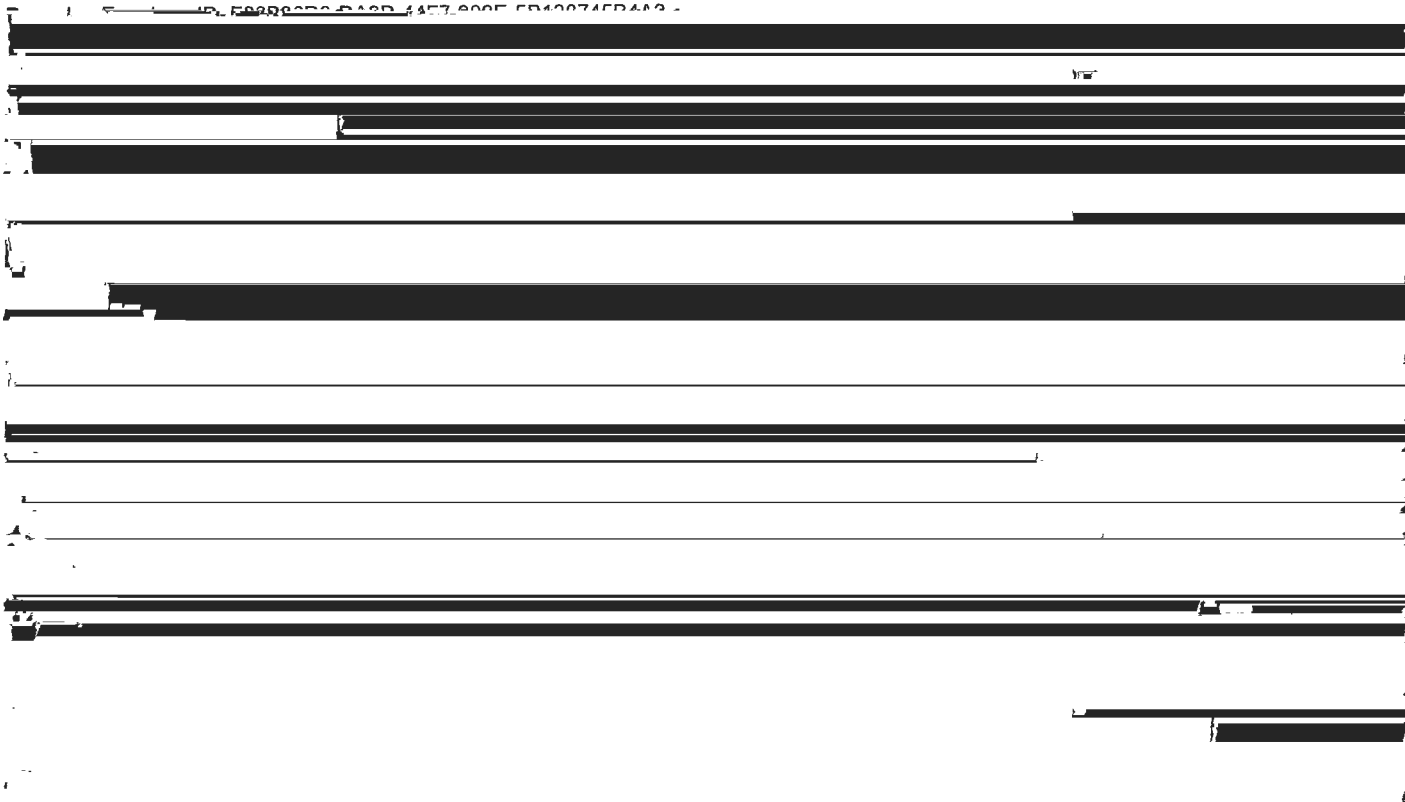
	Note	2024 £	2024 £	2023 £	2023 £
<b>Fixed assets</b>					
Intangible assets	8	4,183,100		4,374,238	
Tangible assets	8	173,199		192,463	
Investments	9	36,814,557		33,531,625	
			41,190,856	38,118,326	
<b>Net current assets</b>					
			2,216,631	2,563,789	
<b>Total assets less current liabilities</b>					
			43,407,487	40,682,115	
Provisions for liabilities and charges	12		(100,000)	(220,245)	
	15b, 17				
				40,442,770	
			42,987,785	40,160,046	
			42,987,785	40,160,046	
			319,702	282,724	
<b>Total charitable company funds</b>					
			43,307,487	40,442,770	

The notes on pages C2 to C4 form part of the financial statements

**Consolidated cash flow statement**

**Reconciliation of changes in resources to net cash inflow / (outflow) from operating activities**

	Note	2024 £	2023 £
<b>Net incoming resources</b>		<b>(411,814)</b>	34,490
<i>Adjustment for:</i>			
Depreciation and amortisation	5, 6, 8	<b>2,557,562</b>	2,488,552
Impairment of investment	9	-	136,581
Interest income	4, 6	<b>(43,691)</b>	(15,939)
Net pension movement	14, 17	-	-
		<b>2,102,057</b>	2,643,684
Decrease/(Increase) in debtors	11	<b>3,745,188</b>	(159,377)
		<b>(411,814)</b>	4,917
<b>Cash and cash equivalents</b>			



Year ended 31 March 2024

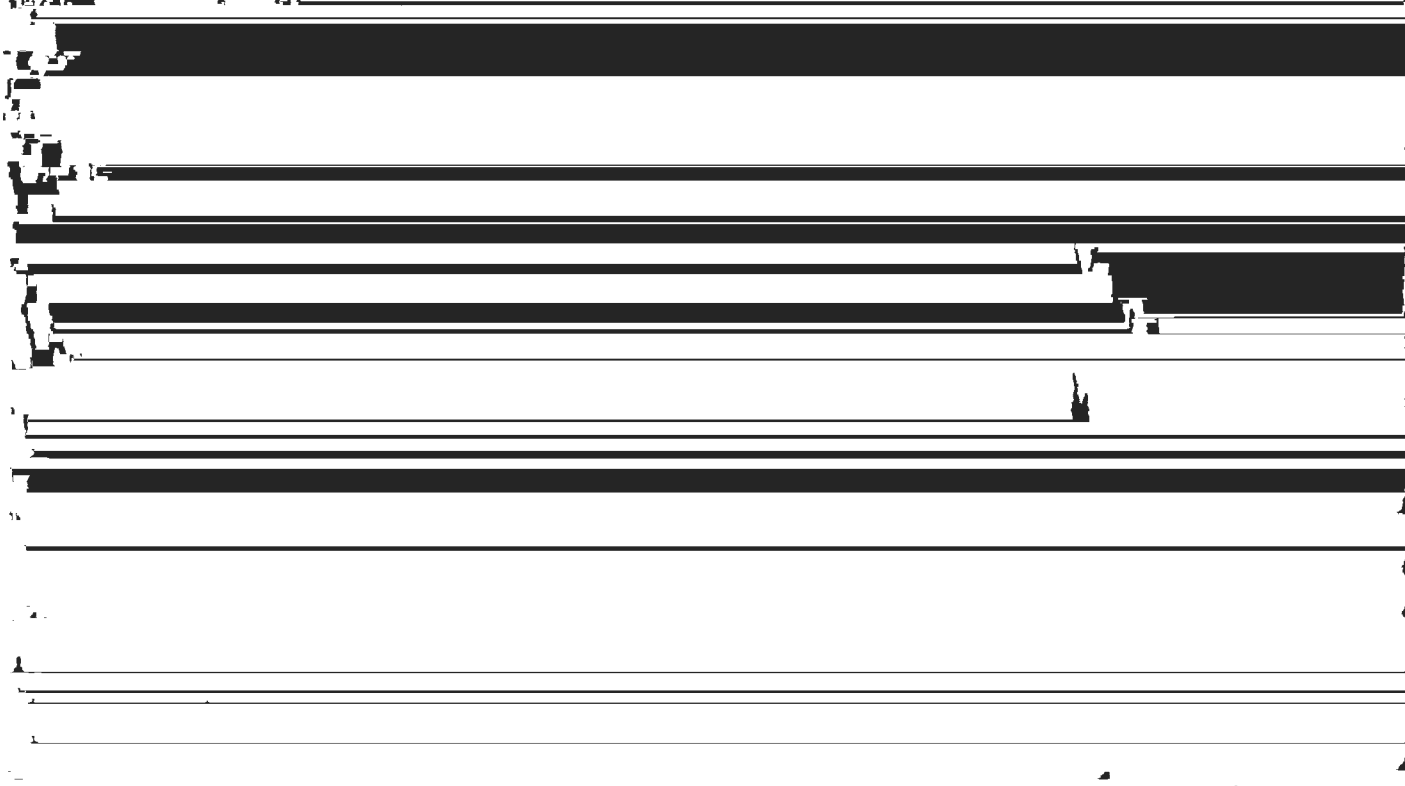
**Notes (forming part of the financial statements)**

**1. Accounting policies**

The company is limited by guarantee and registered as a charity under the Charities Act 2011 (registered charity number 1079836) and incorporated in England and Wales. The presentational currency is £ sterling and except for note 17, all figures are stated to the nearest pound sterling (£). The accounting policies have been consistently applied in dealing with items which are considered material in relation to the financial statements.

**Judgements and uncertainties**

The following are the significant management judgements made in applying the accounting policies that have the most significant effect on the financial statements:



Year ended 31 March 2024

Trustees believe it is appropriate to prepare the accounts on a going concern basis, supported

### 1.3 Basis of consolidation

The consolidated financial statements include the financial statements of the company and its wholly owned subsidiary undertakings, Skills for Care Solutions Limited (SfCSL) and Affina Organisation Development Ltd (AOD) which are made up to 31 March. Subsidiary results are set out in note 10. The consolidated statement of financial activities consolidates the results of the charitable activities of the group on a line-by-line basis. In accordance with FRS102 no separate

### 1.7 Leases and hire purchase agreements

Rentals arising under operating leases are charged to the statement of financial activities over

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

The company made contributions to the West Yorkshire Pension Fund (WYPF), a multi-employer defined benefit scheme. The company's share of the underlying assets and liabilities of this defined benefits scheme is accounted for in accordance with FRS102 'Retirements Benefits'. The service cost of pension provision relating to the year, together with the cost of any benefits relating to the past service, if the benefits have vested, is charged to the SOFA

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

[REDACTED]

1.11 VAT

[REDACTED] (VAT) is not chargeable by the charity on this

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



**1.15 Stock**


**4. Income**

	<b>Group 2024 £</b>	<b>Group 2023 £</b>
<b>Restricted</b>		
DHSC	30,239,228	24,981,940
Other funders	6,891,444	6,507,135
<b>Total restricted income</b>	<b>37,130,672</b>	<b>31,489,075</b>
<b>Unrestricted</b>		
Trading income (less trading bank interest included below)	2,247,217	2,308,461
Bank interest	43,691	15,939
<b>FRS 102 pension income (note 17)</b>	<b>2,224,000</b>	<b>1,257,000</b>
<b>Total unrestricted income</b>	<b>4,514,908</b>	<b>3,581,400</b>
<b>Total income</b>	<b>41,940,367</b>	<b>35,315,397</b>
Workforce revenue grant (inc NHST-D)	27,269,645	21,956,341
Workforce capital grant	591,639	447,467

<b>Total resources expended</b>							
		<b>Staff costs</b>	<b>Other costs</b>	<b>Group Total</b>	<b>Staff costs</b>	<b>Other costs</b>	<b>Group Total</b>
	<i>Note</i>	£	£	£	£	£	£
<b>Trading activity cost of raising funds</b>	14	889,652	418,048	1,307,700	494,735	646,284	1,141,019
Investments	5b	4,101		4,101	3,906		3,906
Charitable activities		10,800,488	28,210,892	39,011,380	8,720,186	23,459,796	32,179,982
<b>Pension</b>							
Pension	5f, 17	414,000	1,597,000	2,011,000	708,000	1,248,000	1,956,000
<b>Charitable activities</b>	5c	11,227,589	29,816,892	41,044,481	9,432,092	24,707,796	34,139,888
<b>Total resources</b>							



## 7. Staff numbers and costs

The Remuneration & Nominations Committee determine all matters relating to the remuneration of the Chair and Chief Executive Officer. They receive proposals from the CEO and make decisions on any changes to the Leadership Team structure and remuneration outside of any organisational wide proposal. Proposals are presented to F&P committee, who make

Proposals are presented to the Skills for Care board which refer to the proposed annual cost of living

and National Insurance Contribution (NIC)) fell within each of the following bands was:

2024

2023

**Fixed assets**  
**Intangible assets**

	ICT software and licenses	ASC-WDS (note 8b)	Company intangible assets	Goodwill	Patent	Trade & licence	AOD Intangible Assets	Group intangible assets	Office furniture & equipment	ICT hardware & project development	AOD Assets	Group & Company tangible assets (note 8c)	Group intangibles & tangible assets
Cost	£	£	££	£	£	£	£	£	£	£	£	£	£
Carrying amount	993,369	9,607,695	10,601,064	1,116	-	10,710,180	-	127,158	172,378	4,680	304,216	11,014,396	
Accumulated amortisation	516,693	1,799,267	2,315,960	-	8,621	2,324,581	8,621	-	30,482	-	30,482	2,355,063	
	<u>1,510,062</u>	<u>11,406,962</u>	<u>12,917,024</u>	<u>1,116</u>	<u>8,621</u>	<u>13,034,761</u>	<u>8,621</u>	<u>127,158</u>	<u>202,860</u>	<u>4,680</u>	<u>334,698</u>	<u>13,369,459</u>	
Net book value	476,676	7,807,428	8,281,064	109,116	-	6,335,942	-	71,999	35,074	4,680	111,753	6,447,695	
Accumulated impairment losses	15	-	-	-	718	2,507,816	718	17,361	32,385	-	49,746	2,557,562	
	<u>15</u>	<u>-</u>	<u>-</u>	<u>109,116</u>	<u>718</u>	<u>8,843,758</u>	<u>718</u>	<u>89,360</u>	<u>67,459</u>	<u>4,680</u>	<u>161,499</u>	<u>9,005,257</u>	
Carrying amount	1,183,100	7,807,428	8,281,064	-	7,903	4,191,003	7,903	37,798	135,401	-	173,199	4,364,202	
Accumulated impairment losses	50	-	-	-	-	4,374,238	-	55,159	137,304	-	192,463	4,566,701	
	<u>50</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,374,238</u>	<u>-</u>	<u>55,159</u>	<u>137,304</u>	<u>-</u>	<u>192,463</u>	<u>4,566,701</u>	

Year ended 31 March 2024

8b) The ASC-WDS system includes workforce intelligence from employers across the adult social care sector in England as detailed in our annual report.

8c) All fixed assets are held for direct charitable purposes.

Group and Company	2024		2023 (289,185)	
	Cost	Bid value	Cost	Bid value
	£	£	£	£
Administrative expenses (note 9c)	21,471,132	22,531,625	21,471,132	35,125,410



**Summary profit and loss accounts of the subsidiaries**

	SfCSL	AOD	2024	2023
	£	£	Total	Total
	£	£	£	£
Turnover	1,586,024	737,816	2,323,840	2,360,324
Cost of sales	(574,183)	(245,054)	(819,237)	(770,181)
<b>Gross profit</b>	<b>1,011,841</b>	<b>492,762</b>	<b>1,504,603</b>	<b>1,590,143</b>
Administrative expenses	(201,646)	(285,315)	(486,961)	(370,838)
<b>Operating profit</b>	<b>810,195</b>	<b>207,447</b>	<b>1,017,642</b>	<b>1,219,305</b>
Interest receivable	10,479	16	10,495	4,077
<b>Profit before taxation</b>	<b>820,674</b>	<b>207,463</b>	<b>1,028,137</b>	<b>1,223,382</b>

**Assets and liabilities**

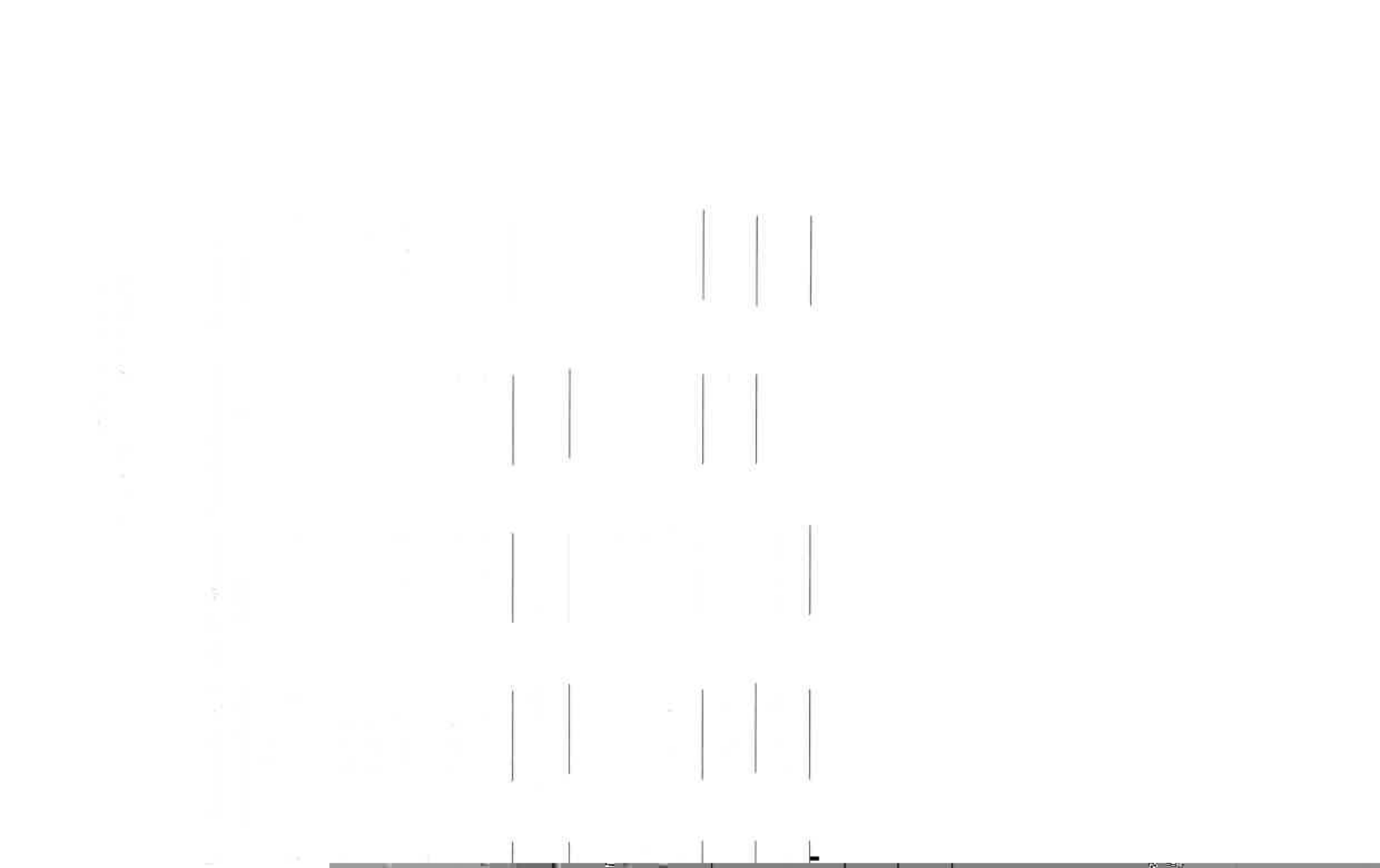
	SfCSL	AOD	2024	2023
	£	£	Total	Total
	£	£	£	£
Fixed assets	-	7,903	7,903	-
Current assets	1,088,878	776,533	1,865,411	2,125,497
Current liabilities	(1,078,878)	(768,035)	(1,846,913)	(2,105,497)
<b>Total net assets</b>	<b>10,000</b>	<b>16,401</b>	<b>26,401</b>	<b>20,000</b>

Called up share capital	10,000	10,000	20,000	20,000
Profit and loss account		6,401	6,401	
<b>Shareholders' funds</b>	<b>10,000</b>	<b>16,401</b>	<b>26,401</b>	<b>20,000</b>

**11. Debtors**

	Group	Company

	Group		Company	
	£	£	£	£
Trade creditors	99,390	527,205	55,812	431,160
Other creditors	910,301	462,508	763,256	251,429
DHSC Creditor (Note 12a)	926,984	-	926,984	-
Amounts owed to group undertakings	-	-	1,021,881	-
Accruals (note 12b)	10,750,448	9,182,739	10,640,007	9,003,481
	926,984	1,954,129	220,254	586,627



ing ses	Resources expended p	Realised T /(loss)	nsfers and signations (14d)	At 31 March 2024	Commitments (note 14f)	At end of year
£	£	£	£	£	£	£
		82,932	-	15,479,706		15,479,706
	(2,584,333)	2,355,063	2,355,063	4,337,424		4,337,424
	(731,420)	(286,283)	(286,283)	9,444,533		9,444,533
228	(742,000)	8,039,428	8,039,428	12,647,417	(6,607,000)	6,040,417
		(6,558,000)	(6,558,000)	200,000		200,000
438	(130,569)	199,560	199,560	783,470		783,470
B22	(92,585)	(139,345)	(139,345)	100,000		100,000
788	(4,280,907)	139,345	139,345	(100,000)		(100,000)
300	(2,011,000)	(158,105)	(158,105)	95,235		95,235
		(1,020,234)	(1,020,234)	-		-
		(73,737)	(73,737)	-		-
		82,932	2,497,692	42,987,785	(6,607,000)	36,380,785
		-	(213,000)	-	-	-
		82,932	2,284,692	42,987,785	(6,607,000)	36,380,785
460	(41,100,909)	82,932	-	43,307,487	(6,607,000)	36,700,487

At end of year	£
	-
	6,401
	6,401
	36,706,888
	-
	36,387,186
	36,706,888

Year ended 31 March 2024

**14 a) Unrestricted charitable reserves**

The charity has a policy of maintaining free unrestricted reserves in order to meet any potential funding gap in accordance with the Skills for Care reserve policy. The E&A Committee monitor

(f.

**14 b) Specific reserves**

four of these reserves. These are the unrepaid gains on investments. If the investments were

**14 d) Reserves designations**

**Strategy and business continuity reserve:** Funds designated by the Trustees to fulfil any potential future funding gap or investment requirements where business cases meet the criteria

The board receive business cases requiring funding from this reserve for

[REDACTED]

**15. Commitments and contingent liabilities**

15.1 Commitments under non-cancellable operating leases are as follows:

[REDACTED]

Tangible fixed assets	-			
Intangible assets				
Investments				
	<b>buildings</b>		<b>buildings</b>	
	£	£	£	£

Operating leases where payments are due:

[REDACTED]



Year ended 31 March 2024

requires the employer and its employees to pay contributions into the Fund, calculated at a level intended to balance pension liabilities and investment assets.

At the year-end date, under FRS 102 basis of calculation, the Fund Actuary has calculated the FRS 102 valuation of the pension fund position to be a surplus of £17.2m (2023 £12.6m)

The principal assumptions used by the actuary in updating the latest valuation of the Fund for

FRS102 purposes were:

Key assumptions (% per annum)

	2024	2023	2022
Discount rate for liabilities	4.8	4.7	2.7

	2024	2023	2022
Expected rate of return on investments	2.0	2.0	2.0

2023

£'000

47,544

(34,898)

(12,646)

Pension accounts revaluation rate

2.6

2.7

3.0

Salary increases

3.85

3.95

4.25

**At last full actuarial valuation**

Duration of liabilities

16.45 years

Contributions next year

£1.407m

Active members

25

**Mortality assumptions**

22

Deferred pensioners

22

Pensioners

53

of members within

<b>Amount recognised in the income statement</b>	<b>2024</b> <b>£'000</b>	<b>2023</b> <b>£'000</b>
<b>Operating cost</b>		
Current service cost	354	708
Past service cost	60	-
<b>Financing cost</b>		
Interest on net defined benefit liability	(627)	(9)
<b>Pension expense recognised in profit and loss</b>	<b>213</b>	<b>699</b>
Allowance for administration expenses in current service cost £'000	5	5
<b>Amounts recognised in other comprehensive income</b>	<b>2024</b>	<b>2023</b>
	-	-
	-	-
	-	-
	-	-
	-	-
	-	-
	-	-
	-	-
<b>Asset gains / (losses) arising during period</b>	<b>2,198</b>	<b>(550)</b>
	4,464	10,226

	2024	2023
	£'000	£'000
<b>Actual return on assets</b>		
Interest income on assets	2,224	1,257
(Losses) / gains on assets	2,198	(550)
<b>Actual return on assets</b>	<b>4,422</b>	<b>707</b>

	2024	2023
	£'000	£'000
<b>Amount credited to other income</b>		
Interest income on assets	2,224	1,257

Interest cost	(1,597)	(1,248)
---------------	---------	---------

	627	0
--	-----	---

**18. Related party transactions**

Trustees of the Charity are appointed for their knowledge and connections with organisations in the health sector. The total value of contracts and payments awarded to organisations

[Redacted table content]

connected to board members (not necessarily for the personal benefit of the member) in the year

Color	Number of people	Percentage
Red	15	15%
Blue	30	30%
Green	20	20%
Yellow	10	10%
Purple	5	5%
Orange	10	10%
Pink	5	5%
White	5	5%
Black	5	5%
Grey	5	5%

Year ended 31 March 2024

**Glossary of terms**

A&R	Audit and Risk Committee
ASC	Adult social care
ASO WDC	Adult Social Care Workforce Data Set

NIC	National Insurance Contribution
NQSW	Newly Qualified Social Worker

R&N	Remuneration and Nominations Committee
RM	Registered Manager
RMRG	Registered Managers Reference Group
SC-WRES	Workforce Race Equality Standard for Social Care