

# COVID-19 Healthcare Support Appeal

Annual Report and Financial Statements 2021







## COVID-19 Healthcare Support Appeal Annual Report and Financial Statements 1 January to 31 December 2021

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# Report of the Trustees for the period ending 31 December 2021

The Board of Trustees of the COVID-19 Healthcare Support Appeal presents its *Annual Report and Financial Statements* for the period ending 31 December 2021, in accordance with Generally Accepted Accounting Practice in the United Kingdom (UK GAAP), the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP), the Charities Act 2011 and the Companies Act 2006.

This document is a summary of our activities and finances in 2021. It can be downloaded from the COVID-19 Healthcare Support Appeal website [rcnfoundation.rcn.org.uk/support-appeal-home](https://rcnfoundation.rcn.org.uk/support-appeal-home) where there are further details about our work.

The COVID-19 Healthcare Support Appeal is unique in its reach and ambition. It helps to support the whole spectrum of health and social care workers; from doctors and nurses to hospital porters, administrative staff, social workers, ambulance and care home staff, health care assistants, physiotherapists, radiographers, housekeepers and community workers.

It is a time-limited charity, established to support health and care staff across the UK who have been adversely affected by the pandemic. Its work is enabled through a generous donation from the global video sharing company TikTok.

The charity is a subsidiary of the RCN Foundation (Registered Charity: 1134606; Scottish Registered Charity: SC043663; Company No: 7026001).

The COVID-19 Healthcare Support Appeal has provided grants to organisations giving vital financial and psychological support to frontline health and social care workers battling the crisis. It funds projects that are supporting the recovery and resilience of the sector.

# Charitable objectives

## The COVID-19 Healthcare Support Appeal and its charitable objectives

The COVID-19 Healthcare Support Appeal was registered as a charity on 20 April 2020 and registered as a company limited by guarantee on 3 April 2020. The RCN Foundation is the sole member. The Memorandum and Articles of Association were incorporated on 3 April 2020. The COVID-19 Healthcare Support Appeal has a Memorandum of Agreement with the RCN Foundation that sets out how the two organisations work together. The COVID-19 Healthcare Support Appeal Board of Trustees provide a quarterly performance report to the RCN Foundation's Board of Trustees.

The objectives of the COVID-19 Healthcare Support Appeal are:

- the relief of suffering, poverty, hardship and distress among nurses and other health and social care workers and their families and dependants
- the protection of the physical and mental health of nurses and other health and social care workers and their families and dependants.

Health and social care workers means people who are directly or indirectly engaged in the provision of health or social care services, including any person providing administrative, logistical or other support for the provision of health or social care. The directors shall have absolute discretion in determining who is, and who is not, a health or social care worker within that definition and who is a person's dependant.

## Grant-making policies and procedures

A group of stakeholders from across the health and care sector quickly came together in May 2020, to help map the sector and identify urgent needs caused by COVID-19. This research informed priority areas for grant-making for the COVID-19 Healthcare Support Appeal and provided geographical and demographic targets to work towards.

A key objective has been to reach those most in need and disproportionately affected by COVID-19, including, but not limited to, those within lower salary bands, people from a Black, Asian or ethnic minority background, or people in vulnerable groups with an underlying health condition.

“ The pandemic resulted in a period of uncertainty and fear, which disproportionately affected the poorest and most vulnerable in society. The emphasis that the COVID-19 Healthcare Support Appeal placed on targeting these sections of the community represents an effective and timely use of resources, which aligns with the values and purpose of UNISON There for You, and which has had a significant positive impact on recipients who are most in need.

*UNISON There for You – Hardship grant recipients*

Grant applications have been received and considered on a rolling basis and the board meets regularly to review them, being fully aware of the need to respond quickly so that recipient organisations can meet urgent need.

## Grant priority areas

The COVID-19 Healthcare Support Appeal has provided grants to organisations supporting health and social care workers across the UK, under three themes:

### 1) Emergency aid and hardship

Frontline health and care staff are at the forefront of the fight against COVID-19. For many, this has presented unexpected challenges and making ends meet is difficult. Grants have been made to organisations whose beneficiaries are experiencing financial hardship as a result of COVID-19. Funding is awarded to help in a number of ways, including:

- living costs for those unable to work if they are self-isolating, particularly those on zero hours contracts
- living costs for those whose financial situation has been directly impacted as a result of the virus, including as a result of long COVID
- financial support for families of health and care staff who have died from COVID-19 to pay for funeral costs.

### 2) Psychological support

The impact of COVID-19 on the mental health of health and social care staff is profound. The COVID-19 Healthcare Support Appeal is funding projects that offer tailored psychological support to those who are experiencing the traumatic effects of working on the frontline.

### 3) Recovery and resilience

The COVID-19 Healthcare Support Appeal trustees recognise that the pandemic will have a long-term impact on the health and social care workforce. New ways of working and projects for recovery are vital. They are supporting evidence-based projects that aim to strengthen the workforce and bring about positive change across the sector, including through better leadership and peer-to-peer support.

# Achievements and performance in 2021

## Grant-making

At the start of its operations in April 2020, the COVID-19 Healthcare Support Appeal had a total of £4,875,000 available for grant-making. The board agreed grants totalling £3,186,172 to 18 organisations in the year to 31 December 2020. In 2021, grants have been agreed totalling £1,681,275 to 20 organisations. The grants made in 2021 were new grants, repeat grants or top-ups.

In total, since the charity began its grant-making activities, £4,867,449 has been allocated from the total available of £4,875,000. Thirty organisations have received grants to help them support those working in the health and social care sector whose lives have been impacted by the pandemic.

From the data collected to the end of 2021, we know that 9,195 people employed in the sector have benefited directly from support provided through the COVID-19 Healthcare Support Appeal, although the figure of those helped indirectly, if collectable would no doubt be far higher.

The list of grants agreed in 2021 is as follows:

### Grants for hardship

Organisation and date	Description	Grant size
<b>Queen's Nursing Institute</b> March 2021	Towards hardship grants for nurses in the community	<b>£86,000</b>
<b>Society and College of Radiographers</b> May 2021	Towards hardship grants for radiographers	<b>£2,000</b>
<b>Care Workers' Charity</b> September 2021	Towards hardship grants for care workers impacted by the pandemic	<b>£150,000</b>
<b>TASC (The Ambulance Staff Charity)</b> September 2021	Towards hardship grants for ambulance service workers	<b>£75,000</b>
<b>There for You (UNISON Welfare)</b> September 2021	Towards making hardship grants to its members working in health and care settings in the UK, especially those who are low paid and in insecure employment	<b>£100,000</b>
<b>Society and College of Radiographers</b> December 2021	Towards hardship grants for radiographers	<b>£10,000</b>
<b>Total for hardship</b>		<b>£423,000</b>

## Grants for psychological support

Organisation and date	Description	Grant size
<b>STS Charity</b> January 2021	To provide mental health support to staff at the South Tyneside and Sunderland NHS Foundation Trust for two years	<b>£120,000</b>
<b>RCN – Counselling Service</b> January 2021	To provide PTSD counselling for RCN members from the nursing community	<b>£123,000</b>
<b>Frontline19</b> February 2021	To support a free online therapy service for frontline workers	<b>£75,000</b>
<b>HCSA (Hospital Consultants and Specialists Association)</b> June 2021	To support digital wellbeing resources	<b>£24,240</b>
<b>Queen's Nursing Institute</b> September 2021	Towards supporting the TalkToUs peer-to-peer phone line for a second year	<b>43,575</b>
<b>BASW (British Association of Social Workers)</b> September 2021	Towards a second year of support for the peer-to-peer support service for social workers	<b>£90,000</b>
<b>Pharmacist Support</b> September 2021	To provide psychological and peer-to-peer support to pharmacists	<b>£31,500</b>
<b>Body &amp; Soul</b> September 2021	Towards providing free confidential therapy sessions to frontline health and care sector workers	<b>£97,750</b>
<b>Frontline 19</b> September 2021	To support a free online therapy service for frontline workers	<b>£100,000</b>
<b>TASC - (The Ambulance Staff Charity)</b> September 2021	Towards psychological support for ambulance workers	<b>£55,000</b>
<b>Nurse Lifeline</b> December 2021	For a peer phone line support run by nurses for nurses	<b>£50,000</b>
<b>Total for psychological support</b>		<b>£810,065</b>

## Grants for recovery and resilience

Organisation and date	Description	Grant size
<b>Doctors in Distress</b> February 2021	To fund two programmes of support, one for health and care workers with long COVID and another for clinically extremely vulnerable (CEV) health care workers who have been shielding throughout the pandemic	<b>£50,000</b>
<b>Hospice UK</b> February 2021	To fund the introduction of a resilience-based clinical supervision programme initially in 20 hospices with the second phase rolling out in hospices across the UK	<b>£140,000</b>
<b>Institute of Health Visiting</b> March 2021	To support the training of 24 wellbeing champions	<b>£50,000</b>
<b>CNWL NHS Foundation Trust</b> March 2021	To fund a programme of art-based therapies for NHS teams across England	<b>£30,250</b>
<b>Queen's Nursing Institute Scotland</b> June 2021	To fund a recovery and resilience project for community nurses and midwives across Scotland	<b>£59,000</b>
<b>Listen Up Storytelling</b> May 2021	To fund a storytelling project called SEEDS. 20 facilitators across Scotland will learn to use a toolkit to support health and social care workers to develop self-care, wellbeing and resilience-building strategies	<b>£18,640</b>
<b>Doctors in Distress</b> September 2021	To run three separate support groups for health workers impacted by the pandemic	<b>£30,000</b>
<b>Intensive Care Society</b> September 2021	Towards a pilot leadership programme for ICU staff	<b>£70,320</b>
<b>Total for recovery and resilience</b>		<b>£448,210</b>
<b>Overall total</b>		<b>£1,681,275</b>

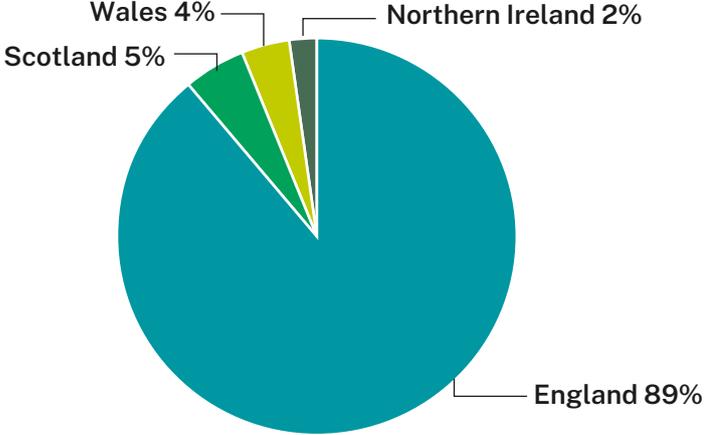
## Grant-monitoring, impact and evaluation

The COVID-19 Healthcare Support Appeal has a robust reporting framework in place which sees grant recipients reporting monthly against outcomes. The COVID-19 Healthcare Support Appeal Board reviews reporting data at its regular meetings and grant payments to recipients are made in line with achieving outcomes.

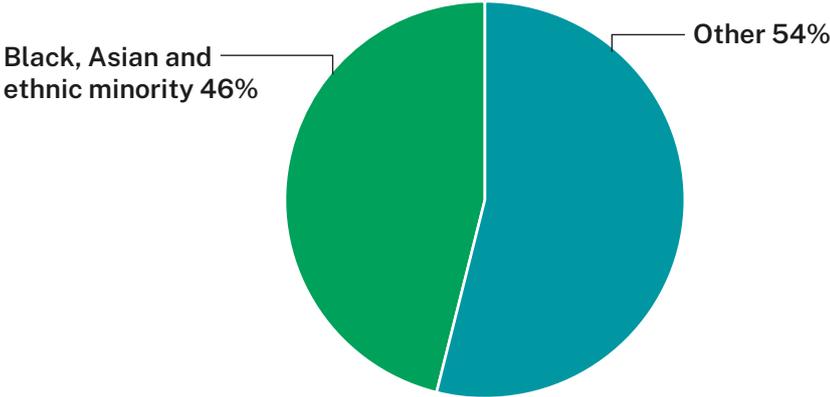
The board also reviews how the charity is achieving against the original targets it set itself at the beginning of its operations in 2020; specifically in the areas of numbers supported, geographical spread, occupations receiving help, which sector they are employed in, salary levels and ethnicity.

Key results at the end of 2021 which show original targets and data relating to 9,195 beneficiaries include:

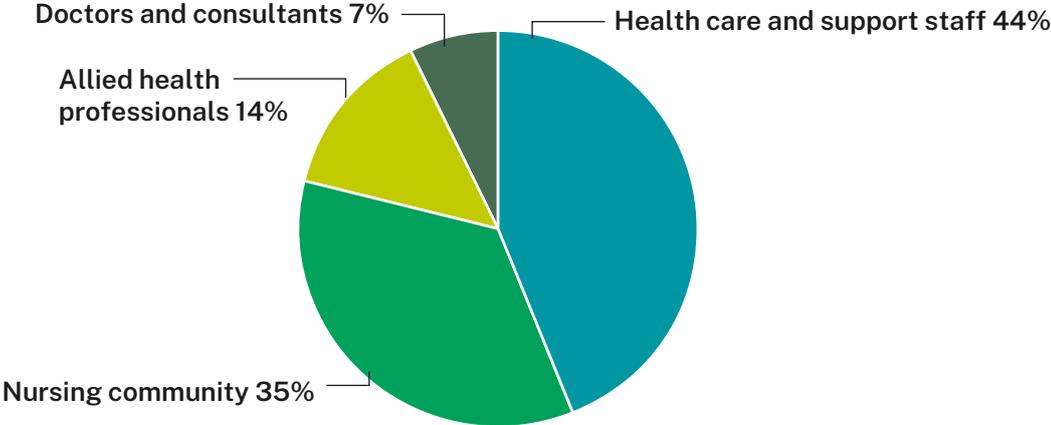
### UK countries



### Ethnicity



### Professions supported



The impact of the grants made by the COVID-19 Healthcare Support Appeal cannot be measured in figures alone. It is vital to recognise the difference that support given at this crucial time has made to the lives of people working across the sector. There are so many compelling stories about the difficulties that individuals and their families have faced as a direct result of the pandemic.

“ The grant helped me significantly as my employer would not pay me my normal rate of pay whilst I was off sick with long COVID so my wages decreased by £500 a month. The grant enabled us to cover essential bills, including mortgage payments, council tax, water rates, etc.

This meant I could concentrate on my recovery and not worry about money so much. It helped buy school uniforms when the children returned to school and paid for school meals.

Thank you so much.

*A community nurse who received a grant from the Queen's Nursing Institute – hardship grant recipient*

## Collaboration, communication and partnerships

As a new charity, and because of the need to act quickly, the COVID-19 Healthcare Support Appeal has worked hard to be proactive in promoting its offer, as well as being receptive to forming meaningful relationships with grant applicants and recipients.

“ In the 20 years I have been working with grant funders, the COVID-19 Healthcare Support Appeal has been one of the easiest to work with. We are grateful that COVID-19 Healthcare Support Appeal doesn't just see itself as a giver of money but also as a catalyst for beneficial change.

*Philip Bithell, Charitable Fundraiser, South Tyneside and Sunderland NHS Foundation Trust – psychological support grant recipient*

From this way of working, it became clear that there was potential for the charity to play a key role in helping to forge relationships between grant recipient organisations to encourage collaborations, partnerships and exchange of knowledge and learning.

This led to the COVID-19 Healthcare Support Appeal Board agreeing that the charity should host a number of digital round tables for grant recipients around the charity's priority areas. During the second half of 2021, round tables took place on psychological support, hardship and modern benevolence, peer-to-peer support and recovery and resilience and changing the culture.



Grant recipients presented at the round tables and a culture of sharing and learning was enabled. Feedback highlighted that the the funded organisations really appreciated the opportunity to meet each other, share experiences and discuss common issues impacting on beneficiaries across the sector.

The round tables also provided the COVID-19 Healthcare Support Appeal Board with a unique perspective on the range of challenges that the pandemic has caused, pointers to what might lead to future resilience and a clearer indication of the impact of the COVID-19 Healthcare Support Appeal and the legacy of its giving.

**“** We have found the COVID-19 Healthcare Support Appeal to be encouraging, enabling and empowering. We have enjoyed the round table learning sessions and have been able to continue to develop the services as a result of our meetings with others who are also concerned about the helping professions and how COVID-19 has impacted upon them.

*Kate O'Regan, Head of Business Development, British Association of Social Workers – psychological support grant recipient*

## Objectives for 2022

In 2022, the COVID-19 Healthcare Support Appeal Trustees will be focused on monitoring the grants that it has made as well as evaluating the work of the charity.

The charity will then have fulfilled its objectives and will close.



## Thank you to our principal donor and other supporters

The COVID-19 Healthcare Support Appeal's achievements and existence would not have been possible without the extraordinary gift from TikTok. The COVID-19 Healthcare Support Appeal Board wishes to again thank all at TikTok who made this possible. The true impact of the work that they have enabled is now evident and the legacy of their contribution will continue for many years to come.

The board is also grateful to others who have made unsolicited donations to the COVID-19 Healthcare Support Appeal, recognising its unique role and wishing to contribute.



# Principal risks and uncertainties

Risks are assessed through a risk register at every board meeting by the Board of Trustees to ensure that adequate measures are in place to manage the identified risks. Risk appetite is the amount and type of risk that the COVID-19 Healthcare Support Appeal is willing to take in order to meet its strategic objectives.

## Financial



### Appetite for risk: low

The COVID-19 Healthcare Support Appeal financial risk is low as it is allocating funds already received and then will close. It reviews monthly management accounts and has a clear budget in place leading towards closure.

## Governance



### Appetite for risk: low

A risk is that the Board of Trustees would be unable to make decisions about applications for funding due to its limited knowledge and understanding of the sector. The COVID-19 Healthcare Support Appeal Board has a wide range of skills, experience and expertise in the areas of health and care which are central to the charity's objectives.

## Operational



### Appetite for risk: low

The COVID-19 Healthcare Support Appeal is unable to fulfil its ambitious grant-making plans quickly and effectively to respond specifically to the COVID-19 pandemic. The risk has been mitigated by the employment of an experienced charity manager and a highly-skilled board that meets regularly.

## External



### Appetite for risk: medium

A risk is that the COVID-19 Healthcare Support Appeal and its aims are not widely known and therefore open to misuse/fraud. To mitigate this, the charity has a communications plan in place to promote its role and is alert to the potential for fraud.

# Board of Trustees; structure, governance and management, reference and administrative details

## Board of Trustees

### **The trustees who are in office or have been during 2021 are:**

Lord Victor Adebowale CBE, Chair of the Board (appointed 1 May 2020 and resigned 25 June 2021)

Christine Scott-Perry (appointed Interim Chair of the Board 25 June 2021 and previously Vice-Chair from 3 April 2020)

Andrew Tilden BEd CQSW MBA, OBE (appointed Vice-Chair 25 June 2021 and to the Board 1 June 2020)

Professor Jane Cummings RN, CBE (appointed 3 April 2020)

Gordon Hull (appointed 1 May 2020)

David Jones (appointed 3 April 2020)

Dr Angela Kennedy (appointed 24 September 2020)

## Governance

The COVID-19 Healthcare Support Appeal's Board of Trustees have wide-ranging skills appropriate to the objectives of the charity. The board has a provision for no fewer than seven trustees of which four are co-trustees of the RCN Foundation. The remaining three trustees, including the chair, must be independent of the RCN Foundation and the Royal College of Nursing (RCN).

This structure enables the COVID-19 Healthcare Support Appeal to retain its strong connections with the RCN Foundation whilst maintaining a degree of independence.

In 2021, Lord Adebowale stepped down as Chair of the charity and was replaced by Christine Scott-Perry, who is also a trustee of the RCN Foundation. The Covid-19 Healthcare Support Appeal Board approved the appointment of Christine Scott-Perry on the basis that all of the grant funding had been allocated prior to her appointment, and therefore there was no perceived conflict of interest. Furthermore, Andrew Tilden, an independent trustee was appointed as the charity's Vice-Chair.

## Management

The COVID-19 Healthcare Support Appeal operates from the RCN's UK national headquarters and is staffed by RCN employees under a service agreement (between the RCN and the RCN Foundation) which is kept under regular review.

A charity manager is employed to run the charity and support grant applicants and the COVID-19 Healthcare Support Appeal Board.

Additionally, the COVID-19 Healthcare Support Appeal is supported by a dedicated member of the RCN finance team. Other RCN staff supported the COVID-19 Healthcare Support Appeal as required.

## Reference and administrative details

### Registered office

20 Cavendish Square, London W1G 0RN  
Telephone 020 7841 3375

Website: [rcnfoundation.rcn.org.uk/support-appeal-home](https://rcnfoundation.rcn.org.uk/support-appeal-home)

### Bankers

National Westminster Bank PLC  
250 Regent Street, London W1B 3BN

### Independent auditor

Crowe UK LLP  
55 Ludgate Hill, London EC4M 7JW

### Lawyers

Bates Wells and Braithwaite  
2-6 Cannon Street, London EC4M 6YH

### Charity and Company registration numbers

Registered Charity: 1189119  
Registered Company: 12546947

### Public benefit statement

Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have regard to the Charity Commission's guidance on Charities and Public Benefit.

### Compliance

The COVID-19 Healthcare Support Appeal's key governance documents, processes and controls are in place to ensure that the COVID-19 Healthcare Support Appeal operates in an efficient and effective way in order to best deliver its charitable objectives.

### Conflicts of interest

We have guidance for managing conflicts and we ask trustees and advisers to identify any conflicts at the beginning of each meeting.

# Financial review

## Review of financial position

The COVID-19 Healthcare Support Appeal (CHSA) was set up as a time-limited subsidiary of the RCN Foundation.

The statement of financial activities for the period ended 31 December 2021 and the balance sheet as at 31 December 2021 are set out on pages 24 and 25. The statement of financial activities shows that the COVID-19 Healthcare Support Appeal had a net deficit of £1,718,000 in the period ended 31 December 2021 (31 December 2020: net surplus £1,749,000). This was expected as the charity was set up for a limited time frame and its first purpose is to administer the TikTok donation received in 2020, awarding grants to organisations in response to the COVID-19 pandemic.

## Income

The COVID-19 Healthcare Support Appeal income is made up of income from donations.

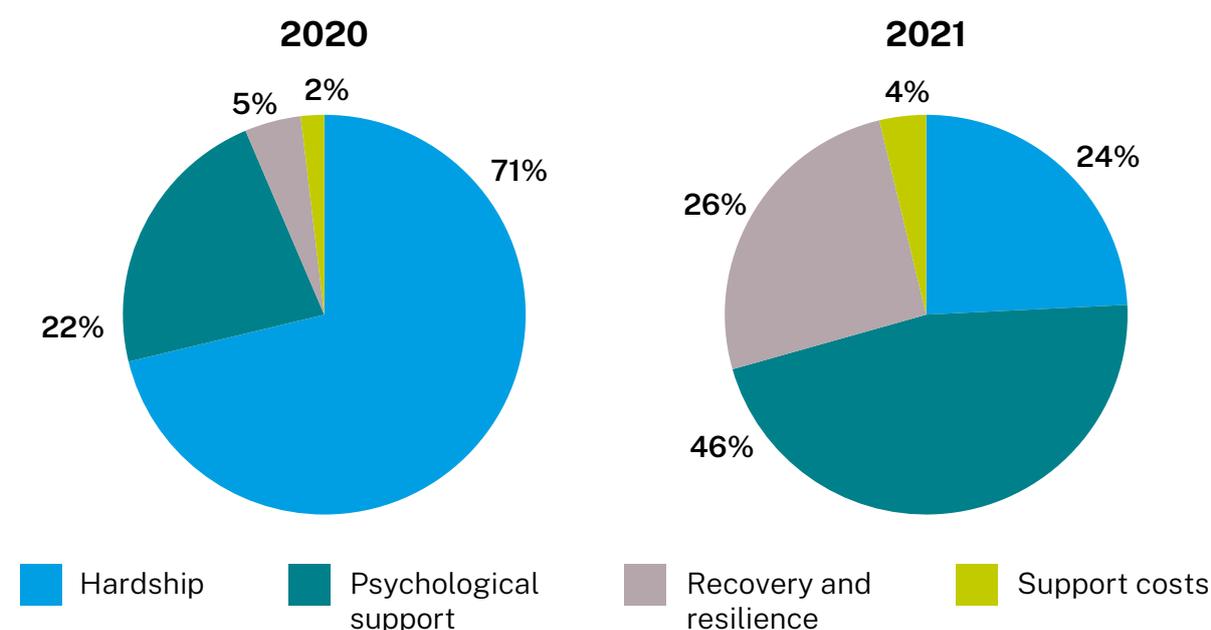
Total income in the period was £28,000 (31 December 2020: £4,996,000) which consisted of unsolicited donations. The COVID-19 Healthcare Support Appeal is not actively fundraising.

## Expenditure

Total expenditure in the period amounted to £1,747,000 (31 December 2020: £3,247,000) with £1,681,000 (31 December 2020: £3,186,000) given in grants to organisations and the remaining £65,000 spent on operational and governance costs.

The COVID-19 Healthcare Support Appeal only gives grants to organisations, not individual beneficiaries.

In total, the COVID-19 Healthcare Support Appeal awarded grants to 18 organisations (31 December 2020: 18) covering the three aims of hardship, psychological support and



recovery and resilience – all relating to the impact of the COVID-19 pandemic.

The COVID-19 Healthcare Support Appeal is a time-limited charity, in that it was set up to administer the TikTok donation of £4,970,000 (and any further unsolicited donations received) to organisations in response to the COVID-19 pandemic. As at the end of 2021 most of the income had been committed, only £30,000 remains to be used for winding-up costs.

The COVID-19 Healthcare Support Appeal accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime and has not prepared a strategic report for that purpose.

The entity has been created for a limited time frame. It is anticipated that the entity will cease its operations once all the carried forward reserves are exhausted by grant-making during 2022. Therefore, the 2021 annual report has not been prepared under the going concern basis.



# Statement of Trustees' responsibilities

The trustees (who are also directors of the COVID-19 Healthcare Support Appeal for the purposes of company law) are responsible for preparing the trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

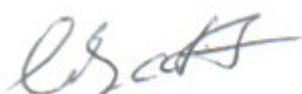
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' Report was approved by the board and signed on its behalf by:



Christine Scott-Perry, Interim Chair  
Date: 19 April 2022

# Independent auditor's report to the members and the Trustees of the COVID-19 Healthcare Support Appeal

## Opinion

We have audited the financial statements of the COVID-19 Healthcare Support Appeal ('the charitable company') for the year ended 31 December 2021 which comprise the Statement of Financial Activities (SOFA), the Balance Sheet the Statement of Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Emphasis of matter – Financial statements prepared on a basis other than going concern

We draw attention to Note 1a to the financial statements which explains that the charitable company was set-up for a limited timeframe. The trustees will wind-up the entity once all carried forward reserves are exhausted by grant-making during 2022 and, therefore, they do not consider it to be appropriate to adopt the going concern basis of accounting in preparing the financial statements. Accordingly, the financial statements have been prepared on a basis other than going concern as described in Note 1a.

Our opinion is not modified in respect of this matter.

## Other information

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

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

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

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

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

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; 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' directors' report and from the requirement to prepare a strategic report.

## Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

## Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were the General Data Protection Regulations (GDPR).

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

### 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, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Tina Allison  
Senior Statutory Auditor  
For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
London, United Kingdom

Date: 12 May 2022

# Financial statements



## Statement of financial activities 31 December 2021

	Note	Unrestricted		Total funds	
		31 December 2021	9 months to 31 December 2020	31 December 2021	9 months to 31 December 2020
		£	£	£	£
<b>Income</b>					
Donations and legacies	<b>2</b>	27,874	4,996,246	27,874	4,996,246
<b>Total incoming resources</b>		<b>27,874</b>	<b>4,996,246</b>	<b>27,874</b>	<b>4,996,246</b>
<b>Expenditure</b>					
<b>Cost of raising funds</b>			-		-
Expenditure on charitable activities:					
Hardship	<b>3.1</b>	(439,441)	(2,357,048)	(439,441)	(2,357,048)
Psychological support	<b>3.1</b>	(841,551)	(740,713)	(841,551)	(740,713)
Recovery and resilience	<b>3.1</b>	(465,631)	(149,438)	(465,631)	(149,438)
<b>Total expenditure</b>		<b>(1,746,623)</b>	<b>(3,247,199)</b>	<b>(1,746,623)</b>	<b>(3,247,199)</b>
<b>Net (loss)/income for the period</b>		<b>(1,718,749)</b>	<b>1,749,047</b>	<b>(1,718,749)</b>	<b>1,749,047</b>
<b>Net movement in funds</b>		<b>(1,718,749)</b>	<b>1,749,047</b>	<b>(1,718,749)</b>	<b>1,749,047</b>
<b>Reconciliation of funds</b>					
<b>Total funds brought forward</b>		1,749,047	-	1,749,047	-
<b>Total funds carried forward</b>		<b>30,298</b>	<b>1,749,047</b>	<b>30,298</b>	<b>1,749,047</b>

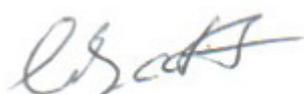
Notes on page 27 to 36 form part of these financial statements.

## Balance sheet as at period ended 31 December 2021

	Note	31 December 2021 £	9 months to 31 December 2020 £
<b>Current assets</b>			
Cash		750,505	3,057,447
Debtors	6	524	-
<b>Total current assets</b>		<b>751,029</b>	<b>3,057,447</b>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	7	(720,731)	(1,308,400)
<b>Total liabilities</b>		<b>(720,731)</b>	<b>(1,308,400)</b>
<b>Net current assets</b>		<b>30,298</b>	<b>1,749,047</b>
<b>Total assets less current liabilities</b>		<b>30,298</b>	<b>1,749,047</b>
<b>Total net assets</b>		<b>30,298</b>	<b>1,749,047</b>
<b>Reserves</b>			
Unrestricted	9	30,298	1,749,047
<b>Total reserves</b>		<b>30,298</b>	<b>1,749,047</b>

The accounts of the COVID-19 Healthcare Support Appeal (registered number: 12546947) were approved by the Board of Trustees and authorised for issue on 19 April 2022.

They were signed on its behalf by:



Christine Scott-Perry, Interim Chair

Date: 19 April 2022

## Statement of cash flow 31 December 2021

	Note	31 December 2021 £	9 months to 31 December 2020 £
<b>Reconciliation of changes in resources to net cash inflow from operating activities</b>			
Net (outgoing)/incoming resources		(1,718,749)	1,749,047
(Increase in debtors)	<b>6</b>	(524)	-
(Decrease)/increase in creditors	<b>7</b>	(587,669)	1,308,400
<b>Net cash outflow from operating activities</b>		<b>(2,306,942)</b>	<b>3,057,447</b>
<b>Cash flow statement for the period</b>			
Net cash (outflow)/inflow from operating activities		(2,306,942)	3,057,447
<b>Cash at the beginning of the period</b>		3,057,447	-
(Decrease)/increase in cash		(2,306,942)	3,057,447
<b>Bank balance as at 31 December 2021</b>		<b>750,505</b>	<b>3,057,447</b>

# The COVID-19 Healthcare Support Appeal Notes to the Financial Statements 31 December 2021

## 1. Accounting policies

The principal accounting policies are summarised below. They have all been applied consistently throughout the period.

The COVID-19 Healthcare Support Appeal is a private company limited by guarantee (registered company: 12546947), it was registered as a charity (registered charity: 1189119) on 20 April 2020.

### a. Accounting convention

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting for Charities (SORP 2019) guidance on the application of the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) effective 1 January 2015 and the Companies Act 2006, and Charities Accounts (Scotland regulations 2006) and Charities and Trustee Investment (Scotland) Act 2005.

The COVID-19 Healthcare Support Appeal meets the definition of a qualifying entity under FRS 102 and has therefore taken advantage of disclosure exemptions available to it in respect of its separate financial statements. Accordingly, exemption has been taken in relation to disclosure of remuneration of key management personnel.

The COVID-19 Healthcare Support Appeal constitutes a public benefit entity as defined by FRS 102.

The entity has been created for a limited time frame. It is anticipated that the entity will cease its operations once all the carried forward reserves are exhausted by grant-making during 2022. Therefore, the 2021 accounts have not been prepared under the going concern basis. All assets have been disclosed at their net present value and there are no liabilities recorded as being due in more than 12 months.

### b. Statement of cash flows

The COVID-19 Healthcare Support Appeal is a subsidiary of the RCN Foundation, which is a subsidiary of the RCN UK, therefore the RCN UK prepares and files a consolidated statement of cash flows which includes the cash flows of the COVID-19 Healthcare Support Appeal. Under FRS 102, a statement of cash flow is incorporated within these financial statements for the period ended 31 December 2021.

### c. Income

All income is accounted for when the COVID-19 Healthcare Support Appeal has entitlement to the funds, the amount can be quantified, and it is probable that the income will be received. Income includes donations gifted to the COVID-19 Healthcare Support Appeal.

## d. Expenditure

Expenditure is recognised on an accruals basis and allocated according to the COVID-19 Healthcare Support Appeal's objectives. Charitable activities relate to the objectives which are explained within the trustees' report of this annual report and financial statements.

Where expenditure cannot be directly allocated under these main categories, they are allocated across activities below based on actual direct expenditure incurred on the activities.

### **Cost of raising funds**

The cost of raising funds relate to any costs incurred by the charity to raise funds for its charitable work.

### **Objective 1: Hardship**

Frontline health and care staff are at the forefront of the fight against COVID-19 and for many, this is presenting unexpected challenges and making ends meet is difficult. The COVID-19 Healthcare Support Appeal provides grants to organisations whose beneficiaries are experiencing financial hardship as a result of COVID-19.

### **Objective 2: Psychological support**

The impact of COVID-19 on the mental health of health and care staff is profound. The COVID-19 Healthcare Support Appeal is committed to funding projects that offer tailored psychological support to health and care staff who are experiencing the traumatic effects of working on the front line.

### **Objective 3: Recovery and resilience**

The COVID-19 Healthcare Support Appeal recognises that the pandemic will have a long-term impact on the health and care workforce and that new ways of working and projects for recovery will be important. We are supporting evidence-based projects that will strengthen the workforce and encouraging creative applications that look to bring about positive change across the sector, including through better leadership and peer-to-peer support.

### **Grants payable**

Grants payable are charged to the Statement of Financial Activities in the period in which the grant is awarded and the successful granting is conveyed to the recipient. In cases where the offer is conditional, grants are wholly recognised as expenditure in the period when the conditions attached solely relate to the recipient meeting the conditions of the grant. If there are conditions that are within the control of the COVID-19 Healthcare Support Appeal the expenditure is recognised to the extent the conditions are fulfilled. Those grants which are payable in future periods are included in creditors as set out in note 7.

### **Support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support cost have been allocated are set out in note 3. Governance costs include all cost of compliance with constitutional and statutory requirements, including legal and audit fees and the cost of trustee meetings and are included within support costs.

### e. Irrecoverable value added tax

Where value added tax is incurred and cannot be recovered it is expensed in the Statement of Financial Activities. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### f. Unrestricted funds

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objects of the COVID-19 Healthcare Support Appeal.

### g. Financial Instruments

Debt instruments that are classified as payable or receivable within one year on initial recognition and which meet the above conditions are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

### h. Pensions

The RCN UK operates defined benefit and defined contribution schemes. As the COVID-19 Healthcare Support Appeal staff are employed by the RCN UK and work for the COVID-19 Healthcare Support Appeal in accordance with the recharging arrangements made they fall within the pension schemes of the RCN UK.

### i. Critical accounting judgements

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the statement of financial performance date and the amounts reported for income and expenditure during the period. However, the nature of the estimates means that actual outcomes could differ from those estimates.

#### **Significant area of estimation and judgement**

There are no significant areas of estimation and judgement.

### j. Going concern

The entity has been created for a limited time frame. It is anticipated that the entity will cease its operations once all the carried forward reserves are exhausted by grant-making by the end of 2022. After this period any assets and liabilities remaining will be transferred to the RCN Foundation which fulfill the COVID-19 Healthcare Support Appeal obligations when they fall due.

Therefore, the 2021 accounts have not been prepared under the going concern basis. All assets have been disclosed at their net present value and there are no liabilities recorded as being due in more than 12 months.

## 2. Donations

	31 December 2021	9 months to 31 December 2020
	£	£
Donations and gifts – major donations	-	4,970,000
Donations and gifts – one-off donations	27,874	26,246
<b>Total donations</b>	<b>27,874</b>	<b>4,996,246</b>

## 3. Expenditure

### 3.1. Analysis of total expenditure to 31 December 2021

	Direct charitable expenditure			Total charitable activities £	Support costs £	Total expenditure £
	Hardship £	Psychological support £	Recovery and resilience £			
Grants to organisations	423,000	810,065	448,210	1,681,275	-	1,681,275
Audit and tax advice	-	-	-	-	9,000	9,000
Professional services	-	-	-	-	3,617	3,617
Temporary staff costs	-	-	-	-	40,785	40,785
Legal fees	-	-	-	-	8,586	8,586
Publicity/ Advertising	-	-	-	-	3,360	3,360
<b>Total</b>	<b>423,000</b>	<b>810,065</b>	<b>448,210</b>	<b>1,681,275</b>	<b>65,348</b>	<b>1,746,623</b>
Support costs	16,441	31,486	17,421	65,348	(65,348)	-
<b>Total</b>	<b>439,441</b>	<b>841,551</b>	<b>465,631</b>	<b>1,746,623</b>	<b>-</b>	<b>1,746,623</b>

### 3.2. Analysis of total expenditure to 9 months to 31 December 2020

	Direct charitable expenditure			Total charitable activities £	Support costs £	Total expenditure £
	Hardship £	Psychological support £	Recovery and resilience £			
Grants to organisations	2,312,750	726,792	146,630	3,186,172	-	3,186,172
Audit and tax advice	-	-	-	-	9,000	9,000
Professional services	-	-	-	-	25,532	25,532
Temporary staff costs	-	-	-	-	26,495	26,495
<b>Total</b>	<b>2,312,750</b>	<b>726,792</b>	<b>146,630</b>	<b>3,186,172</b>	<b>61,027</b>	<b>3,247,199</b>
Support costs	44,298	13,921	2,808	61,027	(61,027)	-
<b>Total</b>	<b>2,357,048</b>	<b>740,713</b>	<b>149,438</b>	<b>3,247,199</b>	<b>-</b>	<b>3,247,199</b>

Support costs are allocated across the charitable activities based on the actual costs incurred on these activities.

External audit fee – auditor services of £9,000 including VAT are included in these financial statements.

The amount spent on direct charitable activities, excluding support costs, compared to total expenditure for the period was 96% in 2021 (31 December 2020: 98%).

### 3.3. Expenditure on charitable activities to 31 December 2021

	Hardship £	Psychological support £	Recovery and resilience £	Total costs £
<b>Grants</b>				
To organisations	423,000	810,065	448,210	1,681,275
Support costs	16,441	31,486	17,421	65,348
<b>Total</b>	<b>439,441</b>	<b>841,551</b>	<b>465,631</b>	<b>1,746,623</b>

In the COVID-19 Healthcare Support Appeal, the support costs are allocated to charitable activities according to the total spent for each activity.

### 3.4. Expenditure on charitable activities to 9 months to the 31 December 2020

	Hardship £	Psychological support £	Recovery and resilience £	Total costs £
<b>Grants</b>				
To organisations	2,312,750	726,792	146,630	3,186,172
Support costs	44,298	13,921	2,808	61,027
<b>Total</b>	<b>2,357,048</b>	<b>740,713</b>	<b>149,438</b>	<b>3,247,199</b>

#### Staff costs

The COVID-19 Healthcare Support Appeal does not employ any staff directly. An arrangement is in place between RCN and the COVID-19 Healthcare Support Appeal for the provision of services to the COVID-19 Healthcare Support Appeal. Under this arrangement a part-time charity manager is employed, focused on providing the services. The support costs include their salary including any employer's costs, such as pensions and national insurance contributions.

	31 December 2021 £	9 months to 31 December 2020 £
Wages and salaries	27,224	18,324
Social security	2,538	1,923
Other pension costs	3,018	1,832
<b>Total</b>	<b>32,780</b>	<b>22,079</b>

## 4. Grants payable

	Unrestricted			
	31 December 2021 £	9 months to 31 December 2020 £	31 December 2021 £	9 months to 31 December 2020 £
<b>Balance brought forward at start of period</b>	<b>1,290,422</b>	<b>-</b>	<b>1,290,422</b>	<b>-</b>
<b>Awarded in the period:</b>				
Grants	1,681,275	3,186,172	1,681,275	3,186,172
<b>Charge to SOFA</b>	<b>1,681,275</b>	<b>3,186,172</b>	<b>1,681,275</b>	<b>3,186,172</b>
Paid in period	(2,271,230)	(1,895,750)	(2,271,230)	(1,895,750)
<b>Balance carried forward at the end of the period</b>	<b>700,467</b>	<b>1,290,422</b>	<b>700,467</b>	<b>1,290,422</b>
Falling due within one year	700,467	1,290,422	700,467	1,290,422

The balance brought forward from 2020 has been adjusted to remove support costs (£61,027) from the total grants awarded in the period charged to the SOFA.

Grants were awarded as follows (please refer to pages 5 to 7 for more information on the grants awarded):

	Unrestricted and total funds 31 December 2021	Unrestricted and total funds 9 months to 31 December 2020
Grants/bursaries to organisations:	£	£
BASW (British Association of Social Workers)	90,000	90,000
Body & Soul	97,750	97,750
British Medical Association	-	84,000
Care Workers' Charity	150,000	615,000
Cavell Nurses' Trust	-	50,000
Chartered Society of Physiotherapists	-	35,000
College of Paramedics	-	150,000
Intensive Care Society	70,320	171,772
Nurse Lifeline	50,000	50,000
Pharmacist Support	31,500	43,575
POA Welfare	-	47,250
QNI (Queen's Nursing Institute)	129,575	48,825
RCN Foundation	-	828,000
Royal College of General Practitioners	-	60,000
Royal College of Occupational Therapists	-	31,500
Royal Medical Benevolent Fund	-	25,000
TASC (The Ambulance Staff Charity)	-	128,500
There for you (UNISON Welfare)	100,000	630,000
Royal College of Nursing	123,000	-
Frontline 19	175,000	-
Hospice UK	140,000	-
South Tyneside and Sunderland Charity	120,000	-
Doctors in Distress	80,000	-
Institute of Health Visiting	50,000	-
Society and College of Radiographers	12,000	-
CNWL NHS Foundation Trust	30,250	-
Listen Up Storytelling	18,640	-
Hospital Consultants and Specialists Association (HCSA)	24,240	-
Queen's Nursing Institute Scotland (QNIS)	59,000	-
The Ambulance Staff Charity (TASC)	130,000	-
<b>Total grants to organisations</b>	<b>1,681,275</b>	<b>3,186,172</b>

Grants awarded are the total amount of the grants approved during the period by the trustees. The difference between the grants awarded in the period of £1,681,275 and the Charge to the SOFA of £1,746,623 is due to the support costs of £65,348, as per note 3.1.

## 5. Taxation

The COVID-19 Healthcare Support Appeal is exempt from tax as all its income is charitable and is applied for charitable purposes.

## 6. Debtors

	31 December 2021	9 months to 31 December 2020
	£	£
<b>Amounts falling due within one year</b>		
Accrued income	524	-
<b>Total</b>	<b>524</b>	<b>-</b>

## 7. Creditors

	31 December 2021	9 months to 31 December 2020
	£	£
<b>Amounts falling due within one year</b>		
Trade creditors	-	-
Grants payable (note 4)	700,467	1,290,422
Accruals	9,000	9,000
Due to RCN UK	6,904	8,978
Due to RCN Foundation	4,360	-
<b>Total</b>	<b>720,731</b>	<b>1,308,400</b>

## 8. Analysis of net assets between funds

	Unrestricted funds		Total funds	
	31 December 2021	9 months to 31 December 2020	31 December 2021	9 months to 31 December 2020
	£	£		£
<b>Fund balances at the end of the period are represented by:</b>				
Current assets	751,029	3,057,447	751,029	3,057,447
Current liabilities and provisions	(720,731)	(1,308,400)	(720,731)	(1,308,400)
Non-current liabilities	-	-	-	-
<b>Total net assets</b>	<b>30,298</b>	<b>1,749,047</b>	<b>30,298</b>	<b>1,749,047</b>

## 9. Movement in funds

### 9.1 Movement in funds period ended 31 December 2021

	Opening balance at 1 January 2021	Income	Expenditure	Net gains	Transfer of funds	Net movement for the period	Closing balance at 31 December 2021
	£	£	£	£	£	£	£
<b>Unrestricted funds</b>							
Hardship	(2,357,048)	-	(423,000)	-	-	(423,000)	(2,780,048)
Psychological support	(740,713)	-	(810,065)	-	-	(810,065)	(1,550,778)
Post COVID-19 support	(149,438)	-	(448,210)	-	-	(448,210)	(597,648)
General	4,996,246	27,874	(65,348)	-	-	(37,474)	4,958,772
<b>Total</b>	<b>1,749,047</b>	<b>27,874</b>	<b>(1,746,623)</b>	<b>-</b>	<b>-</b>	<b>(1,718,749)</b>	<b>30,298</b>

### 9.2 Movement in funds period ended 31 December 2020

	Opening balance at 3 April 2020	Income	Expenditure	Net gains	Transfer of funds	Net movement for the period	Closing balance at 31 December 2020
	£	£	£	£	£	£	£
<b>Unrestricted funds</b>							
Hardship	-	-	(2,357,048)	-	-	(2,357,048)	(2,357,048)
Psychological support	-	-	(740,713)	-	-	(740,713)	(740,713)
Post COVID-19 support	-	-	(149,438)	-	-	(149,438)	(149,438)
General	-	4,996,246	-	-	-	4,996,246	4,996,246
<b>Total</b>	<b>-</b>	<b>4,996,246</b>	<b>(3,247,199)</b>	<b>-</b>	<b>-</b>	<b>1,749,047</b>	<b>1,749,047</b>

## 10. Related party transactions

The COVID-19 Healthcare Support Appeal does not directly employ any staff. The RCN employs the staff member who is focusing on providing services to the COVID-19 Healthcare Support Appeal and, therefore, these costs have been recharged to the COVID-19 Healthcare Support Appeal. In 2021, £40,785 (31 December 2020: £26,495) was recharged to the COVID-19 Healthcare Support Appeal (from the RCN) for its sole staff member, which includes VAT charged at 20%. As at 31 December 2021 £6,904 (31 December 2020: £8,978) is outstanding from the COVID-19 Healthcare Support Appeal to RCN for these staff costs.

In 2021, the RCN Foundation incurred in legal costs (£8,586) relating to the winding up of the COVID-19 Healthcare Support Appeal which have been recharged to the charity. As at 31 December 2021, £4,360 is outstanding between the RCN Foundation and the COVID-19 Healthcare Support Appeal.

## 11. Remuneration

None of the trustees received remuneration. No costs were incurred by the COVID-19 Healthcare Support Appeal Trustees while carrying out trustee duties.



Supporting  
health and care staff  
through COVID-19

**CHSA**

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