



Police Care UK Annual Report

»» 2024-2025

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Welcome



This year has been one of significant impact and continued demand for our services, as more members of the policing community reached out for our support. Our Clinical team received over 1,300 initial enquiries, providing direct, transformational support to more than 850 individuals as a result. Behind these figures are individuals navigating trauma, often reliving some of the most challenging moments of their careers, alongside families supporting loved ones under immense strain.

Our services delivered over 4,000 individual psychotherapy sessions, alongside specialist clinical interventions, practical guidance, and more than £90,000 in grants to those experiencing financial hardship. Each and every interaction reflects our commitment to walking alongside individuals on their journey to recovery.

The urgency of our work is underscored by the realities of modern policing: frequent exposure to trauma, high rates of PTSD, and the ongoing risk to wellbeing. These challenges reinforce the importance of accessible, high-quality support.

We have also continued to strengthen our external impact. Our research partnership with the University of Greenwich will enable us to build a deeper understanding of the true cost of PTSD on the policing community and wider society, helping to inform and refine our future service delivery. Internationally, we shared expertise at the EuroCOP Spring Forum, contributing to wider discussions on trauma and harm reduction. Closer to home, our collaboration with the National Police Wellbeing Service (Oscar Kilo) continues to support the development of practical, workplace-based approaches to managing trauma and building resilience.

As we look ahead, our focus remains firmly on expanding access to our services, improving outcomes for those we support, and ensuring that no one in the policing community faces harm alone. I would like to thank our dedicated team, whose compassion and professionalism change lives every day, and our supporters whose generosity enables our transformational work.

Geoff Cheshire
Chief Executive



Police Care UK remains steadfast in our vision to prevent and mitigate harm, and to advocate for wellbeing across the policing community. In an increasingly complex and challenging environment, our need has never been greater. As a national charity providing completely free, confidential support to those who turn to us in times of need, the scale of this challenge is significant, but so too is the critical importance and impact of all we do.

This year has also been one of change at Board level. I extend my sincere thanks to those Trustees who have completed their tenure, and offer a warm welcome to those new members of the Board who bring fresh perspectives and high levels of expertise. The exacting standards of our governance continues to strengthen, underpinned by the Charity Governance Code and a shared commitment to delivering the highest possible standards without exception, for the ultimate benefit of those we serve.

As we look to the future, our strategic focus remains firmly on both sustainability and growth. The Board is actively supporting the strategy to diversify income streams, ensuring our services are never limited by financial constraints. This will enable us to expand our reach and deepen our impact over the next five years.

On behalf of the Trustees, I offer my heartfelt thanks to our staff, volunteers, partners, donors and supporters without whom our work would not be possible. Above all, we remain wholeheartedly committed to the policing community, whose courage and service continues to inspire all that we do.

Dr Ravi Rana
Chair of Trustees

Our Royal Patron, His Majesty, King Charles III



We are extremely proud and honoured to have His Majesty King Charles III as our Patron.

Police Care UK has held Royal patronage since 1968 and His Majesty is the second monarch to serve as our Patron following his mother, Her Late Majesty Queen Elizabeth II, who was our Patron for 54 years.

We are delighted to have His Majesty supporting the work of Police Care UK and the positive impact we make on those who have worked within our police forces throughout the UK.

Our impact



840

We supported over 840 families in the last year

49%

of all enquiries were related to trauma, PTSD, CPTSD or undiagnosed trauma in the first instance.

45%

of the families we supported required a full psychological assessment over the last 12 months



80% of those assessed required therapy

94%

of assessments with outcome recommending therapy stipulated they needed trauma focused therapy



5,000

therapy sessions were delivered in the year. This is a 25% increase on the last year



89%

of beneficiaries who responded to our therapy survey said life is better due to our services



Our first ever PTSD awareness Campaign saw 12.5% increase in engagement across all channels



including 44% more likes compared with the same period the year before



On June 27th we asked everyone to walk the beat for PTSD which helped both raise awareness and raise much needed funds for the charity



We ran our first ever PTSD awareness campaign

Our PTEC help web pages were viewed over

2,900

times this year

Our corporate partners supporting Police Care UK to do more

Principle One is a long-standing corporate partner, that helps us in many different ways: from Pro bono work, to supporting us with technology and project planning, to getting involved with our fundraising events.



Every year the team at Principle One have come together to support Police Care UK through a series of inspiring fundraising initiatives, including their Quiz Night and Auction which has become a tradition to raise vital funds for police officers and staff affected by trauma and hardship. This dedication of Principle One colleagues demonstrates the power of corporate engagement in making a real impact.

"At Principle One, we deeply value the sacrifices made by police officers and staff to keep our communities safe. Partnering with Police Care UK allows us to give back to those who have faced trauma and hardship in the line of duty. Through our employee fundraising efforts, we are not just raising money – we are standing in solidarity with those who serve. We are proud to support such an important cause to our hearts and remain committed to making a meaningful impact on the lives of those who protect us every day."

Maggie Scott, CEO, Principle One



Over the last couple of years **Policefriendly & Metfriendly** has continued to donate to us, including our last two Christmas appeals. **Policefriendly & Metfriendly** are financial experts dedicated to providing effective, great-value products and services to members of the Police Service and their families across the whole of the UK.

"We partnered with Police Care UK to provide support for police officers and staff facing trauma and hardship – something we have been doing since 1893.

Policefriendly & Metfriendly supports Police Care UK's Christmas appeal. Through this collaboration, we provided vital financial support and helped raise awareness of these issues. This activity ensured that injured and traumatised police officers receive expert care, trauma therapy, and financial assistance.

Together, Policefriendly & Metfriendly and Police Care UK are making a tangible impact, helping officers rebuild their lives after service-related harm. This collaboration exemplifies how corporate partnerships can drive meaningful change for those who dedicate their lives to keeping communities safe."

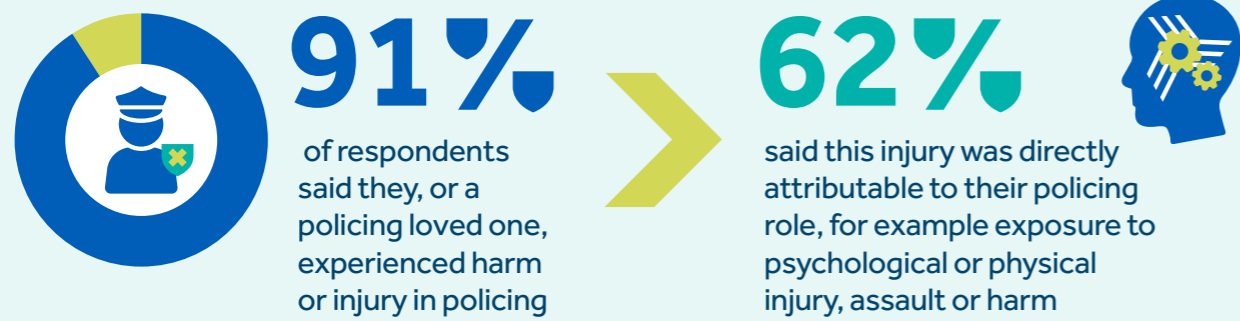
Martin Bellingham, Membership Support Director,



The scale of the problem

In April 2025, we launched our first Service Demand survey to check our understanding and confirm our services are meeting the needs of those harmed due to their policing role. This survey focused on the needs of beneficiaries after experiencing harm directly attributable to their policing role, and what role Police Care UK could perform in mitigating the impact of that harm. The initial results from our Service Demand survey demonstrates:

The Extent of Harm in Policing



From those experiencing harm that was directly attributable to their role:



54% of respondents felt the harm experienced was going to have a considerable or life changing impact on the rest of their lives (rank 7 + out of 10, with 10 meaning completely life changing and unable to do activities as they did before)

Consequences of Harm

10% Almost 10% of those harmed due to their policing role, went through ill-health retirement due to that harm experienced.

Psychological Need & Demand

61% of those who experienced harm due to their policing role, said their current primary need was for psychological health/ mental health.

39% of those who experienced harm due to their policing role, wanted to access education or training on trauma/PTSD/CPTSD

A further 15% said psychological health/ mental health was their second most pressing need after the first.

45% might want access to peer support around trauma in the future

75% of those who experienced harm due to their policing role, reported they may want to access therapy for trauma including PTSD/ CPTSD symptoms in the future.

This survey told us that:

- 49%** 49% want psychological services to be a top priority
- 33%** 33% said it should second or third in our list of priorities
- 82%** That's 82% wanting it to be in the top three priorities.

Priority for Psychological Services

"I have a long road to go due to the impact of policing and the trauma associated with it over many years; however, even small steps can make a big difference. Policing still has long way to go in preventing and addressing the impact of the job and early intervention with a charity like Police UK should be mandatory for all police officers involved with traumatic incidents. Thank you to everyone for what you offer and do on a daily basis."



Serving police officer, Northern Ireland (PSNI)

Trauma in policing



“ I had nowhere else to go as my work OHW had a 6-month waiting list... it gave me some stability until I got to see them.

Serving police officer,
Northern Ireland (PSNI)

The old saying ‘delayed treatment is denied treatment.’

At the moment, we’re seeing extensive waiting lists for NHS talking therapies, extensive waiting lists for occupational health therapies, and sometimes no appropriate treatment within occupational health.

Lengthy waiting times can have a massive impact on both the individual and their loved ones.

Serving officer, Paul, attended a road traffic accident. It was very similar to ones he’d attended a hundred times before. But that one incident stayed with him. He began to have nightmares, intrusive thoughts, and soon was avoiding that particular road.

That single traumatic incident could be relatively quick to treat at this stage.

But Paul was put on an eighteen-month waiting list. As his symptoms continued, he began to self-medicate, using alcohol just to be able to get through the day. His life soon spiralled out of control, with extended absences off work. This ultimately cost him his job.

Then he couldn’t afford to pay the mortgage. This lost him his house.

His relationship with his wife and children became strained and degraded the longer his symptoms were left untreated. This ultimately cost him his marriage.

But the impact didn’t just stop there.

For his children, living in the household where a parent had untreated PTSD, increased their chance of developing their own mental health difficulties.

For his police force, losing another dedicated officer depleted team and increased the strain on those left in work, which in turn increased the chances of them going off sick, reducing the Police services ability to do a good job which reduced confidence in the police service.

And for him, living alone in a single room flat, left contemplating whether life is worth continuing... increased his risk of suicide.

This single treatable traumatic incident turned into something so much more complicated, and life altering. Making the road to recovery that much longer too.

Not just for Paul, but for everyone around him.

This is a story we’ve heard again and again.

Karen & Frankie’s story

Anyone working in policing can be affected by trauma experienced in their role, but new recruits on the frontline without a support network behind them, can be especially vulnerable.

That is the observation of Hertfordshire Police welfare officer Karen Hutchinson and is why she and colleague Frankie Westoby have committed to marching for Police Care UK in 2025. Hatfield-based acting inspector Karen, 42, has spent 18 years working in frontline policing. She believes Police Care UK’s unique programme of emotional and financial support for officers is vital – now more than ever.

“Officers are under enormous pressure from the number of jobs that are coming in on a day-to-day basis,” she said. “Attitudes have changed and are changing. People are becoming more able to talk about their mental health and how the job is affecting them.

“But the new officers joining the service are so young. They have never been exposed to the sort of life they face when working on the front line.

“As welfare officers we’ve both referred officers to Police Care UK for assistance recently.

“In fact, I referred someone who felt particularly suicidal. They had nothing but praise for the way Police Care UK have been able to help them.”

The pair completed 52 kilometres of the 100km Peak District Challenge in support of our work helping to reduce the impact of trauma on those exposed to it in their policing role. They raised a fantastic £465 for Police Care UK.



“ When I started counselling, I was very fragile and felt I would never be able to return to frontline policing. Once I was a few sessions into my counselling I could start to see that I would return, and my sessions have allowed me to get back to full hours frontline. I think I am more resilient and have found coping mechanisms.

Serving police officer, Hertfordshire

The solution

Over the last twelve months, Police Care UK has worked hard to drive awareness as well as grow our resources to provide better psychological services for those harmed by their policing role, and their families.

Campaigns

In June 2024, Police Care UK embarked on its first awareness campaign specifically focussing on PTSD in policing. Our aims were to increase awareness, reduce stigma through delivering a digital campaign which would drive more people to our website, increase both enquiries to the Charity for support, but also donations and support for our work.

We shared content on 16 days across the month resulting in a total of 72 posts across all platforms (LinkedIn, Facebook, X, and Instagram). In addition, we sent out two newsletters, set up two events and contacted all our current supporters.

We saw a 64% increase in donations that month compared to the previous two months. The average amount donated increased in this month, and we saw more regular monthly donors sign up, giving an average of £10 a month.



Growth in Clinical Capacity



Over 1,200 psychological assessments



Recruitment of new Clinical & Beneficiary Services team



Expansion of Psychological Services team

I really appreciated the sessions that I received it has made a big difference to me in understanding PTSD. I am now able to set boundaries and deal with situations a lot better. I am now fully committed to using the tools and techniques I have learned it has made such a positive impact to my life and my family. I am so grateful thanks so much.

Spouse/partner of serving police officer, Northern Ireland (PSNI)



I have been able to face my daily challenges with my PTSD and have reframed my fears. In particular I have been sleeping much better and can now visit the location where my traumatic incident took place without experiencing flashbacks.

Veteran police officer, North Yorkshire

Expanding our team and increasing our expertise will enable us to triple our support, meaning we will now be offering over 1,200 psychological assessments in a year to those seeking support for their mental health due to impact of harm directly attributable to their police role, or their loved one's policing role.

We've also been growing our Network of Emergency Services Therapists (NEST).

In November 2021, the Prince of Wales announced the aim to create a Network of Emergency Services Therapists (NEST) as part of ongoing work to improve well-being provision available to those working in the UK emergency services. The Royal Foundation provided funding to Police Care UK for the creation and development of a directory of therapists who have extensive experience in addressing and treating the complex mental health needs of emergency responders.

Since November 2023, we have been recruiting suitably experienced and qualified therapists to this specialist network, and we have now moved into the testing phase of this innovative project. Since December 2024 we have been matching Police Care UK beneficiaries with therapists from the database, all of whom have accreditation and a minimum of 4 years working with emergency responders in a clinical setting

In the last 12 months we have received over 200 applications from therapists to be on the network, and have approved 61 of those requests to join our network. This expansion of our network has meant we've been able to deliver another 294 therapy sessions, on top of our existing service, which delivered 4,726 sessions. This has taken our total delivered therapy sessions to over 5,000 this year.

Expanding Our Therapist Network



Over 200 applications to join NEST



61 therapists chose to join our network



Over 5,000 therapy sessions delivered this year

The difference we are making

Our therapy service is striving to help all eligible individuals, changing their living for the better.

89%

89% of respondents to our post therapy survey said life was better because of the support from Police Care UK.



100% difference - without them I would likely have taken time off sick from work, but this was avoided."

Serving police officer, Norfolk

97%

rated talking with our team as good, very good or excellent

94%

agreed or strongly agreed with the statement:

I would recommend this service to others"

87.1%

87.1% of those receiving trauma therapy saw improvement in their ITQ scores, which tracks their PTSD symptomology.



83.9%

Similarly, 83.9% of those receiving support for anxiety saw a reduction in GAD7 scores



84.2%

and 84.2% receiving treatment for depression saw a reduction in PHQ9 scores.



Amy's fundraising story

Daredevil police officer Amy Somers took a leap of faith to repay a debt of gratitude to Police Care UK for regaining her identity.

The 27-year-old, who has served on the front-line for Police Scotland in North Lanarkshire for the past five years, raised over £800 ahead of her second attempt at a charity skydive on April 26, 2024.

The first – at Fife Airport on November 9 – would have come less than 18 months after being assaulted on duty but was postponed due to bad weather.

The attack in August 2023 had a dramatic impact on Amy, physically and mentally, which saw her signed off work for five months.

Contacting Police Care UK, who funded 12 specialist trauma counselling sessions for her, proved to be the turning point. She returned to full duties in January 2024.

"The trauma of the assault had a lasting impact on me mentally and I was struggling to cope," she explained. "It was important for me to get back to work. Being a police officer is part of my identity, and I didn't want the assault to define me.

"I reached out to Police Care UK to see if they could help. The counselling sessions helped me to work through my struggles. It was a huge help in getting me back to work.

"I set myself the goal of raising money for Police Care UK to repay their kindness and so other colleagues could receive support.

"What better way to do that than to throw myself out of my comfort zone and do a skydive?"

Take part in a challenge event and help Police Care UK. Visit policecare.org.uk/get-involved/fundraise

I have CPTSD, and working with my therapist has made me deal with my condition through coping mechanisms which prior to this I had no knowledge off. The EMDR sessions were tough to start with, but I was left in control of the sessions and as time progressed, I was able to manage more successfully. I had a relapse last weekend through a near death experience while choking on my own, but my military and police training kicked in and I was able to clear the obstruction, however it did trigger my PTSD, but I was able to remember the advice provided by therapist and worked myself through it.

Now I am on a new venture and take a positive out of everything. What you did for me has dramatically changed my life and my relationship with my partner. I would be happy to be a mouthpiece for you because CPTSD is a killer and I have lost to many friends who didn't seek help, had they done so they would be still here now.

Veteran police officer, Metropolitan

How you can help

No one struggling with an injury on duty should be left without help. That's why we need your vital support to continue making a difference.



Donate

Police Care UK is an independent charity meaning we receive no funding from the Government or the police forces. We rely on donations from our supporters to enable us to provide the vital services we have available to those harmed through their policing career. Your support can help us to make a substantial difference.

Visit www.policecare.org.uk/get-involved/donate/ to make a one-off donation



Like, share and repost

Follow us on our social media channels and like, share and repost our posts to help us raise awareness of what we are here to do.

- @policecareuk
- @policecareuk
- Policecareuk
- @policecareuk



Become a regular donor

Regular donations are vital for providing stable income for our ongoing services, whether you can donate annually, monthly, or weekly, every regular donation makes a substantial difference.

Visit <https://secure.edirectdebit.co.uk/Police-Care-UK/Friend> to sign up for a regular donation.



Fundraise

Interested in fundraising for us? Please get in touch we'd love to hear from you, we are here to support you in every step of the way!



Leave a Gift In Your Will

By leaving a legacy you can help many members of the Police Community. A gift in your Will to Police Care UK is an incredible way to support the Police Community for generations to come.



Volunteer

Are you interested in becoming a Police Care UK volunteer? You can help make a difference and support serving personnel, veterans, and their families. Check out our website for more details about our volunteering opportunities.



“ Just ask my husband he said I have a new lease of life! My only regret is I didn't have this 9 years ago.

Veteran police officer,
Hampshire

POLICE CARE UK ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

S Crane
A Threadgold
L Kelly
K Lowes
B Goodwin (Appointed 16 May 2024)
S Wilcock (Appointed 23 June 2025)
M Lockhart (Appointed 23 June 2025)
R Mcnee (Appointed 23 June 2025)
R Rana (Appointed 23 June 2025)
N Moden (Appointed 23 June 2025)
H Smith (Appointed 3 December 2025)

Charity number (England and Wales) 151322

Charity number (Scotland) SC0047767

Company number 08426630

Auditor

Alliotts LLP
3 London Square
Cross Lanes
Guildford
GU1 1UJ

Bankers

Royal Bank of Scotland plc
London Drummonds Branch
49 Charing Cross
London
SW1A 2DX

Solicitors

BDB Pitmans LLP
50 Broadway
Westminster
London
SW1H 0BL

Investment advisors

Independent Investment Reviews
88 Kingsway
London
WC2B 6AA

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities Objects of the Charity

The objects of the Charity are to promote the efficiency of the UK police service and support the needs of serving and former police officers, including staff employed in policing roles, and their dependents arising through injury, death as a result of duty, illness, hardship and old age.

Police Care UK is the Charity for the entirety of policing doing our utmost to improve the mental health and wellbeing of police personnel. We are there for serving, veteran police officers, staff, and their families and police forces throughout the UK from local to national.

How the Charity operates

Police Care UK provides a programme of counselling, emotional support & advice, grant funding, training and research. We improve awareness and understanding of the harms of policing, enable police forces to better look after their people and, most importantly, help those who are harmed to rebuild their lives and recover from the physical and psychological scars of service.

We work independently of the police and government to help ensure that serving and former police who suffer harm, and their families, have someone to turn to when things get tough.

Activities for Public Benefit

In setting out their objectives and planning their activities the Trustees have given careful consideration to the Charity Commission's General guidance on public benefit. The Charity provides a significant public benefit given the relatively wide section of people who have the opportunity to apply for assistance and be considered as a potential beneficiary.

The impact of the Charity's work goes beyond those helped directly as we help reduce the distress experienced by the family and friends of those who are injured, and, as a significant element of our work supports police forces, there is a wider public benefit across the whole of the UK.

Fundraising

We are investing in our fundraising capacity in order to diversify and grow our fundraising activities to reduce our dependency on investment income and support more beneficiaries, recognising that there is support from people wanting to get involved in helping Police Care UK.

We uphold the highest fundraising standards and have published our fundraising promise on our website. We have maintained our voluntary registered status with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We do not undertake any door-to-door or street fundraising, and do not use any third-party companies to fundraise on our behalf. We have robust data protection and privacy policies in place and we do not share personal data outside these arrangements.

We do not sell any personal data for use by any external organisation. We report and monitor on a regular basis through our Senior Leadership Team and the Board of Trustees all instances of potentially vulnerable supporters and ensure that we act and respond appropriately by reviewing each instance and how we handled it. This allows the Charity to ensure we are continuously improving the overall experience provided to vulnerable supporters. We take all complaints very seriously and respond according to our complaints policy. This year saw no fundraising complaints.

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

Police Care UK continues to deliver transformational support to people injured in the service of policing and their families. Helped by a nationwide movement of volunteers who give long hours in support of this mission and our ongoing relationships across the service, we have been able to expand our support while continuing to design and test innovative new treatments and clinical programmes.

This year, we received more than 1,300 initial enquiries from across the UK and are proud to have provided transformational, direct support to more than 850 individuals in response to these enquiries. Behind these numbers are members of the police community, often reliving some of the most distressing moments of their careers, quietly carrying the burden of trauma, and families watching loved ones withdraw under the strain.

We also enabled the delivery of more than 4,000 individual psychotherapy sessions, delivered specialist clinical support and compassionate practical guidance and provided over £90,000 worth of grants to those in financial hardship.

Financial review

The results of the Charity are set out in the financial statements on pages 12 to 31. The Charity's net deficit was £3.2m in 2024/2025 compared to a net income of £0.5m in 2023/2024 and after taking into account a net gain on investments of £2.2m. Expenditure on charitable activities totalled £3.0m in 2024/2025 (compared to £2.9m in 2023/2024).

Reserves Policy

Our reserves policy aims to ensure that the Charity continues to hold sufficient funds that enable it to achieve its objectives whilst, at the same time, ensuring there are adequate reserves held to ensure continuity of service and support to our beneficiaries if unexpected events occur. Trustees review levels of reserves annually as part of the annual budget and strategic planning processes taking into account projections of:

- Alternative sources of voluntary income;
- Anticipated income and capital growth of the investment portfolio;
- Existing grant programme commitments and anticipated applications
- Agreed commitments to new initiatives, research and services designed to improve the support of our beneficiary base.

Trustees will continue to review the reserves policy in the context of developing a wider fundraising strategy and developing new activities in response to the needs of beneficiaries.

The strategy includes reduced reliance on investment income to reduce our current annual deficit to break even. The overall reserves balance will in turn reduce over this period but maintain sufficient value to meet unforeseen events and enable the Charity to continue into perpetuity at a scale, seen in recent years. Trustees are satisfied that the current level of free reserves of £27.5m are in line with the agreed policy.

Investment Management

Investment performance is always of particular focus given the Charity's reliance on this key source of income. During the year we continued to work with our investment advisors, Independent Investment Reviews (IIR), to closely monitor performance. Trustees have adopted a portfolio approach to managing investments to help spread the risk and reduce any potential impact of any single fund underperforming.

The Charity's assets were invested in accordance with the Trustee Act 2000. Other than that, there were no restrictions on the Charity's powers to invest. The investment objective was to provide a reasonable level of income whilst maintaining and growing the value of the capital in real terms.

Our investments performed less favourably in the final quarter of the 2024-25 financial year, impacted by external geopolitical factors, with the total value of our investments standing at £27.4m as at 31 March 2025.

Trustees have taken steps to manage and mitigate risks in our financial performance and position in accordance with the latest available information and guidance. Since the end of the year, the charity has transferred some of its investment portfolio from under performing funds.

Risk Management

The Senior Leadership Team maintain a detailed risk register which is reviewed by the Audit & Investment Committee and the Board quarterly. The Trustees are satisfied that systems are in place to mitigate exposure to major risks.

Future Plans

Our Board of Trustees are developing a strategic plan to diversify our income with a particular focus on fundraising to ultimately increase our offer to our beneficiaries over the next 5 years and guarantee the future sustainability and growth of the Charity. This work is ongoing.

Structure, governance and management

The Charity is a company limited by guarantee without share capital. The Trustees are also the directors for the purpose of company law.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

S Crane	
R Hay	(Resigned 17 October 2024)
A Threadgold	
L Kelly	
A Basu	(Resigned 2 September 2025)
S Ockham	(Resigned 25 November 2025)
K Lowes	
D Ray-Hill	(Resigned 25 September 2025)
J Tolfrey	(Resigned 14 August 2025)
G Stephens	(Resigned 23 June 2025)
B Goodwin	(Appointed 16 May 2024)
S Wilcock	(Appointed 23 June 2025)
M Lockhart	(Appointed 23 June 2025)
R Mcnee	(Appointed 23 June 2025)
R Rana	(Appointed 23 June 2025)
N Moden	(Appointed 23 June 2025)
H Smith	(Appointed 3 December 2025)

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Board of Trustees

The Trustees are committed to demonstrating good governance and have adopted and implemented the Charity Governance Code. The Board of Trustees meet four times during the year to consider the Trust's investment matters, receive regular updates from committees, and to plan for its short, medium and long term future.

Additionally, they meet annually to consider strategy and to plan for the future and to assess Board performance, including whether the Board has the right mix of skills to deliver on its plans.

When a vacancy arises, the Trustees shall have regard to the desirability of seeking one or more recommendations to fill the vacancy from any or all of the following bodies (or to such other body or bodies as may succeed to their operations):

- (a) The National Police Chiefs Council;
- (b) The Chief Police Officers' Staff Association;
- (c) The Police Superintendents' Association of England and Wales;
- (d) The Association of Scottish Police Superintendents;
- (e) The Superintendents' Association of Northern Ireland;
- (f) The Police Federation of England and Wales;
- (g) The Scottish Police Federation;
- (h) The Police Federation of Northern Ireland;
- (i) The National Association of Retired Police Officers;
- (j) The Retired Police Officers' Association Scotland; and
- (k) The Northern Ireland Retired Police Officers' Association.

In order to strengthen the skills and diversity of the Board, the Trust may also appoint co-opted trustees. New Trustees are encouraged to spend time on induction and meeting employees and attend training to support their role. Trustees are routinely updated to keep the up to date with recent law governing trustee's responsibilities and are provided with copies of Charity Commission Guidance relevant to their role.

Organisation

The Trustees have appointed three sub-committees to help with the execution of the Board's responsibilities.

- The Audit & Investment Committee to support the Trustees on financial, control, risk and investment matters.
- The Remuneration & Nomination Committee supports the Trustees on staff matters, trustee appointments and tenure.
- The Clinical Risk Management and Quality Assurance Committee advises the Trustees on clinical matters

Other committees and working groups are formed on a temporary basis as and when needed. Day to day management of the Charity is delegated to the Chief Executive Officer, who has authority to approve expenditure within the framework of delegations.

The Trustees regularly review the scheme of delegation. All Trustees give of their time freely and no Trustee received remuneration in the year.

Remuneration policy

The pay of all staff is reviewed annually and includes reference to market comparisons and with market rates, ensuring that Police Care UK remains sensitive to broader issues of pay and employment conditions elsewhere. We do not employ interns without pay and we pay the real living wage for all of our staff.

Auditor

The auditor, Alliot's LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.

Chairman

11 Dec 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Police Care UK for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). 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.

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 Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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The Trustees are responsible for keeping adequate accounting records that 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, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF POLICE CARE UK

Opinion

We have audited the financial statements of Police Care UK (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows 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 March 2025 and of its incoming resources and application of resources, 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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 Charity'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.

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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose 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 Charity'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 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 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.

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.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Alliotts LLP

Chartered Accountants
3 London Square
Cross Lanes
Guildford
GU1 1UJ
11 Dec 2025

Alliotts LLP is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	544,011	60,000	604,011	631,117	169,422	800,539
Other trading activities	4	19,232	-	19,232	35,114	-	35,114
Investments	5	238,632	-	238,632	724,209	-	724,209
Total income		801,875	60,000	861,875	1,390,440	169,422	1,559,862
Expenditure on:							
Raising funds							
Fundraising and publicity	6	829,227	-	829,227	348,585	-	348,585
Trading costs	6	7,426	-	7,426	9,442	-	9,442
Investment management	6	4,715	-	4,715	4,629	-	4,629
		841,368	-	841,368	362,656	-	362,656
Charitable activities	8	2,982,879	30,868	3,013,747	2,681,471	174,554	2,856,025
Total expenditure		3,824,247	30,868	3,855,115	3,044,127	174,554	3,218,681
Net gains/(losses) on investments	13	(171,589)	-	(171,589)	2,175,658	-	2,175,658
Net income/(expenditure) and movement in funds		(3,193,961)	29,132	(3,164,829)	521,971	(5,132)	516,839
Reconciliation of funds:							
Fund balances at 1 April 2024		30,544,439	114,868	30,659,307	30,022,467	120,000	30,142,467
Fund balances at 31 March 2025		27,350,478	144,000	27,494,478	30,544,439	114,868	30,659,307

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	£	2025 £	£	2024 £
Fixed assets					
Intangible assets	15		6,261		29,270
Tangible assets	16		22,679		16,356
Investments	17		27,403,465		29,775,053
			27,432,405		29,820,679
Current assets					
Stocks	18	-		14,401	
Debtors	19	208,281		501,941	
Cash at bank and in hand		408,371		918,441	
			616,652	1,434,783	
Creditors: amounts falling due within one year	20	(554,579)		(596,156)	
Net current assets			62,073	838,627	
Total assets less current liabilities			27,494,478	30,659,306	
Net assets excluding pension liability			27,494,478	30,659,306	
The funds of the Charity					
Restricted income funds	22		144,000		114,868
Unrestricted funds			27,350,478		30,544,439
			27,494,478		30,659,307

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 11 Dec 2025

Chairman

Company registration number 08426630 (England and Wales)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Notes	£	2025 £	£	2024 £
Cash flows from operating activities					
Cash absorbed by operations	30		(2,922,595)		(1,507,066)
Investing activities					
Proceeds from disposal of intangibles		-		26,244	
Purchase of tangible fixed assets		(20,645)		(10,895)	
Purchase of investments		(5,463)		(25,675,899)	
Proceeds from disposal of investments		2,200,000		25,227,453	
Investment income received		238,632		724,209	
Net cash generated from investing activities			2,412,524		291,112
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(510,071)		(1,215,954)
Cash and cash equivalents at beginning of year			918,442		2,134,396
Cash and cash equivalents at end of year			408,371		918,442

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Police Care UK is a private company limited by guarantee incorporated in England and Wales. The registered office is 70 Goldsworth Road, Nova Scotia House, Woking GU21 6LQ.

1.1 Accounting convention

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "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)" (as amended for accounting periods commencing from 1 January 2016). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

The charity has a 100% owned subsidiary company, PCUK Trading Ltd, which is immaterial in size and therefore consolidated accounts have not been prepared. The results of this company are shown in note 17.

1.2 Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Subscriptions are the amounts collected by the individual forces through their payroll schemes. Donations are where individuals send money directly to the Trust.

Investment income is recognised when the confirmation of the balance to be distributed is received from the investment managers.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1.5 Expenditure

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Trust to the expenditure and it can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds are those costs incurred in attracting voluntary income, the costs of trading for fundraising purposes, investment management and certain legal fees.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the Trust. The grants are accounted for where either the Trustees have agreed to pay the grant without condition or the recipient has a reasonable expectation that they will receive a grant.

Support costs include the central function are allocated on the basis of headcount at the year end as follows:

Cost of raising funds - 30% (2024: 18%)
Charitable activities - 70% (2024: 82%)

Irrecoverable VAT is charged against the category or resources expended for which it was incurred.

Tax recovered from donations received under gift aid is recognised in the Statement of Financial Activities when the income is receivable and is allocated to the income category to which the income relates.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Website & Software
over 3 years on a straight line basis

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Individual fixed assets costing £500 or more are capitalised at cost.

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Equipment
over 3 years on a straight line basis

Furniture & Fittings
over 4 years on a straight line basis

Computer Equipment
over 3 years on a straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.9 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.11 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.12 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

Valuation of fixed asset investments

A key accounting estimate is the value at which trustees recognise investments. The risk of misstatement is mitigated by the use of investment managers who publish a portfolio valuation. Listed investments are valued by reference to their market value prevailing at the balance sheet date.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	62,506	60,000	122,506	72,818	84,000	156,818
Legacies	225,573	-	225,573	327,715	-	327,715
Grants	-	-	-	-	85,422	85,422
Payroll giving and donations	231,374	-	231,374	226,105	-	226,105
Gift Aid	24,558	-	24,558	4,479	-	4,479
	544,011	60,000	604,011	631,117	169,422	800,539

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Sale of branded merchandise	12,750	22,409
Sale of training manuals	6,482	12,705
Other trading activities	19,232	35,114

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from listed investments	202,934	654,229
Interest receivable	35,698	69,980
	238,632	724,209

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	239,520	135,054
Support costs	589,707	213,531
	829,227	348,585
Trading costs		
Other trading activities	7,426	9,442
Investment management	4,715	4,629
Total costs	841,368	362,656

7 Expenditure on charitable activities

	Charitable activities 2025 £	Institution Grants 2025 £	Maintenance Grants 2025 £	Assistance Grants 2025 £	Educational Bursaries 2025 £	Total 2025 £
Direct costs						
Staff costs	30,868	-	-	-	-	30,868
Resilience Project	592	-	-	-	-	592
Confidential Care Line	672,573	-	-	-	-	672,573
Clinical Support	14,311	-	-	-	-	14,311
Volunteer Program	64,871	-	-	-	-	64,871
Peer Support	760	-	-	-	-	760
TIPT	921	-	-	-	-	921
Employment Costs	642,779	-	-	-	-	642,779
Other	139,795	-	-	-	-	139,795
	1,567,470	-	-	-	-	1,567,470
Grant funding of activities (see note 8)	-	(6,395)	27,000	37,691	12,000	70,296
Share of support and governance costs (see note 10)						
Support and governance	1,375,981	-	-	-	-	1,375,981
	2,943,451	(6,395)	27,000	37,691	12,000	3,013,747
Analysis by fund						
Unrestricted funds	2,912,583	(6,395)	27,000	37,691	12,000	2,982,879
Restricted funds	30,868	-	-	-	-	30,868
	2,943,451	(6,395)	27,000	37,691	12,000	3,013,747

7 Expenditure on charitable activities (continued)

Previous year:	Charitable activities 2024 £	Institution Grants 2024 £	Maintenance Grants 2024 £	Assistance Grants 2024 £	Educational Bursaries 2024 £	Total 2024 £
Direct costs						
Resilience Project	12,743	-	-	-	-	12,743
Pilot Scheme	15,600	-	-	-	-	15,600
Confidential Care Line	852,106	-	-	-	-	852,106
Clinical Support	51,605	-	-	-	-	51,605
Volunteer Program	73,644	-	-	-	-	73,644
Peer Support	1,290	-	-	-	-	1,290
TIPT	12,207	-	-	-	-	12,207
Employment Costs	613,412	-	-	-	-	613,412
Other	36,251	-	-	-	-	36,251
	1,668,858	-	-	-	-	1,668,858
Grant funding of activities (see note 8)	-	31,997	39,000	104,418	39,000	214,415
Share of support and governance costs (see note 10)						
Support	972,752	-	-	-	-	972,752
	2,641,610	31,997	39,000	104,418	39,000	2,856,025
Analysis by fund						
Unrestricted funds	2,467,056	31,997	39,000	104,418	39,000	2,681,471
Restricted funds	174,554	-	-	-	-	174,554
	2,641,610	31,997	39,000	104,418	39,000	2,856,025

8 Grants payable

	2025 £	2024 £
Major Grants		
1 in 4 Grants		
Metropolitan Police	(6,395)	31,997
Grants to individuals	76,691	182,418
	70,296	214,415

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	39,600	20,000
Depreciation of owned tangible fixed assets	14,324	9,273
Amortisation of intangible assets	23,009	18,462

10 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	506,850	411,507
Depreciation	37,333	27,735
Computer running costs	135,302	152,415
Rent and service charges	134,061	133,732
Energy and rates	8,428	10,696
Insurance	19,139	18,607
Legal and Professional	640,446	116,968
Telecoms, Printing, postage and stationary	9,124	8,607
Training and subscriptions	31,325	26,107
Marketing and communications	125,107	89,352
Travel, Repairs, cleaning and office sundries	33,676	21,056
HR Consultancy	217,247	138,792
Governance costs	67,650	30,709
	1,965,688	1,186,283

Analysed between:

Fundraising	589,707	213,531
Charitable activities	1,375,981	972,752
	1,965,688	1,186,283

	2025	2024
	£	£
Governance costs comprise:		
Audit fees	39,600	20,000
Accountancy	4,835	4,861
Trustee expenses and meeting costs	23,215	5,848
	67,650	30,709

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year, but 9 of them were reimbursed a total of £12,540 for travelling expenses (2024 - 8 were reimbursed £6,670).

No Trustee or other person connected to the charity had any personal interest in any contract or transaction entered into by the charitable company during this year.

12 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Average number of staff	25	24

Employment costs

	2025	2024
	£	£
Wages and salaries	1,140,908	974,009
Social security costs	132,902	100,193
Other pension costs	72,930	62,966
Restructuring costs	66,038	49,058
	1,412,778	1,186,226

During the year redundancy costs of £66,035 (2024:£49,058) were made as part of a contractual agreement.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025	2024
	Number	Number
£60,000 - £70,000	1	3
£70,000 - £80,000	2	1
£90,000 - £100,000	-	1
£150,000 - £160,000	1	-

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025	2024
	£	£
Aggregate compensation	603,924	435,586

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Gains and losses on investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Gains/(losses) arising on:		
Revaluation of investments	(171,589)	2,175,658

14 Taxation

The Trust is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

15 Intangible fixed assets

	Website & Software £
Cost	
At 1 April 2024	78,474
Disposals	(46,278)
At 31 March 2025	32,196
Amortisation and impairment	
At 1 April 2024	49,204
Amortisation charged for the year	23,009
Disposals	(46,278)
At 31 March 2025	25,935
Carrying amount	
At 31 March 2025	6,261
At 31 March 2024	29,270

16 Tangible fixed assets

	Equipment £	Furniture & Fittings £	Computer Equipment £	Total £
Cost				
At 1 April 2024	4,728	10,075	41,130	55,933
Additions	-	-	20,645	20,645
Disposals	(2,438)	(1,812)	(17,379)	(21,629)
At 31 March 2025	2,290	8,263	44,396	54,949
Depreciation and impairment				
At 1 April 2024	3,574	8,160	27,841	39,575
Depreciation charged in the year	1,154	1,915	11,255	14,324
Eliminated in respect of disposals	(2,438)	(1,812)	(17,379)	(21,629)
At 31 March 2025	2,290	8,263	21,717	32,270
Carrying amount				
At 31 March 2025	-	-	22,679	22,679
At 31 March 2024	1,153	1,915	13,288	16,356

17 Fixed asset investments

	Listed investments £	Other investments £	Total £
Cost or valuation			
At 1 April 2024	29,775,052	1	29,775,053
Additions	5,463	-	5,463
Valuation changes	(177,051)	-	(177,051)
Disposals	(2,200,000)	-	(2,200,000)
At 31 March 2025	27,403,466	1	27,403,467
Carrying amount			
At 31 March 2025	27,403,464	1	27,403,465
At 31 March 2024	29,775,052	1	29,775,053
Other investments comprise	Notes	2025 £	2024 £
Investments in subsidiaries	28	1	1

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Fixed asset investments (continued)

Fixed asset investments revalued

Fixed asset investments include listed investments of £27,403,464.

The historic cost of the portfolio is £25,880,676 (2024: £28,075,213).

The above investments include a £1 investment at cost in the 100% subsidiary PCUK trading Ltd, a company incorporated in June 2022 and registered in England and Wales, company number 14179796. The company sells training courses/materials.

18 Stocks

	2025	2024
	£	£
Finished goods and goods for resale	-	14,401

19 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	27	1,242
Amounts owed by subsidiary undertakings	-	500
Other debtors	-	503
Prepayments and accrued income	208,254	499,696
	208,281	501,941

20 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	137,971	107,159
Other creditors	8,540	30,184
Accruals and deferred income	408,068	458,813
	554,579	596,156

21 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to Statement of Financial Activities in respect of defined contribution schemes	62,966	58,130

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

22 Restricted funds

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
Donations	84,000	60,000	-	144,000
Restricted Funding	30,868	-	(30,868)	-
	114,868	60,000	(30,868)	144,000

Previous year:

	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
Donations	66,000	84,000	(66,000)	84,000
Restricted Funding	54,000	85,422	(108,554)	30,868
	120,000	169,422	(174,554)	114,868

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2025
	£	£	£	£	£	£
1 in 4 Fund	1,837	-	6,395	(8,232)	-	-
Investment Fund	23,396,760	-	-	-	-	23,396,760
Mental Health Fund	976,990	-	-	-	-	976,990
Planned call on reserves	5,495,894	-	-	(3,000,000)	-	2,495,894
General funds	672,957	801,875	(3,830,642)	3,008,232	(171,589)	480,833
	30,544,439	801,875	(3,824,247)	-	(171,589)	27,350,478

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

23 Unrestricted funds (continued)

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
1 in 4 Fund	33,834	-	(31,997)	-	-	1,837
Investment Fund	23,396,760	-	-	-	-	23,396,760
Mental Health Fund	976,990	-	-	-	-	976,990
Planned call on reserves	4,845,894	-	-	650,000	-	5,495,894
General funds	768,990	1,390,440	(3,012,130)	(650,000)	2,175,658	672,958
	30,022,468	1,390,440	(3,044,127)	-	2,175,658	30,544,439

1 in 4 Fund

Following the publication of our Injury on Duty report in 2016, The Trustees set aside a total of £3m to be awarded over 3 years to help police forces improve their wellbeing provision for police officers and staff. Grants of up to £150,000 are awarded. This fund has now closed to new applicants but refunds of £6,395 were received in the year. As this fund is now closed and there are no further funds to be spent, the amount has been transferred to the general fund.

Investment Fund

Reserves are designated so that the value of investments is appropriate to support the income target for the year ahead.

Mental Health Fund

The Trustees set aside a fund to improve access to intensive psychological care.

Planned Call On Reserves

The charity is currently undertaking a period of transformation and an operational deficit of approx. £5.5m is expected over the next two years.

24 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Intangible fixed assets	6,261	-	6,261
Tangible assets	22,679	-	22,679
Investments	27,403,465	-	27,403,465
Current assets/(liabilities)	(81,927)	144,000	62,073
	27,350,478	144,000	27,494,478

24 Analysis of net assets between funds (Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Intangible fixed assets	29,270	-	29,270
Tangible assets	16,356	-	16,356
Investments	29,775,053	-	29,775,053
Current assets/(liabilities)	723,760	114,868	838,628
	30,544,439	114,868	30,659,307

25 Operating lease commitments

Lessee

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	96,314	96,314
Between two and five years	31,784	128,098
	128,098	224,412

26 Related party transactions

Transactions with related parties

Accounting software services to the value of £nil (2024: £6,360) were provided to the Charity by a company under control of a member of key management personnel. There were no other related party transactions.

27 Contingent asset

The Trust has attached a number of liens to the special grants awarded to dependants; these expire within 10 years of issue of the grant awarded.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

28 Subsidiaries

Details of the Charity's subsidiaries at 31 March 2025 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	Indirect
PCUK Trading Ltd	Nova Scotia House, 70 Goldsworth Road, Woking, GU21 6LQ	Sale of training courses/ material	Ordinary	100.00	

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/(Loss) £	Capital and Reserves £

29 Analysis of changes in net funds

The Charity had no material debt during the year.

30 Cash generated from operations

	2025 £	2024 £
(Deficit)/surplus for the year	(3,164,829)	516,839
Adjustments for:		
Investment income recognised in statement of financial activities	(238,632)	(724,209)
Fair value gains and losses on investments	177,051	(1,727,213)
Amortisation and impairment of intangible assets	23,009	18,462
Depreciation and impairment of tangible fixed assets	14,324	9,273
Movements in working capital:		
Decrease in stocks	14,399	5,086
Decrease in debtors	293,660	133,482
(Decrease)/increase in creditors	(41,577)	261,214
Cash absorbed by operations	(2,922,595)	(1,507,066)





GET IN TOUCH

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