

REGISTERED COMPANY NUMBER: 07990432 (England and Wales)
REGISTERED CHARITY NUMBER: 1146913

**REPORT OF THE TRUSTEES AND
SUMMARISED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015**

FOR

**THE POLICE REHABILITATION CENTRE
(A charitable company limited by guarantee)**

THE POLICE REHABILITATION CENTRE
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FOR THE YEAR ENDED 31ST DECEMBER 2015

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THE POLICE REHABILITATION CENTRE

Governing Document

The charitable company is controlled by its governing document; the Articles of Association adopted on 14th March 2012 (amended December 2015), and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006.

Objectives of the Charitable Company

The objectives of the charitable company are the promotion of the efficiency of the police service by the provision of rehabilitation services for the benefit of serving police officers and, where capacity allows, the provision of rehabilitation services for retired police officers and (save for purposes incidental and ancillary to these objects) no other purposes.

Our History

The first Police Seaside Home was established in 1890 by the late Miss Catherine Gurney OBE (President of the International Christian Police Association) with the assistance of Miss Griffin, for the benefit of police officers of all ranks requiring rest and a change of air after sickness or injury.

In 1892/3 a new building was erected on freehold ground, the site being given by the late Miss E.M. Bell. The foundation stone of this building was laid in October 1892 by H.R.H. Princess Christian, and the Home was opened in July 1893. After that date it was enlarged four times. On 26th September 1966 the Home moved to another new building at 205 Kingsway, Hove which was officially opened in November 1966 by Her Majesty Queen Elizabeth the Queen Mother.

The scale of casualties in our police forces and the stresses to which they were being exposed, significantly increased to a point where the Hove home could not provide the level of service required. Hence Flint House, in Goring on Thames was purchased, adapted and developed to cater for the special requirements of injured and sick police officers, providing additional facilities for physiotherapy, hydrotherapy, stress counselling, health education, etc.

Flint House was officially opened by Her Majesty Queen Elizabeth the Queen Mother on 2nd June 1988. The Centre is maintained by voluntary contributions from police officers serving in member Forces, donations from both Force and private sources, and income from investments. The capacity of Flint House was further increased to 165 beds following building extensions in 1995, 2003 and 2012.

Organisation

The trustees manage the charitable company. The full Board of the Trustees meets every two months at the charitable company. The full Board of the Trustees is mainly concerned with policy matters and agrees broad strategies and areas of activity for the charitable company.

Other committees and working groups are formed on a temporary basis as and when necessary. When important matters arise in between meeting cycles the Chief Executive and the officers of the board communicate with each other and the other trustees by phone and /or e-mail in order to reach a decision. Responsibility for day to day management of the charitable company lies with the Chief Executive, who has powers and responsibilities approved by the trustees.

None of the trustees receive remuneration from the charitable company.

THE POLICE REHABILITATION CENTRE

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST DECEMBER 2015

Registered Company Number	07990432 (England & Wales)
Registered Charity Number	1146913
Registered office and principal address	Flint House Reading Road, Goring on Thames, Oxfordshire, RG8 0LL Telephone No. 01491874499 Website www.flinthouse.co.uk E-mail enquiries@flinthouse.co.uk
Patron	Her Majesty the Queen
President	Sir Bernard Hogan-Howe QPM
Trustees	Representing
Mr D Ball (Chairman)	
Mr S Bray	National Police Chiefs Council
* Mrs A Bennett	
* Dr A Anderson	
* Mr H Davies	
Mr A Menzies	
* Mr F Habgood	The Association of Chief Police Officers
Mr W Riches	Interim National Board of the Police
	Federation of England and Wales
Mr M White	Executive Committee of the Police
	Federation Joint Branch Boards
* Mrs S Kumar Merino	The Police Federation Joint Branch Boards
Mr K Marsh MBE	The Metropolitan Police
Mr M Nurthen	The Metropolitan Police
* Mr D Lemonde	The Metropolitan Police Inspectors' Branch Board
	The Christian Police Association
* Mr B Knott	The Superintendents' Association
Mr T Jackson	The Police Federation Joint Branch Boards
* Mr K Philips	The Police Federation Joint Branch Boards
* Mr A Eggleston	
+ Mr C Field	
+ Dr R Hamilton	
+ Dr P Sudbury	
Finance and General Purposes Sub-Committee	Disbanded Jan 2016
Chief Executive	Commander T McAuslin MMedSc FIHM Royal Navy
Honorary Chaplin	The Rev D Axcell

* Retired during 2015

+ Appointed during 2015

THE POLICE REHABILITATION CENTRE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2014 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS

Financial Review

This year the Charity reported a net surplus of £454,746 (2014: £255,730 deficit) before recognition of investments.

The Charity's total income increased by £918,061 to £5,701,020 (2014: £4,782,959) of which £484,627 was Restricted Income. The Forces donations increased by £425,672 (11%) to £4,448,651 (2014: £4,022,979) compared to the previous year. Forces donations continued at a rate of £1.38 per week throughout the year.

Although donations have increased there is still an on-going concern that officers' donations will not cover the operating costs of the Centre in the future as there is no allowance for any surplus contingencies to cover unplanned costs, capital expenditure and maintenance of the Centre.

Discretionary donation income has increased by £92,786 to £202,033 of which £29,807 was received from The Police Rehabilitation Trust.

Resources expended have increased by £207,585 from £5,038,689 to £5,246,274. This is mainly due to administrative salaries and physiotherapy and pool costs.

The Lottery received £121,656 (2014: £108,161) in income of which £17,550 is payable in prize winnings. Of the total lottery income, £16,228 (2014: £16,872) has been expended to facilitate its operation.

The majority of the investments remained in the FTSE 100 equities as well as mature EURO and US based investments to manage risk. The policy for the investments was reviewed in March 2014, it was agreed that the upper limit for the overseas equities would increase from 50% to 60% and that the UK equities would decrease from 45% to 35%. The change has continued to make a favourable impact on the investment portfolio.

Investments were disposed of during the year realising a gain of £52,321 (2014: £43,275). Due to favourable market conditions there has been an increase in market value of total investments of £328,815 (2014: £571,747).

The market value of the investment portfolio at the year-end closed at £7,562,341 (2014: £7,103,942) an increase of £458,399 (6%).

The 2015 Financial Report gives a clear message that the primary risk remains with the reduction of donating officers associated with the increasing costs of running the Centre. The key marketing campaign is to continue to attract the 30,000 non donating officers in order for the Centre to sustain the levels of service currently provided.

Future Plans, Achievements and Public Benefit

The 2015 fiscal year proved to be unexpectedly financially robust for the Rehabilitation Centre which continued to provide an extraordinarily high standard of care for sick and injured police officers. The Centre has maintained its focus on the delivery of structured, individual patient oriented rehabilitation from admission to discharge, from accommodation, through diet to tailored clinical support. Demand for admission remains high and with an average occupancy in the order of 98% (routine room refurbishment accounts for the remaining 2%) the waiting list is rarely lower than 4 -6 weeks. A total of 3,274 serving officers and 408 retired officers were admitted for treatment during the year.

The high number of patients receiving excellent treatment enabling them to resume their public duties satisfies the Public Benefit requirements as laid out in the Charity Commission Public Benefit Guide published in Sept 2013. The treatment provided by the charity also reduces burden on the NHS at a time of increasing demand. The Hardship Fund may give support, in exceptional cases, where an Officer, through no fault of their own, has been unable to continue donating and is in need of assistance.

Central governmental pressure on public finances has had a significant impact on total police force manpower which inevitably has impacted the Flint House donor base. Individual officer donations were increased in late 2014 from £1.15 weekly to £1.38 resulting in an 11% increase to total forces donations - £4,448,651. However total expenditure also increased by 4% to £5,246,275 of which officer donations covered less than 85% - the balance being made up by the Flint House lottery, investment income and discretionary donations.

The total market value of investments increased by 6% during the year and continues to fulfil its primary objective of providing a level of financial reserve equal to approximately one year of normal expenditure.

THE POLICE REHABILITATION CENTRE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2014 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS

Future Plans, Achievements and Public Benefit (continued)

The Flint House executive team under the leadership of the CEO, Tom McAuslin remain focused on the delivery of high quality healthcare within necessary budgetary constraints and have maintained or exceeded the standards required of CQC (Care Quality Commission) registration.

Having the benefit of a stable and highly motivated workforce has enabled focus on issues of governance and the provision of the necessary board trustee skills to address approaching challenges. Following a unanimous board decision to reduce the number of trustees from 18 to 12 split between 7 serving officers and 5 co-opted trustees, the necessary restructuring was implemented in order for the newly constituted board to meet in January 2016. Flint House owes a debt of gratitude to those trustees who stood down at the end of 2015 – Dr Alex Anderson, Mrs Anne Bennett JP, Mr Howard Davies, Mr Tony Eggleston, Mr Francis Habgood, Mrs Susan Kumar-Merino, Mr Kevin Phillips and Mr Dominic Lemonde.

The primary focus of the new board will inevitably be officer donations and operating income and to that end the outgoing board agreed to implement a fixed charge for retired officers admitted for treatment, where in the past retired officers who donated during service years were admitted at no charge. The new charging regime will take effect from January 1st 2016.

Balancing a level of weekly donation for serving officers that is both affordable and sufficient to cover Flint House operating costs, bearing in mind reduced officer numbers, will inevitably represent a very significant challenge for the future and will be addressed in tandem with efficiency programmes to maintain or reduce overhead expenditure.

Periodically the Centre has benefited from discretionary donations that have allowed it to complete essential projects that would be difficult to fund from normal operating income (officer donations). The building and fitting out of a beautiful timber lodge for use by the psychological support team combined with an exercise circuit through the grounds, was entirely funded by a Libor grant. Similarly the provision of an all-weather exercise green would not have been possible without the on-going support of the Police Rehabilitation Trust. The PRT have supported a wide range of additions and improvements in recent years that have contributed to our drive for excellence.

In my first annual report it is fitting that I should pay tribute to my predecessor Mrs Daphne Priestly who served as a trustee for 25 years, the last 14 as Chairman of the Board. Daphne guided the centre with great professionalism and oversaw the doubling in patient capacity to the current maximum of 158. For the majority of her tenure Daphne worked closely with Lyndon Fyler the previous CEO who retired 4 years ago. It is with sadness that I report the death of Lyndon after a long illness.

Under the governance of a restructured Board of Trustees, a focused and professional executive team with the determination to maintain the current high standard of rehabilitative care – and CQC registration – I am confident that Flint House will meet and overcome future challenges.

Mr D. Ball
Chairman

THE POLICE REHABILITATION CENTRE
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2015

	Unrestricted Funds 2015 £	Restricted Funds 2015 £	Total Funds 2015 £	Total Funds 2014 £
Incoming resources				
Incoming resources from generated funds				
Voluntary income	4,620,877	29,807	4,650,684	4,132,226
Activities for generating funds	446,186	454,820	901,006	505,383
Investment income	149,330	-	149,330	147,350
Total incoming resources	5,216,393	484,627	5,701,020	4,782,959
Resources expended				
Cost of generating funds	157,110	28,820	185,930	162,032
Investment manager's fees	51,260	-	51,260	45,580
Charitable activities				
Treatment	1,736,695	-	1,736,695	1,654,434
Accommodation & catering	3,249,455	22,934	3,272,389	3,164,969
Total resources expended	5,194,520	51,754	5,246,274	5,038,689
Net incoming / (outgoing) resources before transfers	21,873	432,873	454,746	(255,730)
Transfers between funds				
Designated fund	-	-	-	-
Restricted fund	-	-	-	-
Net incoming / (outgoing) resources before other recognised gains	21,873	432,873	454,746	(255,730)
Net profit on disposal of investments	52,321	-	52,321	43,275
Change in market value of investments	328,815	-	328,815	571,747
Net movement in funds for the year	403,009	432,873	835,882	359,292
Reconciliation of funds				
Total funds brought forward	27,407,331	1,698,479	29,105,810	28,746,518
Total funds carried forward	27,810,340	2,131,352	29,941,692	29,105,810

THE POLICE REHABILITATION CENTRE

**BALANCE SHEET
AS AT 31ST DECEMBER 2015**

	£	2015 £	£	2014 £
Fixed assets				
Tangible assets		19,528,292		19,872,115
Investments		7,562,341		7,103,942
		27,090,633		26,976,057
Current assets				
Stocks	13,061		13,039	
Debtors and prepayments	787,744		703,439	
Monies held on deposit	287,212		402,057	
Cash at bank and in hand	2,016,296		1,218,248	
		3,104,313		2,336,783
Creditors: amounts falling due within one year				
Creditors and accruals		253,255		207,030
Net current assets		2,851,058		2,129,753
Net assets		29,941,691		29,105,810
Funds				
Unrestricted funds		27,793,249		27,388,681
Designated funds		17,090		18,650
Restricted funds		2,131,352		1,698,479
		29,941,691		29,105,810

Note

The Unrestricted funds are represented by the total cost of Freehold Property - £18,764,128 appearing in the charitable company's Balance sheet. The balance of funds are partly invested in Stock Exchange securities and also bank deposits, which generate further income contributing towards the running costs of the charitable company.

The Designated fund represents the hardship fund.

The Restricted fund of £2,131,352 is represented by the capitalised build works from the Government grants of £2,129,752 and £1,500 for the lottery prize fund. The remaining £100 relates to restrictions on other donated income.

Trustees' Statements

The summarised financial statements are not the statutory accounts of The Police Rehabilitation Centre but a summary of information relating to both the Statement of Financial Activities and the Balance Sheet for the year ended 31st December 2015.

The summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of the charitable company.

The full accounts from which these summarised financial statements are derived have been audited by George Hay & Company, who gave an unqualified audit report.

The full Trustees' Annual Report, Financial Statements and Auditors' Report may be obtained from The Police Rehabilitation Centre, Flint House, Reading Road, Goring on Thames, Oxfordshire, RG8 0LL.

The Trustees' Annual Report and Financial statements were approved by the Trustees on 26th April 2016 and have been submitted to the Charity Commission.

Mr D. Ball

THE POLICE REHABILITATION CENTRE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31ST DECEMBER 2014

Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: the Charities Act 2011 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), and the Companies Act 2006.

Audit Reports

The audit report issued for the year ended 31st December 2015 is an unqualified audit report.

THE POLICE REHABILITATION CENTRE

**STATISTICS FOR THE YEAR ENDED 31ST DECEMBER 2015
COMPARED WITH THOSE OF THE PREVIOUS YEAR**

	2015	2014
Number of patients and beds		
1. (a) Average complement of beds at 31st December	165	165
	(158 bedrooms)	(158 bedrooms)
(b) Average daily number occupied during the year	148	148
2. Number of patients admitted	3,682	3,682
3. Average stay (in days) of each resident	12	12

Financial and other statistics

Annual Income and Expenditure 2013 – 2015	2015	2014	2013
	£	£	£
Income			
Forces contributions	4,448,651	4,022,979	3,972,399
Third party contributions	207,453	193,510	139,498
Grants receivable	426,000	70,000	281,509
Interest and dividends	149,330	147,350	203,672
Donations	202,033	109,247	157,846
Other income	267,553	239,873	273,958
Total	5,701,020	4,782,959	5,028,882
Expenditure			
Staff costs	2,937,361	2,894,636	2,863,446
Catering	420,456	410,035	435,866
Establishment	1,084,906	932,759	842,256
Administration	192,790	224,529	229,051
Depreciation	610,761	576,730	577,907
Total	5,246,274	5,038,689	4,948,526
(Deficit)/surplus for the year	454,746	(255,730)	80,356

Note

- i. Gains/(Losses) on investments are excluded.

THE POLICE REHABILITATION CENTRE
DONATIONS LIST
FOR THE YEAR ENDED 31ST DECEMBER 2014

HER MAJESTY THE QUEEN

A Burrow	RC & A Owen (in memory of Bernard Dorrington)
A R Howe	S Bellingham
Association of CID Officers	S Harvey
Charity Choice	SC & BS Cocks (in memory of Philip Gulliford)
Christian Police Association	Smith PT
Churches Together in Sleaford	Suzanne Cole
Donation Worcester NARPO	Thames Valley Police Constables BB
E Monray	TVP Traffic Police Reunion
Easy fundraising	White Dalton Sol
Emma Carter Bedfordshire	WM Higgs (In memory of Bernard Dorrington)
Estate of the late Vera May Stewart	Worshipful Company of Security Professionals
Estate of the Late Elsie Rose Walker	C Noble
Estate of the late Pamela Thomas	M Wood
Freemasons Grand Charity St James Lodge	
George Hay & Co	
H Taylors	
Her Majesty the Queen	
I Oliver - Physio	
International Police Assn Camping & Caravan group	
March on Stress	
Metropolitan History Soc.	
Michael Farr	
Miss D Braund	
MOD PS LGBT social donation	
Mr & Mrs T Laws	
Mr D Egan	
Mr D Thorne	
Mr Des Robson	
Mr G Moss	
Mr H J Findlay	
Mr J Walker	
Mr M Croft	
Mr P Powell (in memory of Philip Gulliford)	
Mr R Garner	
Mr S Scattergood	
Mr Shee	
Mr D A Daniel	
Mrs J Williams	
Mrs P Mularney (In memory of Bernard Dorrington)	
Mrs S Oakley	
Ms H Luker	
Ms L Donaldson	
NARPO - City of London	
NARPO Cardiff Branch	
NARPO TVP Berks (in memory of Philip Gulliford)	
Notting Hill/Dale Ex Officers reunion	
O'Donogue	
Police Federation England & Wales charity collection	
Police Superintendents' Association	
Port of Tilbury	
R Harvey	
R Miller	
R O Perry	