Healthcare Workers' Foundation

ANNUAL REPORT



MISSION:

The Healthcare Workers' Foundation is committed to the singular mission of protecting the welfare and wellbeing of NHS workers, from physical to mental health, to the day-to-day necessities.

Legal and Administrative information

Trustees	J Blunden M Dawson R Mehdian D Pimenta R Pimenta (Resigned 5 November 2021) F Rowan-Plowden (Appointed 5 November 2021; Resigned 22 February 2022) J Wade R Wijesuriya M Zaman (Resigned 1 November 2021)
Charity Number	1189737
Company Number	12554606
Registered Office	71-75 Shelton Street London WC2H 9JQ
Auditors	Chariot House Limited 44 Grand Parade Brighton BN2 9QA
Bankers	Barclays Bank plc Servicing Centre Leicester LE87 2BB



The Trustees present their report and financial statements for the year ended 31 December 2021.

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 Companies Act 2006 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)" (effective 1 January 2019).

Objectives and activites

The charity's objectives (up to December 2021) were specifically restricted to the promotion and protection of the physical and mental health of sufferers of COVID-19 in the United Kingdom for the public benefit, including but not limited to:

- 1. The provision of financial assistance, support, education, practical advice, equipment and services to:
 - 1. 1.1 The sufferers of the disease and their families or dependants; and
 - 2. 1.2 The medical professionals and other NHS staff caring for and treating them or otherwise affected by the COVID-19 pandemic, their families or dependants who are in need of such support; and
- 2. Advancing and promoting research into the treatment, management and prevention of COVID-19.

The charity sought, and gained, approval from the Charity Commission to widen its Objects on 21 December 2021 to work beyond the confines of COVID-19, and to allow some occasional work to be undertaken outside the UK. The new adopted Objects are:

The charity's objects ('Objects') are specifically restricted to the promotion and protection of the physical and mental health of all healthcare workers, in particular but not exclusively those working in the United Kingdom, for the public benefit, including, but not limited to:

- the provision of financial assistance, support, education, practical advice, equipment and services to medical professionals, NHS staff and all other healthcare workers caring for and treating sufferers of disease (including, but not limited to, COVID-19), or otherwise affected by disease (including, but not limited to, COVID-19), their families and dependents who are in charitable need of such support; and/or:
- advancing and promoting research into the treatment, management and prevention of disease (including, but not limited to, COVID-19) as well as the economic and evidencebased case for improving healthcare staff wellbeing, and the dissemination of the useful results of such research.
- 3. Nothing in the articles shall authorise an application of the property of the charity for purposes which are not charitable in accordance with section 7 of the Charities and Trustee Investment (Scotland) Act 2005 and/or section 2 of the Charities Act (Northern Ireland) 2008.
- 4. No amendment shall be made which would have the effect of making the charity cease to be a charity by law.

Annual Report

HWF team Current at 30th April 2022:

Julie Child Chief Executive Officer

Fay Hieatt Executive Assistant

Nes Fathi Head of Engagement & Operations

Samantha Killen Senior Officer, Engagement & Operations

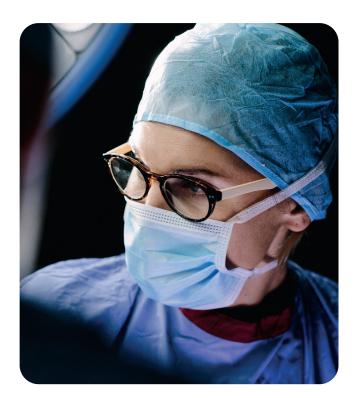
Rosie Cumella Fundraising Manager, Individual Giving, Community & Events

Kelly Robinson Communications Manager

Aims

In 2021 we sought:

- To become the premier organisation and one-stop shop for all healthcare workers in the UK
- To deliver essential services and respond to the needs of healthcare workers
- To provide innovative solutions for healthcare workers based on sound research
- To engage others through thought leadership and aggregation of services to encourage better facilities' delivery





Strategy and delivery

Following the initial heat of the pandemic in 2020, HWF has expanded its services over the last year.

New areas of operation:

The Families Programme

Launched in December 2020, the Programme was created to support the families of the 1,500 social and healthcare workers that lost a healthcare worker parent to COVID-19. These workers left behind grieving families, many with young children. The Families Programme provides bereavement counselling, legal assistance and respite breaks for these families; it also provides free tutoring and internship opportunities for their children.

2021 outcome: Six families supported during 2021 with the above services.

2022 aim: To increase awareness and uptake of the programme with a minimum target of 12 families during the year.

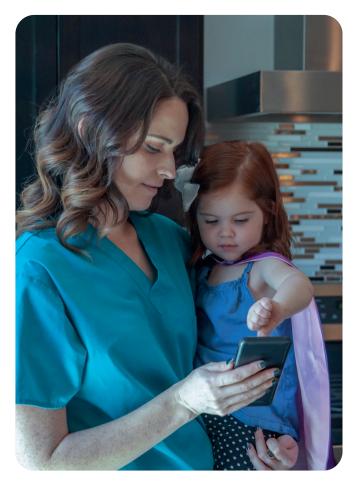
The HWF Memorial Fund

The Fund was started in August 2021 to offer financial assistance to children of families who lost a healthcare worker parent to COVID-19. HWF recognises that starting out in higher education can place an emotional and financial burden on students and their families, more so if one parent's income is lost. The Memorial Fund grants students enrolled on a higher education course £5,000 a year during their studies to support living, maintenance and materials costs.

2021 outcome: Five students supported in 2021, all undertaking university studies.

2022 aim: Increase awareness and uptake in 2022 with a target of five new grants.





HWF Rooms

Started in February 2021, HWF Rooms provides rest space refurbishments in hospitals and other care settings, allowing staff to recuperate in pleasant and better-equipped areas during breaks, and sometimes overnight/sleep facilities to recover from night shifts. The aim is to demonstrate to employers what can be done, at modest cost, to improve working conditions for staff and encourage NHS trusts and foundations and other care settings to take on these activities for their own employees.

2021 outcome: Six room refurbishments undertaken at Royal Sussex Hospital (two separate projects); Barnet Hospital; Queen Elizabeth II Hospital, London; York Hospital and Glan Clywd Hospital, Denbighshire (Well-being garden).

2022 aim: To undertake a minimum of 14 refurbishments in 2022 and to explore partnerships for delivery of this service.

Alternative NHS survey

In conjunction with NHS Million, HWF undertook a survey of 1,200 NHS workers to find out how best to improve their experiences at work, with the aim of finding a way of working with hospital trusts to improve conditions for staff. Key findings were:

- 1 in 3 staff did not always have access to a working computer
- 63% of staff worked in environments at an inappropriate temperature
- 1 in 3 staff reported no regular access to natural daylight
- 50% of staff did not have a changing area
- 54% of staff did not have shower facilities
- 1 in 3 staff had no staff room at all, and only 29% that did reported that their rooms were furnished and decorated to a good standard
- Only 17% of staff had access to a dedicated outdoor space
- 88% of staff had nowhere to sleep when on-call on night shifts
- Only 5% of staff post-nights had access to rest facilities if they felt too tired to drive



Childcare grants

HWF continued the award of grants to cover the incremental costs of childcare incurred for those working longer or additional shifts due to the pandemic.

2021 outcome: 35 awarded at a total cost of £19,634.

2022 aim: To wind down this scheme in 2022 and re-direct funds to a more general Hardship Fund, currently under consideration.

Healthchain

Launched in December 2020, Healthchain aims to become the go-to platform for all healthcare professionals UK-wide. It provides easy access to all HWF's latest initiatives, alongside useful resources and tailored discounts. It is a completely free service that all healthcare workers can access via a simple sign-up on the HWF website.

2021 outcome: 2,500 individual sign-ups.

2022 aim: To remove some of the soft barriers that exist upon accessing our support.

Counselling

HWF supports healthcare workers recovering from the trauma of the pandemic, as well as from the existing pressures of their roles. The initiative directly funds counselling sessions for healthcare workers with professional therapists via several partnerships, principally Harley Therapy. In December 2021, HWF added a further partner and trialled the provision of counselling services via Frontline 19. In the future, the initiative also aims to signpost healthcare workers to a hub of existing mental health wellbeing support services that HWF vets and maintains for quality and accessibility.

2021 outcome: 127 paid sessions delivered. In addition, 276 sessions provided as gift in-kind by Harley Therapy.

2022 aim: To increase uptake to ten new clients a month, collate feedback, engage healthcare workers at all levels and provide a signposting service.

Fundraising Initiatives:

HWF appeals

- Crowdfunder for HWF Rooms: Major initiative to raise funds to allow more staff/rest room refurbishments to be undertaken during 2022. The Crowdfunder raised £51,000, enabling a further 25 more hospital staff room refurbishments.
- Show Your Heart for the NHS: An appeal that was run to raise funds for NHS workers projects to coincide with Valentine's Day raised £4,989.
- Family Fund: A general fundraiser for HWF, which concluded in June 2021 and raised £67,317 for HWF's work with bereaved families.
- Emergency Appeal: HWF launched an emergency appeal in December to raise unrestricted funds in response to the COVID-19 Omicron variant. This raised £21,525, plus an additional £3,549 in Gift Aid.

Other Fundraising

Volunteer Fundraising in 2021

HWF engaged and supported 27 individual volunteer fundraisers during 2021 who collectively raised £29,360. Some highlights include:

- The One Pound COVID-19 Appeal arranged by Robert Spittal, asking everyone who received the COVID-19 jab to donate a pound. £9,574 raised.
- Alina Rawlinson, who raised £3,256 for HWF by completing the IRON Phoenix 24 Hero Wodathan Challenge.
- Corporate supporter, Cast, whose employees walked the equivalent distance of Land's End to John O'Groats and raised £3,050.
- Jim Lee, who contracted COVID-19, was hospitalised and recovered. He walked the 184-mile Thames Path for HWF to thank the NHS for his care and raised £1,250.

Community fundraising

The fundraising team expanded in Autumn 2021 with the appointment of Rosie Cumella.

- St Paul's Girls' School, Westminster agreed to fundraise for HWF as one of two charities they selected to support over the 2021/22 academic year.
- The Grosvenor Chapel, Mayfair undertook a one-off fundraising Christmas carol concert from the top of a London double-decker bus, raising £2,100 in aid of HWF.

Corporate fundraising

The fundraising team secured partnerships with Challenger Lighting Ltd and Tungsram in 2021. Other corporate support included:

- Continued support from Emerge Consultancy Ltd, which donated £1,000 to HWF as the proceeds from sales of their CEO's book, "Locked Down but Not Out".
- Cumbrian Estate Agents PFK donated £3,000.
- The Landmark Trust donated £6,000-worth of in-kind contributions for respite breaks at their properties for those in the HWF Families Programme. £2,203 was spent on breaks in 2021.

Text-to-Donate service

A general fundraising service via mobiles -Text-to-Donate - was launched in July to expand the ways in which donors can easily support the charity.

2022 aim

To upscale individual and community fundraising projects during 2022, and to commence a structured programme of corporate and trusts partnerships, with the employment of a dedicated Corporates, Trusts & Major Donor Fundraising Manager.



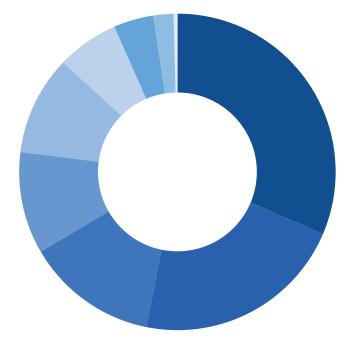
\

Annual Report

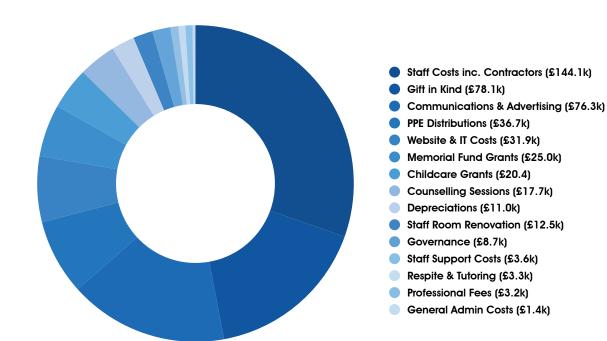


2021 Income and Expenditure

Where our funds came from:



What we spent the money on:



Gift in Kind (£200.2k)

Individual Giving inc. Gift Aid (£137.3k)
Restricted: Families Programme (£84.9k)
Restricted: Memorial Fund (£66.0k)
Restricted: HWF Rooms (£65.2k)
Community Fundraising (£39.6k)
Corporate Donations (£25.4k)
Trust Donations (£13.5k)
Other Donations (£1.8k)

Restricted: PTSD Appeal (£0.4k)

A copy of our 2021 full audited accounts is available upon request

Annual Report 2021



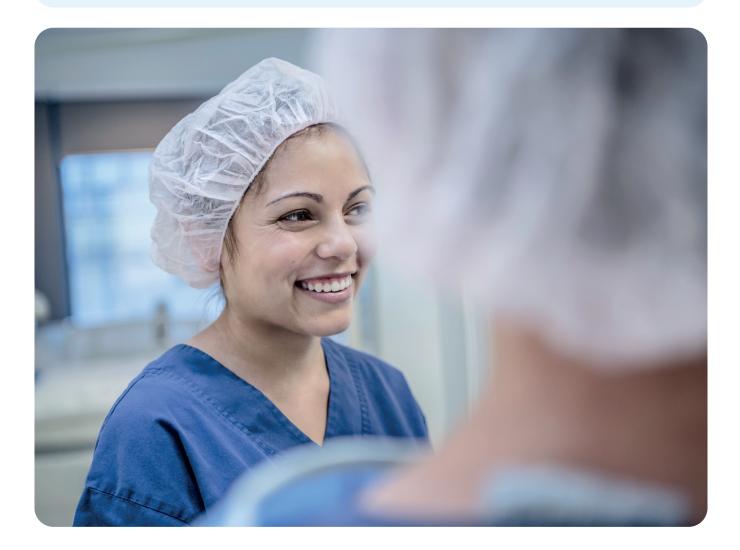
Strategic plan

The Trustees' ambition is to grow the charity so that it serves and addresses the concerns and issues faced by all healthcare workers within the sector, whatever their role or work setting.

HWF aims to become the single body that all healthcare workers recognise as the organisation that is there to support their working lives and which they can turn to for assistance.

To support its aims, during 2021 HWF employed a Fundraising Manager to concentrate on individual giving, community and events fundraising and an Executive Assistant to provide governance and management support, ensuring that the charity meets its statutory requirements. Towards the close of 2021, recruitment commenced for a permanent, part-time, CEO to lead the HWF team. Communications and Corporate Fundraising positions are also proposed.

The Trustees' aims for 2022 and beyond were discussed at a Strategy Planning meeting held in March 2022. HWF's immediate forward strategy will include an emphasis on growing its unrestricted funds to provide flexibility and a concentration on the delivery of its core services that have direct impact for healthcare workers. Every service area will be rigorously monitored and measured, with partnership research projects helping to inform future direction and delivery. HWF will increase engagement to publicise its services and remove soft barriers for applicants to ensure accessibility to all in the sector. The charity strives to retain its ability for rapid responses to the evolving needs of all healthcare workers.





Acknowledgements

Daniel Robinson Miller Titanium Tutors The Landmark Trust Harley Therapy Tunnock's Lush **Kabuto Noodles** DFS Peter Blanc, Aston Lark Lyons Charitable Trust **Cuttsy & Cuttsy** Tungsram **Challenger Lighting Ltd Gillian Jones Williams** Father Richard Fermer of Grosvenor Chapel **Julie Bennett Robert Spittal** St Paul's Girls' School **Tricia Gliddon & Charly Robb** Alice Ward of Fundraizing Hero **Goldman Sachs Slaughter & May**



🕜 @thehwf_ 🔰 @theHWF 📑 @healthcareworkersfoundation

Registered charity number 1189737 71-75 Shelton Street, London, WC2H 9J Telephone: 0203 576 0374

Annual Report 2021