



Carers Link
Lancashire
IMPROVING LIFE FOR CARERS

**Annual
Report
2017-2018**

Chair's Report

As I write my annual report 2017 – 2018 for Carers Link Lancashire it is with the heartfelt experience of having been a carer for most of the year. My father became very ill during the year and I was caring for him for many months up to 5 times a day and sometimes with night time call outs. Fortunately his house was only a five minute walk from where I live but the caring experience was emotionally and physically draining.

After he died my own health suffered for months. This is the reality of being a carer. The support from Carers Link Lancashire was invaluable and I thank all the staff for their involvement at a critical time in my life.

The 2017/2018 year has been very proactive in identifying even more carers, assessing and meeting their needs, developing new services and delivering high quality services in East Lancashire. The number of adult carers registered has now increased to 9565. The number of young carers identified has increased this year with 95 now being supported by our organisation. The health and wellbeing of all carers is central to our work as it is vitally important to enable them to continue in their caring roles, particularly now that carers are often caring for more than one person.

The voice of the carer is vital to Carers Link Lancashire and our annual carers survey provides us with very valuable information for service delivery and improvement. Collaborative partnership working is also essential and integral to our work to ensure we provide a holistic and seamless service for all carers ensuring they receive the best possible support without unnecessary duplication.

I am proud to recognise 73 volunteers who this year have provided 2870 hours to support the charity with administration, events, outreach, a Sitting in Service, complementary therapies, beauty, health support, volunteer helpline and young carers support. If these hours were costed out at minimum wage that would equate to over £22,000! This is a huge contribution to support our charity and I thank them enormously.

To support the sustainability of our charity a new trading and retail arm has been developed. Please look out on local high streets for our

charity shops in the near future and these will add more social value into our local communities. Fundraising is so important to support the sustainability of our charity. I would like to thank everyone who has contributed in any way and to inform you that all the fundraising goes directly to benefit carers.

I would like to commend all our funders who continue to contribute to the success of Carers Link Lancashire including The Henry Smith Charity, Ribble Valley Council, East Lancashire Clinical Commissioning Group, Lancashire County Council, Triangle Trust and Carers Trust. Carers Link Lancashire values their continued support especially when all organisations resources are under increasing pressures.

I would also like to thank all our Trustees. Being a Trustee for our organisation is extremely important because the Board provides governance for the registered charity that is Carers Link Lancashire. We are interested in recruiting new Trustees so if you are a carer, former carer or feel you have skills which could benefit our organisation please get in touch with myself through the office at our new address at Blackburn Road in Accrington.

Most importantly I would like to say a huge thank you to all our carers, Trustees, staff, volunteers, funders and partners for the very important role you all play contributing to and supporting our ongoing work.

Anne McCarthy



9565

Adult Carers
Registered

12%

from the BME
Community

31.5%

carers aged
over 65

3811

1:1 sessions
provided

1561

new carers
registered

37% of carers are
caring for someone
over the age of 65

108 Carer Awareness
sessions delivered to
774 professionals

Registered Adult Carers

26%

Burnley

25%

Pendle

14%

Rossendale

24%

Hyndburn

10%

Ribble Valley

1%

From another
area but care
for someone
living in our
Local Authority

Board of Directors/Trustees

Patricia Ahmed
Cllr Barbara Ashworth

Appointed February 2018
Nominated Representative (Rossendale
Borough Council)

Cllr Susan Bibby

Appointed September 2017 Nominated
Representative (Ribble Valley Borough
Council)

Brian Birtle
Linda Drury
Cllr Melissa Fisher

Treasurer
Appointed September 2017
Nominated Representative (Hyndburn
Borough Council)

Rebecca Hodgson
Cllr Joyce Holgate
Katie Martin
Anne McCarthy
Mohammed Mustafa
Brian Ozenbrook
Shakil Salam
Angela Stuttard

Company Secretary & CEO
Resigned May 2017
Resigned December 2017
Chair

Vice Chair - Appointed September 2017
Appointed November 2017
Vice Chair - Resigned September 2017

Treasurer's Report

The Lancashire County Council Contract was in its 3rd and final year of operation (although it has now been extended to March 2018) and the efficiency and organisational changes identified in previous years have continued to enable its successful operation.

There have been some minor organisational changes introduced during this year, particularly in the field of retail development, as the Chief Executive continues to fine tune the Organisation.

Financial Year 2017/18

↑
£771,067
Total funding received

An increase from £747,771 in 17/18

↑
£753,181
Total expenditure

An increase from £712,232 in 17/18

This has all taken place alongside the continuing task of seeking new and securing ongoing sources of funding, as well as monitoring the budgets associated with our current projects.

We continue to review the organisation's investment policy, funds are being placed with several financial institutions in order to mitigate against possible bank collapses, and advice is sought from our investment advisor as to minimising the risks of our portfolio.

Free reserves (i.e. unrestricted general funds) are £175,753 and represent 3 months (5: 2016/17) of operating expenses and comfortably meets Carers Link Lancashire's reserves policy of free reserves not being less than three months of the projected expenditure for the following year.

Much of the year was spent examining options to utilise free reserves in a way in which the charity could become more sustainable in the long term. This was necessitated by the

continuing reliance on the Lancashire County Council contract, which due to their continuing cuts could result in a large reduction in size or even in not being able to secure it.

Added to this was the high cost, in rents and service charges, coupled with the expiration of the lease of our headquarters at Melbourne House, so it was decided to search for suitable premises, which have been purchased utilising reserves and free up a considerable amount of year on year expenditure. The expenditure which this has resulted in is not reflected in these accounts as it occurred after 31/03/2018; however the Trustees have always taken into account the need to retain sufficient reserves to enable the viability of the charity.

The majority of our funding comes from the core contract with Lancashire County Council, which is also part funded by East Lancashire CCG. This represents approximately 79.7% of our annual income compared to the 81% of 2016/17 and demonstrates our progress in identifying other sources of income, both from alternative funders and other public sector bodies.

Brian Birtle



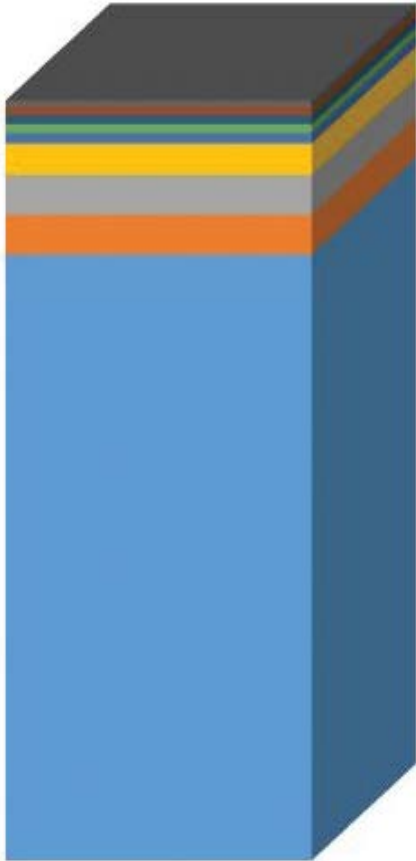
The financial information set out opposite does not constitute the charity's statutory accounts and may not contain sufficient information to allow for a full understanding of its financial affairs. The information has been extracted from the full accounts for the year ending 31st March 2018 which can be obtained from the Finance Officer at the registered office.

The audited report on the accounts was unqualified. In our opinion the financial summary is consistent with the full accounts of the charity for the year ended 31st March 2018.

Evans Accountants (Chartered Accountants)
Unit 1 The Old Sawmill, Shawbridge Street,
Clitheroe, BB7 1LY

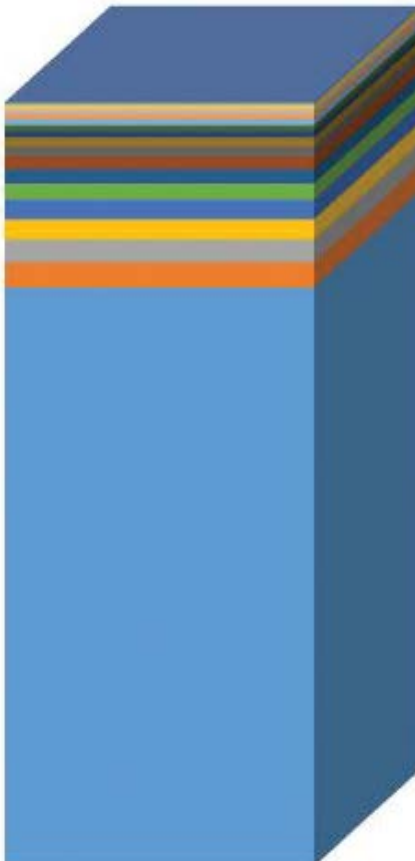
Financial Activities

INCOME



LCC	79.77%
Henry Smith	5.25%
Donations incl Fundraising	5.21%
Children In Need	4.14%
YAC (Carers Trust)	1.39%
YC Preston	1.14%
Triangle	1.13%
Small Grants - Adults	1.06%
Small Grants - Young Carers	0.91%

EXPENDITURE



Staff Costs	75.73%	Office Costs	1.20%
Accommodation	3.34%	Depreciation	0.80%
Printing & Reproduction	2.95%	Volunteer expense	0.80%
Events & Replacement Care	2.64%	Misc	0.80%
Telephone & Computer Costs	2.56%	Postage & Delivery	0.70%
Professional Fees	2.13%	Training/conference	0.62%
Young Carers	1.88%	Fundraising	0.60%
Caravan	1.63%	Insurance	0.32%
Publicity & Marketing	1.30%		

CEO's Report

Well what a year this has been for Carers Link Lancashire! We now have almost 10,000 carers registered with our charity who are able to receive support and services whenever it is required! As always, as a specialist carers charity, our development and focus continues to be in providing services and support that carers need and want.

The year has seen the continuation of our young adult carers service alongside developing further services including benefits and welfare support and carers health and wellbeing initiatives and support.

We continue to provide statutory services on behalf of the local authority and throughout the year have undertaken 2505 statutory carers assessments and reviews resulting in commissioning £274,669.61 in personal budgets to meet the unmet needs of carers.

Staff have also worked tirelessly in raising awareness of unpaid carers and have trained just under 800 professionals in Carers Awareness to assist them in identifying and supporting carers across a range of settings including schools, workplaces, Primary and Acute Healthcare and Social Care amongst others.

This year saw the charity implementing its new Strategy and Operational Plan 2017-2020 which sees clearly defined and set objectives over the coming years. Our focus, as always, is to ensure we provide the best possible services and outcomes for carers including identification and support alongside

ensuring that our charity remains sustainable and fully able to deliver carer driven services and support in the longer term.

To assist us in this, for the first time the charity was successful in an application to The Triangle Trust where an investment of £80,000 over 3 years has been given to assist Carers Link Lancashire in becoming more sustainable through the implementation of a new trading arm which has a dual purpose of developing a chain of charity shops and support hubs across the boroughs that we support.

The end of the year also saw the decision to invest unrestricted reserves in purchasing our own asset in Accrington which has multiple purposes including housing our head office and staff base, developing trading income through a charity shop alongside developing a number of community facilities and resources for carers and the wider communities.

I will look forward to updating you next year on the progress and achievements made with this exciting new community facility.

As ever, I am truly grateful to all our funders, without their continued support the charity

would not be able to provide the great services that it does! And of course not forgetting our amazing and dedicated staff team and volunteers who always show great enthusiasm and commitment in ensuring carers lead healthy and happy lives.

Finally I want to acknowledge and congratulate our remarkable 9565 unpaid carers for continuing to provide the selfless work that you do, as a charity we value and commend your roles which ultimately add value and support to our health and social care system.

I hope that you enjoy reading this year's annual report, demonstrating to our readers our continued work and commitment in making a huge difference to the lives of the carers and their families that we support.

Rebecca Hodgson





Carers Link Lancashire's purpose is to provide person centred and holistic support and services to unpaid carers and indirectly the people they care for, across Burnley, Pendle, Rossendale, Hyndburn, Ribbles Valley and areas of Lancashire by provision of information, training and support and to raise public awareness in all aspects relating to carers and caring.

To be a values and outcomes driven organisation that enables:

- Carers to feel valued as individuals and recognised for their contribution to society
- Carers to lead happy, fulfilling lives with access to good quality person centred support and services
- Carers to improve their overall physical and mental health and wellbeing
- Carers to continue with their caring role preventing them from reaching crisis point



Our mission is to make a positive difference to the lives of carers and the people they care for by offering tailored support that is professional, respectful, non-judgemental and meets individual need.

We achieve this through the following objectives:

- Ensure that carers are recognised and supported
- Involve carers in shaping and influencing our services
- Deliver high quality services and support for carers and the people they care for
- Establishing and maintaining effective partnerships
- Ensure our charity is sustainable

The picture on the front page is of two of our carers enjoying our Family Water Ski & BBQ day in Whitworth, thanks to funding from Rossendale Borough Council.

Our carers support people with a variety of conditions as demonstrated in the categories below:

37%

Older Person

18%

Physical Disability or Sensory Impairment

14%

Dementia

11%

Disabled Child (under 18yrs)

9%

Mental Health Condition

8%

Learning Disability

1%

Substance Misuse

2% of conditions are unknown. Figures based on 1561 new carers registered in 2017/18

Young Adult Carers & Kelly's Story

Funding from the Carers Trust enabled us to continue to provide specific support to Young Adult Carers, aged 18 - 25, until July 2017. This project has supported and assisted Young Adult Carers with their transition into adulthood, working alongside them to enable long term positive social and emotional change throughout their lives.



Kelly is 23 and cares for her mother who has early onset dementia along with a number of other life limiting conditions. Kelly has no siblings or other family involvement but has services supporting her mother's personal care.

Kelly has health conditions herself, including eczema, asthma and physical difficulties. Kelly also has a part time job, which she is finding difficult due to the extent of her caring role and her own health.

Whilst working with Kelly, a Carers Outcome Star was undertaken which identified several issues for her, some of which were:

- **Isolation** – Kelly had no friends or support and was feeling very isolated
- **Health** – Kelly's own health was being affected by the situation, in particularly her eczema had flared up due to the stress she was under. Kelly was feeling down, anxious and affected by her health conditions
- **The caring role** – Seeing the rapid decline in her mother's health was causing Kelly stress and upset
- **Time for herself** – Kelly felt she had no time for herself
- **Finances & Work** – Kelly was struggling to pay the household bills and was finding work difficult, it was causing her anxiety and left her feeling tired all the time

To address these issues, the project supported Kelly in the following ways:

- Support was provided to Kelly to register with her GP as a carer and a referral back into her skin specialist to get help with her eczema flare up
- Support was provided to Kelly to request an appointment to enable equipment to be identified in her home to support her own physical difficulties
- Support was provided to apply for a charitable grant to fund a short break for Kelly along with creating a budgeting plan
- An introduction was made between Kelly and another Young Adult Carer who lives close to Kelly and encouragement was given to Kelly to contact an old friend via social media
- Kelly was encouraged to contact the local Women's Centre to attend one of their self-esteem courses
- On-going text and 1:1 support and referred for counselling

The outcomes for Kelly have been:

- Kelly now has her skin condition under control
- Kelly now feels much more confident managing her finances
- Kelly has now met with another young adult carer several times and got back in touch with her old friend so feels less isolated
- Kelly has started counselling sessions, which she feels is helping

Kelly received £175 towards a short break and is currently in the process of planning her holiday.

Adult Carers & Anne's Story

Anne (pseudonym), has been registered with Carers Link Lancashire since 2015. On the initial home visit Anne was managing well in her caring role and the services that we offered were explained and Anne decided to put an emergency contingency plan in place and felt no other support was needed at that time.

Anne contacted Carers Link Lancashire again in 2017 to inform us that the caring role and the needs of her husband had increased. She said that she was exhausted and felt she needed support. We discussed arranging an assessment for her husband with Adult Social Care and received consent to do this and after the assessment a care package and respite were provisioned.

Anne had her own Carers Assessment completed by Carers Link Lancashire and received a Carers Personal Budget to be used for a short break from her caring role and used her husbands respite provision for his care whilst she was away.

Anne attended our Understanding Dementia Course where she received a further understanding of dementia as well as making new friends. This encouraged her to start to attend our Carers Cafe's and trips using the respite provision that had been put in place.

Anne is still in her caring role, she attends regular events with us and feels supported and understood by the Carers Link Lancashire team and the carers that she has met whilst attending activities organised by us.



Carers save the UK economy £132 billion each year



Number of Young Carers in East Lancashire



Number of Adult Carers in East Lancashire



There will be an estimated 9 million+ carers by 2037

Adult Carer Statistics



Carers attended activities



New and reviewed Carers Assessments completed



POM4C emergency plans completed



Outgoing referrals made



Support groups held



Events, activities and therapy sessions were held



members of the public we spoke to about Carers Link Lancashire

Erin and Evie's Story & Young Carers Project

When Erin and Evie Welch, aged 10 and 8 registered with Carers Link Lancashire, they were both extremely quiet and shy. They care for their mother who suffers from Cauda Equina Syndrome. Their Granddad lives with them who is elderly and they have an older brother who often comes to the house and helps.

When we first met with them, they told us that they felt quite isolated and didn't get to go out much due to mum's poor mobility. At their young age they are required to prepare their own meals, go out to the shops, and do a lot of the household chores.

Both Erin and Evie stated this sometimes makes them feel upset and stressed. They were shy and said very little, giving one word answers. We established that they are both young carers, and they would definitely benefit from our project.

They began attending our groups, where we slowly saw them come out of their shell. They particularly seemed to enjoy the arts and crafts sessions and when we asked them at the end of the session what they thought they said they had really enjoyed themselves.

During the Easter holidays we had various activities such as the trampoline park, crazy golf (as pictured opposite) and laser quest. The girls were so excited to attend! This was where we first saw the bubbly, lively, fun side to them. As well as being involved with the activities, they got on really well with the other young carers.

As the months go on, they are continuing to attend the groups, and we can see them grow in confidence more and more on each occasion. They are now some of the louder children of the group, and the first to get stuck in!

We recently received a message from their mum saying, "The group has been an absolute godsend for me, they love going and have really taken a shine to you all there, my life feels a little easier as I now have the peace of mind

that they are having fun times now and not just caring for me. I thank you from the bottom of my heart."

Young Carers Development Worker, Momtaz Islam said, "This message made me realise what an impact our project has on the young people's lives, and their family life too. I am very grateful to be a part of this project, and able to have a positive impact on those that we are working with."



41%

Caring for someone with a physical disability or sensory impairment

27%

Caring for a disabled sibling



Young Carer Statistics

60%

Caring for a parent

38%

Caring for a sibling

2%

Caring for another relative

33%

of our Young Carers are under 10 years old

93%

are in mainstream education

1 in 5

of our young carers have their own mental health issue

95

The number of young carers registered

21%

Caring for someone with a mental health condition

8%

Caring for someone with a learning disability

1%

Caring for someone who struggles with substance misuse

Volunteering

Carers Link Lancashire has 73 active volunteers who are assisting in supporting the direct delivery of services. Throughout the year, a total of 2870 volunteering hours (excluding Trustees), have been provided by the charity. If this was quantified into a paid salary at national minimum wage, this would work out as £22,472.10 per annum. Therefore, in terms of social investment, volunteers have provided over £22k worth of time in volunteering hours.

Volunteers offer their free time in many different ways for the organisation, these include roles such as Trustees to support the governance of the organisation, administrative support, events, outreach, Sitting in Service, complementary therapies, beauty therapy, health support work, volunteer helpline and young carers support.

Sitting in Service

Throughout the year we have provided regular, weekly, free respite opportunities and support for 95 carers to assist them in taking a break from their caring role. This has often resulted in volunteers, carers and the cared for developing long lasting friendships. The Sitting in Service is very successful and reputable and the carers are very appreciative of the service and the respite opportunity this provides.

In terms of social investment, the project has provided 1677.50 hours of free respite to carers through the Sitting in Service. If each of these respite sessions were being commissioned directly as respite from Lancashire County Council with paid care workers undertaking the respite service, this would have cost £25,162.50 to commission. $(1677.50 \text{ hours} \times £15 - \text{cost of care worker per hour}) = £25,162.50$

In addition we have received 56 new referrals for respite through the Sitting in Service this year.

Finally I would like to express my sincere thanks to all the volunteers who support the work we provide at Carers Link Lancashire, at all levels. Your commitment and support is truly valued.

Suafina Aslam
Volunteer Co-ordinator



£22,472.10

total worth of salary
costs provided for free
by our volunteers



£25,162.50

of free respite provided
through the Sitting
in Service if this was
chargeable

2870

Total number of
hours provided by
volunteers this year

73

Number of volunteers
supporting the work
delivered by Carers
Link Lancashire

1678

Total number of
respite hours
provided through the
Sitting in Service

Marjorie's Story

"Hello, my name is Marjorie, from Rossendale. I was first introduced to Carers Contact around 18 years ago, and now Carers Link Lancashire when I first became a carer for my mother who lived with me for 17 years.

"We had a wonderful life and although she had health problems at 94 she was singing on karaoke. After she passed away I had to take care of my uncle for two and a half years; this was very stressful due to the problems and issues he had. After my uncle passed away I still had the support of Carers Link Lancashire which I really appreciated. I was introduced to the Volunteer befriending role (Sitting in Service), which I thought was a good service to offer as the length of time you give is perfect.

"As a former carer I understand the impact the caring role has and you can often neglect your own needs. I wanted to give a carer the opportunity of having some 'Me Time' and the person they care for the opportunity of socialising and befriending someone. I offered to do once a week for two hours.

"I was then (after all the appropriate checks) introduced to Mary and David. I've been a Befriender for David now for two and a half years. David is 86 and has Parkinson's, a visual impairment & heart problems.

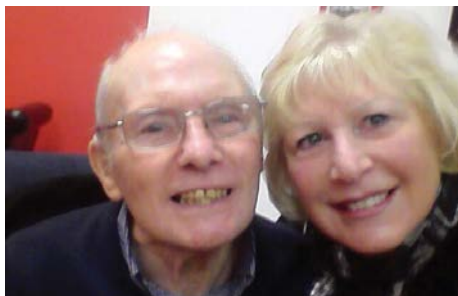
"I look forward to seeing him as we have such a pleasant time together, we have a good laugh and as we know such a lot of people in the valley, we're never short of things to talk about. His interests are watching sports, tennis and bowling. He's such a character, we really do get on well. It's a proper friendship. I'm very aware of David's health issue and understand that he's not the same from week to week.

"It is such a pleasure and privilege to be accepted by his family and they respect my values and opinions. I do know that it is only two hours but it means a lot to the family. The ability to just give someone time and knowing what that feels like, to make someone happy by just giving them your time and some company

is such a privilege. It also gives Mary time to herself. It's like a lifeline for her too and she looks forward to my visits just as much as David does.

"All I can say is no matter what the weather we have our 2 hours of sunshine".

Marjorie Allen



COULD YOU BECOME A VOLUNTEER?



If you have a couple of hours free a week, a fortnight or even a month, you could be a volunteer and give back to a charity within your local community.

Carers Link Lancashire is always keen to hear from people who would like to help out with the work we do. The range of opportunities is huge and varied including: assisting at events, running activities, befriending, charity shop support, administration, Trustees, outreach in hospitals and more.

If you are interesting in volunteering with Carers Link Lancashire please call our Volunteer Co-ordinator on 01254 387444.

Health & Wellbeing

Carers Link Lancashire recognises the importance of maintaining and improving the health & wellbeing of carers we support. The charity undertakes a wide range of outreach and awareness raising in a variety of health settings including acute, primary and community based.

We continue to work collaboratively and in partnership with primary and acute care and throughout the year have provided local and accessible appointments through surgeries and health centres including:

- **141** Carers Clinics
- **501** accessible appointments at GP practices
- **403** referrals to primary care to register as a 'carer'

Carers Support Workers continue to provide weekly outreach at hospitals including Burnley General Teaching Hospital, Accrington, Clitheroe & Pendle Community Hospitals along with occasional work at Airedale Hospital.

We work very closely with Blackburn with Darwen Carers Service and the East Lancashire Hospital Trust to provide support across all hospitals including Royal Blackburn. This work has resulted in an increase of referrals from across acute settings throughout the year.

Wellbeing is a fundamental part of the services we provide. The range of wellbeing services include complementary therapies, Carers Caravan, access to grants for short breaks and respite, wellbeing based activities and short courses and much more.



In 2014 the go2 Carers Leisure Scheme was launched which provided discounts to unpaid carers in council run leisure facilities and through private business. Whilst work has continued on the scheme, a full relaunch was held in February 2018.

With the council reaffirming their commitment to providing discounts during off peak hours, more private health/leisure services have now also signed up.

This discount card has gone from strength to strength with almost 30 businesses now providing discounts as varied as 10% off massages to 20% off meals. 547 carers were issued with a discount card in 2017/18. The new wellbeing brochure was also launched to very positive feedback.



Fundraising

Carers Link Lancashire focuses on diversifying our income through charitable fundraising. A total of £39,942 has been raised through fundraising practices and donations including Gift Aid. As a charity we are extremely grateful for all donations received from carers, volunteers, staff and organisations. Here are just a few examples:

- London Marathon
- Great North Run
- Supermarket Bag Packing
- Sky Diving
- St Patricks Ceilidh
- Coffee Mornings
- Children In Need Events

Future Fundraising

Our future fundraising practices over the next year include:

- CHARM talent event with local schools
- Fashion Shows
- Christmas Raffle
- Team 12 Corporate Challenge

We have also been actively promoting JustGiving and The Giving Machine.



The Giving Machine is an easy, online way to raise funds for Carers Link Lancashire. Simply sign up at the Giving Machine website, ensure you have liked our charity as your 'cause' then start online shopping at your favourite stores.

A donation is made to Carers Link Lancashire at no extra cost to you, and with over 1,500 retailers there is something for everyone.

www.thegivingmachine.co.uk/causes/carers-link-lancashire



In August, Andrew Birch, Patrick Hodgson, Carl Readman and Sam Raynor completed the full Tough Mudder obstacle course and raised £1724.30



14 people took part in the Manchester Color Run including staff, volunteers and carers and raised £1130.31



A total of £1,935.66 has been raised through multiple skydiving jumps, including these brave souls below!



Staff Team

Noreen Akhtar	Carers Development Worker
Yasmin Akhtar	Carers Development Worker
Suafina Aslam	Volunteer Co-ordinator
Angela Austin	Carers Support Worker
Lou Boulton	Finance Officer
Rachael Campbell	Senior Administration Assistant
Sara Duckworth	Young Carers Sessional Worker
	Fundraising Officer (from December 2017)
Paul Fairweather	Young Carers Sessional Worker (from January 2018)
Diane Flynn	Carers Support Worker
Larissa Hewitt	Retail Development Manager (from January 2018)
Audra Higgin	Senior Carers Development Worker
Joseph Hildred	Fundraising Officer (to November 2017)
Rebecca Hodgson	Chief Executive Officer
Kathryn Immins	Carers Development Worker
Momtaz Islam	Young Carers Development Worker (from January 2018)
Jill Laing	Carers Development Worker
Laura Livesey	Fundraising Officer
Lynne Lewis	Administration Assistant (from December 2017)
Emma Logan	Carers Support Worker
Emma Lawson	Administration Assistant
	Carers Development Worker (from July 2017)
Sandra Marcy	Carers Support Worker
Ann Mobey	Senior Administration Assistant
Carole Moulton	Young Carers Development Worker
Michelle McClure	Young Adult Carers Development Worker (to July 2017)
	Young Carers Sessional Worker (from August 2017)
Rebecca Ormerod	Office Manager
Carol Pollard	Services Manager
Georgina-Mae Riley	Young Carers Sessional Worker (to June 2017)
	Administration Assistant (to March 2018)
	Young Adult Carers Development Worker (to July 2017)
	Carers Development Worker (from August 2018)
Shakil Salam	Carers Development Worker (to September 2017)
Sonia Spencer	Administration Assistant
Carolyn Teed	Finance Officer
Graham Walton	Senior Carers Development Worker
Jennifer Winnard	Carers Development Worker



East Lancashire



Carers Link Lancashire

54-56 Blackburn Road, Accrington, BB5 1LE

Email: info@carerslinklancashire.co.uk

Website: www.carerslinklancashire.co.uk

