

Company number: 03175855

Charity Number: 1058340

# Ordinary Lifestyles

Report and financial statements

For the year ended 31<sup>st</sup> March 2025

Ordinary Lifestyles  
Reference and administrative information  
for the year ended 31 March 2025

**Company number** 03175855

**Charity number** 1058340

**Registered office and operational address**

Ivy Mill Business Centre, Crown Street, Failsworth, Manchester, M35 9BG

**Trustees** Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Joyce Beard

Maggie Dickinson

Elayne Rushton

Sukhbir Singh

Om Aggarwal

Robert Sprott

Ella Blackwell

Jill Robinson

Amelia Sprott resigned 22nd May 2025

Stephen Hanlon appointed 22nd May 2025

**Secretary** Vikki Morgan

**Key management**

<b>personnel</b>	Clodagh McGurrin	CEO/Registered Manager
	Jemma Cowburn	Training Manager
	Kathy McIver	Services Manager
	Vikki Morgan	Finance and Administration Manager
	Nic Murphy	Services Manager
	Stacey Royle	Services Manager
	Iyabode Okunola-Adeleke	Registered Manager
	Hayley Robinson	Quality and Compliance Manager (appointed 9th June 2025)

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**Bankers**

Barclays Bank plc (2 accounts)

Manchester City Office Branch, PO Box 357, 51 Mosely Street, Manchester, M60 2AU

Santander (Manchester)

130 Market Street, Piccadilly Gardens, Manchester, M60 1AY

Co-operative

Business Direct, PO Box 250, Skelmersdale, WN8 6WT

**Auditors**

Jennifer Daniel, Slade & Cooper Limited

Beehive Mill, Jersey Street, Manchester, M4 6JG

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The Board of Trustees present their report and the audited financial statements for the year ended 31<sup>st</sup> March 2025. Included within the Trustees report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

## **Objectives and activities**

Ordinary Lifestyle's broad objective is to provide supported living services for adults with learning difficulties, acquired brain/head injuries and/or physical disabilities (including young people in transition from children's services), to enable them to lead valued and independent lives in their own homes and to be part of a local community of their choice, irrespective of their disability. People who receive a support service from Ordinary Lifestyles may also have physical and sensory impairment; they may also have behavioural support needs and/or mental ill health.

The organisation is established for exclusively charitable purposes and for public benefit. The communities Ordinary Lifestyles presently provides services for are within Manchester and Trafford. Ordinary Lifestyles is a 'family-led' organisation in that families are involved by inviting them to serve on the Board of Trustees and by participating in the development of the individual services which are set up for the adults with disabilities. It is not a 'self-help' group, and services are not specific to members of certain families. The facilities of the charity are available to all adults with a learning/physical disability based upon need and the organisation's ability to meet those needs. The charity operates a Selection Policy with the object that those who will derive most benefit from the charity are all potential beneficiaries. A Trustee may receive a benefit from the charity in the capacity of a beneficiary.

In this report the Trustees have reviewed the aims, objectives and activities of the charity. In examining the achievements and outcomes during the period under review, the Trustees confirm the success of each key activity and the benefits the charity has brought to those people it is set up to help. The review also helps the Trustees to ensure the charity's work remains focused on its stated purposes.

Our aim is to continue to provide services to adults with learning difficulties which are reflective of relevant quality standards.

The organisation will assist adults with disabilities to seek and organise their funding to meet their assessed needs, to find appropriate housing in their local area and provide paid staff who will support individuals according to their personal needs and wishes. We will aim to ensure that the people we support:

- Lead lives which are as full and active as they wish
- Exercise as much choice and control as possible over how they lead their lives
- Live in keeping with their own cultural, religious or family background
- Have sufficient staff support to ensure both quality of life and safety
- Are not excluded from services due to lack of finance

As a family-involved organisation we respect the step towards independence taken by each individual who wishes to move into their own home and we also respect their continuing relationship with their family. Our role is to support the person with disabilities and their parents as all concerned take on an altered set of responsibilities. We work with each individual and those who know them best, in order to identify where they wish to live, who they wish to live with and what sort of support they require from

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their staff. We aim to build services around the individual which are flexible and capable of changing over time as people's lives change.

As well as the continued provision of our traditional 24 hour services Ordinary Lifestyles will provide sessional support to individuals. Services are funded by the local authority, NHS or private funding streams. We also facilitate community social activity groups which are universally open to everyone interested in taking part.

Although the majority of our services are provided in Manchester we also provide services in Trafford, all of which are available equally to all people with learning disabilities (and sometimes more complex needs) and their families across the two authorities. In future we hope to open our perimeters to offer services incorporating people in the whole of the Greater Manchester area as well. We operate an Equal Opportunities policy and a Selection Policy, which means that our services are available on the basis of need and our ability to meet those needs. No one is excluded because of background, race, faith, gender, sexuality or ability to pay.

We deliver these services by maintaining each person's own chosen team of support workers so that there can be strong relationships and a high level of understanding of the person's support needs. We try to build up a network of bank workers who know the individuals' so that there will be continuity of support without relying on agency support. The services are developed around the individuals rather than having to fit into the structure of the organisation.

Ordinary Lifestyles has clear strategies and direction. We keep abreast of current trends and opportunities. We regularly review our effectiveness through internal and external monitoring meetings and inspections. We set clear priorities relevant to our purpose and mission. There is a very strong sense of values underpinning all our work, led by families and very committed management personnel. All of the services and activities fit together well into the strategy. We regularly review our written plans, updating our Business Plan, to ensure that our objectives are realistic, achievable and are specific to what the organisation and the individuals we support want to achieve. Our financial planning is set in line with these priorities.

## **Structure, governance and management**

### **Governing document**

The charity is a company limited by guarantee (number 03175855) and was first registered on 20th March 1996. It was registered as a charity on 30th September 1996 (number 1058340). Its governing document is by way of Memorandum and Articles of Association which was last updated in July 2012.

None of the Trustees has any beneficial interest in the company. All Trustees are members of the company which entitles them to voting rights only. The Trustees guarantee to contribute £1 to the charity's assets in the event of wind up.

Ordinary Lifestyles currently discharges its objectives through the regulated provision of Supported Living Services within the provisions of The Social Care Act 2014. The independent regulatory body responsible for inspection of our services is The Care Quality Commission.

There are regular Board meetings to review and govern the business. We have a Governance checklist and a number of guidance documents including a Trustee's Handbook, which are used to ensure that the Board discharges their responsibilities well. The Management Team report and account to the Board concerning the agreed Business Plan and strategic direction of the organisation. The reports typically illustrate what is working well, what Ordinary Lifestyles needs to do to improve and alerts the Trustees

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to any potential risk, advising how such risks can be managed. Overall, the reporting structure monitors progress of the Business Plan and ensures that we remain true to our values and beliefs.

### **Recruitment and appointment of Trustees**

New Trustees are appointed or reappointed by the existing Trustees. Trustees of the charity are also Company Directors for the purposes of company law and are also 'members' of the company. All Trustees are unpaid and offer their time on a voluntary basis. Expenses are paid and are set out in note 9 to the accounts.

It is the organisation's view that parents and people with learning disabilities have valuable and pertinent knowledge about the proposed activities of the charity and as such, their contribution as Trustees is important. It is not proposed that the entire Board of Trustees is made up of parents or people with disabilities, but it is felt important that there is at least some representation. Any conflicts of interest are clearly prohibited by the Companies Act and further enhanced by Article 11.1.3 of our Articles of Association. A Trustee must withdraw from decision-making where a conflict of interest may arise.

There is a process of application that includes taking references, undertaking background checks such as Disclosure Barring Service (DBS), attending/observing relevant information seeking/giving and Board meetings. The applicant receives all relevant information about the organisation, Trustee Role Description, Guidance on Trustee responsibilities and Trustee National Occupational Standards and Code of Conduct. This is further supported with verbal information from the Chair of Trustees and experienced Trustees, as well as from the Management Team.

The Board, who will all meet the prospective Trustee prior to their appointment, then discuss the applicant's suitability. The Trustees will then vote to appoint or not, at the next Board meeting.

Trustees are chosen for their variety of skills, capability and depth of experience needed for effective governance combined with their values, philosophy and passion for the charity's objects.

### **Induction and training of Trustees:**

We have reviewed our recruitment process and procedures, induction and training and Handbook for Trustees.

All new Trustees receive basic induction into their roles and responsibilities. We have an induction pack and check list. The main documents used for induction purposes are Ordinary Lifestyles Roles and Responsibilities of Trustees and Officers, our Trustees Role Descriptions, publications about good governance and information from the Charities Commission and other networks. The checklist takes the new Trustee through a familiarisation process with all the areas of the companies' operations. We are aware that expansion, along with changes and proliferation of new legislation and funder's requirements, has all made the job of the Trustee more complex and demanding. We are continually seeking more in-depth training incorporating all areas of our operations including such topics as new developments, legislation and employment issues.

### **Organisational structure**

The Trustees are responsible for the overall management and control of the company. At the regular Board meetings the Trustees agree broad strategies and areas of activity for the charity including finance

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and risk management, policy and performance. The day-to-day operation and administration is managed by the paid management personnel, who regularly report their work to the Trustees.

The charity operates within a framework of policies for strategic development and quality assurance. These policies cover areas of our activities such as Financial Control, Equal Opportunities, Health and Safety, Quality Assurance and Personnel. During the year, a number of these policies have been reviewed and updated to ensure that they meet the requirements of new legislation, the 'outcomes' set out in the Essential Standards of Quality and Safety and also the requirements of our funders. Quality assurance is a major area of work and is ongoing.

As well as the Management Team, the charity currently employs 16 teams of Support Workers to give 24-hour support to 26 people and 206.5 hours support to other people with disabilities living in their own homes across Manchester and Trafford to enable them to continue to maintain their homes, their health and a range of activities in their communities. The company employs approximately 86 permanent staff and 30 casual bank workers.

Team Leaders, in consultation with the individuals, their families and other interested parties oversee the day-to-day organisation of these services. The CEO, Registered Manager, Training Manager, Finance and Administration Manager, Service Managers and Quality and Compliance Manager are office based and they monitor and lead the work of the teams. A full-time Administration and Finance Officer supports them. The voluntary Board of Trustees has ultimate responsibility for the organisation as a whole. Of the nine Trustees, three are family members of three individuals we support, another previously received support and now lives more independently and two were former employees.

### **Remuneration Policy**

Ordinary Lifestyles has a written Remuneration Policy for key management personnel which states that benchmarking is carried out to establish parity of Ordinary Lifestyles senior staff with the salaries of similar organisations within the sector, of similar size and which are similarly run. Salaries will normally increase with average earnings. Adjustments to salaries can be made for carrying out additional responsibilities.

In addition to the internal decision-making, monitoring and review described above, the organisation is subject to external monitoring from various sources:

- The Care Quality Commission (CQC)
- Dorset County Council
- Manchester City Council
- Trafford Council
- Manchester Clinical Commissioning Group (CCG)

Wider networks include attending Independent Provider consultation meetings facilitated by MCC and Trafford Adult Social Care Services and attendance at Registered Manager/Deputy Manager meetings facilitated by Skills for Care.

### **Achievements and performance**

In reviewing our activities and planning for the future, the Trustees have referred to the guidance contained in the Charity Commission's general guidance and confirm that we have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the requirement to further our charities

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purposes for public benefit. We have reviewed the Strategic Action Plan (SAP) to measure progress and also the major organisational risks.

Work continued throughout the year towards achieving the actions identified in our 2022-2025 Strategic Action Plan. This was updated on a quarterly basis with a red, amber, green (RAG) rating system being used to show how well we were performing in relation to the targets set. The period covered by this SAP has now ended and plans are underway to establish content for a new plan. Preparations are underway to consult and engage stakeholders to acquire feedback/input in order to direct the future of the organisation which will then be encompassed into a working document.

The Sub Committee established last year, made up of the CEO and Trustees, has continued to meet to focus on the restructure of the Management Team. A succession plan has been developed and changes to roles and responsibilities have been identified with a new Quality and Compliance Manager post being created and successfully appointed to in June 2025, a Deputy Manager promoted to Services Manager and the transition of a Registered Manager to Training Manager. The Management Team continue to meet regularly to plan and develop their work and to provide the Trustees with robust quarterly management reports.

We have continued our rolling programme of staff training throughout the year. This comprises the mandatory requirements for care sector workers, as well as topics relevant to particular individuals we support, and other training we feel will be of benefit to our staff. This year we welcomed external training on Autism (from Trafford Autism Coordinator and experts with lived experience from United Response), Visual Awareness Training (from RNIB) and Supporting Distressed Behaviour, Dysphagia, Nutrition and Dementia training (all from Abuka). We have also had the opportunity to access training provided by the NHS on Oral Health and End of Life. We continued to use the services of Gill Arnett for all our Moving and Handling training and consultancy needs. First Aid sessions have been delivered by Raquel Riley-McKenzie. Mel Ibbitson provided another Top Teams session. Pathways have delivered 4 sessions of Oliver McGowan mandatory tier 2 training. Alison Matthews (SALT) has been working intensively with a team around a specific individuals communication needs. Additionally a team attended a three day programme of Physical Intervention training which was delivered by Positive Response. We have also been focusing on Nourish training to try to make the best use of the system and ensure that we have a reliable method of capturing and recording information.

We reviewed our contract with Flourish (formerly Grey Matter) and are currently using this for new starters and those who struggle to attend face to face training due to other commitments. Flourish are also providing Lead to Succeed training to three employees in order to potentially develop them into Team Leader roles.

A number of staff enrolled onto the level 3 diploma for Lead Adult Care Worker provided by Partnership Training Ltd. Rada Kemp from Workplace Legal delivered some HR training to the Management team around managing disciplinary and grievance investigations.

We have continued to reward our employees for particular achievements and successes in line with our Reward and Recognition Policy. We also acknowledged the long service of two employees who reached their 10 year milestone.

Other achievements during the period under review have included:

- Maintaining our Investors in People GOLD accreditation, followed by a positive annual review
- Reviewed and revised salary scales resulting in increased salaries for support staff
- Continued to roll out recruitment rewards, to both incoming and existing staff members, to ensure we remain an attractive employer
- Secured Certificates of Sponsorship (CoS) with 18 employees on a Skilled Worker Visa



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- Held a successful 30th anniversary celebration, which included the KEITH awards recognising achievements across the organisation
- Continued to work on improving the Nourish Care Management software, including identifying Champions within teams to improve usage and the quality of information we record
- Continued to provide/promote/develop further activities to benefit employee's health and wellbeing
- Continued the roll out of monitoring staff performance by way of performance related pay as well as undertaking a review of this process/associated measurable criteria
- Continued delivery of our social groups including GOLD Saturdays, our cooking/activity group and our community allotment
- Continued to work on succession planning which has included an internal restructure, to include the promotion of a Deputy Manager to Services Manager and transition of Registered Manager to Training Manager, as well as the appointment of a Registered Manager and a Quality and Compliance Manager from outside of the organisation
- Promoted three Support Workers to Team Leaders
- Successfully recruited and inducted 17 new Support Workers
- Supported 4 individuals to the National Self Advocacy Conference in Birmingham and supported and funded places for 6 individuals to attend the North West Conference in Blackpool. In addition we have identified staff with an interest in self-advocacy to develop this work further
- Hosted our annual Christmas Party, with a brass band and disco
- Held another annual sports day
- Terminated the delivery of support to an individual receiving sessional support. Although this was a difficult decision it was reached because we did not think that we were suitably meeting the needs of the individual and was therefore in their best interests
- Enabled an individual who was living independently, but with unsafe home circumstances, to move into 24 hour supported living. This move was actively supported by the family of the other individual and involved merging both individual's staff teams
- Continued to work closely with Children's Services around the needs of a supported individual and their daughter
- Gained accreditation with a housing association and are actively seeking a suitable property for two individuals
- Finalised the implementation of cloud based systems to allow access to up to date/'live' documentation including policies
- Continued to review/update all policies and procedures in accordance with schedules to reflect any legislative, or necessary, changes
- Continued production of our revamped newsletter
- Completed iTool audit management tool for one local authority and hosted a one day audit
- Provided mandatory Oliver McGowan training sessions in line with national recommendations
- Enrolled 4 staff on Level 3 Apprenticeship
- Used an online training platform to efficiently achieve high compliance with Local Authority recommended training requirements
- Continued compliance with recommendations/targets as set out in Performance Quality Inspections with Local Authority
- Reviewed our lone working risk assessments
- Continued representation at/contribution to Trafford and Manchester Provider Forums, with one of our Manager's being the Co-Chair of the latter
- Increased participation by staff in the credit union scheme we are partnered with therefore assisting in improving financial health
- Successfully navigated and implemented a more efficient platform for petty cash distribution
- Responded positively to staff request around investing in more ethical financial institutions which resulted in the opening/closure of bank accounts

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- Secured Continuing Health Care funding for an individual with increasing changes in need
- Began work on identifying how our values relate specifically to staff
- Continued to encourage team building sessions across the organisation both within the workplace and at team social events
- Individuals have enjoyed group trips to Knowsley Safari Park and Chester Zoo promoting our values – particularly inclusion and enjoyment and fun!
- Explored time and attendance management software to increase efficiencies throughout the central functions of the organisation, i.e., HR, payroll, training, rotas

## Plans for the future

The Trustees intend to continue the current strategy of maintaining and developing our presence and good reputation as a trusted provider of high-quality services and support for families at a competitive price with the needs of the individuals' remaining paramount. We will do this by maintaining an environment where everybody's energy and creativity is focused on getting better lives for people where they are part of a wider network of friends, neighbours and family.

We will continue to plan our funding requirements for long term security. We view it as a priority to identify advocacy and any other support for people in danger of losing or encountering funding cuts whilst remaining aware of our duty to the taxpayers.

We do not envisage expansion on a grand scale, as we believe remaining relatively small sits well with our values, we have however seen an increase in referrals and expressions of interest from families on account of our positive reputation. We will review our policy of not tendering for services, although we believe that individuals and their families should have a choice of provider, due to the local authority policies we recognise this may be necessary.

Other ideas which we have agreed to work on in future are listed below:

- To continue to review our structure to ensure both succession planning and ensuring we have capacity to take on additional services without impacting quality
- To develop and use the skills of our existing employees to progress the organisation
- To implement our investment policy and invest our reserves wisely
- To continue to improve our administrative functions to ensure efficiency and effectiveness in order to aid high standards of service delivery
- To continue exploration of suitable time and attendance management software, implementing as appropriate
- To continue to strive to improve communication throughout all levels of the organisation
- To explore the use of technology and how it can be used to improve support delivered within Ordinary Lifestyles
- To continue to incorporate/strengthen our values in all that we do
- To arrange more training for the Board of Trustees on the roles and responsibilities of Trustees and matters of governance enabling them to fulfil their roles effectively
- To recruit a Treasurer to the Board of Trustees
- To review accounts/contracts held with external suppliers to ensure that products purchased/utilised are obtained in an ethical way
- To commence a trial of a device with a view to improving the safety of lone workers
- To hold an inclusive organisational PATH which will form the basis of our Strategic Action Plan for the next three years
- To transition an individual receiving sessional support into an existing vacancy within the organisation

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- To have a period of consolidation and reflection in order to ensure that our values are embedded enabling us to deliver consistent, high quality services
- Continued regular attendance at local authority provider forums to share/be aware of good practice in the sector
- To explore further and evidence 'I and We' statements in line with Care Quality Commission's single assessment framework
- To review and streamline current existing policy and procedures process and ownership
- To explore Nourish reporting functions to establish if/how they can be advanced/tailored to meet need
- To review fire safety/associated Fire Risk Assessments to ensure compliance
- To explore a new office base

## Financial review

With the exception of investment income **all** other income received in 2024/25 was applied to supporting the organisation's main activity, being the provision of support living services for adults with learning disabilities, acquired head injuries and/or physical disabilities. Income was received from the following sources in the period reported on:

- Dorset County Council
- Manchester City Council
- Manchester Clinical Commissioning Group
- Trafford Council
- Contributions from individuals' benefits to include Individual Service Funds, Direct Payments and a small amount of private funding
- Sundry income

The Statement of Financial Activities for the year ended 31<sup>st</sup> March 2025 shows that the total reserves of the charity at the end of the year was £1,034,728 of which £2,577 is restricted. Trustees have designated reserves of £188,000 which includes provisions for the continuation of social inclusion activities, a contingency for potential voids and continued investment in our community allotment initiative. It is anticipated that the funds designated for the majority of the above purposes will be realised on a monthly basis throughout the financial year.

In comparison to the previous financial year there was an increase in both income, of approximately 17.48%, and expenditure of approximately 20.44%. The increase in income is a combination of inflationary increases in funding received for services provided as well as the acquisition of new services. A review of salaries paid to support staff took place during the year and a decision was taken to increase salaries in order to both be competitive with other industries as well as to recognise the continued hard work and commitment demonstrated; this was a contributing factor to the increase in expenditure when compared with previous years – again as well as being reflective of the acquisition of new services and the associated expenditure.

The organisation reported a minor deficit of £1,624 in the year reported on. This was contributed to by the review of salaries and two amounts of performance related payments to staff and is minimal when taking into account the level of reserves held by the organisation. This reduces the reserves from £1,036,532 to £1,034,728 – a reduction of 0.16%. Trustees remain satisfied that the level of reserves maintained meets the requirements of our Reserves Policy in relation to four months' operating costs.

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The financial performance of the organisation continues to be monitored closely by the Finance and Administration Manager who then reports quarterly to the Board of Trustees.

## **Risk Management**

The Trustees regularly review the risks to which the charity is exposed, in particular those related to the operations and finance of the charity and ensure that, as far as possible, systems are in place to mitigate our exposure to those risks. The Trustees agreed the Organisational Risk Management Plan and Business Continuity Policy and Procedures in November 2024.

The Management Team, who report directly to the board of Trustees, review major risks on a day-to-day basis. The key controls used by the charity include formal agendas and minutes for all Board meetings, clear authorisation/approval limits/levels for management, comprehensive strategic planning, budgeting, management reporting and accounting and written policies and procedures.

Ordinary Lifestyles manages risks by employing suitably qualified and experienced staff at each level in the charity. This is enhanced by providing appropriate training and supporting continual professional development. In addition, the development, review and implementation of policies and procedures, regular risk assessment, monitoring of key areas and having a contingency/continuity plan to cope with the possible impact of the main organisational risks.

Risks to recruitment and retention of staff within the sector are ever present. Although at Ordinary Lifestyles, for now, we do have a 'low turnover.' The main reasons for this are that we have a culture which encourages staff to build close supportive relationships with both the person they support and management personnel and therefore they report a high degree of commitment to their role and to the organisation.

Ordinary Lifestyles invests in a consultant to provide advice and guidance about systems, procedures and insurance protection for any employment and health and safety concerns. The Charity has comprehensive insurance to cover a range of potential risks such as Trustee and Officers Professional Indemnity.

The Board of Trustees is satisfied that the major risks have been identified and are adequately mitigated where necessary. It is recognised that systems and internal controls can only provide reasonable but not absolute assurance that major risks have been adequately managed.

During the year reported on we uncovered a financial safeguarding incident which was investigated and reported to all relevant parties (including local authority, police and Charity Commission). This led us to further review and strengthen existing measures and implement others in order to prevent a repeat occurrence.

## **Reporting Serious Incidents – declaration to Annual Report (Statement)**

Ordinary Lifestyles Trustees believe they have taken all reasonable steps to assess and manage risks associated with the activities of the Charity, beneficiaries, work and reputation. In this regard the Trustees declare that there are no serious incidents or other matters relating to the Charity concerning the previous financial year which have not already been brought to the attention of The Charity's Commission.

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## **Reserves policy**

The Trustees have reviewed the charity's requirements for reserves with regard to the main risks to the organisation and have concluded that the present level of £1,034,728 is sufficient in relation to the present size of its operations should there be any drop in funding until contingency plans could be made. Of the £1,034,728 available Trustees have designated reserves of £188,000 which includes provisions for the continuation of social inclusion activities, a contingency for potential voids and continued investment in our community allotment initiative. It is anticipated that the funds designated for the majority of above purposes will be realised on a monthly basis throughout the financial year. The balance represents in excess of 4 months running costs and a level of reserves that the Trustees consider necessary to provide for:

*General operating costs:*

- Voids which can result in long term loss of fees
- Fluctuations in cash flow and to be able to meet budgeted expenditure for 1 year
- Office equipment, lease contract agreements
- Possible redundancies
- Employment issues
- Governance
- Marketing

*Asset purchase and improvement e.g.:*

- Expenditure on capital improvements
- Renewals and maintenance
- Development provision – investment in new technologies
- Training fund

## **Statement of responsibilities of the trustees**

The Management Committee (who are also directors of Ordinary Lifestyles for the purposes of company law) are responsible for preparing the management committee's annual 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 management committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the management committee 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the management committee are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The management committee have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

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

#### **Auditors**

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The management committee's annual report has been approved by the management committee on date and signed on their behalf by

The annual report has been approved by the management committee on 20<sup>th</sup> November 2025 and signed on their behalf by

Name: Maggie Dickinson

Title: Chairperson

# Independent auditors' report

## to the members of Ordinary Lifestyles

### Opinion

We have audited the financial statements of Ordinary Lifestyles (the 'charitable company') for the year ended 31 March 2024, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. 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 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

## Independent auditors' report to the members of Ordinary Lifestyles

We have nothing to report in this regard.

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

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

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

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- enquiry of management and those charged with governance around actual and potential litigation and claims.



## Independent auditors' report to the members of Ordinary Lifestyles

- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Chinwe Jennifer Daniel FCCA DChA  
Senior Statutory Auditor  
*for and on behalf of*  
Slade & Cooper Limited  
Statutory Auditors  
Beehive Mill  
Jersey Street  
Manchester  
M4 6JG

Date: 21<sup>st</sup> November 2025

Ordinary Lifestyles  
Statement of Financial Activities  
(including Income and Expenditure account)  
for the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and legacies	3	200	-	200	278
Charitable activities:	4	3,078,604	250,162	3,328,766	2,832,439
Investments	5	2,992	-	2,992	3,362
<b>Total income</b>		<b>3,081,796</b>	<b>250,162</b>	<b>3,331,958</b>	<b>2,836,079</b>
<b>Expenditure on:</b>					
Charitable activities:	6	3,085,997	247,585	3,333,582	2,767,811
<b>Total expenditure</b>		<b>3,085,997</b>	<b>247,585</b>	<b>3,333,582</b>	<b>2,767,811</b>
<b>Net income/(expenditure) before net gains/(losses) on investments</b>		(4,201)	2,577	(1,624)	68,268
<b>Net income/(expenditure) for the year</b>	8	<b>(4,201)</b>	<b>2,577</b>	<b>(1,624)</b>	<b>68,268</b>
Transfer between funds		-	-	-	-
<b>Net movement in funds for the year</b>		<b>(4,201)</b>	<b>2,577</b>	<b>(1,624)</b>	<b>68,268</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		1,036,352	-	1,036,352	968,084
<b>Total funds carried forward</b>		<b>1,032,151</b>	<b>2,577</b>	<b>1,034,728</b>	<b>1,036,352</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.  
Prior year SOFA is shown on the last page.

Ordinary Lifestyles  
Company number 3175855  
Balance sheet as at 31 March 2025

	Note	2025	2024
		£	£
<b>Fixed assets</b>			
Tangible assets	13	1,303	1,533
<b>Total fixed assets</b>		<b>1,303</b>	<b>1,533</b>
<b>Current assets</b>			
Debtors	14	318,152	211,441
Cash at bank and in hand	15	972,035	1,050,882
<b>Total current assets</b>		<b>1,290,187</b>	<b>1,262,323</b>
<b>Liabilities</b>			
Creditors: amounts falling due in less than one year	16	(256,762)	(227,504)
<b>Net current assets</b>		<b>1,033,425</b>	<b>1,034,819</b>
<b>Total assets less current liabilities</b>		<b>1,034,728</b>	<b>1,036,352</b>
<b>Net assets</b>		<b>1,034,728</b>	<b>1,036,352</b>
<b>The funds of the charity:</b>			
Restricted income funds	17	2,577	-
Unrestricted income funds	18	1,032,151	1,036,352
<b>Total charity funds</b>		<b>1,034,728</b>	<b>1,036,352</b>

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 20 to 38 form part of these accounts.

Approved by the trustees on 20/11/2025 and signed on their behalf by:

Maggie Dickinson (Chair)

Elayne Rushton (Trustee)

Ordinary Lifestyles  
Statement of Cash Flows  
for the year ending 31 March 2025

	Note	2025 £	2024 £
<b>Cash provided by/(used in) operating activities</b>	21	<b>(81,839)</b>	<b>216,446</b>
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		2,992	3,362
Purchase of tangible fixed assets		-	(1,100)
<b>Cash provided by/(used in) investing activities</b>		<b>2,992</b>	<b>2,262</b>
Increase/(decrease) in cash and cash equivalents in the year		(78,847)	218,708
Cash and cash equivalents at the beginning of the year		1,050,882	832,174
<b>Cash and cash equivalents at the end of the year</b>		<b>972,035</b>	<b>1,050,882</b>

# Ordinary Lifestyles

## Notes to the accounts for the year ended 31 March 2025

### **1 Accounting policies**

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### **a Basis of preparation**

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Ordinary Lifestyles meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

#### **b Preparation of the accounts on a going concern basis**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### **c Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

#### **d Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

#### **e Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### **f Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

#### **g Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

#### **h Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

#### **i Operating leases**

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

#### **j Tangible fixed assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a reducing balance of 15% per annum in all cases.

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### **k Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **l Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

#### **m Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

#### **n Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.



## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### **o Pensions**

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 8. There were no outstanding contributions at the year end.

#### **2 Legal status of the charity**

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

#### **3 Income from donations and legacies**

<b>Current reporting period</b>	Unrestricted £	Restricted £	Total 2025 £
Donations	200	-	200
	<hr/>	<hr/>	<hr/>
<b>Total</b>	200	-	200
	<hr/>	<hr/>	<hr/>
<b>Previous reporting period</b>	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2024</i> £
<i>Donations</i>	278	-	278
	<hr/>	<hr/>	<hr/>
<b>Total</b>	278	-	278
	<hr/>	<hr/>	<hr/>

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 4 Income from charitable activities

<b>Current reporting period</b>	Unrestricted £	Restricted £	Total 2025 £
<b>Funding</b>			
Home Support Services	3,066,030	-	3,066,030
Individual Service Fund	-	250,162	250,162
	<hr/>	<hr/>	<hr/>
Total Funding	3,066,030	250,162	3,316,192
<b>Miscellaneous Income</b>			
Other income	12,574	-	12,574
	<hr/>	<hr/>	<hr/>
<b>Total</b>	3,078,604	250,162	3,328,766
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
 <b>Previous reporting period</b>	 Unrestricted £	 Restricted £	 Total 2024 £
<b>Funding</b>			
Home Support Services	2,598,408	-	2,598,408
Individual Service Fund	-	227,899	227,899
	<hr/>	<hr/>	<hr/>
Total Funding	2,598,408	227,899	2,826,307
<b>Miscellaneous Income</b>			
Other income	6,132	-	6,132
	<hr/>	<hr/>	<hr/>
<b>Total</b>	2,604,540	227,899	2,832,439
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

<b>5</b>	<b>Investment income</b>			
	<b>Current reporting period</b>	Unrestricted £	Restricted £	2025 £
	Income from bank deposits	2,992	-	2,992
		<hr/>	<hr/>	<hr/>
		2,992	-	2,992
		<hr/>	<hr/>	<hr/>
	<b><i>Previous reporting period</i></b>	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>2024 £</i>
	<i>Income from bank deposits</i>	<i>3,362</i>	<i>-</i>	<i>3,362</i>
		<hr/>	<hr/>	<hr/>
		<i>3,362</i>	<i>-</i>	<i>3,362</i>
		<hr/>	<hr/>	<hr/>
<b>6</b>	<b>Analysis of expenditure on charitable activities</b>			
	<b>Current reporting period</b>	Total 2025 £	Total 2024 £	
	Staff costs	3,116,230	2,581,846	
	Client expenses	34,979	33,352	
	Governance costs (see note 7)	30,875	29,956	
	Support costs (see note 7)	151,498	122,657	
		<hr/>	<hr/>	
		3,333,582	2,767,811	
		<hr/>	<hr/>	
		2025 £	2024 £	
	Restricted expenditure	247,585	233,731	
	Unrestricted expenditure	3,085,997	2,534,080	
		<hr/>	<hr/>	
		3,333,582	2,767,811	
		<hr/>	<hr/>	

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 7 Analysis of governance and support costs

<b>Current reporting period</b>	Support £	Governance £	<i>Total 2025</i> £
Running costs	71,779	-	71,779
Other staff costs	13,801	-	13,801
Recruitment	10,956	-	10,956
Training	33,406	-	33,406
Premises	21,326	-	21,326
Depreciation	230	-	230
Audit and accountancy fees	-	7,272	7,272
Trustee Expenses	-	484	484
Legal and professional	-	23,119	23,119
	<hr/>	<hr/>	<hr/>
	151,498	30,875	182,373
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
 <b><i>Previous reporting period</i></b>	 Support £	 Governance £	 <i>Total 2024</i> £
<i>Running costs</i>	68,996	-	68,996
<i>Other staff costs</i>	10,791	-	10,791
<i>Recruitment</i>	9,738	-	9,738
<i>Training</i>	12,147	-	12,147
<i>Premises</i>	20,733	-	20,733
<i>Depreciation</i>	252	-	252
<i>Audit and accountancy fees</i>	-	7,866	7,866
<i>Trustee Expenses</i>	-	528	528
<i>Legal and professional</i>	-	21,562	21,562
	<hr/>	<hr/>	<hr/>
	122,657	29,956	152,613
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 8 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2025 £	2024 £
Depreciation	230	249
Operating lease rentals:		
Property	19,387	19,387
Auditor's remuneration - audit fees	3,600	3,450
Auditor's remuneration - accountancy fees	2,740	2,610
	<u>          </u>	<u>          </u>

#### 9 Staff costs

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	2,750,504	2,288,888
Social security costs	249,481	200,658
Pension costs	116,245	92,300
	<u>          </u>	<u>          </u>
	3,116,230	2,581,846
	<u>          </u>	<u>          </u>

No employee has employee benefits in excess of £60,000 (2024: Nil).

The average number of staff employed during the period was 113.16 (2024: 96.75).

The average full time equivalent number of staff employed during the period was 72.34 (2024: 69.14).

The key management personnel of the charity comprise Chief Executive Officer, Registered Managers, Training Manager, Finance and Administration Manager, Service Managers and Quality and Compliance Manager.

The total employee benefits of the key management personnel of the charity were £321,199 (2024: £232,633).

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2024: Nil).

One (2024: two) trustees received travel and subsistence expenses during the year of £156 (2024: £265).

Four members of the Management Committee are closely related to a beneficiary of the charity (2024: four).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: nil).

#### 11 Government grants

The government grants recognised in the accounts were as follows:

	2025 £	2024 £
Dorset County Council	105,870	55,790
Manchester City Council	1,519,273	1,345,162
Manchester CCG	574,747	477,895
Trafford MBC	561,824	192,710
	<hr/>	<hr/>
	2,761,714	2,071,557
	<hr/>	<hr/>

There were no unfulfilled conditions and contingencies attaching to the grants.

#### 12 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

## Ordinary Lifestyles

Notes to the accounts for the year ended 31 March 2025 (continued)

### 13 Fixed assets: tangible assets

<b>Cost</b>	Total £
At 1 April 2024	4,775
Additions	-
Disposals	-
	<hr/>
At 31 March 2025	4,775
	<hr/> <hr/>
<b>Depreciation</b>	
At 1 April 2024	3,242
Charge for the year	230
Disposals	-
	<hr/>
At 31 March 2025	3,472
	<hr/> <hr/>
<b>Net book value</b>	
At 31 March 2025	1,303
	<hr/> <hr/>
<i>At 31 March 2024</i>	<i>1,533</i>
	<hr/> <hr/>

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 14 Debtors

	2025 £	2024 £
Trade debtors	287,324	186,619
Other debtors	5,350	6,234
Prepayments and accrued income	25,478	18,588
	<hr/> 318,152	<hr/> 211,441
	<hr/> <hr/>	<hr/> <hr/>

#### 15 Cash at bank and in hand

	2025 £	2024 £
Cash at bank and on hand	972,035	1,050,882
	<hr/> 972,035	<hr/> 1,050,882
	<hr/> <hr/>	<hr/> <hr/>

#### 16 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	10,673	7,835
Other creditors and accruals	246,089	219,669
	<hr/> 256,762	<hr/> 227,504
	<hr/> <hr/>	<hr/> <hr/>



## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 17 Analysis of movements in restricted funds

<b>Current reporting period</b>	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Individual Service Fund	-	250,162	(247,585)	-	2,577
<b>Total</b>	<b>-</b>	<b>250,162</b>	<b>(247,585)</b>	<b>-</b>	<b>2,577</b>
<b>Previous reporting period</b>	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Individual Service Fund	-	227,899	(233,731)	5,832	-
<b>Total</b>	<b>-</b>	<b>227,899</b>	<b>(233,731)</b>	<b>5,832</b>	<b>-</b>

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
--------------------------------	---

Individual Service Fund – this allows an individual to choose a provider manage their personal budget rather than the local authority. This provides the individual with choice and control of their support without having to manage their monies themselves.

## Ordinary Lifestyles

Notes to the accounts for the year ended 31 March 2025 (continued)

### 18 Analysis of movement in unrestricted funds

<b>Current reporting period</b>	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	As at 31 March 2025 £
General fund	843,352	3,075,481	(3,060,652)	(14,030)	844,151
Gap funding	20,000	-	-	-	20,000
Continuation of social inclusion activities and volunteers support	3,000	6,315	(10,016)	3,701	3,000
Investment in Community Allotment	20,000		(15,329)	10,329	15,000
Provision for potential/ongoing voids	150,000				150,000
	<u>1,036,352</u>	<u>3,081,796</u>	<u>(3,085,997)</u>	<u>-</u>	<u>1,032,151</u>

## Ordinary Lifestyles

Notes to the accounts for the year ended 31 March 2025 (continued)

### 18 Analysis of movement in unrestricted funds (continued)

<b>Previous reporting period</b>	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>As at 31 March 2024 £</i>
General fund	773,429	2,602,477	(2,508,604)	(23,950)	843,352
Gap funding	20,000	-	-	-	20,000
Continuation of social inclusion activities and volunteers support	2,000	5,703	(8,979)	4,276	3,000
Investment in Community Allotment	20,000	-	(13,923)	13,923	20,000
Provision for potential/ongoing voids	150,000	-	-	-	150,000
Investment in the development / upgrade of IT and telephone systems	2,655	-	(2,574)	(81)	-
	<u>968,084</u>	<u>2,608,180</u>	<u>(2,534,080)</u>	<u>(5,832)</u>	<u>1,036,352</u>

## Ordinary Lifestyles

Notes to the accounts for the year ended 31 March 2025 (continued)

### 18 Analysis of movement in unrestricted funds (continued)

<b>Name of unrestricted fund</b>	<b>Description, nature and purposes of the fund</b>
General fund	For all other contingencies
Gap funding	A buffer for late payments of invoices and a contingency for shortfalls in funding.
Continuation of social inclusion activities and volunteers support	To continue the delivery of the organisation's workshops throughout the year.
Investment in Community Allotment	To continue to provide and maintain an allotment space for individuals to attend and be involved in the planting/growing and ongoing maintenance of the plot.
Provision for potential/ongoing voids	Provision for potential/ongoing voids.
Investment in the development / upgrade of IT and telephone systems	To improve outdated office systems.

## Ordinary Lifestyles

Notes to the accounts for the year ended 31 March 2025 (continued)

### 19 Analysis of net assets between funds

<b>Current reporting period</b>	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,303	-	-	1,303
Net current assets/(liabilities)	842,848	188,000	2,577	1,033,425
	<hr/>	<hr/>	<hr/>	<hr/>
Total	844,151	188,000	2,577	1,034,728
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Previous reporting period</b>	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,533	-	-	1,533
Net current assets/(liabilities)	841,819	193,000	-	1,034,819
	<hr/>	<hr/>	<hr/>	<hr/>
Total	843,352	193,000	-	1,036,352
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## Ordinary Lifestyles

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as

	Property 2025 £	2024 £
Less than one year	16,156	2,693
One to five years	2,693	-
	<hr/> 18,849	<hr/> 2,693
	<hr/> <hr/>	<hr/> <hr/>

#### 21 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
<b>Net income/(expenditure) for the year</b>	(1,624)	68,268
<b>Adjustments for:</b>		
Depreciation charge	230	249
Dividends, interest and rents from investments	(2,992)	(3,362)
Decrease/(increase) in debtors	(106,711)	102,858
Increase/(decrease) in creditors	29,258	48,433
	<hr/> (81,839)	<hr/> 216,446
<b>Net cash provided by/(used in) operating</b>	<hr/> <hr/> (81,839)	<hr/> <hr/> 216,446

#### 22 Other information

Ordinary Lifestyles is a company limited by guarantee and incorporated in England.  
 Its registered office is:  
 Ivy Mill Business Centre, Crown Street,  
 Manchester  
 M35 9BG

## Ordinary Lifestyles

Notes to the accounts for the year ended 31 March 2025 (continued)

### 23 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>				
Donations and legacies	278	-	278	151
Charitable activities:	2,604,540	227,899	2,832,439	2,284,816
Investments	3,362	-	3,362	490
<b>Total income</b>	<b>2,608,180</b>	<b>227,899</b>	<b>2,836,079</b>	<b>2,285,457</b>
<b>Expenditure on:</b>				
Charitable activities:	2,534,080	233,731	2,767,811	2,331,502
<b>Total expenditure</b>	<b>2,534,080</b>	<b>233,731</b>	<b>2,767,811</b>	<b>2,331,502</b>
<b>Net income/(expenditure) for the year</b>	<b>74,100</b>	<b>(5,832)</b>	<b>68,268</b>	<b>(46,045)</b>
Transfer between funds	(5,832)	5,832	-	-
<b>Net movement in funds for the year</b>	<b>68,268</b>	<b>-</b>	<b>68,268</b>	<b>(46,045)</b>
<b>Reconciliation of funds</b>				
Total funds brought forward	968,084	-	968,084	1,014,129
<b>Total funds carried forward</b>	<b>1,036,352</b>	<b>-</b>	<b>1,036,352</b>	<b>968,084</b>

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