

Charity Number 1087319

People First Tameside

Annual Report and Accounts

Year Ended 31 March 2025

People First Tameside

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People First Tameside

Legal and Administrative Details

Name: People First Tameside

Status: Unincorporated association established 2001. Registered as a charity.
Charity number 1087319

Principal Address: St. Michael's Court
St. Michael's Square
Stamford Street
Ashton-under-Lyne
Tameside
OL6 6XN

Charity Objects: To promote any charitable purpose for the benefit of persons who have a learning disability in Tameside or the surrounding areas.

Charity Trustees:

Andrew Barbour	Chair
Jennifer Threadgold	
Eleanor Woosey	
Jean Quinn	
Jim Battle	
Mark Whitehead	Appointed 11 December 2024
Neil Fitzgerald	Appointed 11 December 2024
Liam Wray	Appointed 11 December 2024
Bethany Hammond	Appointed 11 December 2024
Ashley Connor Leighton	Appointed 11 December 2024
Ejemhem Agbareth	Appointed 11 December 2024
Hannah Sloan	Appointed 11 December 2024

Accountants: J A Simpson & Co Ltd.
48 Bredbury Green
Romiley
Stockport
SK6 3DN

Bankers: Unit Trust Bank
Nine Brindley Place
Birmingham
B1 2HB

People First Tameside

Annual Report and Accounts

For the Year Ended 31 March 2025

Activities Report for Accounts 01.04.24 – 31.03.2025

Report of the Trustees

The Trustees of People First Tameside submit the Annual Report and Accounts for the year ended 31 March 2025.

Purpose of the Charity

The purposes of the charity are to:

- Provide a place to talk about concerns and issues affecting the lives of people labelled as having a “learning disability” in Tameside.
- Uphold the rights of people with learning disabilities.
- Inform services and the public that people with learning disabilities have thoughts, feelings, and ideas, and have a right to be heard and to influence the services they use.
- Raise awareness and educate the general public about the issues faced by people with learning disabilities.
- Provide training opportunities for people with learning disabilities.
- Network with other People First groups and advocacy organisations throughout the UK and Europe.

Activities of the Year 2024/25

Health and Employment Focus

Health and Employment have been the focus of this year's activities.

Employment Initiatives

Our employment course, funded by the WEA, provided a cohort of ten people with learning disabilities with the opportunity to engage in a bespoke program supporting individuals furthest from employment. Participants were able to learn and develop skills that promote independence, create new opportunities, reduce social isolation, and foster friendships.

Women's Health Projects

Women's health remained a top priority this year. In partnership with Manchester University researchers, Christy Hospital, and Pennine Care, we produced a series of short videos promoting women's health and providing guidance for professionals around cervical smear procedures. This work will continue into 2025/26.

People First worked collaboratively with the Greater Manchester Learning Disabilities and Health Inequalities Team on a research project about menopause, aimed at raising awareness of how best to support women with learning disabilities. This was a unique and impactful piece of work.

Community and Outdoor Activities

People First continues to work in partnership with Friends of Waterloo, producing excellent crops of vegetables, harvesting apples from the orchard, and creating nutritious soups and salads. Fresh and inexpensive meals encourage good health while providing opportunities to socialize. The allotment group was once again recognized with an award from Tameside in Bloom.

Outdoor activities included tennis, sponsored by Priory Tennis Club, cycling with adapted bicycles, health walks, yoga, and nature events. We recognize the strong link between physical activity and mindfulness as a gateway to better mental health. People First continue to advocate for preventative services that promote independence, reduce social isolation, and support an active lifestyle.

Day Opportunities and Individualised Services

People First work in partnership with Tameside Council and other partners to offer bespoke day opportunities and individual 1:1 services. Our services are popular with those who wish to be in control of their budgets and choices. The number of available places has increased through new referrals from social workers and personal recommendations. We pride ourselves on offering a bespoke, individualised service. Family members and friends are always welcome at events, including coffee mornings, BBQs, and fundraising activities, and we thank everyone for their ongoing support.

Advocacy and Representation

The Manchester Mayoral Panel has continued to meet, along with the second Easy Use Board, which enables adults with learning disabilities to participate fully in accessible meetings. Five of our members now sit on this board, which includes Greater Manchester representatives from each borough, including Stockport, Trafford, Wigan, and Bolton. The board discusses and reviews strategies and plans covering public transport, health, and social care services.

People First has been commissioned annually since 2001 to facilitate the Shadow Partnership Board. This board feeds into the Learning Disabilities Partnership Board bi-monthly and invites guest speakers from Adult Social Care, Transport, and Employment. Meetings continue each month, with the boroughs' goal of making a difference in advocacy, belonging, and good health. People First also attend other meetings, including the Equality and Diversity Reference Group within Tameside, Confirm and Challenge in partnership with Pathways, and the Autism Strategy Group, among others.

Staff and Volunteers

Over this period, People First employed an average of 20 staff members. Policies and procedures are in place for all staff and are continually reviewed and updated. Staff are supervised by senior personnel and participate in weekly team meetings. People First is incredibly grateful to our dedicated staff and volunteers, whose flexibility and commitment make our work possible. We thank everyone for their enthusiasm and hard work.

Governance and Finance

Management Committee and Trustees

A new committee was elected in December 2024, with some changes to trustees.

Accounting and Financial Management

SISBRO Accountants were appointed in February 2024 and have now completed a full year of accounts. People First would like to thank John Simpson for his years of service overseeing the work of our bookkeeper, Rick Seccombe.

Recruitment and Appointment of Management Committee

Members held an AGM on 11th December 2024. Full membership of the charity is open to any person over the age of 18 who has a learning disability and is interested in furthering the objects of the charity.

Governance Document

The charity's governing document is a constitution adopted on 26th September 2000. This sets out the charity's objects and how it should be run. The constitution has been adapted to be more accessible, without changing any of its provisions.

Public Benefit

The charity raises public awareness of issues concerning people with learning disabilities. Its activities are open to all people with learning disabilities in Tameside, with no membership fee, ensuring inclusion for those on low incomes.

Honorary Officers

At the AGM, full members elect a chair, secretary, and treasurer, who hold office from the conclusion of the meeting.

Reserves Policy

The organisation carries sufficient reserves to enable restructuring in the event of cessation of grant funding. An accessible reserves policy is in place for members.

Committee

The Committee consists of no fewer than three members and no more than twelve members.

Induction of Trustees

People First provides an induction pack for new trustees.

Conflicts of Interest

An accessible conflict of interest policy is in place for trustees.

Trustee Benefits

No trustee receives payment from the charity; however, trustees may use the services provided.

COVID-19 and Risk Management

A new risk assessment was developed and shared, supporting the protection of members, volunteers, staff, and the general public.

Policies available to members include health and safety, compliments, comments and complaints, fire safety, confidentiality, rules and code of practice, risk assessment, and computer, internet, and e-mail use. Risk assessments have been carried out on the office and surrounding areas, alongside COSHH assessments, a health and safety policy, and a Business Continuity Plan outlining procedures in the event of disruption.

An updated financial risk assessment of procedures has also been developed.

Financial Statements and Trustee Responsibilities

The charity's financial statements are prepared by SISBRO Accountants, appointed in February 2024. The accounts are then sent to John Simpson for an independent examination. SISBRO assists the committee and Chief Executive Manager in managing accounts, preparing budgets, and financial reports.

Under the Charities Act 2011, trustees are responsible for preparing accounts that give a true and fair view of the charity's state of affairs and the incoming and outgoing resources. Trustees must:

- Select suitable accounting policies and apply them consistently
- Make reasonable and prudent judgments and estimates
- Follow applicable accounting standards and statements of recommended practice
- Prepare financial statements on a going concern basis unless inappropriate

Trustees are also responsible for keeping proper accounting records to ensure compliance with regulations.

Approved by the trustees at their meeting on 10/12/25 and signed on their behalf by:



Andrew Barbour - Chairperson
(Trustee)

Report of the Independent Examiner to the Trustees of
People First Tameside

I report on the accounts of the charity for the year ended 31 March 2025, which are set out on pages 10 to 15.

Respective responsibilities of the trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

examine the accounts under section 145 of the Act;
follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items for disclosures in the accounts, and seeking explanations from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements to keep accounting record in accordance with the 2011 Act; and
to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act
have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

John A Simpson
Chartered Accountant

JA Simpson 15/12/25

48 Bredbury Green, Romiley, Stockport, SK6 3DN

People First Tameside

**Statement of Financial
Activities
for the year ended
31 March 2025**

	Notes	Unrestricted £	Restricted £	Year Ended 31 Mar 2025 £	Year Ended 31 Mar 2024 £
Incoming Resources					
Incoming Resources from charitable activities:					
Grants	2	24,285	39,823	64,108	29,051
Donations		610	0	610	8,086
Fees		293,268	0	293,268	213,378
Other Income		13,229	0	13,229	12,370
Bank Interest		7,270	0	7,270	6,018
Total Incoming Resources		<u>338,662</u>	<u>39,823</u>	<u>378,485</u>	<u>268,903</u>
Resources Expended					
Charitable activities	3	292,199	39,823	332,022	288,930
Governance costs	3	850	0	850	850
Total resources expended		<u>293,049</u>	<u>39,823</u>	<u>332,872</u>	<u>289,780</u>
Net Income for the Year	4	45,613	0	45,613	(20,877)
Funds at 1st April 2024	11	416,352	0	416,352	437,229
Funds at 31st March 2025	11	<u>461,965</u>	<u>0</u>	<u>461,965</u>	<u>416,352</u>

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Balance Sheet

	2025		Unrestricted	Restricted	Total	2024
	Notes					
Current Assets						
Debtors	5		73,518	0	73,518	70,303
Cash at Bank			429,277	0	429,277	378,893
			<u>502,795</u>	<u>0</u>	<u>502,795</u>	<u>449,196</u>
Creditors	6		40,830	0	40,830	32,844
Net Current Assets			<u>461,965</u>	<u>0</u>	<u>461,965</u>	<u>416,352</u>
Net Assets			<u>461,965</u>	<u>0</u>	<u>461,965</u>	<u>416,352</u>
Funds						
Unrestricted Funds	11		461,965	0	461,965	416,352
Restricted Funds	11		0	0	0	0
			<u>461,965</u>	<u>0</u>	<u>461,965</u>	<u>416,352</u>

Approved by the Trustees at their meeting on 10.12.25.

Signed on behalf of the Trustees by



Andrew Barbour - Chairman

People First Tameside

Notes to the Accounts

1 Accounting Policies

- a) The financial statements have been prepared in accordance with applicable accounting standards and follow recommendations in FRS 102.
- b) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received.
- c) Grants are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and are available as general funds
- e) Designated funds are unrestricted funds which have been designated for particular purposes by the Trustees.
- f) Restricted funds are funds received for specific purposes. They are held on trust until they have been expended.
- g) Office equipment purchases have not been capitalised and have been charged as resources expended in their period of purchase.

2 Grants

	Unrestricted	Restricted	Total 2025	2024
Tameside MBC	22,685	0	22,685	20,623
NHS Tameside CCG	0	0	0	0
Mayoral Panel	1,600	0	1,600	0
WEA Income	0	31,994	31,994	0
Menopause Project	0	0	0	6,000
Cervical Smear	0	7,829	7,829	2,428
Total	<u>24,285</u>	<u>39,823</u>	<u>64,108</u>	<u>29,051</u>

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Notes to the Accounts

3 Total Resources Expended

	Basis of Allocation	Unrestricted	Worker's Education Association	Cervical Smear	Total Restricted	Governance	Total	2024
Costs directly allocated to activities								
Salaries	Direct	233,608	25,080	7,829	32,909		266,517	227,865
Travel	Direct	1,737	800		800		2,537	6,196
Training	Direct	2,311			0		2,311	528
Recruitment	Direct	0			0		0	0
Producing Information	Direct	55			0		55	166
Project costs	Direct	3,897	5,325		5,325		9,222	9,046
Equipment	Direct	2,493	789		789		3,282	1,433
Miscellaneous	Direct	234			0		234	503
Support costs allocated to activities								
General Running Expenses	Funding	22,103			0		22,103	18,838
Accountancy	Funding	5,518			0	850	6,368	4,395
Premises	Funding	20,243			0		20,243	20,810
		292,199	31,994	7,829	39,823	850	332,872	289,780

4 Net Incoming Resources for the year

This is stated after charging	2025 £	2024 £
Independent Examiners' remuneration	850	850

5 Debtors and Prepayments

	2025	2024
Debtors	72,493	65,765
Prepayments	1,025	4,538
	<u>73,518</u>	<u>70,303</u>

6 Creditors

	2025	2024
Sundry Creditors	<u>40,830</u>	<u>32,844</u>

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7 Staff Costs and Numbers

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	235,399	213,801
Social security costs	16,193	14,065
Total	<u>251,592</u>	<u>227,866</u>

One employee was paid a salary in the band £60,000 to £70,000.

The average number of employees during the year was as follows:

	2025 Number	2024 Number
Direct charity activities	17	17
Administration	3	3
	<u>20</u>	<u>20</u>

The charity does not operate any pension scheme for its employees but does administer contributions to a stakeholder pension scheme for 8 (2025 - 8) staff. The charity makes a contribution of 5% of the wage of the staff member into the scheme.

8 Trustee Remuneration & Related Party Transactions

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2025 - Nil)

9 Taxation

As a charity, People First Tameside is exempt from tax on income and gains.
No tax charges have arisen within the charity during the year.

10 Analysis of Net Assets Between Funds

	General Funds £	Restricted Funds £	Total Funds £
Current Assets	502,795	0	502,795
Current Liabilities	40,830	0	40,830
Net Assets at 31 March 2025	<u>461,965</u>	<u>0</u>	<u>461,965</u>

People First Tameside

11 Movement of Funds	At 1 April 2024	Incoming Resources	Outgoing Resources	At 31 March 2025
Restricted funds				
Cervical Smear	0	7,829	(7,829)	0
WEA Income	0	31,994	(31,994)	0
Unrestricted				
General Fund	416,352	338,662	(293,049)	461,965
	<u>416,352</u>	<u>378,485</u>	<u>(332,872)</u>	<u>461,965</u>

12 Contingent liability

It has been estimated that in the event of closure the charity would incur approximately £60,000 in redundancy and other costs. Additionally the reserves policy, in common with many similar charities is to maintain reserves to cover six months of operating costs, this amounting to approximately £166,000