



**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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## LEGAL AND ADMINISTRATIVE INFORMATION

<b>Trustees</b>	Maddy Hemp Samantha Oakley Gerry Zarb Joshua Hough (appointed 29 November 2024) Dr Carmen Yau (appointed 29 November 2024)
<b>Charity number</b>	1114435
<b>Company number</b>	05706441
<b>Registered office</b>	Montague House Somerset Street Brighton East Sussex BN2 1JE
<b>Chief Officer</b>	Angela Graham (Interim appointed 7 July 2023 until 1 August 2024) Lucy Vallis (Appointed 1 August 2024)
<b>Auditors</b>	Kreston Reeves Audit LLP Nile House Nile Street Brighton East Sussex BN1 1HW
<b>Bankers</b>	CAF Bank Limited Kings Hill 25 Kings Hill Avenue West Malling Kent ME19 4JQ

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## Foreword by Maddy Hamp, Chair of Trustees

It is with both pride and reflection that I present this year's Trustee Annual Report on behalf of the Board of Trustees. The past year has brought continued challenges for disabled people and the organisations that support them, yet Possability People has remained a vital force for inclusion, independence, and dignity across Brighton & Hove and East Sussex.

We have continued to deliver high-quality, person-centered services in the face of financial pressures and increasing demand. From enabling safe hospital discharges and providing life-changing care at home, to amplifying lived experience in the design of health and social care services, the work of this charity remains exceptional. We are proud of the organisation's leadership in co-production and in shifting power to disabled people at every level.

This year has also been one of deep sadness, with the passing of our long-standing trustee and friend, Sophie Reilly. Sophie was with us from the days when we were known as the Federation for Disabled People, and her legacy runs through every part of this organisation. Her compassion, commitment, and unshakable belief in our mission helped shape the Possability People we know today. She is missed deeply, and we will continue to honor her memory in the work we do moving forward.

As trustees, our focus has been on ensuring strong governance, strategic clarity, and financial resilience. We are particularly excited about future plans to grow unrestricted income, expand our volunteer programme, and adapt successful service models for other areas in the Southeast. These plans reflect our commitment to being both sustainable and ambitious in meeting the needs of the disabled community.

On behalf of the Board, I offer heartfelt thanks to our dedicated staff, volunteers, partners, and funders, and most of all, to the people who use our services. Your voices, experiences, and trust remain central to everything we do. We look to the future with determination and hope.



Maddy Hamp  
Chair of Trustees

## Foreword from Lucy Vallis Chief Officer

This year's report reflects the strength and resilience of our community. Behind every number is someone striving to live with dignity, independence, and choice, and we are proud to have walked alongside them.

From co-producing better mental health services to providing trusted advice, enabling safe hospital discharges, and supporting independent living through our At Home service, our work has changed lives. We've helped people manage care through payroll and supported bank accounts, stay connected through community engagement, and stay mobile with Shopmobility. Practical support, delivered with empathy and respect, continues to make a lasting difference.

Disabled people are at the heart of everything we do. Guided by the Social Model of Disability and an intersectional approach to inclusion, we focus on removing barriers and enabling people to thrive across every service.

We've faced real challenges with rising demand, tighter budgets, and increasing complexity — especially in services like Shopmobility and the Advice Centre. Yet our team has responded with creativity, compassion, and an unshakable commitment to the people we serve.

There have also been highlights, being chosen as a Santa Bus charity by Brighton & Hove Buses and starting to support small charities with payroll in 2024. But the year also brought sadness, with the loss of our colleague Sophie, whose warmth and dedication will not be forgotten.

Finally, thank you to our staff, volunteers, trustees, funders, partners, and above all, the people we support. Your voices, trust, and stories shape everything we do.



Lucy Vallis  
Chief Officer

# Trustees' Report For the year Ended 31 March 2025

## Introduction

The trustees present their Annual report together with the audited financial statements of the group for the year 1 April 2024 to 31 March 2025. Possability People has a wholly owned non-charitable subsidiary, Possability People Trading Limited, whose purpose is to provide support services to disabled people and Possability People Limited and Possability People Trading Limited are referred to together as '**the Group**').

The Annual report serves the purposes of both (i) a trustees' report and (ii) a directors' report under company law.

It comprises the following sections:

- [Objectives and Activities](#)
- [Achievements and Performance](#)
- [Public Benefit and Impact](#)
- [Structure, Governance and Management](#)
- [Financial Review](#)
- [Independent Auditors' Report](#)
- [Annual Accounts](#)

The trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Group qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

## Objectives and Activities

### Aims

Possability People work to support and empower disabled individuals and those with long-term health conditions by promoting social inclusion and supporting independent, dignified living. Guided by the Social Model of Disability, we focus on tackling the societal barriers that limit disabled people's participation, rather than placing the emphasis on their impairments or health needs.

### Services

We do this by providing the following services:

- [Advice](#)
- [At Home Service](#)
- [Community Engagement Service](#)
- [Get Involved Group \(GIG\)](#)
- [Ask the Experts](#)
- [The Mental Health Lived Experience Advisory Groups \(LEAGs\)](#)
- [Hospital Discharge Grants](#)
- [Hospital Discharge Service](#)
- [Payroll & Supported Bank Accounts](#)
- [PA Notice Board](#)
- [Shopmobility](#)

Our primary aim is to shift power to disabled people by strengthening their collective voice in decisions that affect them and ensuring equal access to opportunities across society. We deliver a range of services that tackle the barriers disabled people face,

promoting inclusion and improving quality of life across Brighton, Hove, East Sussex and the wider Southeast.

## Measuring Success

We measure our success through the outcomes and changes our projects achieve, rather than fixed targets. Each service has clear aims, and we track progress through both data and lived experience feedback. For example, our Advice Centre achieved an 85% success rate in benefit applications, significantly higher than the national average of 51%. Equally important are the personal stories people share with us showing how our support helps them feel more independent, secure, and connected

## Goals

In the short term, our priority is to provide direct support through projects like the Hospital Discharge Service, ensuring people get the help they need right now. Longer term, our focus shifts to scaling our services, growing volunteer participation, and strengthening our influence on policy through lived experience networks. Possability People work in close partnership with other local charities and service users to ensure services remain relevant to their changing needs. Our services are funded by statutory bodies and through a range of fundraising activities that include trust fundraising, events, and trading.

## Volunteers

Possability People relies on the invaluable contribution of volunteers, who play a vital role across all areas of our work. In 2024/25, they gave more than 18,000 hours of support-the equivalent of nearly nine full-time staff, enabling us to sustain essential services and achieve our goals. The majority are disabled people, reflecting our ethos of providing meaningful opportunities and ensuring lived experience shapes the organisation.

We offer a range of accessible roles for both disabled and non-disabled volunteers, supporting people to gain experience, make friends, or give back to their community. Feedback remains consistently positive: in our most recent survey, 100% of



respondents said their role was accessible and personally beneficial. Many volunteers progress into paid work, while others continue with us long-term. We are deeply grateful for their dedication and the lasting impact they make.

## Public Benefit

Possability People have considered the Charity Commission's guidance on public benefit. We believe that the range and accessibility of the services and activities we offer, and the increasing demand and need for them, as shown by the take-up from hundreds of service users, clearly demonstrates the public benefit of our work. This is further illustrated in the [Public Benefit and Impact section](#) of this report. The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Possability People should undertake.

## Achievements and Performance

### Current Services

#### Community Engagement Service

Our Community Engagement Service across Brighton and Sussex brings disabled individuals and professionals together to improve access to healthcare, work, and leisure. Disabled people play an active role in shaping solutions and enhancing accessibility, with co-production embedded throughout our approach. This means the people most affected by services are directly involved in designing, influencing, and improving them, ensuring their experiences drive lasting change.

Our Community Engagement team was commissioned by NHS Sussex to lead a year-long co-production project focused on improving inpatient mental health care. Through the project, 63 former patients and carers shared their experiences of inpatient wards and highlighted urgent areas for improvement. They reported significant concerns relating to safety, hygiene, communication, and dignity. Based on these insights, participants developed clear, actionable recommendations that have informed local commissioning decisions and are helping to shape the future design of mental health inpatient services across Sussex.

## **The Get Involved Group (GIG)**

With a growing membership, the GIG continues to ensure disabled voices are central to service design and improvement of key public services throughout Brighton & Hove. Over the year, members engaged with a range of local priorities, including accessible transport, cost-of-living challenges, community safety, and mental health. Their input has helped shape local consultations, influence strategic plans, and strengthen accountability across public services. Volunteers continued to deliver access audits at local infrastructure sites, and the Disabled Car Users Advisory Group that has been active and supported BHCC with their transport consultations and active transport in the city.

## **Ask the Experts**

This forum has provided powerful feedback for the NHS from people with long-term health conditions, resulting in a series of practical recommendations, including Patient Passports and Chronic Care Coordinators. We got some extension funding to support the Sussex digital, Inclusion Strategy to provide resources to clinicians to support disabled people and people with long term health conditions

## **The Mental Health Lived Experience Advisory Groups (LEAGs)**

The LEAG is active in both Brighton & Hove and East Sussex, working closely with NHS Sussex to influence mental health service design and commissioning. They co-produced the "Change the Language" guide and co-hosted the second Sussex-wide Co-Production Conference, which attracted over 80 participants. We also partnered with Grassroots Suicide Prevention to create a suicide prevention LEAG and we supported them to co-produce a Sussex-wide suicide prevention conference.

## **Advice Centre**

Our Advice Centre supported people across Brighton & Hove, East Sussex, and West Sussex with welfare benefits, housing issues, and general advice. In 2024/25, the team responded to 5,859 enquiries, including 2,135 referrals, and achieved an

85% success rate at appeal, significantly above the national average. Following support, 85% of clients reported feeling more confident in managing their benefits, and 100% of those helped with form filling said they were satisfied with the advice received.

Despite funding cuts that reduced operational hours and staff capacity, we sustained a high-quality service, temporarily boosted later in the year by additional support from East Sussex County Council. We retained our Advice Quality Standard (AQS) accreditation and continued to act as a third-party hate crime reporting centre, working in partnership with the Rainbow Hub and Racial Harassment Forum. The service remains a trusted source of independent advice, helping people to secure their rights, improve stability, and build confidence.

## Hospital Discharge Grants

Our Hospital Discharge Grants service provided practical, timely support that directly enabled patients to return home safely. In 2024/25, the service supported 268 patients, preventing 140 delayed discharges and avoiding 83 re-admissions. By addressing the small but critical barriers that can stop a patient leaving hospital, such as a lack of heating, unsafe flooring, or the need for furniture and basic household items, the service helped people make a smoother transition from hospital to home.

The grants covered a wide range of needs, including deep cleaning, minor repairs, and emergency provision of essential items. These interventions not only supported individual recovery and wellbeing but also reduced pressure on hospital beds and freed up NHS capacity. The service operated in close partnership with NHS discharge teams, who valued its responsiveness and impact. Feedback from patients and families consistently praised the service for restoring dignity, promoting independence, and reducing the anxiety that can come with hospital discharge.

## Hospital Discharge Service

From 2015 to 2024, we delivered a Hospital Discharge Service that provided both practical and emotional support to patients aged 55+ as they transitioned from hospital back home. The service aimed to reduce delayed discharges, prevent readmissions, and improve recovery by offering personalised help such as transport home, shopping, collecting prescriptions, arranging equipment, and providing wellbeing check-ins. Many patients also valued the reassurance of having someone to talk to at what could be an anxious and vulnerable time.

The service was consistently busy, supporting more than 350 clients each year and delivering nearly 1,000 wellbeing contacts annually. Feedback highlighted that the service improved confidence, reduced isolation, and helped people feel safer at home.

The service concluded in December 2024 following NHS decommissioning. While we were disappointed by this decision, we remain proud of the positive impact the programme had over nearly a decade, and we continue to explore new opportunities to ensure older people receive the support they need when leaving hospital.

## At Home Service

Our At Home service provides high-quality, personalised care to disabled people and those with long-term health conditions across Brighton & Hove. The service helps clients remain in their own homes, avoiding unnecessary hospital admissions or residential care, and reflects our ethos of empowering people to live independently.

A key feature is continuity: wherever possible, clients receive support from the same Personal Assistants, helping to build trust and stability. This approach, combined with our commitment to one-hour minimum visits, ensures care is not only practical but also dignified and compassionate. Feedback from clients and families consistently praises the service, with 100% satisfaction reported in 2024/25. Many highlight the positive impact on quality of life, enabling greater choice, independence, and connection to the community.

During the year, we supported an average of 43 clients each month, including people with complex needs such as dementia, neurodivergence, and mental health conditions, and delivered more than 27,700 hours of care. The service is registered with the Care Quality Commission and upholds a Gold Standard in end-of-life care.

Like many in the sector, we continue to face challenges in recruiting and retaining skilled caregivers. Nonetheless, the dedication of our team remains a strength, ensuring clients receive consistent, compassionate support.

## **Payroll & Supported Bank Account Services**

The services support disabled people pay their caregivers (“Personal Assistants”) directly in the same way as any other employer. Our services provided essential administrative support to 1,151 clients managing their own care arrangements. By processing over 11,000 payments during the year, the team ensured clarity, accuracy, and compliance for people employing Personal Assistants (PAs). These services are vital in enabling disabled people to take full control of their care, acting as employers in the same way as any other workforce.

Also, in line with the pay benchmarking in the industry it resulted in over 1,000 Personal Assistants receiving pay uplifts in line with statutory rates and local authority rates. We continued to maintain 100% compliance with HMRC, The Pensions Regulator, and other statutory bodies ensuring responsible stewardship of public funds at every stage.

## **PA Noticeboard**

The PA Noticeboard connects our service users with Personal Assistants by enabling them to place an advert for a Personal Assistance on their local authority’s website. Between April 2024 and March 2025, 106 ads were placed and 462 applications were received. The platform, licensed to four local authorities, supports people to choose who provides their care. Payroll and bank account clients receive free access to the PA Noticeboard, thereby helping to create a seamless and user-friendly support system for them.

## Shopmobility

Our Shopmobility service delivered 543 hires between April 2024 and March 2025, a 6% increase from the previous year. With 391 equipment deliveries and collections, many to local hotels, the service helped locals and visitors alike maintain independence and enjoy being able to easily travel around Brighton & Hove. Although we lost our council funding for this service part way through the year, we were determined to maintain it, recognising that mobility and access to the community are critical to the wellbeing of disabled people. Thanks to the dedication of our volunteer team, we continued to offer tailored equipment and consistent support. Users consistently praised the difference this service made to their daily lives and quality of life.

## Prior Services

**Closed or Concluded Services:** We concluded delivery of the **It's Local Actually** online listings in 2024.

## Conclusion

Despite sector-wide challenges, Possability People continued to deliver meaningful, trusted support throughout, from April 2024 to March 2025 via these services. Our commitment to equity, dignity, and co-production remains at the heart of all we do. We look forward to building on these services and advocating for disabled people in the year April 2025 to March 2026.

## Public Benefit and Impact

Possability People exists to support disabled people and those with long-term health conditions to live independent, dignified, and fulfilling lives. We advance our charitable aims through a range of services, including advice and advocacy, hospital discharge support, and community engagement.

These services reduce inequality by helping people secure their rights and access essential support. They improve wellbeing by tackling isolation, building confidence, and supporting independence. They promote inclusion by ensuring disabled people have a voice in shaping services and decisions.

Together, this work demonstrates clear public benefit: it empowers individuals, strengthens communities, and reduces pressure on wider public services.

The outcomes of this work, and the difference it makes to people's lives, are detailed in our [annual Impact Report](#).

## Structure, Governance and Management

### Structure

The Trustees are also the directors for the purpose of company law. Trustees serving during the period were:

- Linda Elisha (resigned 10 June 2024)
- Sophie Reilly (resigned 9 February 2025)
- Mark Green (resigned 27 April 2025)
- Samantha Oakley
- Maddy Hamp
- Joshua Hough (appointed 29 November 2024)
- Carmen Yau (appointed 29 November 2024)
- Gerry Zarb
- Michael McDowall (appointed 29 November 2024, resigned 27 January 2025)

None of the trustees has any beneficial interest in the company. All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All trustees give their time voluntarily and receive no benefits from Possability People. Any expenses reclaimed from Possability People are set out in note 7 to the accounts.

## Governance

The trustees of Possability People are committed to ensuring that decisions are made in a way that aligns with Possability People's purpose and strategic objectives, as outlined in section 1.51 of the Statement of Recommended Practice (SORP).

Key decisions, particularly those with significant impact on Possability People's activities, resources, and governance, follow a structured process that includes:

- **Engagement and Consultation:** Trustees actively seek input from staff, beneficiaries, and external experts where appropriate. This ensures that all key decisions are well-informed and reflect the needs and views of those Possability People serves.
- **Strategic Alignment:** All major decisions are considered in the context of Possability People's Objects, as set out in its Articles of Association, as well as its wider objectives and long-term strategic goals. This ensures that decisions are always legally compliant while also supporting the overall mission and vision of the organisation.
- **Risk and Impact Assessment:** Decisions are made with an understanding of their potential risks and impacts, both financial and operational. Trustees ensure that risks are properly identified and mitigated, and that decision-making also contributes positively to Possability People's sustainability and effectiveness.
- **Governance and Oversight:** Trustees ensure compliance with legal and regulatory requirements, and key decisions are taken within the framework of Possability People's governing documents (in particular the Articles of Association). Significant matters are discussed at board meetings and, where



necessary, subject to further scrutiny by sub-committees or advisors.

- **Delegation of Authority:** While day-to-day operational decisions are delegated to senior management, trustees retain oversight on key issues, including finance, strategy, and governance. Decisions of high importance, particularly those that could impact Possability People's finances, risk, strategy and direction, are reserved for the full board.
- **Monitoring and Review:** Once decisions are made, trustees monitor their outcomes and assess whether they meet the intended objectives. This ensures a continuous learning process, allowing the board to refine its decision-making approach over time.

Possability People values diversity, equality and inclusion as an important factor for accountability and public confidence. As a result, we seek to appoint board members from a variety of backgrounds to bring a variety of skills and experience to the board.

If a position on the board becomes vacant, our Trustees will firstly approach known contacts who have recognised skills and experience, align with our values and have expressed an interest in our work. If we are unable to find a suitable candidate, then we will advertise the position in the appropriate media.

Potential new trustees will be asked to submit a CV and application form. From there potentially suitable candidates will be selected for interview. There will typically be two interviews with different members of the Board of Trustees. If a candidate is selected and approved to join the Board of Trustees, they then may be put forward to a vote at the next Board meeting or they may be 'co-opted' onto the Board of Trustees until they are voted in at the next Annual General Meeting. Should their appointment be approved, they will join the Board of Trustees, they will have a DBS check, and an induction process is put in place.

Under the requirements of the Memorandum and Articles of Association, one third (or the number nearest one third) of the Trustees must retire at each AGM, those longest in

office retiring first and the choice between any of equal service being made by drawing lots. A Trustee retiring under this Article may stand for re-election.

Possability People's Board of Trustees must consist of at least 3 and not more than 15 individual members who meet quarterly and are responsible for the strategic direction and policy of the Possability People.

## Management

The Board of Trustees delegates the day-to-day operations to the Chief Officer and the Senior Leadership Team. The trustees provide oversight, governance, and strategic direction to the Possability People. No Trustee of the Possability People receives remuneration. The pay of staff, including senior staff, is reviewed on an Possability People annual basis by the Board of Trustees. When recruiting for senior staff members, Possability People assess the requirements of the role and the suitability of the pay & remuneration (including taking into account remuneration of similar roles for people with similar skills and experience in other, similar organisations).

1. Applications are reviewed and shortlisted by the board. A panel is then chosen of two trustees to conduct an interview, who then send its recommendation to the board.
2. References and a DBS check are completed for successful applicants.
3. Our Memorandum and Articles states that successful candidates can be co-opted on to the board prior to being voted on by the membership at the next AGM.
4. Appointees are given an induction which includes a presentation of the activities of Possability People, confirmation of an understanding of Possability People's policies and procedures, and any identified training needs will be addressed.
5. The recruitment process is reviewed and evaluated.

## Risk

The Board of Trustees and Chief Officer discuss risk on an ongoing basis. Possability People hold a risk register. As well as the standard risks for charities such as safeguarding and legal & governance compliance, the biggest risk to Possability People

is the pressure on budgets in the public sector which remains a significant source of our income. We have seen cuts to contracted budgets and discontinued activities. To mitigate this risk, we continually look for other opportunities to diversify. This includes looking to successfully increase our social enterprise activities (such as At Home, Payroll & Supported Bank Accounts and PA Noticeboard) and looking at strengthening our fundraising activities including bids to trusts and foundations.

## Financial review

Possability People entered 2024/25 in a more stable position following the cost-saving measures introduced in the previous year. However, inflationary pressures and rising operating costs continued to shape the financial environment. We worked hard to protect services while keeping expenditure aligned with income.

Incoming resources during the year decreased to £1,515,447 (2023/24: £1,600,909).

Expenditure for the year was £1,511,824 (2023/24: £1,567,743), resulting in a **modest overall surplus of £3,623** (2023/24: £33,166).

The principal sources of our income remain commissioned services and funded charitable activities, supplemented by trading income through our subsidiary. Donations and fundraising directly from the public continue to represent a smaller but highly valued component of our overall resources.

Although the statutory accounts show a small surplus, the underlying picture reflects continuing pressure on us generating unrestricted income (as with other charities), with rising costs this offsets much of the progress made in stabilising finances. Reserves remain at just over two months of operating costs, providing some short-term protection. The Board continues to prioritise building its unrestricted income and developing new funding and trading opportunities to strengthen financial sustainability, with a target of achieving at least three months' unrestricted funding as reserves.

## Fundraising

Fundraising is central to Possability People's strategy for long-term sustainability and financial resilience. With statutory funding reducing and wider economic pressures continuing, we have focused on diversifying income through charitable trusts, foundations, and individual giving.

To build on this progress, we are recruiting a Community Fundraiser to grow unrestricted income and strengthen links with local supporters. This role represents an investment in our future and reflects the Trustees' commitment to creating a stable fundraising base that reduces reliance on statutory and restricted funding while giving us the flexibility to respond to emerging needs.

### Fundraising Practices and Accountability

Possability People is committed to maintaining the highest standards in fundraising. We comply fully with the Fundraising Regulator's Code of Fundraising Practice and all relevant legislation. During the financial year 24/25 Possability People did not use external professional fundraisers or commercial participators; all fundraising is carried out by our staff and volunteers.

We are transparent in our communications with donors, ensuring they understand how their contributions are used to support our charitable objectives. No complaints were received about fundraising activities during the year. Volunteers continue to play a vital role in supporting events, campaigns, and administration, ensuring that our fundraising activities remain both cost-effective and community driven.

### Funding during Financial Year April 2024 - March 2025

During 2024/25, Possability People continued to deliver services supported through a mix of grants, contracts, and service-level agreements. Our income is drawn from statutory commissioning, charitable trusts and foundations, and trading activity. The examples below highlight some of the key funding streams that enabled us to sustain services across different areas of our work during the year.

Our **Advice Service** benefited from several important funding streams. These included:

- The MS Society SLA (£3,000, to 31 July 2025),
- Moneyworks (£8,700, to 31 March 2025),
- Henry Smith Charity (£44,800, to 31 May 2025),
- East Sussex County Council (£27,225, to 31 March 2025).

Additional support came through the Household Support Fund via East Sussex County

Council (£7,333, to 31 May 2025, as part of an £11,000 contract) and the Sussex Community Foundation (£3,333, to 31 May 2025, from a total £5,000 grant).

Our **Hospital Discharge Support** service received £97,092 from hospital discharge grants, and £12,000 from Healthwatch. These streams ensured the continuity of this vital service for people returning home from hospital.

The **Community Engagement** Programme was supported through a number of funders, including:

- Brighton & Hove Mental Health Lived Experience Advisory Group (£50,000, 1 April 2024 – 31 March 2025)
- East Sussex MHLEAG Wellbeing Redesign (£4,500, to 30 September 2024),
- East Sussex MHLEAG (£62,225, running until 31 March 2029).

Further contributions included £20,300 from TDC (2024/25), £7,500 for Health Inequalities (to September 2024), £3,000 for Wellbeing (to October 2024), £5,000 from the Suicide Prevention LEAG (to March 2025), and £850 for Southdown Tender Support (30 November – 31 December 2024).

These project-specific grants and contracts were crucial in sustaining our work, enabling us to reach thousands of people and continue providing services that directly respond to community needs.

### Reserves policy

At 31 March 2025, unrestricted funds stood at £218,896 (2024: £217,625). With tangible fixed assets written down to £nil (2024: £nil), free reserves as defined by the Charity Commission were £218,896 (2024: £217,625). Restricted funds were £56,186 (2024: £53,834).

The Trustees have reviewed Possability People's reserves in the context of its principal risks and ongoing financial commitments. Possability People's reserves policy is to maintain a minimum of two months' operating expenditure with the aim of achieving at least three months of unrestricted funding as reserves. At the year end, free reserves provided cover for 2.2 months of unrestricted expenditure (restricted projects being fully funded by their respective grants and contracts). The Board of Trustees considered this level adequate for 2024/25. The Trustees remain committed to strengthening reserves further and have set a target of reaching three months of operating costs in line with sector good practice. This will provide greater resilience against financial uncertainty and ensure Possability People can continue to

deliver services and support to disabled people without disruption.

## Plans for the Future

Looking ahead to 2025/26, Possability People will continue to broaden its scope while staying rooted as a grassroots organisation. One of the most exciting developments is the launch of a new drop-in community hub, Monty's, named after our office at Montague House. Monty's will provide a welcoming space for disabled people to connect, share peer support - a vital way for people to meet, reduce isolation, and strengthen community ties.

We are also expanding the remit of our Advice Centre to include employment advice, helping disabled people access opportunities and overcome barriers to work. Alongside this, we will build on the success of our community engagement work, which remains central to how we operate. Disabled people and those with long-term health conditions will continue to play an active role in shaping services and influencing decisions. Over the coming year, we will strengthen lived-experience networks, widen opportunities for involvement, and create more accessible ways for voices to be heard.

Finally, we will continue to support people leaving hospital, ensuring they have the right help in place to regain independence and stability at home.

## Lessons Learned and Future Direction

The past year has underlined the importance of financial discipline and adaptability. By making early adjustments to our cost base and reviewing the efficiency of our services, Possability People has been able to navigate a difficult funding climate while protecting front-line delivery. We have learned that being proactive, transparent, and decisive in responding to challenges is essential to maintaining both financial stability and community trust.

A key lesson has also been the value of partnership working and co-production. Collaborating with statutory bodies, funders, and disabled people themselves has strengthened our services and made them more responsive to real needs. This approach will remain central to how we design and deliver support in the future.

Looking forward, Possability People's future direction is clear. We will:

- **Diversify income streams**, reducing reliance on restricted grants by growing trading activity, training, and consultancy.
- **Strengthen reserves**, building from two months of cover towards our target of three

months.

- **Expand community-based support**, through Monty's hub, employment-focused advice, and hospital discharge services.
- **Champion the voice of disabled people**, ensuring inclusion and accessibility remain at the heart of local and regional systems.

The Trustees and senior leadership are committed to embedding these lessons into our strategic plan, positioning Possability People for long-term sustainability and greater impact.

### Statement of Trustees' Responsibilities

The Trustees (who are also the directors of the company for the purpose of company law) are responsible for preparing the Trustees' 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 Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Company and of their incoming resources and application of resources including their income and expenditure, for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP (FRS 102).
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards (FRS 102) 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 group will continue in business.

The Trustees are responsible for keeping proper accounting records sufficient to show and explain the transactions of Possability People and its wholly owned subsidiary.

These records must disclose with reasonable accuracy the financial position of both entities at any time and enable the Trustees to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of Possability People and the subsidiary, and for taking reasonable steps to prevent and detect fraud and other irregularities.

### Financial statements

These financial statements consolidate the results of Possability People (the charity) and its wholly owned subsidiary, Possability People Trading Limited. In accordance with section 408 of the Companies Act 2006, Possability People has taken the exemption not to present its own separate Income and Expenditure account.

### Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that Possability People has adequate resources to continue its operations for the foreseeable future. This assessment takes into account Possability People's current financial position, its reserves policy, and the steps being taken to diversify and grow unrestricted income.

The Trustees recognise the continuing external pressures, including the cost-of-living crisis, inflationary pressures on staffing and service delivery, and the uncertainty of statutory funding. However, they are satisfied that the measures in place, including cost management, service adaptation, and investment in fundraising capacity, provide a stable basis for ongoing operations.

Accordingly, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements and confirm that there are no material uncertainties about Possability People's ability to continue in operation.



### Disclosure of information to auditors

Each of the persons who are the Trustees at the time when this Trustees' report is approved has confirmed that:

So far as that Trustee is aware, there is no relevant audit information of which the Possability People's auditors are unaware, and that Trustees have taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that Possability People's auditors are aware of that information.

The audit registration of Kreston Reeves LLP was transferred to Kreston Reeves Audit LLP on 6 October 2025. Kreston Reeves Audit LLP were formally appointed as auditor of the Charity on 15 October 2025.



Gerry Zarb

on behalf of the Board of Trustees

Dated: 21 October 2025

# **Independent auditors' report to the Members of Possability People Limited**

## **Opinion**

We have audited the financial statements of Possability People (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. 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 groups and the parent charitable company's affairs as of 31 March 2025 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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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 group's and parent 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 other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

We have nothing to report in this regard.

### **Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 Group and parent 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 Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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' report and from the requirement to prepare a Strategic report.

## **Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement, 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 Group's and the parent 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 Group or parent 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 Auditors' 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

### *Capability of the audit in detecting irregularities, including fraud*

Based on our understanding of the group, parent charitable company and sector, and through discussion with the Trustees and management (as required by auditing standards), we identified the principal risks of non-compliance with laws and regulations related to health and safety, anti-bribery and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Statement of

Recommended Practice, FRS 102 and taxation legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting inappropriate journal entries to increase income or decrease in expenditure to increase the surplus generated. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation; and
- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness

of accounting estimates and related disclosures made by the Trustees.

- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **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 Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

*Kreston Reeves Audit LLP*

**Lucy Hammond FCA BSc (Senior Statutory Auditor)**

For and on behalf of

**Kreston Reeves Audit LLP**

Chartered Accountants

Statutory Auditor

Brighton

Date: 22 October 2025

# CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

## (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<b>Income from:</b>	<b>Note</b>				
Donations	3	11,730	2,794	14,524	3,961
Activities for raising funds	4	9,791	-	9,791	25,516
Charitable activities – trading subsidiary	11	350,852	-	350,852	318,497
Charitable activities – parent charity	5	733,648	406,632	1,140,280	1,252,935
<b>Total income</b>		<b>1,106,021</b>	<b>409,426</b>	<b>1,515,447</b>	<b>1,600,909</b>
<b>Expenditure on:</b>					
<b>Costs of raising funds</b>					
Marketing and advertising	6	2,306	-	2,306	490
		<b>2,306</b>	<b>-</b>	<b>2,306</b>	<b>490</b>
<b>Charitable activities</b>					
Trading subsidiary	11	264,105	-	264,105	248,992
Parent charity	6	838,339	407,074	1,245,413	1,318,261
		<b>1,102,444</b>	<b>407,074</b>	<b>1,509,518</b>	<b>1,567,252</b>
<b>Total expenditure</b>		<b>1,104,750</b>	<b>407,074</b>	<b>1,511,824</b>	<b>1,567,743</b>
<b>Net income for the year</b>		<b>1,271</b>	<b>2,352</b>	<b>3,623</b>	<b>33,166</b>
Gross transfers between funds	19	-	-	-	-
<b>Net movement in funds</b>		<b>1,271</b>	<b>2,352</b>	<b>3,623</b>	<b>33,166</b>
Fund balances at 1 April 2024		<b>217,625</b>	<b>53,834</b>	<b>271,459</b>	<b>238,293</b>
<b>Fund balances at 31 March 2025</b>		<b>218,896</b>	<b>56,186</b>	<b>275,082</b>	<b>271,459</b>
				<b>2025</b>	<b>2024</b>
				<b>£</b>	<b>£</b>
<b>(Deficit) attributable to Possability People Limited</b>				<b>(13,618)</b>	<b>(36,339)</b>

All activities are classed as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities.

The notes on pages 35 to 49 form part of these financial statements.

## CONSOLIDATED BALANCE SHEET

		2025		2024	
	Note	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	13		-		-
			<u>-</u>		<u>-</u>
<b>Current assets</b>					
Debtors	15	116,103		166,514	
Cash at bank and in hand		274,578		210,655	
		<u>390,681</u>		<u>377,169</u>	
<b>Creditors: amounts falling due within one year</b>	16	(115,599)		(105,710)	
		<u></u>		<u></u>	
<b>Net current assets</b>			<b>275,082</b>		271,459
<b>Total assets less current liabilities</b>			<b>275,082</b>		<b>271,459</b>
<b>Income funds</b>					
Restricted funds	19		56,186		53,834
Unrestricted funds	19		218,896		217,625
			<u>275,082</u>		<u>271,459</u>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 151 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 21/10/2025 and signed on their behalf, by:



Gerry Zarb  
Trustee

Company Registration No. 05706441

The notes on pages 35 to 49 form part of these financial statements.



# CHARITY BALANCE SHEET

		2025		2024	
	Note	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	13		-		-
Investments	14		2		2
			<u>2</u>		<u>2</u>
<b>Current assets</b>					
Debtors	15	66,251		129,144	
Cash at bank and in hand		213,810		151,057	
		<u>280,061</u>		<u>280,201</u>	
<b>Creditors: amounts falling due within one year</b>	16	(91,730)		(78,252)	
		<u></u>		<u></u>	
<b>Net current assets</b>			188,331		201,949
<b>Total assets less current liabilities</b>			<u>188,333</u>		<u>201,951</u>
<b>Income funds</b>					
Restricted funds	19		56,186		53,834
Unrestricted funds	19		132,147		148,117
			<u>188,333</u>		<u>201,951</u>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 151 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 21/10/2025 and signed on their behalf, by:



.....  
Gerry Zarb  
Trustee

**Company Registration No. 05706441**

The notes on pages 35 to 49 form part of these financial statements.

## CONSOLIDATED CASH FLOW STATEMENT

	Notes	2025 £	2024 £
Net cash provided / (used) by operating activities	22	63,923	84,398
		<hr/>	<hr/>
Increase/ (Decrease) in cash		63,923	84,398
Cash and cash equivalents at the beginning of the year		210,655	126,257
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year		274,578	210,655
		<hr/>	<hr/>

# NOTES TO THE ACCOUNTS

## FOR THE YEAR ENDED 31 MARCH 2025

### 1 Statutory information

Possability People Limited is a charitable private company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address and principal place of business can be found on the Legal and Administrative information page.

### 2 Accounting policies

#### 2.1 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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Possability People Limited 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. Accounting policies have been consistently applied.

The Statement of Financial activities (SOFA) and Balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line-by-line basis.

No separate SOFA has been presented for the Charity alone as permitted by section 408 of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

#### 2.2 Group financial statements

These financial statements consolidate the results of the charity and its wholly owned subsidiary Possability People Trading Limited.

The charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and expenditure account.

#### 2.3 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. This statement is made with full recognition of the continuing external pressures, including the cost-of-living crisis, inflationary pressures on staffing and service delivery, and the uncertainty of statutory funding. However, the Trustees are satisfied that the measures in place, including cost management, service adaptation, and investment in fundraising capacity, provide a stable basis for ongoing operations. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements and have no material uncertainty.

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### **2 Accounting policies (continued)**

#### **2.4 Income**

All income is included in the Statement of Financial Activities when the charity is legally entitled to the income, the amount can be quantified with reasonable accuracy and receipt is probable. The subsidiary is VAT registered.

Grant income is recognised over the period for which it is granted.

Donations and gifts are recognised when receivable.

Subsidiary income is derived from services to clients with Direct Payments budgets and small employers' payroll services. Additionally, there is licence fee income from use of proprietary software. All income is recognised when invoiced.

Investment income is recognised when receivable.

Other incoming resources are recognised when receivable.

#### **2.5 Expenditure**

Expenditure is analysed as follows:

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support the activities of the charity.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. They are included within the support costs of the charity.

All costs are allocated between expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned based on estimated usage as a proportion of directly attributable expenditure. Expenditure is provided for when a legal or constructive obligation exists and includes irrecoverable value added tax within the item of expense to which it relates.

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### **2 Accounting policies (continued)**

#### **2.6 Tangible fixed assets and depreciation**

It is the policy of the charity to capitalise items exceeding £2,500 in cost. Expenditure below this level is taken to the Statement of Financial Activities as incurred.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	3 years straight line
Fixtures, fittings & equipment	6 years straight line
Specialist equipment	4 years straight line

#### **2.7 Debtors**

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

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

Cash at bank and in hand includes cash and short term highly liquid investments.

#### **2.9 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.

#### **2.10 Investments**

Fixed asset investments are not stated at market value, due to the lack of market information. The trustees have elected to value the investment at cost.

#### **2.11 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.

#### **2.12 Pensions**

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

#### **2.13 Accumulated funds**

Unrestricted general funds comprise those amounts received for use at the discretion of the trustees in the furtherance of the general objectives of the charity.

Restricted funds are subject to specific conditions imposed by donors and includes monies raised for specific projects.

# NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

## 3 Donations

	Unrestricted funds £	Restricted funds £	Total 2025 £
Donations	11,730	2,794	14,524
	Unrestricted funds £	Restricted funds £	Total 2024 £
Donations	1,774	2,187	3,961

## 4 Income from activities for raising funds

	Unrestricted funds £	Restricted funds £	Total 2025 £
Fund Generation	9,791	-	9,791
	9,791	-	9,791
	Unrestricted funds £	Restricted funds £	Total 2024 £
Shopmobility	11,518	-	11,518
Fund Generation	13,998	-	13,998
	25,516	-	25,516

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### 5 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2025 £
Income received	733,648	406,632	1,140,280
	Unrestricted funds £	Restricted funds £	Total 2024 £
Income received	725,805	527,130	1,252,935
Included within income received are the following:			
		2025 £	2024 £
<u>Unrestricted funds</u>			
At Home		733,648	688,305
Here		-	37,500
		733,648	725,805
<u>Restricted funds</u>			
Brighton & Hove City Council		2,557	31,109
NHS Sussex ICB		60,947	80,498
Brighton & Hove City Council - Shopmobility		-	26,100
The Henry Smith Charity		45,700	44,800
Trust For Developing Communities		20,700	23,000
Moneyworks		8,616	9,573
Hospital Discharge Service project		190,787	178,786
National Lottery Community Fund		10,000	52,073
Southdown Housing Association		67,325	55,998
Grassroots Suicide Prevention		-	3,400
29th May 1961 Charitable Trust		-	3,000
Eastbourne Borough Council		-	4,000
Community Works		-	14,793
		406,632	527,130

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### 6 Expenditure

	Staff costs £	Depre- ciation £	Other costs £	Total 2025 £
<b>Costs of generating funds</b>				
Marketing and advertising	-	-	2,306	<b>2,306</b>
<b>Charitable activities</b>				
Parent charity activities undertaken directly	891,378	-	61,857	<b>953,235</b>
Parent charity support costs	217,636	-	81,552	<b>299,187</b>
Trading subsidiary activities undertaken directly	157,499	-	27,622	<b>185,120</b>
Trading subsidiary support costs	34,755	-	37,245	<b>72,000</b>
	1,301,267	-	208,276	<b>1,509,543</b>
Total expenditure	<b>1,301,267</b>	-	<b>210,582</b>	<b>1,511,848</b>
	Staff costs £	Depre- ciation £	Other costs £	Total 2024 £
<b>Costs of generating funds</b>				
Marketing and advertising	-	-	490	490
<b>Charitable activities</b>				
Parent charity activities undertaken directly	1,059,170	-	65,682	1,124,852
Parent charity support costs	134,597	-	60,912	195,509
Trading subsidiary activities undertaken directly	145,796	-	32,072	177,868
Trading subsidiary support costs	18,402	-	50,622	69,024
	1,357,965	-	209,288	1,567,253
Total expenditure	1,357,965	-	209,778	1,567,743
<b>Analysis of support costs (including Governance costs)</b>				<b>2025 £</b>
Wages and salaries				252,390
Legal and professional				7,593
General office and administration				93,500
Vehicle and travel				284
Governance costs:				
Audit and accountancy fees				17,120
Other services provided by auditors				300
				<b>371,187</b>



# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### Analysis of support costs (including Governance costs) (Continued)

	2024 £
Wages and salaries	152,999
Legal and professional	17,752
General office and administration	71,676
Vehicle and travel	6,376
Governance costs:	
Audit and accountancy fees	15,430
Other services provided by auditors	300
	<hr/>
	<b>264,533</b>

### 7 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. The charity paid travel and training costs on behalf of 1 (2024: 1) trustees totaling £60 (2024: £73).

### 8 Employees

Employment costs	2025 £	2024 £
Wages and salaries	1,179,501	1,240,177
Social security costs	89,464	89,404
Other pension costs	24,862	28,384
	<hr/>	<hr/>
	<b>1,301,267</b>	<b>1,357,965</b>

The average number of persons employed by the charity during the year was 77 (2024: 78). 1 individual's emoluments were greater than £60,000, (2024: 0).

The key management personnel of the charity consisted of the Chief Executive Officer, Chief Operating Officer, Business Development Officer, People and Operations Manager and the Finance Manager with the total employee benefits being paid to key management personnel of £202,003 (2024: £79,511). These figures include employers' national insurance and also employer's pension contribution where incurred.

### 9 Taxation

The Charity is a registered charity and is exempt from taxation on income applied for charitable purposes under section 505(1) of the Income and Corporation Taxes Act 1988.

### 10 Auditors' remuneration

The auditors' remuneration amounts to an audit fee of £16,800 (2024: £15,600).

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 11 Trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Subsidiary trading income	350,852	-	350,852	318,497
Subsidiary trading expenses	264,105	-	264,105	248,991
	<u>86,747</u>	<u>-</u>	<u>86,747</u>	<u>69,506</u>

In 2025, of the net income from trading activities £86,747 was to unrestricted funds and £Nil was to restricted funds.

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### 12 Net income/(expenditure)

	2025 £	2024 £
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This is stated after charging:

Depreciation of tangible fixed assets owned by the charity	-	-
	-	-

### 13 Tangible fixed assets - Charity and Group

	Computer equipment £	Specialist equipment £	Fixtures, fittings & equipment £	Total £
<b>Cost</b>				
At 1 April 2024	26,028	30,463	25,543	82,034
<b>At 31 March 2025</b>	<b>26,028</b>	<b>30,463</b>	<b>25,543</b>	<b>82,034</b>
<b>Depreciation</b>				
At 1 April 2024	26,028	30,463	25,543	82,034
Charge for the year	-	-	-	-
<b>At 31 March 2025</b>	<b>26,028</b>	<b>30,463</b>	<b>25,543</b>	<b>82,034</b>
<b>Net book value</b>				
<b>At 31 March 2025</b>	-	-	-	-
At 31 March 2024	-	-	-	-

### 14 Fixed asset investments - Charity

	Shares in group undertaking £
<b>Cost at 31 March 2024 and 31 March 2025</b>	<b>2</b>
Historical cost:	
At 31 March 2024	2
At 31 March 2025	2

#### Subsidiary undertaking

The principal activity of the subsidiary company is that of providing support services to disabled people.

Name	Class of shares	Holdings
Possability People Trading Limited (07961915)	£1 Ordinary	100%

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### 15 Debtors

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade debtors	86,660	139,726	33,235	91,192
Other debtors	8,600	16,800	-	8,000
Amounts owed by group undertakings	-	-	14,585	22,252
Prepayments	20,843	9,988	18,431	7,700
	<u>116,103</u>	<u>166,514</u>	<u>66,251</u>	<u>129,144</u>

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

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	6,558	10,698	4,323	8,420
Taxes and social security costs	40,244	43,642	22,114	22,012
Other creditors	21,238	16,020	21,234	15,970
Accruals	47,559	35,350	44,059	31,850
	<u>115,599</u>	<u>105,710</u>	<u>91,730</u>	<u>78,252</u>

### 17 Pension and other post-retirement benefit commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

#### Defined contribution

	2024	2024
	£	£
Contributions payable by the company for the year	<u>24,862</u>	<u>28,384</u>

Pension contribution commitments at the year-end amounted to £4,534 (2024: £4,496).

### 18 Share capital

The charity is a company limited by guarantee and therefore without a share capital. No one member has overall control of the charity.

Liability is limited to £1 per member.

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### 19 Statement of funds

#### Statement of funds – current year

	Balance at 1 April 2024 £	Movement in funds			Balance at 31 March 2025 £
		Income £	Expenditure £	Transfers £	
<b>Unrestricted funds</b>					
General funds	148,117	755,169	(840,645)	69,508	<b>132,149</b>
PPTL Reserves	69,508	350,852	(264,105)	(69,508)	<b>86,747</b>
	<u>217,625</u>	<u>1,106,021</u>	<u>(1,104,750)</u>	<u>-</u>	<u><b>218,896</b></u>

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2024 £	Movement in funds			Balance at 31 March 2025 £
		Income £	Expenditure £	Transfers £	
<b>Restricted funds – current year</b>					
Advice centre	20,834	102,892	(88,871)	-	<b>34,855</b>
Community engagement	33,000	105,747	(131,566)	-	7,181
Garfield Weston	-	10,000	(10,000)	-	-
Hospital Discharge Service	-	190,797	(176,637)	-	<b>14,150</b>
	<u>53,834</u>	<u>409,426</u>	<u>(407,074)</u>	<u>-</u>	<u><b>56,186</b></u>

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### Statement of funds – prior year

	Balance at 1 April 2023 £	Movement in funds			Balance at 31 March 2024 £
		Income £	Expenditure £	Transfers £	
Unrestricted funds					
General funds	130,796	753,095	(759,030)	23,257	148,117
PPTL Reserves	51,278	318,497	(248,992)	(51,276)	69,508
	<u>182,074</u>	<u>1,071,592</u>	<u>(1,008,022)</u>	<u>(28,019)</u>	<u>217,625</u>

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2023 £	Movement in funds			Balance at 31 March 2024 £
		Income £	Expenditure £	Transfers £	
<b>Restricted funds</b>					
Advice centre	47,000	90,669	(116,835)	-	20,834
Get Involved	-	41,793	(41,793)	-	-
Mental Health Lived Experience	2,169	126,474	(96,475)	832	33,000
Get Set Opening Doors	-	52,073	(79,260)	27,187	-
Right Track	1,614	-	(1,614)	-	-
Hospital Discharge Service	-	192,208	(192,208)	-	-
Shopmobility	5,436	26,100	(31,536)	-	-
	<u>56,219</u>	<u>529,317</u>	<u>(559,721)</u>	<u>28,019</u>	<u>53,834</u>

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

Details of each fund's activities:

**Advice Centre** provides an advice service for disabled people.

**Get Involved Group** (*now included within Community Engagement*) provides a platform for people with a lived experience of disability, long-term health condition, impairment or mental health condition, and their carers, to have their voices heard on issues that directly affect them.

**Mental Health Lived Experience** (*now included within Community Engagement*) provides support for people who have a lived experience of using mental health services to influence decision makers.

**Community Engagement** (*previously named Get Involved Group and Mental Health Lived Experience*) this service provides spaces and platforms for disabled people and people with long term health conditions to have a voice and influence on their city and on statutory and NHS services. Giving valuable input to decision makers, feedback and solutions to issues. Within this service we have multiple contracts including GIG and MHLEAG.

**Get Set Opening Doors** (Continuing Employment Service) supports disabled people and people with long term health conditions or impairments (including mental health conditions) to overcome the barriers they might face in getting a job.

**Right Track** supports people to find and engage in suitable exercise classes and health related activities, Right Track also refers to a variety of other areas, including, but not limited to: disability advice; carer support; money and debt management; housing and adaptations; nutrition; travel; mental health; social and peer support groups; hobbies and interests; advocacy; employment advice and support; volunteering; and specialist services such as domestic abuse or family mediation.

**Hospital Discharge Service** is a service that links people to the community, voluntary and private sector services that can enhance their independence and day to day lives on their return home from hospital admissions.

**Shopmobility** is funded by Brighton & Hove City Council to provide hire of mobility scooters, powered and manual wheelchairs to visitors and residents of Brighton & Hove.

**Garfield Weston** awarded the charity a grant of £10,000 to bolster the core salaries to enable the charity to build on business offers to bring in unrestricted fund.

# NOTES TO THE ACCOUNTS (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2025

### 20 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2025 are represented by:			
Tangible fixed assets	-	-	-
Current assets	334,495	56,186	<b>390,681</b>
Creditors: amounts falling due within one year	(115,599)	-	<b>(115,599)</b>
	<u>218,896</u>	<u>56,186</u>	<u><b>275,082</b></u>
Fund balances at 31 March 2024 are represented by:			
Tangible fixed assets	-	-	-
Current assets	323,335	53,834	377,169
Creditors: amounts falling due within one year	(105,710)	-	(105,710)
	<u>217,625</u>	<u>53,834</u>	<u>271,459</u>

### 21 Commitments under operating leases

At 31 March 2025 the charity and group had total commitments under non-cancellable operating leases payable as follows:

	Land and buildings		Other	
	2025	2024	2025	2024
	£	£	£	£
Within one year	-	4,050	<b>2,393</b>	2,393
Between two and five years	-	-	<b>4,786</b>	7,179
	<u>-</u>	<u>4,050</u>	<u><b>7,179</b></u>	<u>9,572</u>

### 22 Net cash (outflow)/inflow from operating activities

	2025	2024
	£	£
Net income/(expenditure)	<b>3,623</b>	33,166
Increase/(decrease) in creditors	<b>9,889</b>	(445)
Decrease/(increase) in debtors	<b>50,411</b>	51,677
	<u><b>63,923</b></u>	<u>84,398</u>

# NOTES TO THE ACCOUNTS (CONTINUED)



## FOR THE YEAR ENDED 31 MARCH 2025

### 23 Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	210,655	63,923	<b>274,578</b>

### 24 Related parties

For the financial year ended 31 March 2025 the company had no disclosable related party transactions.