TRIDENT REACH THE PEOPLE CHARITY

England & Wales · Charity number 1129187

Details

Other names	TRIDENT SPHERE
Status	Registered
Legal form	Charitable company
Company number	06761385
Registered	2009-04-16
Register	View on the Charity Commission register

Contact

Address	12 Fairlie House Trident Close Erdington Birmingham West Midlands B23 5TB
Phone	01216334633
Email	reception@tridentgroup.org.uk
Website	www.tridentreach.org.uk

Activities

Objects: 1.TO PROVIDE CARE AND SUPPORT AND RELATED SERVICES FOR THE RELIEF OF THE AGED, THE INFIRM, THE SICK AND OTHERS IN NECESSITOUS CIRCUMSTANCES; 2.TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.

Activities: Trident Reach the People Charity is a people first organisation working in partnership to maximise positivity, independence and participation.To support people and communities to exercise choice and control over their own lives and communities; have access to training, education or work-like activities and to live independently and participate as active and equal citizens.

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Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, ENGLAND.
- Birmingham City
- Coventry City
- Derbyshire
- Dudley
- Sandwell
- Shropshire
- Solihull
- Walsall
- Wolverhampton

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£16,553,603	£17,879,074	£1,199,840	485
2024-03-31	£17,193,934	£17,109,660	£2,525,311	482
2023-03-31	£17,009,355	£16,952,761	£2,441,037	505
2022-03-31	£15,251,065	£15,201,674	£2,384,446	548
2021-03-31	£15,039,326	£14,990,704	£2,335,055	609

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Trustees

Name	Role	Appointed
Bal Kaur		2023-01-01
Brian Cormack Carr		2018-01-01
Dr CHRISTOPHER RONALD HANDY		2020-03-23
JOHN DAVID MORRIS		
Jamie Whitmore		2023-01-01
Nick Murphy		2022-01-01
Patrick Martin McCarthy		2019-09-01
Paul Hayward		2022-01-01
Simon Hatchman		2018-08-01
Stephen Gabriel		2019-09-01
YVONNE LEISHMAN		2018-01-01
Yasmin Fearon		2019-09-01

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TRIDENT REACH THE PEOPLE CHARITY

England & Wales - Charity number 1129187

Accounts

Registered number: 06761385
Charity number: 1129187

Trident Reach The People Charity

Trustees' Report and Financial Statements

For the year ended 31 March 2025

Trident Reach The People Charity

(A company limited by guarantee)

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Trident Reach The People Charity

(A company limited by guarantee)

Reference and Administrative Details of the Charity, its Trustees and Advisers
For the year ended 31 March 2025

Trustees	Brian Carr, Chair Yasmin Fearon (resigned 24 June 2024) Stephen Gabriel (resigned 24 June 2024) Chris Handy Simon Hatchman Paul Hayward Bal Kaur Patrick McCarthy (resigned 24 June 2024) Nicholas Murphy Jamie Whitmore David Harris Helen Litherland Gareth Price Nigel Wilson Amandeep Gill-Knobbs (appointed 24 June 2024) Mohammed Jaffer Mushtaq Ismail (appointed 24 June 2024) San Ting Gilmartin (appointed 24 June 2024) Wayne Squire (appointed 9 September 2024)
Company registered number	06761385
Charity registered number	1129187
Registered office	12 Fairlie House Trident Close Erdington Birmingham B23 5TB
Administrative office	239 Holliday Street Birmingham B1 1SJ
Company secretary	David Harris
Senior management team	Nigel Wilson, CEO David Harris Helen Litherland Gareth Price Wayne Squire

Independent auditors	Dains Audit Limited 2 Chamberlain Square Paradise Birmingham B3 3AX
Bankers	National Westminster Bank 1 St Phillips Place Birmingham B3 2PT

Trustees' report
For the year ended 31 March 2025

The Trustees present their annual report together with the audited financial statements of the Trident Reach The People Charity for the year 1 April 2024 to 31 March 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. 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).

Structure, governance and management

- **Constitution**

Trident Reach The People Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association signed 20 November 2008.

- **Methods of appointment or election of Trustees**

The board of Trustees are appointed after a rigorous recruitment process which involves a formal induction programme. Trustees are selected based on their knowledge and skills so they can fill any skills gaps. The aim is to ensure the Trustees are highly skilled so they can perform at the highest level in their governance of the charity.

- **Organisational structure and decision-making policies**

Whilst the Board is responsible for the overall strategy and policy of Trident Reach, day-to-day matters are delegated to the Group Chief Executive, who attends all Board meetings. Also in attendance at the Board meetings are the Group Finance Director and the Executive Team.

Trident Reach is a subsidiary of Trident Housing Association Limited (THA), the legal parent of the Trident Group. Trident Reach is a registered charity and set up to run the care and support part of the business. It owns no properties but uses a number of THA properties to provide services. The services provided extend across Birmingham, Sandwell, Wolverhampton, Dudley, Coventry, Worcestershire, Warwickshire, South Derbyshire and Shropshire.

The Board of Trustees meet at least four times a year and each board meeting is structured to have themes linked to the corporate calendar and corporate plan, as well as considering specific business that has arisen since the previous meeting. Main themes include the business plan and strategic direction of the charity, performance of existing contracts, setting budgets for the next financial year, approving statutory accounts, reviewing annually terms and conditions, reviewing the corporate risk register and Safeguarding of our staff and customers.

Structure, governance and management (continued)

- **Risk management**

The Trustees review and challenge the risk register for the Trident Group and specifically for Trident Reach as a standing item on every meeting agenda. The risk register is maintained by the Executive and supported by operational risk registers that we use to make us aware of any emerging risks across the business.

The current highest Strategic Risks within Trident Reach are:

- Governance
- Finance
- Health and Safety of colleagues and service users

Financial Risk in Reach is caused by the low margins we see in this sector. However, Reach carries no debt and has built up financial reserves with a good level of headroom against the reserves policy. We have seen the risks highlighted in last year's accounts report crystalise, resulting in over £500k of redundancy costs and other significant restructuring costs which have created the deficit reported. Headwinds remain with additional costs in Trident Reach and many other care and support providers due to Living Wage and National Insurance increases which have not been factored into Local Authority care fees in all cases.

However, Trident Reach has won long term contracts during the year which will underpin the viability and sustainability of the charity in the longer term.

Governance risks are multi-faceted within Trident Reach and impacted by Trident Housing's Governance rating with the Regulator of Social Housing as well as the Charities Commission and Care Quality Commission.

Health and Safety of our Colleagues and Services Users will always remain a priority and we have excellent safeguarding procedures in place to manage this.

All of our strategic risks are measured by KPIs which will give us an Early Warning of a risk materialising or subsiding. In our business planning we run numerous stress tests and multi-variant tests to ensure the Trident Group and its subsidiaries are financial strong.

Objectives and activities

- **Objectives**

The key objectives of the charity given in the Memorandum of Association are:

- To provide care and support and related services for the relief of the aged, the infirm, the sick and others in necessitous circumstances; and
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

- **Our Vision**

Trident Reach the People Charity is a people first organisation working in partnership to maximise positivity, independence, and participation. As part of the Trident Group, we are a **beacon of hope** for our communities.

- **Our Aims**

To support people and communities to:

- Exercise choice and maximum control over their own lives and communities.
- Have access to training, education, or work-like activities to live independently.
- Participate as active and equal citizens both economically and socially.
- Develop social contacts and access leisure activities to help reduce the effects of isolation and achieve community integration; and
- Work in partnership to enable people and communities to enhance their own economic situations and contribute to the local economy.

Achievements and performance

- **Performance in the period**

In delivering a deficit in 2024/25, Trident Reach has utilised 100% of its turnover on the vital services we deliver across our communities. Through challenging times, Trident Reach has remained a Beacon of Hope for the communities and customers we serve.

A new Chief Executive has successfully been appointed to take us through a new strategic plan. Our ethos will remain anchored in housing, care and support. Our new Strategic plan has four key objectives.

- Our people – People are the focus of our business and services.
- Our Homes – Quality homes in places residents feel safe and are proud to live in.
- Our Business – Building a stronger, sustainable, independent business.
- Our Care and Support – Working as a Beacon of Hope to individuals, families and communities.

Trident Reach has delivered care and support activity to 8,000 customers during the year covering a wide geography in 15 Local Authorities across the West and East Midlands, servicing a number of needs including homelessness, care homes and housing and care for people with learning disabilities.

Financial review

- **Review of the year**

Trident Reach has posted a deficit for the financial year of £1,325k (2024: surplus of £84k). This includes significant one-off costs for restructuring staff and services in light of changing contracts with Birmingham City Council. With multi-year contracts now won, Trident Reach is in a strong position to return back to surplus.

Total reserves for the charity at 31 of March 2025 are £1.2m (2024: £2.5m) with £1.2m being unrestricted (2024: £2.3m) and £2k restricted (2024: £164k). Much of the reserves at 31 March 2025 are held in cash resources of £512k (2024: £1.7m) and the charity has no debt in place.

The Trustees have reviewed the risks of the charity, especially in the light of the transitional year we have worked through. Contracts that are no longer viable are being renegotiated with Local Authorities or being terminated. Trident, like other care and support providers are adversely impacted by Government decisions to increase costs of employment. Although we are proud to pay the Living Wage, increases are not always matched by care income increases. The volatility seen in 2024/25 will not be repeated and we expect a return to surplus in the new year.

The budget and the long-term business plan for the Charity, as well as the wider Group, has been stress tested and is found to be financially sound.

- **Going concern**

The draft statutory accounts 2024/25 show a deficit of £1.3m which includes one offs due to workforce restructuring as a result of the change of contract terms. The budget for 2025/26 is showing a surplus of £80k which has a contingency built in to mitigate potential unknown costs. We are confident of meeting this budget position.

Trident Reach had cash of £0.5m and unrestricted reserves of £1.2m as at 31 March 2025 which gives us headroom against our reserves policy. Reach has no debt and therefore no loan covenants to meet.

We work to a set of Golden Rules for Trident Reach ensure that new projects meet a 9% profit margin (after all overheads). We also ensure that Reach is not more than 50% of the Trident Group (currently running at 40%).

- **Reserves policy**

The Trustees regularly review free reserves to ensure there are adequate funds to support the activities that Trident Reach undertakes and to meet financial commitments as they become due. The trustees consider that unrestricted reserves should be at a level to cover at least the total staffing closure cost of Trident Reach.

- **Fundraising**

Trident Reach received donations of £58,422 (2024: £2,490). There is no dedicated fundraising team and professional fundraisers are not used. Given the low relative value of donations from third parties the charity is not registered with the Fundraising Regulator. The charity has policies in place to ensure compliance with best fundraising practice which prohibit persistent approaches and undue pressure to give.

Funds held as custodian

At 31 March 2025, the charity held funds of £42,667 (2024: £134,318) on behalf of clients as custodian trustee. This amounts are held in separate bank accounts and are not included in the Charity's balance sheet.

Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

Plans for the future

We are reviewing all contracts and where they are not viable we are renegotiating or terminating contracts with Local Authorities. We are also looking to grow in areas that meet the requirements of our new Care Strategy which will be reviewed by Board early in 2025.

As demands on the care and support sector rise, we are steadfast in our desire to remain proactive in being a service provider for all sections of our communities. We are keen to continue to work in all of our existing local authorities, however we will need to ensure this is beneficial for all parties.

Any new opportunities will be assessed against our internal “Golden Rules” and careful consideration is made on all new projects to ensure it delivers strong social and financial outcomes. We will only enter a contract where we know we will add value to the service and to the customers.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes 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 Charity and of its incoming resources and application of resources, including its 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 of the Charities SORP (FRS 102);
- make judgments and accounting 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 Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are 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 charity's auditors are unaware, and
- that Trustee has 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 the charity's auditors are aware of that information.

Auditors

The auditors, Dains Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Brian Carr
Chair

Date: 22 September 2025

Independent Auditors' Report to the Members of Trident Reach The People Charity

Opinion

We have audited the financial statements of Trident Reach The People Charity (the 'charity') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the 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 charitable company's affairs as at 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 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 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.

Andrew Morris (Senior statutory auditor)

for and on behalf of
Dains Audit Limited

Statutory Auditor
Chartered Accountants

Birmingham

Date: 22 September 2025

Trident Reach The People Charity

(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies		**58,422**	**-**	**58,422**	2,490
Charitable activities	4	**16,246,427**	**230,489**	**16,476,916**	17,177,785
Investments		**18,265**	**-**	**18,265**	13,659
Total income		**16,323,114**	**230,489**	**16,553,603**	17,193,934
Expenditure on:					
Charitable activities	5	**17,486,672**	**392,402**	**17,879,074**	17,109,660
Total expenditure		**17,486,672**	**392,402**	**17,879,074**	17,109,660
Net movement in funds		**(1,163,558)**	**(161,913)**	**(1,325,471)**	84,274
Reconciliation of funds:					
Total funds brought forward	13	**2,361,176**	**164,135**	**2,525,311**	2,441,037
Net movement in funds		**(1,163,558)**	**(161,913)**	**(1,325,471)**	84,274
Total funds carried forward	13	**1,197,618**	**2,222**	**1,199,840**	2,525,311

The notes on pages 17 to 34 form part of these financial statements.

Trident Reach The People Charity

(A company limited by guarantee)
Registered number: 06761385

Balance sheet
As at 31 March 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	10		**106,135**		141,763
Current assets					
Debtors	11	**1,284,355**		2,037,320	
Cash at bank and in hand		**511,850**		1,745,869	
		1,796,205		3,783,189	
Creditors: amounts falling due within one year	12	**(702,500)**		(1,399,641)	
Net current assets			**1,093,705**		2,383,548
Total net assets			**1,199,840**		2,525,311
Charity funds					
Restricted funds	13		**2,222**		164,135
Unrestricted funds	13		**1,197,618**		2,361,176
Total funds			**1,199,840**		2,525,311

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Brian Carr
Chair

Date: 22 September 2025

The notes on pages 17 to 34 form part of these financial statements.

Trident Reach The People Charity

(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	15	**(1,224,524)**	767,188
Cash flows from investing activities			
Bank interest received		**18,265**	13,659
Proceeds from the sale of tangible fixed assets		**8,510**	-
Purchase of tangible fixed assets		**(36,270)**	(13,910)
Net cash used in investing activities		**(9,495)**	**(251)**
Change in cash and cash equivalents in the year		**(1,234,019)**	**766,937**
Cash and cash equivalents at the beginning of the year		**1,745,869**	978,932
Cash and cash equivalents at the end of the year	16	**511,850**	1,745,869

The notes on pages 17 to 34 form part of these financial statements

1. General information

The company is incorporated in England and Wales under the Companies Act 2006 and is registered as a charity with the Charity Commission. The address of the registered office is given on page 1. The principal activities of the company are set out within the Trustees' report on page 5. The company is limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Trident Reach The People Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The draft statutory accounts 2024/25 show a deficit of £1.3m which includes one offs due to workforce restructuring as a result of the change of contract terms. The budget for 2025/26 is showing a surplus of £80k which has a contingency built in to mitigate potential unknown costs. We are confident of meeting this budget position.

Trident Reach had cash of £0.5m and unrestricted reserves of £1.2m as at 31 March 2025 which gives us headroom against our reserves policy. Reach has no debt and therefore no loan covenants to meet.

We work to a set of Golden Rules for Trident Reach ensure that new projects meet a 9% profit margin (after all overheads). We also ensure that Reach is not more than 50% of the Trident Group (currently running at 40%).

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

2. Accounting policies (continued)

2.3 Income

All income is included in the Statement of Financial Activities (SoFA) when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income from donations represents donations and fund-raising activity for individual specified projects supported by the charitable company. Income for charitable activities represents contracts held with third parties, for the delivery of a range of care and support services, and grants for charitable activities that relate to specific funds which allow the charitable company to provide "value added" activities in connection with main contracts.

Revenue from a contract to provide services is recognised in the period in which services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Charity will receive the consideration due under the contract;
- the stage of completion at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under theheading that aggregates all costs related to that category. In addition, appropriate apportionment of support and management costs is charged to give a full cost of running each service. Governance costs include the costs of governance arrangements, which relate to the general running of the charitable company. All expenditure is inclusive of irrecoverable VAT.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2. Accounting policies (continued)

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is calculated to write off the cost less residual value of fixed assets on a straight line over their estimated lives as follows:

Leasehold renovations	- 5 - 10 years or over the remaining life of the lease
Motor vehicles	- 5 years
Furnishings	- 5 - 7 years
Office furniture	- 5 - 7 years
Computer & software	- 3 - 10 years

2.8 Debtors

All debtors are short term and are measured at transaction price, less any impairment.

2.9 Cash at bank and in hand

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

2. Accounting policies (continued)

2.10 Creditors

All creditors are short term and are measured at transaction price.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.12 Pensions

Short term employee benefits and contributions to defined contribution pension plans are recognised as an expense in the period in which they are incurred.

2.13 Financial instruments

Trident Reach has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise short-term cash deposits and the charity's debtors excluding prepayments. Financial liabilities held at amortised cost comprise the charity's short and long-term creditors excluding deferred income and taxation payable. Financial liabilities held at fair value comprise the charity's provisions. No discounting has been applied on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial.

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes. Most of the current funding is in the form of service contracts, all of which carry specific service targets, but also allow for contributions to central administration costs and the generation of small surpluses to be freely applied, therefore are treatable as unrestricted funds.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes.

3. Critical accounting estimates and areas of judgment

In the application of the charity's accounting policies, which are described in note 2, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may be different from these estimates.

Critical accounting estimates and assumptions:

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing the asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual values consider such things as future market conditions, the remaining life of the asset and projected disposal values.

4. Income from charitable activities

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£	£	£	£	£	£
Charitable grants						
Deelands 5 - 15 Activities Clarion	-	13,538	13,538	-	9,992	9,992
Digitalisation Birmingham Care Homes	-	3,534	3,534	-	31,807	31,807
Digitalisation Shropshire Care Homes	-	-	-	-	4,950	4,950
Digitalisation Dudley Care Homes	-	1,120	1,120	-	8,960	8,960
Glasspool	-	37,500	37,500	-	-	-
Housing First	-	-	-	-	218,668	218,668
PURE Personalisation	-	118,962	118,962	-	138,166	138,166
Rough Sleeping Accommodation	-	55,835	55,835	-	-	-
	-	**230,489**	**230,489**	**-**	**412,543**	**412,543**
Charitable services						
Residential Care services	5,498,284	-	5,498,284	5,541,098	-	5,541,098
Domiciliary Care services	1,957,074	-	1,957,074	1,704,967	-	1,704,967
Floating Support	190,798	-	190,798	-	-	-
Mental Health services	713,713	-	713,713	885,653	-	885,653
Young People services	1,143,333	-	1,143,333	1,676,743	-	1,676,743
Older People services	72,251	-	72,251	70,834	-	70,834
Domestic abuse services	575,059	-	575,059	702,531	-	702,531
Homeless services	2,113,633	-	2,113,633	2,775,659	-	2,775,659
Learning Disability Services	653,448	-	653,448	698,974	-	698,974
Homeless / LD combined	314,694	-	314,694	-	-	-
PURE	859,994	-	859,994	367,373	-	367,373
Deelands Hall	2,712	-	2,712	19,652	-	19,652
Adult services	2,148,711	-	2,148,711	2,321,305	-	2,321,305
Other Income	2,722	-	2,722	453	-	453
	16,246,427	**-**	**16,246,427**	**16,765,242**	**-**	**16,765,242**
	16,246,427	**230,489**	**16,476,916**	**16,765,242**	**412,543**	**17,177,785**

5. Analysis of expenditure on charitable activities

	Direct costs 2025	Support costs 2025	Total 2025	Direct costs 2024	Support costs 2024	Total 2024
	£	£	£	£	£	£
Charitable grants						
Deelands 5 - 15 Activities Clarion	20,647	-	20,647	661	-	661
Digitalisation Birmingham Care Homes	19,402	-	19,402	15,939	-	15,939
Digitasation Shropshire Care Homes	770	-	770	4,180	-	4,180
Digitalisation Dudley Care Homes	1,120	-	1,120	8,960	-	8,960
Glasspool grants	37,500	-	37,500	-	-	-
Housing First	-	-	-	244,581	-	244,581
Ladywood Initiative	-	-	-	19,063	-	19,063
PURE Personalisation	118,962	-	118,962	-	-	-
Respite Rooms	-	-	-	162,418	-	162,418
Rough Sleeping Accommodation	194,001	-	194,001	-	-	-
SWEP	-	-	-	14,630	-	14,630
	392,402	**-**	**392,402**	**470,431**	**-**	**470,431**
Charitable services						
Residential Care services	5,470,421	1,058,102	6,528,524	5,554,887	744,581	6,299,466
Domiciliary Care services	1,987,980	376,624	2,364,603	1,819,519	227,594	2,047,113
Floating Support	95,690	36,718	132,407	-	-	-
Mental Health services	671,713	137,349	809,061	793,539	118,225	911,764
Young People services	904,293	220,026	1,124,319	1,103,854	223,826	1,327,680
Older People services	52,205	13,904	66,109	45,811	9,456	55,266
Domestic Violence services	404,053	110,666	514,719	448,271	94,976	543,247
Homeless services	1,922,475	406,752	2,329,227	2,078,596	388,963	2,467,557
Learning Disability Services	532,083	125,751	657,834	464,272	93,305	557,577
Homeless / LD combined	197,588	60,561	258,148	-	-	-
PURE	458,809	165,499	624,309	251,110	49,040	300,150
Deelands Hall	7,190	522	7,712	28,153	3,957	32,110
Adults	1,639,190	413,503	2,052,693	1,787,370	309,868	2,097,238
Other expenditure	16,483	523	17,006	-	60	60
	14,360,172	**3,126,500**	**17,486,672**	**14,375,380**	**2,263,852**	**16,639,229**
	14,752,574	**3,126,500**	**17,879,074**	**14,845,811**	**2,263,852**	**17,109,660**

6. Analysis of support costs

	2025	2024
	£	£
Office running costs	114,858	70,842
Telephones	143,719	130,368
Photocopying	81,974	91,093
Postage, Printing, Stationery	-	15,592
Salaries of Central Teams	1,545,077	903,300
Travel for Central Teams	32,612	- 5,672
ICT	1,080,581	975,188
Marketing	-	138
Professional & Legal Fees	127,680	83,003
	3,126,500	**2,263,852**

7. Net income/(expenditure)

	2025	2024
	£	£
Net expenditure is stated after charging:		
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**8,580**	7,800
Depreciation of tangible fixed assets	**69,388**	88,730
Operating lease expense	**48,893**	152,663

The Charity has taken advantage of the exemption not to disclose amounts paid for non-audit services, including internal audit fees, as these are disclosed in the consolidated accounts of the parent organisation.

8. Staff costs

	2025	2024
	£	£
Wages and salaries	**10,815,482**	9,499,106
Social security costs	**875,084**	755,567
Pension contributions	**261,435**	249,805
	11,952,001	10,504,478
Agency fees	**1,407,709**	2,034,891
	13,359,710	12,539,369

Staff costs include £578,388 in respect of statutory redundancy (2024: £29,613) after certain contracts came to an end.

The average number of persons employed by the Charity during the year was as follows:

	2025	2024
	No.	No.
Office staff	**20**	18
Care and support	**464**	463
Maintenance	**1**	1
	485	482

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
	No.	No.
In the band £60,001 - £70,000	**2**	1

All members of key management personnel are remunerated through the parent organisation, a proportion of which is recharged to the Charity and included within the recharges disclosed in note 20.

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

10. Tangible fixed assets

	Leasehold renovations £	Motor vehicles £	Furnishings £	Office equipment £	Computers & software £	Total £
Cost						
At 1 April 2024	**29,989**	**123,926**	**263,515**	**16,267**	**472,323**	**906,020**
Additions	**-**	**-**	**4,496**	**-**	**31,774**	**36,270**
Disposals	**(3,604)**	**(88,871)**	**(68,891)**	**(14,829)**	**(8,241)**	**(184,436)**
At 31 March 2025	**26,385**	**35,055**	**199,120**	**1,438**	**495,856**	**757,854**
Depreciation						
At 1 April 2024	**17,860**	**123,740**	**260,727**	**16,267**	**345,663**	**764,257**
Charge for the year	**3,811**	**121**	**2,393**	**-**	**63,063**	**69,388**
On disposals	**(2,502)**	**(88,871)**	**(68,624)**	**(14,829)**	**(7,100)**	**(181,926)**
At 31 March 2025	**19,169**	**34,990**	**194,496**	**1,438**	**401,626**	**651,719**
Net book value						
At 31 March 2025	**7,216**	**65**	**4,624**	**-**	**94,230**	**106,135**
At 31 March 2024	12,129	186	2,788	-	126,660	141,763

11. Debtors

	2025 £	2024 £
Trade debtors	**454,644**	1,486,561
Prepayments and accrued income	**829,711**	550,759
	1,284,355	2,037,320

12. Creditors: Amounts falling due within one year

	2025	2024
	£	**£**
Trade creditors	**56,606**	272,419
Amounts owed to group undertakings	**295,932**	595,150
Other taxation and social security	**152,551**	174,324
Other creditors	**39,511**	37,553
Accruals and deferred income	**157,900**	320,195
	702,500	1,399,641

Deferred income

	2025	2024
	£	**£**
Deferred income at 1 April 2024	**18,572**	405,518
Resources deferred during the year	**2,526**	18,572
Amounts released from previous periods	**(18,572)**	(405,518)
Deferred income at 31 March 2025	**2,526**	18,572

Deferred income comprises amounts invoiced under service contracts relating to delivery in the following year.

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
Unrestricted funds				
General funds	**2,361,176**	**16,323,114**	**(17,486,672)**	**1,197,618**
Restricted funds				
Digitalisation programme - Birmingham	**15,868**	**3,534**	**(19,402)**	**-**
Digitalisation programme - Shropshire	**770**	**-**	**(770)**	**-**
Digitalisation programme - Dudley	**-**	**1,120**	**(1,120)**	**-**
Deelands Hall	**9,331**	**13,538**	**(20,647)**	**2,222**
PURE Personalisation	**-**	**118,962**	**(118,962)**	**-**
Rough Sleepers Personalisation	**138,166**	**55,835**	**(194,001)**	**-**
Glasspool	**-**	**37,500**	**(37,500)**	**-**
	164,135	**230,489**	**(392,402)**	**2,222**
Total of funds	**2,525,311**	**16,553,603**	**(17,879,074)**	**1,199,840**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	2,049,513	16,781,391	(16,639,229)	169,501	2,361,176
Restricted funds					
Digitalisation programme - Birmingham	-	31,807	(15,939)	-	15,868
Digitalisation programme - Shropshire	-	4,950	(4,180)	-	770
Digitalisation programme - Dudley	-	8,960	(8,960)	-	-
Deelands Hall	-	9,992	(661)	-	9,331
Housing First	-	218,668	(244,581)	25,913	-
Ladywood Initiative	19,063	-	(19,063)	-	-
PURE Personalisation	-	138,166	-	-	138,166
Respite rooms	357,832	-	(162,418)	(195,414)	-
SWEP	14,629	-	(14,629)	-	-
	391,524	412,543	(470,431)	(169,501)	164,135
Total of funds	2,441,037	17,193,934	(17,109,660)	-	2,525,311

13. Statement of funds (continued)

Purpose of restricted funds

Digitalisation – Programmes aimed at improving digital inclusion in various communities.

Deelands Hall – Community centre in Rubery, Birmingham.

Housing First – Support and accommodation for people with substance abuse.

Ladywood Initiative – Community projects.

Respite Rooms – Support & accommodation for people experiencing domestic abuse.

SWEP – Severe weather emergency accommodation and support.

Personalisation – Tailored services targeted at individuals experiencing homelessness.

Glasspool – Funding from Glasspool Charity Trust (Flexible Frontline Fund) aimed at increasing financial wellbeing and reducing financial distress for individuals living in financial hardship.

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	106,135	-	**106,135**
Current assets	1,793,983	2,222	**1,796,205**
Creditors due within one year	(702,500)	-	**(702,500)**
Total	1,197,618	2,222	**1,199,840**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	141,763	-	141,763
Current assets	3,619,054	164,135	3,783,189
Creditors due within one year	(1,399,641)	-	(1,399,641)
Total	2,361,176	164,135	2,525,311

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2025	2024
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	**(1,325,471)**	84,274
Adjustments for:		
Depreciation charges	**69,388**	88,632
(Profit)/loss on the sale of fixed assets	**(6,000)**	6,354
Decrease in debtors	**752,965**	1,008,287
Decrease in creditors	**(697,141)**	(406,700)
Bank interest received	**(18,265)**	(13,659)
Net cash provided by/(used in) operating activities	**(1,224,524)**	767,188

16. Analysis of cash and cash equivalents

	2025	2024
	£	£
Cash at bank and in hand	**511,850**	1,745,869
Total cash and cash equivalents	**511,850**	1,745,869

17. Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	**1,745,869**	**(1,234,019)**	**511,850**

18. Pension commitments

The charity operates defined contribution pension plans for its employees. The assets of the schemes are held separately from those of the charity in an independently administered fund. The amount recognised as an expense in the period was £261,435 (2024: £249,805). Contributions totalling £40,464 (2024: £44,417) were payable to the schemes at the balance sheet date and are included in creditors.

19. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than 1 year	**26,970**	166,601
Later than 1 year and not later than 5 years	**12,756**	454,688
Later than 5 years	**20,986**	23,486
	60,712	644,775

20. Related party transactions

There are no related party transactions other than those with other companies within the Trident Group.

Recharges - Trident Housing Association to Trident Reach the People Charity

		2025	2024
Intra-group transaction	**Allocation basis**	**£**	**£**
Recharge of rent on care homes	Rent agreement	195,781	195,781
Depreciation of assets	% depreciation costs	151,335	103,791
Employment costs of Executive and Central Services	% payroll costs	647,185	611,569
Office overheads	Direct cost allocation	37,192	2,834
Vehicle costs	Direct cost allocation	-	838
ICT Systems	Staff numbers	733,187	615,770
Audit and insurance brokerage	Direct cost allocation	-	40,296
		1,764,680	1,570,879

At the balance sheet date, £295,932 was owing from the charity to Trident Housing Association Limited (2024: £595,150). The balance is unsecured, interest free, has no fixed date of repayment and is repayable on demand.

21. Controlling party

At 31 March 2025, the immediate and ultimate parent undertaking is Trident Housing Association Limited, a Registered Social Landlord with charitable objectives incorporated under the Co-operative and Community Benefit Societies Act 2014 and an exempt charity. Copies of the financial statements for Trident Housing Association Limited can be obtained from its registered office: 12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB.

22. Amounts held as custodian trustee

At 31 March 2025, the chairty held funds of £42,667 (2024: £134,318) on behalf of clients as custodian trustee. This amounts are held in separate bank accounts and are not included in the Charity's balance sheet.

TRIDENT REACH THE PEOPLE CHARITY

England & Wales - Charity number 1129187

Accounts

Registered number: 06761385
Charity number: 1129187

Trident Reach The People Charity

Trustees' Report and Financial Statements

For the year ended 31 March 2024

DAINS AUDIT

Trident Reach The People Charity

(A company limited by guarantee)

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Trident Reach The People Charity

(A company limited by guarantee)

Reference and Administrative Details of the Charity, its Trustees and Advisers
For the year ended 31 March 2024

Trustees	Brian Carr, Chair Yasmin Fearon (resigned 24 June 2024) Stephen Gabriel (resigned 24 June 2024) Chris Handy Simon Hatchman Paul Hayward Bal Kaur Yvonne Leishman (resigned 1 January 2024) Patrick McCarthy (resigned 24 June 2024) John Morris (resigned 31 August 2023) Nicholas Murphy Jamie Whitmore David Harris Helen Litherland Gareth Price Nigel Wilson (appointed 1 September 2023) Amandeep Gill-Knobbs (appointed 24 June 2024) Mohammed Mushtaq (appointed 24 June 2024)
Company registered number	06761385
Charity registered number	1129187
Registered office	12 Fairlie House Trident Close Erdington Birmingham B23 5TB
Administrative office	239 Holliday Street Birmingham B1 1SJ
Company secretary	David Harris
Senior management team	John Morris, CEO (to 31 August 2023) Nigel Wilson, CEO (from 1 September 2023) David Harris Christopher Derby (resigned 31 March 2024) Helen Litherland Gareth Price

Reference and Administrative Details of the Charity, its Trustees and Advisers (continued)
For the year ended 31 March 2024

Independent auditor	Dains Audit Limited 2 Chamberlain Square Paradise Birmingham B3 3AX
Bankers	National Westminster Bank 1 St Phillips Place Birmingham B3 2PT

Trustees' report
For the year ended 31 March 2024

The Trustees present their annual report together with the audited financial statements of the Trident Reach The People Charity for the year 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. 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).

Structure, governance and management

- **Constitution**

Trident Reach The People Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association signed 20 November 2008.

- **Methods of appointment or election of Trustees**

The board of Trustees are appointed after a rigorous recruitment process which involves a formal induction programme. Trustees are selected based on their knowledge and skills so they can fill any skills gaps. The aim is to ensure the Trustees are highly skilled so they can perform at the highest level in their governance of the charity.

- **Organisational structure and decision-making policies**

Whilst the Board is responsible for the overall strategy and policy of Trident Reach, day-to-day matters are delegated to the Group Chief Executive, who attends all Board meetings. Also in attendance at the Board meetings are the Group Finance Director and the Executive Team.

Trident Reach is a subsidiary of Trident Housing Association Limited (THA), the legal parent of the Trident Group. Trident Reach is a registered charity and set up to run the care and support part of the business. It owns no properties but uses a number of THA properties to provide services. The services provided extend across Birmingham, Sandwell, Wolverhampton, Dudley, Coventry, Worcestershire, Warwickshire, South Derbyshire and Shropshire.

The Board of Trustees meet at least four times a year and each board meeting is structured to have themes linked to the corporate calendar and corporate plan, as well as considering specific business that has arisen since the previous meeting. Main themes include the business plan and strategic direction of the charity, performance of existing contracts, setting budgets for the next financial year, approving statutory accounts, reviewing annually terms and conditions, reviewing the corporate risk register and Safeguarding of our staff and customers.

Structure, governance and management (continued)

- **Risk management**

The Trustees review and challenge the risk register for the Trident Group and specifically for Trident Reach as a standing item on every meeting agenda. The risk register is maintained by the Executive and supported by operational risk registers that we use to make us aware of any emerging risks across the business.

The current highest Strategic Risks within Trident Reach are:

- Governance
- Finance
- Health and Safety of colleagues and service users

Financial Risk in Reach is caused by the low margins we see in this sector. However, Reach carries no debt and has built up significant financial reserves. There is a specific risk in the next twelve months around the retendering of significant contracts with Birmingham City Council, the results of which are not known at time of writing. However, as we have a strong track record of service delivery, we feel confident that we will attract a large proportion of the new contracts.

Governance risks are multi-faceted within Trident Reach and impacted by Trident Housing's Governance rating with the Regulator of Social Housing as well as the Charities Commission and Care Quality Commission.

Health and Safety of our Colleagues and Services Users will always remain a priority and we have excellent safeguarding procedures in place to manage this.

All of our strategic risks are measured by KPIs which will give us an Early Warning of a risk materialising or subsiding. In our business planning we run numerous stress tests and multi-variant tests to ensure the Trident Group and its subsidiaries are financial strong.

Objectives and activities

• Objectives

The key objectives of the charity given in the Memorandum of Association are:

- To provide care and support and related services for the relief of the aged, the infirm, the sick and others in necessitous circumstances; and
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

• Our Vision

Trident Reach the People Charity is a people first organisation working in partnership to maximise positivity, independence, and participation. As part of the Trident Group, we are a **beacon of hope** for our communities.

• Our Aims

To support people and communities to:

- Exercise choice and maximum control over their own lives and communities.
- Have access to training, education, or work-like activities to live independently.
- Participate as active and equal citizens both economically and socially.
- Develop social contacts and access leisure activities to help reduce the effects of isolation and achieve community integration; and
- Work in partnership to enable people and communities to enhance their own economic situations and contribute to the local economy.

Achievements and performance

- **Performance in the period**

In delivering a surplus of £84k in 2023/24, Trident Reach has utilised 99.5% of its turnover on the vital services we deliver across our communities. Through challenging times, Trident Reach has remained a Beacon of Hope for the communities and customers we serve.

A new Chief Executive has successfully been appointed to take us through a new strategic plan. Our ethos will remain anchored in housing, care and support. Our new Strategic plan has four key objectives.

- Our people - People are the focus of our business and services.
- Our Homes - Quality homes in places residents feel safe and are proud to live in.
- Our Business - Building a stronger, sustainable, independent business.
- Our Care and Support - Working as a Beacon of Hope to individuals, families and communities.

Trident Reach has delivered care and support activity to 8,000 customers during the year covering a wide geography in 15 Local Authorities across the West and East Midlands, servicing a number of needs including homelessness, care homes and housing and care for people with learning disabilities.

Financial review

- **Review of the year**

Trident Reach has posted a surplus for the financial year of £84k (2023: £57k).

The charity has paid close attention to its cost base and, in spite of cost pressures including those associated with the rise in inflation, has been able to keep its overall cost increase below the growth in income.

Total reserves for the charity at 31 of March 2024 are £2.5m (2023: £2.4m) with £2.3m being unrestricted (2023: £2.0m) and £164k restricted (2023: £391k). Much of the reserves at 31 March 2024 are held in cash resources of £1.7m (2023: £979k) and the charity has no debt in place.

The Trustees have reviewed the risks of the charity, especially in the light of the current levels of cost inflation. Margins are tight in the sector and a small movement in costs or loss of contract could pose a challenge.

The budget and the long-term business plan for the Charity, as well as the wider Group, has been stress tested and is found to be financially sound.

- **Going concern**

The statutory accounts show a surplus of £84k. The budget for 2024/25 is showing a surplus of £70k. The Executives are confident of meeting this budget position and have had additional income of circa £140k confirmed since we set the budget.

The Charity had cash of £1.7m and reserves of £2.5m (with £0.2m restricted) as at 31 March 2024 with no debt and therefore no loan covenants to meet.

Although financial margins are low (as is usual in this sector), Trident Reach is financially stable. The Executives monitor margins on all individual projects to mitigate the risk that Reach slips into deficit. The housing assets are owned by Trident Housing Association which gives us flexibility to repurpose properties at the end of certain contracts or if existing usage becomes less viable.

There is a key risk around contracts with Birmingham City Council which are ending in November 2024. We are currently in the bidding process for the replacement contracts which will conclude in August 2024. The amount of contracts we win may match or even exceed the existing level of contracts, however our budget assumes that we win an equivalent of 70%. If we were to win less than the budget target we will need to review staffing across the organisation. However, we feel confident that will retain contracts due to our strong performance on these contracts in the last five years.

We work to a set of Golden Rules for Trident Reach ensuring that new projects meet a 9% profit margin (after all overheads). We also ensure that Reach is not more than 50% of the Trident Group (currently running at 40%).

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

- **Reserves policy**

The Trustees regularly review free reserves to ensure there are adequate funds to support the activities that Trident Reach undertakes and to meet financial commitments as they become due. The trustees consider that unrestricted reserves should be at a level to cover at least the total staffing closure cost of Trident Reach.

- **Fundraising**

Trident Reach received donations of £2,490 (2023: £1,104). There is no dedicated fundraising team and professional fundraisers are not used. Given the low relative value of donations from third parties the charity is not registered with the Fundraising Regulator. The charity has policies in place to ensure compliance with best fundraising practice which prohibit persistent approaches and undue pressure to give.

Funds held as custodian

At 31 March 2024, the chairty held funds of £134,318 (2023: £333,288) on behalf of clients as custodian trustee. This amounts are held in separate bank accounts and are not included in the Charity's balance sheet.

Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

Plans for the future

Trident Reach will continue to deliver current contracts where financially viable, but also look for new opportunities. As demands on the care and support sector rise, we are steadfast in our desire to remain proactive in being a service provider for all sections of our communities. We are keen to continue to work in all of our existing local authorities, however we will need to ensure this is beneficial for all parties. We have retendered for key contracts with Birmingham City Council for supporting Vulnerable Adults with housing and care services and we are confident that our strong track record in these areas will hold us in good stead going forward, not only in Birmingham but in attracting new business for neighbouring local authorities.

The development growth of THA brings opportunities to expand the geography of the services offered by Reach. Any new opportunities will be assessed against our internal "Golden Rules" and careful consideration is made on all new projects to ensure it delivers strong social and financial outcomes. We will only enter a contract where we know we will add value to the service and to the customers.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes 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 Charity and of its incoming resources and application of resources, including its 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 of the Charities SORP (FRS 102);
- make judgments and accounting 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 Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

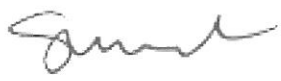
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that Trustee has 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 the charity's auditor is aware of that information.

Auditor

The auditor, Dains Audit Limited, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Simon Hatchman
Chair of Audit & Risk Committee

Date: 23 September 2024

Independent Auditor's Report to the Members of Trident Reach The People Charity

Opinion

We have audited the financial statements of Trident Reach The People Charity (the 'charity') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the 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 charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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 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 Auditor's 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 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

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

Dains Audit Limited

Andrew Morris (Senior statutory auditor)

for and on behalf of
Dains Audit Limited

Statutory Auditor
Chartered Accountants

Birmingham

23 September 2024

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies		**2,490**	-	**2,490**	1,104
Charitable activities	4	**16,765,242**	**412,543**	**17,177,785**	17,008,250
Investments		**13,659**	-	**13,659**	-
Total income		**16,781,391**	**412,543**	**17,193,934**	17,009,354
Expenditure on:					
Charitable activities	5	**16,639,229**	**470,431**	**17,109,660**	16,952,763
Total expenditure		**16,639,229**	**470,431**	**17,109,660**	16,952,763
Net income/(expenditure)		**142,162**	**(57,888)**	**84,274**	56,591
Transfers between funds	13	**169,501**	**(169,501)**	-	-
Net movement in funds		**311,663**	**(227,389)**	**84,274**	56,591
Reconciliation of funds:					
Total funds brought forward	13	**2,049,513**	**391,524**	**2,441,037**	2,384,446
Net movement in funds		**311,663**	**(227,389)**	**84,274**	56,591
Total funds carried forward	13	**2,361,176**	**164,135**	**2,525,311**	2,441,037

The notes on pages 17 to 32 form part of these financial statements.

Trident Reach The People Charity

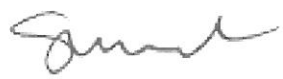
(A company limited by guarantee)
Registered number: 06761385

Balance sheet
As at 31 March 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	10		**141,763**		222,850
Current assets					
Debtors	11	**2,037,320**		3,061,150	
Cash at bank and in hand		**1,745,869**		978,931	
		3,783,189		4,040,081	
Creditors: amounts falling due within one year	12	**(1,399,641)**		(1,821,894)	
Net current assets			**2,383,548**		2,218,187
Total net assets			**2,525,311**		2,441,037
Charity funds					
Restricted funds	13		**164,135**		391,524
Unrestricted funds	13		**2,361,176**		2,049,513
Total funds			**2,525,311**		2,441,037

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Simon Hatchman
Chair of Audit & Risk Committee

Date: 23 September 2024

The notes on pages 17 to 32 form part of these financial statements.

Statement of cash flows
For the year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	15	**767,188**	(1,082,550)
Cash flows from investing activities			
Bank interest received		**13,659**	-
Purchase of tangible fixed assets		**(13,910)**	(52,314)
Net cash used in investing activities		**(251)**	**(52,314)**
Change in cash and cash equivalents in the year		**766,937**	**(1,134,864)**
Cash and cash equivalents at the beginning of the year		**978,932**	2,113,796
Cash and cash equivalents at the end of the year	16	**1,745,869**	978,932

The notes on pages 17 to 32 form part of these financial statements

1. General information

The company is incorporated in England and Wales under the Companies Act 2006 and is registered as a charity with the Charity Commission. The address of the registered office is given on page 1. The principal activities of the company are set out within the Trustees' report on page 5. The company is limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Trident Reach The People Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The statutory accounts show a surplus of £84k. The budget for 2024/25 is showing a surplus of £70k. The Executives are confident of meeting this budget position and have had additional income of circa £140k confirmed since we set the budget.

The Charity had cash of £1.7m and reserves of £2.5m (with £0.2m restricted) as at 31 March 2024 with no debt and therefore no loan covenants to meet.

Although financial margins are low (as is usual in this sector), Trident Reach is financially stable. The Executives monitor margins on all individual projects to mitigate the risk that Reach slips into deficit. The housing assets are owned by Trident Housing Association which gives us flexibility to repurpose properties at the end of certain contracts or if existing usage becomes less viable.

There is a key risk around contracts with Birmingham City Council which are ending in November 2024. We are currently in the bidding process for the replacement contracts which will conclude in August 2024. The amount of contracts we win may match or even exceed the existing level of contracts, however our budget assumes that we win an equivalent of 70%. If we were to win less than the budget target we will need to review staffing across the organisation. However, we feel confident that will retain contracts due to our strong performance on these contracts in the last five years.

We work to a set of Golden Rules for Trident Reach ensuring that new projects meet a 9% profit margin (after all overheads). We also ensure that Reach is not more than 50% of the Trident Group (currently running at 40%).

2. Accounting policies (continued)

2.2 Going concern (continued)

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

2.3 Income

All income is included in the Statement of Financial Activities (SoFA) when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income from donations represents donations and fund-raising activity for individual specified projects supported by the charitable company. Income for charitable activities represents contracts held with third parties, for the delivery of a range of care and support services, and grants for charitable activities that relate to specific funds which allow the charitable company to provide "value added" activities in connection with main contracts.

Revenue from a contract to provide services is recognised in the period in which services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Charity will receive the consideration due under the contract;
- the stage of completion at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under theheading that aggregates all costs related to that category. In addition, appropriate apportionment of support and management costs is charged to give a full cost of running each service. Governance costs include the costs of governance arrangements, which relate to the general running of the charitable company. All expenditure is inclusive of irrecoverable VAT.

2. Accounting policies (continued)

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is calculated to write off the cost less residual value of fixed assets on a straight line over their estimated lives as follows:

Leasehold renovations	- 5 - 10 years or over the remaining life of the lease
Motor vehicles	- 5 years
Furnishings	- 5 - 7 years
Office furniture	- 5 - 7 years
Computer & software	- 3 - 10 years

2.8 Debtors

All debtors are short term and are measured at transaction price, less any impairment.

2.9 Cash at bank and in hand

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

2.10 Creditors

All creditors are short term and are measured at transaction price.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2. Accounting policies (continued)

2.12 Pensions

Short term employee benefits and contributions to defined contribution pension plans are recognised as an expense in the period in which they are incurred.

2.13 Financial instruments

Trident Reach has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise short-term cash deposits and the charity's debtors excluding prepayments. Financial liabilities held at amortised cost comprise the charity's short and long-term creditors excluding deferred income and taxation payable. Financial liabilities held at fair value comprise the charity's provisions. No discounting has been applied on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial.

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes. Most of the current funding is in the form of service contracts, all of which carry specific service targets, but also allow for contributions to central administration costs and the generation of small surpluses to be freely applied, therefore are treatable as unrestricted funds.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes.

3. Critical accounting estimates and areas of judgment

In the application of the charity's accounting policies, which are described in note 2, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may be different from these estimates.

Critical accounting estimates and assumptions:

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing the asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual values consider such things as future market conditions, the remaining life of the asset and projected disposal values.

4. Income from charitable activities

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
Grants for charitable activities	£	£	£	£	£	£
Deelands 5 - 15 Activities Clarion	-	9,992	9,992	-	-	-
Digitalisation Birmingham Care Homes	-	31,807	31,807	-	-	-
Digitalisation Shropshire Care Homes	-	4,950	4,950	-	-	-
Digitalisation Dudley Care Homes	-	8,960	8,960	-	-	-
Housing First	-	218,668	218,668	-	430,121	430,121
Respite Rooms	-	-	-	-	514,112	514,112
Personalisation	-	138,166	138,166	-	-	-
Subtotal	-	**412,543**	**412,543**	-	**944,233**	**944,233**
Charitable activities - services						
Residential Care Services	5,541,098	-	5,541,098	4,951,351	-	4,951,351
Domiciliary Care Services	1,704,967	-	1,704,967	1,530,320	-	1,530,320
Mental Health Services	885,653	-	885,653	1,140,590	-	1,140,590
Young People Services	1,676,743	-	1,676,743	1,424,124	-	1,424,124
Older People Services	70,834	-	70,834	106,507	-	106,507
Domestic Violence Services	702,531	-	702,531	976,238	-	976,238
Homeless Services	2,775,659	-	2,775,659	2,685,266	-	2,685,266
Learning Disability Services	698,974	-	698,974	566,349	-	566,349
PURE	367,373	-	367,373	474,501	-	474,501
Deelands Hall	19,652	-	19,652	7,707	-	7,707
Adults	2,321,305	-	2,321,305	2,197,613	-	2,197,613
Other Income	453	-	453	3,451	-	3,451
Subtotal	**16,765,242**	-	**16,765,242**	**16,064,017**	-	**16,064,017**
Total	**16,765,242**	**412,543**	**17,177,785**	**16,064,017**	**944,233**	**17,008,250**

5. Analysis of expenditure on charitable activities

	Direct costs 2024	Support costs 2024	Total 2024	Direct costs 2023	Support costs 2023	Total 2023
Charitable services	£	£	£	£	£	£
Residential Care services	5,554,885	744,581	6,299,466	4,937,943	694,078	5,632,021
Domiciliary Care services	1,819,519	227,594	2,047,113	1,796,462	214,519	2,010,981
Mental Health services	793,539	118,225	911,764	1,003,652	159,887	1,163,539
Young People services	1,103,854	223,826	1,327,680	1,017,204	199,633	1,216,837
Older People services	45,811	9,456	55,266	72,964	14,930	87,894
Domestic Violence services	448,271	94,976	543,247	479,867	136,848	616,715
Homeless services	2,078,595	388,963	2,467,557	2,335,561	377,821	2,713,382
Learning disability services	464,272	93,305	557,577	434,528	77,989	512,517
PURE	251,110	49,040	300,150	319,326	66,515	385,841
Deelands Hall	28,153	3,957	32,110	21,868	1,080	22,948
Adults	1,787,370	309,868	2,097,238	1,677,385	308,060	1,985,445
Other expenditure	-	60	60	10,235	484	10,719
Subtotal	**14,375,378**	**2,263,852**	**16,639,229**	**14,106,994**	**2,251,844**	**16,358,838**
Charitable grants						
Dedicated Health and Well-being	-	-	-	53,093	-	53,093
Deelands 5 - 15 Activities Clarion	661	-	661	-	-	-
Digitalisation Birmingham Care Homes	15,939	-	15,939	-	-	-
Digitasation Shropshire Care Homes	4,180	-	4,180	-	-	-
Digitalisation Dudley Care Homes	8,960	-	8,960	-	-	-
Housing First	244,581	-	244,581	281,327	-	281,327
Ladywood Initiative	19,063	-	19,063	-	-	-
New Horizon - DA Service	-	-	-	66,013	-	66,013
Respite Rooms	162,418	-	162,418	156,280	-	156,280
SWEP	14,630	-	14,630	37,213	-	37,213
Subtotal	**470,431**	-	**470,431**	**593,926**	-	**593,926**
Total	**14,845,808**	**2,263,852**	**17,109,660**	**14,700,919**	**2,251,844**	**16,952,763**

6. Analysis of support costs

	2024	2023
	£	£
Office running costs	70,842	284,697
Telephones	130,368	153,005
Photocopying	91,093	58,843
Postage, printing & stationery	15,592	6,559
Salaries of Central Teams	903,300	842,255
Travel for Central Teams	5,672	44,260
ICT	975,188	792,100
Marketing	138	3,826
Professional and legal fees	83,003	66,302
Total support costs	**2,263,852**	**2,251,847**

7. Net income/(expenditure)

	2024	2023
	£	£
Net income is stated after charging:		
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**7,800**	7,800
Depreciation of tangible fixed assets	**88,730**	178,817
Operating lease expense	**152,663**	228,879

The Charity has taken advantage of the exemption not to disclose amounts paid for non-audit services, including internal audit fees, as these are disclosed in the consolidated accounts of the parent organisation.

8. Staff costs

	2024	2023
	£	£
Wages and salaries	**10,815,482**	9,499,106
Social security costs	**755,567**	710,824
Pension contributions	**249,805**	215,020
	11,820,854	10,424,950
Agency fees	**1,407,709**	2,034,891
	13,228,563	12,459,841

Staff costs include £29,613 in respect of redundancy (2023: £17,706) after certain contracts came to an end.

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Office staff	**18**	17
Care and support	**463**	486
Maintenance	**1**	2
	482	505

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £60,001 - £70,000	**1**	1

All members of key management personnel are remunerated through the parent organisation, a proportion of which is recharged to the Charity and included within the recharges disclosed in note 20.

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).

10. Tangible fixed assets

	Leasehold renovations £	Motor vehicles £	Furnishings £	Office equipment £	Computers & software £	Total £
Cost						
At 1 April 2023	**44,550**	**123,926**	**273,897**	**16,267**	**462,340**	**920,980**
Additions	**3,927**	**-**	**-**	**-**	**9,983**	**13,910**
Disposals	**(18,488)**	**-**	**(10,382)**	**-**	**-**	**(28,870)**
At 31 March 2024	**29,989**	**123,926**	**263,515**	**16,267**	**472,323**	**906,020**
Depreciation						
At 1 April 2023	**25,961**	**123,619**	**265,898**	**16,267**	**266,386**	**698,131**
Charge for the year	**5,922**	**121**	**3,410**	**-**	**79,277**	**88,730**
On disposals	**(14,023)**	**-**	**(8,581)**	**-**	**-**	**(22,604)**
At 31 March 2024	**17,860**	**123,740**	**260,727**	**16,267**	**345,663**	**764,257**
Net book value						
At 31 March 2024	**12,129**	**186**	**2,788**	**-**	**126,660**	**141,763**
At 31 March 2023	18,589	307	7,999	-	195,954	222,849

11. Debtors

	2024 £	2023 £
Trade debtors	**1,486,561**	1,136,984
Prepayments and accrued income	**550,759**	1,924,166
	2,037,320	3,061,150

12. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	**272,419**	331,487
Amounts owed to group undertakings	**595,150**	378,676
Other taxation and social security	**174,324**	188,770
Other creditors	**37,553**	71,310
Accruals and deferred income	**320,195**	851,651
	1,399,641	1,821,894

Deferred income

	2024	2023
	£	£
Deferred income at 1 April 2023	**405,518**	246,319
Resources deferred during the year	**18,572**	405,518
Amounts released from previous periods	**(405,518)**	(246,319)
Deferred income at 31 March 2024	**18,572**	405,518

Deferred income comprises amounts invoiced under service contracts relating to delivery in the following year.

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	**2,049,513**	**16,781,391**	**(16,639,229)**	**169,501**	**2,361,176**
Restricted funds					
Digitalisation programme - Birmingham	-	**31,807**	**(15,939)**	-	**15,868**
Digitalisation programme - Shropshire	-	**4,950**	**(4,180)**	-	**770**
Digitalisation programme - Dudley	-	**8,960**	**(8,960)**	-	-
Deelands	-	**9,992**	**(661)**	-	**9,331**
Housing First	-	**218,668**	**(244,581)**	**25,913**	-
Ladywood Initiative	**19,063**	-	**(19,063)**	-	-
Personalisation	-	**138,166**	-	-	**138,166**
Respite rooms	**357,832**	-	**(162,418)**	**(195,414)**	-
SWEP	**14,629**	-	**(14,629)**	-	-
	391,524	**412,543**	**(470,431)**	**(169,501)**	**164,135**
Total of funds	**2,441,037**	**17,193,934**	**(17,109,660)**	-	**2,525,311**

Purpose of restricted funds

Housing First - Support and accommodation for people with substance abuse.

Ladywood Initiative - Community projects.

Respite Rooms - Support & accommodation for people experiencing domestic abuse.

SWEP - Severe weather emergency accommodation and support.

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2023 £
Unrestricted funds					
General funds	1,819,062	16,065,122	(16,358,836)	524,165	2,049,513
Restricted funds					
Big Lottery - Skills Hub	76,238	-	-	(76,238)	-
Children in Need	78,342	-	-	(78,342)	-
Derbyshire - DLCG	99,755	-	-	(99,755)	-
Night Outreach	51,461	-	-	(51,461)	-
New Horizon	6,858	-	(66,013)	59,155	-
Housing First	3,186	430,121	(281,327)	(151,980)	-
Ladywood Initiative	19,063	-	-	-	19,063
Respite rooms	-	514,112	(156,280)	-	357,832
SWEP	14,629	-	(37,213)	37,213	14,629
WMCA	67,143	-	-	(67,143)	-
Other restricted funds	148,709	-	-	(148,709)	-
	565,384	944,233	(540,833)	(577,260)	391,524
Total of funds	2,384,446	17,009,355	(16,899,669)	(53,095)	2,441,037

13. Statement of funds (continued)

Purpose of restricted funds

Big Lottery Skills Hub - Facilitating access to Employment, Education and Training Opportunities to Homeless Adults.

Children in Need, Derbyshire DLCG & New Horizon - Domestic Violence.

Night Outreach - Outreach for rough sleepers.

Housing First, Ladywood Initiative, Respite Rooms & SWEP - See current year.

WMCA - Night support for people with complex needs, Outreach for rough sleepers and support and accommodation for people with no recourse to public funding.

14. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	141,763	-	**141,763**
Current assets	3,619,054	164,135	**3,783,189**
Creditors due within one year	(1,399,641)	-	**(1,399,641)**
Total	2,361,176	164,135	**2,525,311**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	222,849	-	222,849
Current assets	3,648,558	391,524	4,040,082
Creditors due within one year	(1,821,894)	-	(1,821,894)
Total	2,049,513	391,524	2,441,037

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	**84,274**	56,591
Adjustments for:		
Depreciation charges	**88,632**	178,814
Loss on the sale of fixed assets	**6,354**	8,595
Decrease/(increase) in debtors	**1,008,287**	(1,758,071)
(Decrease)/increase in creditors	**(406,700)**	431,521
Bank interest received	**(13,659)**	-
Net cash provided by/(used in) operating activities	**767,188**	(1,082,550)

16. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash at bank and in hand	**1,745,869**	978,932
Total cash and cash equivalents	**1,745,869**	978,932

17. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**978,932**	**766,937**	**1,745,869**

18. Pension commitments

The charity operates defined contribution pension plans for its employees. The assets of the schemes are held separately from those of the charity in an independently administered fund. The amount recognised as an expense in the period was £249,805 (2023: £215,020). Contributions totalling £44,417 (2023: £36,504) were payable to the schemes at the balance sheet date and are included in creditors..

19. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	**166,601**	152,663
Later than 1 year and not later than 5 years	**454,688**	482,393
Later than 5 years	**23,486**	25,993
	644,775	661,049

20. Related party transactions

There are no related party transactions other than those with other companies within the Trident Group.

Recharges

Trident Reach the People Charity to Trident Housing Association Limited:

Intra-group transaction	Allocation basis	2024	2023
		£	£
Employment costs of staff at housing schemes	Payroll costs of scheme staff	**349,000**	465,234
		349,000	465,234

Recharges (continued)

Trident Housing Association to Trident Reach the People Charity:

Intra-group transaction	Allocation basis	2024 £	2023 £
Recharge of rent on care homes	Rent agreement	195,781	195,781
Depreciation of assets	% depreciation costs	103,791	75,000
Employment costs of Executive and Central Services	% payroll costs	611,569	529,855
Office overheads	Direct cost allocation	2,834	113,068
Vehicle costs	Direct cost allocation	838	43,432
ICT Systems	Staff numbers	615,770	613,000
Audit and insurance brokerage	Direct cost allocation	40,296	62,000
		1,570,879	1,632,136

At the balance sheet date, £595,150 was owing from the charity to Trident Housing Association Limited (2023: £378,676). The balance is unsecured, interest free, has no fixed date of repayment and is repayable on demand.

21. Controlling party

At 31 March 2024, the immediate and ultimate parent undertaking is Trident Housing Association Limited, a Registered Social Landlord with charitable objectives incorporated under the Co-operative and Community Benefit Societies Act 2014 and an exempt charity. Copies of the financial statements for Trident Housing Association Limited can be obtained from its registered office: 12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB.

22. Amounts held as custodian trustee

At 31 March 2024, the chairty held funds of £134,318 (2023: £333,288) on behalf of clients as custodian trustee. This amounts are held in separate bank accounts and are not included in the Charity's balance sheet.

TRIDENT REACH THE PEOPLE CHARITY

England & Wales - Charity number 1129187

Accounts

Trident Reach the People Charity

Annual Report and Financial Statements

For the year ended 31st March 2023

Company No: 06761385

Charity No: 1129187

Trident Reach the People Charity

For the year ended 31 March 2023

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Trident Reach the People Charity

For the year ended 31 March 2023

Reference and Administrative Details of the Charity, its Trustees and Advisors

Trident Reach is a charitable company limited by guarantee and not having any share capital. It was incorporated on 28 November 2008 and registered as a charity on 16 April 2009. It commenced trading on 1 October 2009.

The charitable company is a wholly owned subsidiary of Trident Housing Association Limited.

The charitable company's policy and operations are governed by its Memorandum and Articles of Association.

Trustees

The following served as Trustees during the period:

Brian Carr - Chair
Yasmin Fearon
Stephen Gabriel
Chris Handy
Simon Hatchman
Paul Hayward
Bal Kaur (appointed 01/01/2023)
Katie Kershaw (resigned 27/09/2022)
Yvonne Leishman
Patrick McCarthy
John Morris (resigned 31/08/2023)
Nicholas Murphy
Colin Small (Resigned 27/09/2022)
Jamie Whitmore (appointed 01/01/2023)

Management Team	John Morris (to 31/08/2023) Nigel Wilson (From 01/09/2023) David Harris Christopher Derby Helen Litherland Gareth Price
Company Secretary	David Harris
Auditors	Dains Audit Ltd, St Johns Court, Wiltell Road, Lichfield, WS14 9DS
Bankers	National Westminster Bank, 1 St Phillips Place, Birmingham B3 2PT
Registered Office	12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB
Administrative Office	239 Holliday Street Birmingham B1 1SJ

Trident Reach the People Charity – Report of the Board of Trustees
For the year ended 31 March 2023

Structure Governance and Management

Whilst the Board is responsible for the overall strategy and policy of Trident Reach, day-to-day matters are delegated to the Group Chief Executive, who attends all Board meetings. Also in attendance at the Board meetings are the Group Finance Director and the Executive Team.

Trident Reach is a subsidiary of Trident Housing Association Limited (THA), the legal parent of the Trident Group. Trident Reach is a registered charity and set up to run the care and support part of the business. It owns no properties but uses a number of THA properties to provide services. The services provided extend across Birmingham, Sandwell, Wolverhampton, Dudley, Coventry, Worcestershire, Warwickshire, South Derbyshire and Shropshire.

The board of Trustees are appointed after a rigorous recruitment process which involves a formal induction programme. Trustees are selected based on their knowledge and skills so they can fill any skills gaps. The aim is to ensure the Trustees are highly skilled so they can perform at the highest level in their governance of the charity.

The Board of Trustees meet at least four times a year and each board meeting is structured to have themes linked to the corporate calendar and corporate plan, as well as considering specific business that has arisen since the previous meeting. Main themes include the business plan and strategic direction of the charity, performance of existing contracts, setting budgets for the next financial year, approving statutory accounts, reviewing annually terms and conditions, reviewing the corporate risk register and Safeguarding of our staff and customers.

Public Benefit

The Trustees consider they have had regard to the Charity Commission guidance on public benefit and have established the following aims, objectives, vision, and mission.

Objectives and Activities

The key objectives of the charity given in the Memorandum of Association are:

- To provide care and support and related services for the relief of the aged, the infirm, the sick and others in necessitous circumstances; and
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Our Vision

Trident Reach the People Charity is a people first organisation working in partnership to maximise positivity, independence, and participation. As part of the Trident Group, we are a **beacon of hope** for our communities.

Our Aims

To support people and communities to:

- Exercise choice and maximum control over their own lives and communities.
- Have access to training, education, or work-like activities to live independently.
- Participate as active and equal citizens both economically and socially.
- Develop social contacts and access leisure activities to help reduce the effects of isolation and achieve community integration; and
- Work in partnership to enable people and communities to enhance their own economic situations and contribute to the local economy.

Performance in the period

Trident Reach has performed well through a challenging year for the organisation, our staff and our residents, with inflation running at a 40 year high. The charity has delivered a surplus of £56.6k during the twelve months to 31 March 2023, a slight improvement on the £49.4k surplus reported in 2021-22. Trident Reach has delivered some great results in the period:

- Key services to all customers have been maintained. Offices have remained open with essential services continuing to run 24 hours a day.
- Retained "Good" gradings for all Care Homes and Domiciliary Care Locations.
- Retained full compliance at our schemes supporting Shropshire Mental Health Contracts.
- Trident Reach maintained 100% performance on the Birmingham Homelessness and Complex Needs contracts with the evidence for the Payment by Outcomes element meeting commissioner requirements.
- The number of rough sleepers in Birmingham was 39 at the official count in November 2022, a small increase on the previous year. The increase coincides with the lifting of covid restrictions and mirrors the position nationally. Homelessness continues to be an area of focus for Trident and partners across Birmingham.
- We submitted a detailed Social Value report and Social Value Action Plan for the Vulnerable Adults contract evidencing our commitments across the Social Value Charter themes.
- We have ensured that we pay our 100% of our employees the Living Wage
- Rollout of Trauma Informed training to all staff which will greatly aid future commissioning.
- Recognised and celebrated the contributions of our staff across the Group in our first, in-person staff conference post COVID – part of the Group's 60th year anniversary.

Employee Matters

Trident has an active Employee Forum that sits on a bi-monthly basis to discuss any policy changes affecting staff with the Executive Team.

The Trident Group employs corporate policies to deal with employment issues. However, it is necessary to make individual variations to meet the specific needs and requirements of the individual businesses and therefore each company issues its own policies which incorporate these individual variances. Policies cover a range of matters including:

- Equality, Diversity and Inclusion
- Health and safety
- Pay and benefits
- Bullying and harassment
- Discipline
- Safeguarding users
- Whistle blowing
- Complaints
- Capability
- Grievance

The Group continues to be accredited as an 'Investors in People (IIP) – We Invest In People' organisation. With an annual assessment as part of the three-year accreditation, we continue to demonstrate improvements in areas of; Improving Communications; Enhancing Equality Diversity and Inclusion; and Maintaining Services. The Group, and staff working within it, has demonstrated that much of the focus has been on sustaining services whilst adapting to the challenges of working in a post pandemic environment, requiring more flexibility and resilience of an ever-changing society.

The IIP state that the Standard award is a very challenging one for organisations to meet. We have worked hard to consistently achieve this accreditation in each of our assessments. The HR team will continue to work with the organisation to focus on embedding the Group's new People Strategy over the next 12 months. This will include recruiting, training and developing talented people; engaging more effectively with residents and customers; collaborating with stakeholders and partners, to ensure our strategic objectives are met.

Health and Wellbeing

As we operate in a post pandemic environment, the health and wellbeing of all staff remains key to our business. Forming one of the four key elements of our People Strategy – Staying Safe and Healthy – we believe that keeping people safe not only extends to our customers and residents, but to our staff as well.

The health and wellbeing of our staff are promoted through a variety of feedback methods, and with a dedicated Health and Wellbeing lead, we can communicate a full annual programme of wellbeing events in place based on the feedback of our employees of what they would like to see.

We will continue to promote and invest in the training of this area for all our staff further reinforcing our ongoing commitment to the health and wellbeing of all.

Learning and Development

In line with the Group's strategic vision and direction, the Group continues to deliver mandatory and developmental training to employees and managers. Throughout the period we have seen much success with employees passing apprenticeships; employees at the end point of assessment for apprenticeship along with employees currently being enrolled or 'in live' study.

With the range of courses on offer from, Adult Care Worker (Level 2 and 3), Lead Adult Care Worker (Level 3 and 5), Functional Skills, Operations/Manager (Level 3 and 5) and Team Leader (Level 3) all our apprentices will undergo the necessary training and study equipping them with the skills to embark on their housing, care or support journey.

Training was provided to all staff at Trident on becoming a "Trauma Informed" organisation. The training gives an understanding that trauma in a person's life can impact their personal development and actions throughout their life.

Across the Group, we are working toward the new guidance around professionalising the housing management service and support the changes this may have on the care and support sector.

In line with our People Strategy and the key element of 'Recruit and Develop' we continue to assess individual roles within the Group and assign the relevant training courses required to competently fulfil them. Training where required includes e-learning and face-to-face.

The Group continues to utilise the technology available which in turn increases the e-learning training course offering across the organisation.

Equality, Diversity and Inclusion (EDI)

In January 2022 to further aid our work in this area, an EDI Steering Group was formed to support, promote, drive and increase our reach in raising awareness. Working alongside the Group's EDI lead, the Steering Group members contributed to the production of a Group EDI Strategy which was presented to Group Board in June 2023. EDI is at the heart of Trident and our operations. We value the diversity of our staff, customers and communities and this is reflected in all our practices and policies.

The Group remains a 'Disability Confident Committed Employer' for the fifth consecutive year since signing up to the Disability Confident Scheme when it was officially launched.

Risk Management

The Trustees review and challenge the risk register as a standing item on every meeting agenda. The risk register is maintained by the Executive and supported by operational risk registers that we use to make us aware of any emerging risks across the business.

The current highest Strategic Risks are:

- Health and Safety of our customers and staff
- Finance
- Asset Management

Financial Risk in Reach is caused by the low margins we see in this sector. However, Reach carries no debt and has built up significant financial reserves. We also see the risks to our customers, especially given the high inflation and the impact it is having on many people.

All of our strategic risks are measured by KPIs which will give us an Early Warning of a risk materialising or subsiding. In our business planning we run numerous stress tests and multi-variant tests to ensure the Trident Group and its subsidiaries are financial strong.

The risk management framework is supported by a specific Reach Risk Register which feeds the Strategic Risks and Reach KPIs which are reviewed by the Trustees at each meeting.

Reserves

The trustees regularly review free reserves to ensure there are adequate funds to support the activities that Trident Reach undertakes and meet their financial commitments as they fall due. The statutory accounts show restricted funds of £392k and unrestricted funds of £2,050k at 31 March 2023.

Going Concern

These statutory accounts show a surplus of £57k, which when depreciation of £179k is added back gives a £236k cash equivalent. The budget for 2023/24 shows a surplus of £65k, which when depreciation of £165k is added back gives a £230k cash equivalent. The expectation is that this budget position will be met, supported by additional income achieved and not included in the budget.

Trident Reach has cash of £979k, reserves of £2.4m (with £0.3m restricted) and no debt. Although financial margins are low (as is usual in this sector), Trident Reach is financially stable. The Executives monitor margins on all individual projects to mitigate the risk that Reach slips into deficit. The housing assets are owned by THA which gives us flexibility to repurpose properties at the end of certain contracts or if existing usage becomes less viable.

We work to a set of Golden Rules for Trident Reach ensure that new projects meet a 9% surplus margin (after all overheads). We also ensure that Reach is not more than 50% of the Trident Group (currently running at 40%).

Trident Reach is financially robust and it is correct to treat it as a going concern.

Trident Reach the People Charity – Report of the Board of Trustees (Continued)

For the year ended 31 March 2023

Internal Controls Assurance

Trident's Group Board is the ultimate governing body of Trident Housing Group and is committed to the highest standards of business ethics and conduct. The board seeks to maintain these standards across all operations.

The board acknowledges its overall responsibility for establishing and maintaining a sound system of internal control and risk management for the Group and for reviewing its effectiveness for the Trident Group as a whole. The board also ensures the Group takes steps to adhere to the Regulator's Governance and Viability standards and associated Code of Practice. The board recognises that the controls provide reasonable (but not absolute) assurance against material misstatement or loss.

In meeting its responsibilities, the Group Board has approved an effective framework to identify and manage the significant risks to the Group's operations. This risk-based approach to establishing and maintaining internal controls is embedded within day-to-day management and governance processes. The Strategic Risk Register is reviewed at every Audit and Risk Committee meeting and every Board meeting, with emerging risks highlighted. Operational risk registers are also maintained by the Executive and shared twice annually.

The Group Board delegates the annual review of the effectiveness of the system of internal control to the Audit and Risk Committee (ARC). The ARC reviews the changes required to maintain the effectiveness of the management and control process for risk and fraud. ARC met seven times during the financial year with all minutes shared with the Group Board.

The key elements of Trident's Internal Control Framework are:

- Trident corporate governance arrangements including regularly reviewed and approved policies for all key areas of the business;
- ARC approved standing orders and financial regulations with delegated authorities;
- Executive and management structures providing expertise over key operations;
- A Board approved risk management process for reviewing strategic and operational risks;
- A board approved risk management process for reviewing new developments or major investments through our Investment Committee;
- An independent Internal Audit function providing objective assurance to the ARC. This service is provided by RSM with the annual and three year audit programme approved at Group Board.

Specialist audit firms are contracted when necessary;

- An annual Treasury Strategy accompanying the long term business plan, approved by Group Board. Quarterly Treasury Updates are provided to ARC.
- Annual budgets and long term plans reviewed by ARC and approved at Group Board. Performance against budgets and KPI's linked to performance arereviewed at every ARC and Group Board;
- Financial plans stress tested with review of potential mitigating actions;
- Adoption of the NHF Code of Governance 2020.

Chief Executive Conclusion

I have reviewed the effectiveness of the system of internal control, including the sources of assurance. I am satisfied that there is sufficient evidence to confirm that adequate systems of internal control existed and operated throughout the year. Those systems were aligned to an ongoing process for management of the significant risks facing Trident Housing. Where control issues were identified these were responded to appropriately. No weaknesses were identified which would have resulted in material misstatement or loss requiring disclosure in the Financial statements.

John Morris

Fundraising Activity

Trident Reach received donations of £1,104 (2021/22: £51,607). There is no dedicated fundraising team and professional fundraisers are not used. Given the low relative value of donations from third parties the charity is not registered with the Fundraising Regulator. The charity has policies in place to ensure compliance with best fundraising practice which prohibit persistent approaches and undue pressure to give.

Report of the Board of Trustees

The Trustees are responsible for preparing the Strategic report, the Report of the Board of Trustees, and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

- select suitable accounting policies and then apply them consistently.

- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

Dains Audit Ltd were appointed to conduct the audit for the financial year to 31 March 2023 in accordance with Section 485 of the Companies Act 2006. Dains are in the second year of auditing the Trident Group accounts.

By order and signed on behalf of Trustees by:

.....

Brian Carr (Chairman)

Dated 25. 09. 2023

Trident Reach the People Charity

For the year ended 31 March 2023

Strategic Report

Financial Review

Trident Reach has posted a surplus for the financial year 2022/23 of £56.6k (2021/22: £49.4k); a movement in restricted and unrestricted reserves of (230.5k and (£173.9k)), respectively (2021/22: £33.0k and 16.4k).

Donations and other trading activities have contributed £1.1k worth of income (2021/22: £51.6k). However, charitable activities have brought in the greatest proportion of income: £16,065k (2021/22: £14,443k).

The charity has paid close attention to its cost base and, in spite of cost pressures including those associated with Covid-19 and the rise in inflation, has been able to keep its overall cost increase below the growth in income.

Total reserves for the charity at 31 of March 2023 are £2,441k (2021/22 £2,384k): with £2,049k being unrestricted (2021/22: £1,819k) and £391k restricted (2021/22 £565k). Much of the reserves as at 31 March 2023 are held in cash resources of £979k (2021/22: £2,114k). The charity had an increase in debtors as at 31 March 2023, with cash received in quarter one of the following year. The charity has no debt.

The Trustees have reviewed the risks of the charity, especially in the light of the current levels of cost inflation. Margins are tight in the sector and a small movement in costs or loss of contract could pose a challenge.

The budget and the long-term business plan for the Charity, as well as the wider Group, has been stress tested and is found to be financially sound.

Given the strength of the Statement of Financial Position and availability of liquid resources, the Trustees believe that there is no material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts.

Plans for the Future

Trident Reach will continue to deliver current contracts but also look for new opportunities. As demands on the care and support sector rise, we are steadfast in our desire to remain proactive in being a service provider for all sections of our communities.

The development growth of THA brings opportunities to expand the geography of the services offered by Reach. Any new opportunities will be assessed against our internal "Golden Rules" and careful consideration is made on all new projects to ensure it delivers strong social and financial outcomes. We will only enter a contract where we know we will add value to the service and to the customers.

Opinion

We have audited the financial statements of Trident Reach the People Charity (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the 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 charitable company's affairs as at 31 March 2023 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 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 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisor

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.

Andrew Morris FCA (Senior statutory auditor)

for and on behalf of
Dains Audit Limited

Statutory Auditor
Chartered Accountants

Birmingham

Date:

Trident Reach the People Charity
Statement of Financial Activities
(incorporating Income and Expenditure Account)
For the year to 31 March 2023

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
Income from:					
Donations & legacies	2	1,104	-	1,104	51,607
Other trading activities	3	-	-	-	-
Charitable activities					
Services provided as part of the charitable activities	4	16,064,018	-	16,064,018	14,442,876
Grants for the provision of services as part of the charitable activities	5	-	944,233	944,233	756,582
Total		**16,065,122**	**944,233**	**17,009,355**	**15,251,065**
Expenditure on:					
Charitable Activities	6	16,358,836	593,925	16,952,761	15,201,674
Transfers	14/15	(524,167)	524,167		
Total		**15,834,669**	**1,118,093**	**16,952,761**	**15,201,674**
Net (expenditure)/income		**230,452**	**(173,860)**	**56,593**	**49,391**
Reconciliation of funds:					
Total funds brought forward		**1,819,062**	**565,384**	**2,384,446**	**2,335,055**
Total funds carried forward		**2,049,514**	**391,524**	**2,441,039**	**2,384,446**

The notes on pages 20 to 47 form part of these financial Statements. All the above results are derived from continuous activities.

Trident Reach the People Charity
Statement of Financial Position – Registered number 06761385
As at 31 March 2023

	Notes	2023	2022
		£	£
Fixed Assets	10	**222,850**	**357,944**
Current Assets			
Stock	11	-	-
Debtors	12	3,061,150	1,303,079
Cash at Bank and in Hand		978,931	2,113,796
Creditors	13	(1,821,894)	(1,390,373)
Net Current Assets		**2,218,188**	**2,026,502**
Total Assets Less Current Liabilities		**2,441,037**	**2,384,446**
		2,441,037	**2,384,446**
Funds			
Unrestricted Reserves	14	2,049,511	1,819,062
Restricted Reserves	15	391,524	565,384
		2,441,037	**2,384,446**

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

The financial statements were approved by the Trustees on 25 September 2023.

Signed on behalf of the Trustees by:

Brian Carr
Chairman

Nigel Wilson
Trustee

The notes on pages 20 to 47 form part of these financial Statements

Trident Reach the People Charity
Statement of Cash Flows
For the year to 31 March 2023

	2023 £	2022 £
Cash flow from operating activities		
Surplus for the financial year	56,593	49,391
Adjustments for:		
Depreciation	178,814	84,144
Deficit on disposal of fixed assets	8,591	-
Decrease in stocks	-	7,177
(Increase) / Decrease in debtors	(1,758,071)	523,800
Increase in creditors	431,521	561,317
Net cash from operating activities	(1,082,552)	1,225,829
Cash flow from investing activities		
Purchase of fixed assets	(52,314)	(145,356)
Net cash used in investing activities	(52,314)	(145,356)
Net increase in cash and cash equivalents	(1,134,866)	1,080,473
Cash and cash equivalents at the beginning of the year	2,113,796	1,033,323
Cash and cash equivalents at the end of the year	**978,931**	**2,113,796**

1 Accounting Policies

a) Basis of Preparation

The financial statements have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and comply with the Companies Act 2006, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities FRS102 effective from January 2019. The Financial statements are prepared under the historical cost convention.

Trident Reach meets the definition of a public benefit entity under FRS102.

Going concern

The financial statements have been prepared on the going concern basis.

The budget for 2023/24 has been set, taking in to account our current expectations of performance through the challenging inflationary environment we operate in. Work done through our financial planning has stress tested the impact of increasing employment costs, losing key contracts and not achieving performance targets within contracts. Mitigations could include TUPE of staff if contracts lost and reduced use of agency staff to reduce operating costs. Trident Reach is able to continue through these stresses with access to cash of circa £2.0m (at time of writing) and free reserves of £2.0m. Trident Reach is active in looking for new opportunities and improving the financial performance of existing contracts.

Given the strength of the Statement of Financial Position, the lack of debt within Trident Reach and the availability of liquid resources, the Trustees believe that while we continue to work in challenging times, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts. The Trustees therefore consider it appropriate for the accounts to be prepared on a going concern basis.

Judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, which are described in note 1, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may be different from these estimates.

a) Basis of Preparation (continued)

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing the asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual values consider such things as future market conditions, the remaining life of the asset and projected disposal values.

b) Company Status

The company is incorporated in England and Wales under the Companies Act 2006 and is registered as a charity with the Charity Commission. The address of the registered office is given on page 3. The principal activities of the company are set out in the Trustees' report beginning on page 4. The company is limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

c) Fund Accounting

General funds are unrestricted funds, which are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

However, most of the current funding is in the form of service contracts all of which carry specific service targets but also allow for contributions to central administration costs and the generation of small surpluses to be freely applied, therefore are treatable as unrestricted funds.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the funders or which have been raised by the charity for a particular purpose.

d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income from donations represents donations and fund-raising activity for individual specified projects supported by the charitable company. Income for charitable activities represents contracts held with third parties, for the delivery of a range of care and support services, and grants for charitable activities that relate to specific funds which allow the charitable company to provide "value added" activities in connection with main contracts.

d) Income (continued)

Most grants are paid in arrears based on invoices providing evidence of expenditure committed.

Revenue from a contract to provide services is recognised in the period in which services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

e) Deferred Income

All income received which is paid in advance of a contract being delivered is treated as deferred income until such time as the service is delivered.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under the heading that aggregates all costs related to that category. In addition, an appropriate apportionment of support and management costs is charged to give a full cost of running each service. Governance costs include the costs of governance arrangements, which relate to the general running of the charitable company.

g) Fixed Assets and Depreciation

All assets are capitalised at cost. Depreciation is calculated to write off the cost less estimated residual value of fixed assets on a straight line over their estimated lives as follows:

• Office Furniture	5 to 7 years
• Computer and Software	3 to 10 years
• Furnishings	5 to 7 years
• Motor Vehicles	5 years
• Leasehold Renovations	5-10 years

Depreciation for works on leasehold properties will be depreciated over the remaining length of the lease.

h) Operating leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

i) Employee benefits

Short term employee benefits and contributions to defined contribution pension plans are recognised as an expense in the period in which they are incurred.

j) Stock

Stock is valued at the lower of cost and net realisable value.

k) Debtors

All debtors are short term and are measured at transaction price, less any impairment.

l) Creditors

All creditors are short term are measured at transaction price.

m) Taxation

Trident Reach is a registered charity and accordingly is exempt from taxation on income and gains where they are applied for charitable purposes.

n) Financial instruments

Trident Reach 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 the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise short-term cash deposits and the group's debtors excluding prepayments. Financial liabilities held at amortised cost comprise the Charity's short and long-term creditors excluding deferred income and taxation payable. Financial liabilities held at fair value comprise the Charity's provisions. No discounting has been applied on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial.

o) Grants receivable

Grants receivable are recognised when due and when any conditions for receipt are met. Any unexpended grant is carried forward in reserves. If any grant has been provided for a stated purpose, it is carried forward as restricted funds. Any unused grants not able to be used for the purpose determined by the funder are returned in accordance with the funding agreement.

2 Donations & legacies

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
General Fundraising Activities	1,104	-	1,104	51,607	-	51,607
Total	1,104	-	1,104	51,607	-	51,607

3 Other trading activities

Trident House Shop	-	-	-	-	-	-
Total	-	-	-	-	-	-

4 Charitable activities - Services

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Residential Care services	4,951,352	-	4,951,352	4,769,180	-	4,769,180
Domiciliary Care services	1,530,320	-	1,530,320	1,554,429	-	1,554,429
Mental Health services	1,140,590	-	1,140,590	918,979	-	918,979
Young People services	1,424,124	-	1,424,124	1,378,714	-	1,378,714
Older People services	106,507	-	106,507	76,595	-	76,595
Domestic Violence services	976,238	-	976,238	440,179	-	440,179
Homeless services	2,685,266	-	2,685,266	2,750,334	-	2,750,334
Learning Disability Services	556,349	-	556,349	347,944	-	347,944
PURE	474,501	-	474,501	520,096	-	520,096
Deelands Hall	7,707	-	7,707	4,472	-	4,472
Adults	2,197,613	-	2,197,613	1,676,090	-	1,676,090
Other Income	3,451	-	3,451	5,864	-	5,864
Total	16,064,018	-	16,064,018	14,442,876	-	14,442,876

5 Grants for Charitable Activity

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Activities & Befriending	-	-	-	-	51,051	51,051
Children in Need	-	-	-	-	-	-
Dedicated Health & Well-being	-	-	-	-	35,314	35,314
Hospital Discharge	-	-	-	-	-	-
Housing First	-	430,121	430,121	-	245,029	245,029
MHCLG Covid-19	-	-	-	-	-	-
New Horizon	-	-	-	-	8,333	8,333
New Horizon – DA Service	-	-	-	-	45,179	45,179
Night Outreach	-	-	-	-	89,000	89,000
Rapid Rehousing	-	-	-	-	53,000	53,000
Rapid Rehousing Navigator	-	-	-	-	6,250	6,250
Respite Rooms	-	514,112	514,112			
Rough Sleeping Accommodation	-	-	-	-	13,489	13,489
Sexual Health Worker	-	-	-	-	-	-
SWEP	-	-	-	-	105,202	105,202
WMCA – Complex Needs	-	-	-	-	20,400	20,400
WMCA – Lot D	-	-	-	-	5,000	5,000
WMCA – Lot F	-	-	-	-	33,000	33,000
WMCA - NRPF	-	-	-	-	46,335	46,335
Total	**-**	**944,233**	**944,233**	**-**	**756,582**	**756,582**

An exercise was carried out during the year to determine the classification of individual projects. This has resulted in the reclassification of funds from restricted to unrestricted.

6 Expenditure

	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Reallocation Support and Staff Costs	Total
Unrestricted	**2023**	**2023**	**2023**	**2022**	**2022**	**2022**
Charitable Activities - Services	**£**	**£**	**£**	**£**	**£**	**£**
Residential Care services	4,937,941	694,078	5,632,019	4,687,047	519,732	5,206,779
Domiciliary Care services	1,796,462	214,519	2,010,981	1,605,923	169,397	1,775,320
Mental Health services	1,003,652	159,887	1,163,539	895,705	100,148	995,853
Young People services	1,017,204	199,633	1,216,837	1,096,736	150,248	1,246,984
Older People services	72,964	14,930	87,894	119,294	8,347	127,641
Domestic Violence services	479,867	136,848	616,715	337,845	47,970	385,815
Homeless services	2,335,561	377,821	2,713,382	1,642,542	299,724	1,942,266
Learning Disability Services	434,525	77,989	512,517	388,764	37,918	426,682
PURE	319,326	66,515	385,841	324,313	56,679	380,992
Deelands	21,868	1,080	22,948	9,068	487	9,555
Adults	1,677,385	308,060	1,985,445	1,796,867	182,656	1,979,523
Other	10,235	484	484	-	639	639
Unrestricted Charitable Activities Services	**14,106,992**	**2,251,844**	**16,358,836**	**12,904,104**	**1,573,945**	**14,478,049**

6 Expenditure (Continued)

Restricted Funds	Direct Costs 2023	Re-allocation Support and Staff Costs 2023	Total 2023	Direct Costs 2022	Re-allocation Support and Staff Costs 2022	Total 2022
Grants for Charitable Activities	£	£	£	£	£	£
Activities & Befriending	-	-	-	51,051	-	51,051
Dedicated Health & Well-being	53,093	-	53,093	35,314	-	35,314
Housing First	281,327	-	281,327	318,420	-	318,420
MHCLG Covid-19	-	-	-	15	-	15
New Horizon – DA Service	66,013	-	66,013	38,321	-	38,321
Night Outreach	-	-	-	37,539	-	37,539
Rapid Rehousing	-	-	-	53,486	-	3,486
Rapid Rehousing Navigator	-	-	-	6,250	-	6,250
Respite Rooms	156,280	-	156,280	-	-	-
Rough Sleeping Accommodation	-	-	-	11,489	-	11,489
SWEP	37,213	-	37,213	105,202	-	105,202
WMCA – Complex Needs	-	-	-	15,797	-	15,797
WMCA – Lot D	-	-	-	5,000	-	5,000
WMCA - NRPF	-	-	-	45,741	-	45,741
Restricted Charitable Activities	**593,926**	**-**	**593,926**	**723,625**	**-**	**723,625**
Total Expenditure	**14,700,917**	**2,251,844**	**16,952,761**	**13,627,729**	**1,573,945**	**15,201,674**

7 Support Costs

Where possible costs are allocated directly against individual contracts and cost centres, however there are some costs which are either general in nature or incapable of being accurately analysed which have to be apportioned to the contracts. The basis of this allocation is a simple pro-rata based on contract income. The exception to this rule is governance where the cost apportioned relates to specific support.

	2023	2022
	£	£
Office running costs	284,697	149,628
Telephones	153,005	13,099
Photocopying	58,843	64,694
Postage, Printing, Stationery	6,559	8,275
Salaries of Central Teams	842,255	819,749
Travel for Central Teams	44,260	36,269
ICT	792,100	453,933
Marketing	3,826	1,145
Professional & Legal Fees	66,302	27,153
Total Support Costs	**2,251,845**	**1,573,945**

Support costs include £7,800 (2022: £7,800) gross external audit fees. Internal audit fees and costs incurred in supporting the work of the trustees are paid by the parent company, Trident Housing Association.

8 Net income is stated after charging

	2023	2022
	£	£
Depreciation	178,817	84,144
Auditors' remuneration	7,800	7,800
Operating lease expense	228,879	233,092

9 Staff Costs

The average numbers of staff employed by Trident Reach were:

	2023	2022
Office staff	17	14
Care and support	486	532
Maintenance	2	2
Total	**505**	**548**

The costs of permanent staff for the period were:

	2023	2022
	£	£
Gross salaries	9,499,106	9,559,541
Employer NI	710,824	644,419
Employer Pension Contributions	215,020	207,809
Total	**10,424,950**	**10,411,769**

Staff costs include £17,706 in respect of redundancy (2022: £13,247) after roles became redundant.

The aggregate of emoluments and pension costs for senior management positions was £133,674 (2022: £84,660), these are in respect of the staff listed on page 3.

Trident Reach also used a substantial amount of agency labour in the year totalling £2,034,891. This equates to about 58 full time staff. This is compared to a total of £1,186,195 for the year ended 31 March 2022 which equated to 34 full time equivalents.

Trustees Expenses

No Trustee claimed any expenses from Trident Reach during the period (2022: £Nil).

Trustees Remuneration

None of the Trustees have been remunerated from Trident Reach during the period (2022: £Nil).

Higher Paid Staff

Trident Reach had one employee whose emoluments exceeded £60,000 annum band (2022: one employee in the £70,000 to £80,000 per annum band).

10 **Fixed Assets**

	Office Furniture	Computers & Software	Furnishings	Motor Vehicles	Leasehold Renovations	Total	
	£	£	£	£	£	£	
Costs							
At 1st April 2022	74,801	630,721	334,830	123,926	192,257	1,356,535	
Additions	-	45,018	-	-	7,296	**52,314**	
Disposals	(58,534)	(213,399)	(60,933)	-	(155,003)	**(487,869)**	
As at 31 March 2023	**16,267**	**462,340**	**273,897**	**123,926**	**44,550**	**920,980**	
Depreciation							
At 1st April 2022	37,318	386,886	292,777	123,585	158,025	998,591	
Charge for the Year	30,494	93,122	10,519	120	44,561	**178,817**	
Disposals	(51,545)	(213,622)	(37,397)	(86)	(176,626	**(479,277)**	
As at 31 March 2023	**16,267**	**266,386**	**265,899**	**123,619**	**25,961**	**698,131**	
Net book Value							
At 31 March 2023	**-**	**195,955**	**7,998**	**307**	**18,589**	**222,850**	
As at 31 March 2022	37,483	243,835	42,053	341	34,232	357,944	

11 Stocks

Following the transfer of the Trident House shop activity out of the charity, the amount of stock held at 31st March 2023 was £Nil (2022: £Nil).

12 Debtors

	2023	2022
	£	£
Trade Debtors	1,136,984	575,501
Prepayments and accrued income	1,924,166	727,578
Total	**3,061,150**	**1,303,079**

All amounts shown under debtors fall due within one year.

13 Creditors

	2023	2022
	£	£
Trade Creditors	331,487	435,251
Accruals and deferred income	851,651	648,112
Tax and Social Security	188,770	157,610
Other creditors	71,310	34,479
Amounts due to group undertakings	378,676	114,921
Total	**1,821,894**	**1,390,373**

14 Unrestricted Funds

	B/Fwd	Income	Expenditure	Transfer from restricted	C/Fwd
	£	£	£	£	£
Unrestricted Funds – 2023	1,819,062	16,065,122	(16,358,836)	524,167	2,049,514
Unrestricted Funds – 2022	1,802,628	14,494,483	(14,478,049)		1,819,062

15 Restricted Funds

		1 April 2022 £	Income £	Expenditure £	Transfer to unrestricted £	31 March 2(£
Activities & Befriending	Providing social activities and paying volunteers expenses	-	-	-	-	-
Big Lottery – Skills Hub	Facilitating access to Employment, Education and Training Opportunities to Homeless Adults	76,238	-	-	(76,238)	-
BBO	Building Better Opportunities	25,314	-	-	(25,314)	-
Children in Need	Domestic Violence	78,342	-	-	(78,342)	-

15 Restricted Funds (continued)

		1 April 2022 £	Income £	Expenditure £	Transfers £	31 March 20 £
Derbyshire Police	Prevention and Early Intervention Programme for Young People	12,495	-	-	(12,495)	-
Derbyshire – DLCG	Domestic Violence	99,755	-	-	(99,755)	-
Derbyshire – VAWG	Women & Girls Safe	4,857	-	-	(4,857)	-
Hospital Discharge Pathways Service	Hospital Discharge Programme for Homeless Adults with Multiple and Complex Needs	10,449	-	-	(10,449)	-
Housing First	Support and accommodation for people with substance abuse	3.186	430,121	(281,327)	(151,980)	-
Ladywood Initiative	Community projects	19,063	-	-	-	19,063
MHCLG Covid-19	Personal protection and other equipment required for Covid-19	9,500	-	-	(9,500)	-
New Horizon	Domestic abuse	9,201	-	-	(9,201)	-
New Horizon	Domestic Abuse Service	6,858	-	(66,013)	(59,155)	-

15 **Restricted Funds (continued)**

		1 April 2022	Income	Expenditure	Transfers	31 March 20
		£	£	£	£	£
Night Outreach	Outreach for rough sleepers	51,461	-	-	(51,461)	-
Rapid Rehousing	Support and accommodation for people with substance abuse	23,485	-	-	(23,485)	-
Respite Rooms	Support & accommodation for people experiencing domestic abuse	-	514,112	(156,280)	-	357,833
Rough Sleeping Accommodation	Furniture and white goods for homeless people moving into accommodation	2,000	-	-	(2,000)	-
Sexual Health Worker	Employee to provide sexual health advice	49,214	-	-	(49,214)	-
SWEP	Severe weather emergency accommodation and support	14,629	-	(37,213)	(37,213)	14,629
WMCA – Complex Needs	Night support for people with complex needs	10,979	-	-	(10,979)	-
WMCA – Lot D	Outreach for rough sleepers	-	-	-		-

15	Restricted Funds (continued)		1 April 2022	Income	Expenditure	Transfers	31 March 20
			£	£	£	£	£
	WMCA – Lot F	Outreach for rough sleepers	47,898	-	-	(47,898)	-
	WMCA – NRPF	Support and accommodation for people with no recourse to public funding	8,266	-	-	(8,266)	-
	West Midlands Police Grant	Domestic violence	2,194	-	-	(2,194)	-
	Total Restricted Funds movements 2023		**565,384**	**944,233**	**(593,925)**	**(524,167)**	**391,524**

for the year ended 31 March 2023 (continued)

15 Restricted Funds (continued)		1 April 2021 £	Income £	Expenditure £	31 March 2022 £
Activities & Befriending	Providing social activities and paying volunteers expenses	-	51,051	(51,051)	-
Big Lottery – Skills Hub	Facilitating access to Employment, Education and Training Opportunities to Homeless Adults	76,238	-	-	76,238
BBO	Building Better Opportunities	25,314	-	-	25,314
Dedicated Health & Well-being	Support for homeless people moving into accommodation	-	35,314	(35,314)	-
Derbyshire Police	Prevention and Early Intervention Programme for Young People	12,495	-	-	12,495
Derbyshire – DLCG	Domestic Violence	99,755	-	-	99,755
Derbyshire – VAWG	Women & Girls Safe	4,857	-	-	4,857
Hospital Discharge Pathways Service	Hospital Discharge Programme for Homeless Adults with Multiple and Complex Needs	10,449	-	-	10,449

15 Restricted Funds (continued)

		1 April 2021 £	Income £	Expenditure £	31 March 2022 £
Housing First	Support and accommodation for people with substance abuse	76,577	245,029	(318,420)	3,186
Ladywood Initiative	Community projects	19,063	-	-	19,063
MHCLG Covid-19	Personal protection and other equipment required for Covid-19	9,515	-	(15)	9,500
New Horizon	Domestic abuse	868	8,333	-	9,201
New Horizon	Domestic Abuse Service	-	45,179	(38,321)	6,858
Night Outreach	Outreach for rough sleepers	-	89,000	(37,539)	51,461
Rapid Rehousing	Support and accommodation for people with substance abuse	23,971	53,000	(53,486)	23,485
Rapid Rehousing Navigator	Support and accommodation for people with substance abuse	-	6,250	(6,250)	-

15	Restricted Funds (continued)		1 April 2021	Income	Expenditure	31 March 2022
			£	£	£	£
Sexual Health Worker	Employee to provide sexual health advice		49,214	-	-	49,214
SWEP	Severe weather emergency accommodation and support		14,629	105,202	(105,202)	14,629
WMCA – Complex Needs	Night support for people with complex needs		6,376	20,400	(15,797)	10,979
WMCA – Lot D	Outreach for rough sleepers		-	5,000	(5,000)	-
WMCA – Lot F	Outreach for rough sleepers		14,898	33,000	-	47,898
WMCA – NRPF	Support and accommodation for people with no recourse to public funding		7,672	46,335	(45,741)	8,266
West Midlands Police Grant	Domestic violence		2,194	-	-	2,194
Total Restricted Funds movements 2022			**532,427**	**756,582**	**(723,625)**	**565,384**

16	Analysis of Assets	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £
	Fixed Assets	222,850	-	222,850	357,944	-	357,944
	Net Current Assets	1,826,662	391,526	2,218,187	1,461,118	565,384	2,026,502
	Total	**2,049,511**	**391,526**	**2,441,037**	**1,819,062**	**565,384**	**2,384,446**

17 Pensions

There is a pension creditor at 31 March 2023 which represents employees and employers' contributions for the month of March. £1,905 will be paid into the Scottish Life pension scheme (31 March 2022: £2,820) and £34,599 will be paid to the Peoples pension scheme (31 March 2022: £29,860) during April 2023.

18 Controlling party

The charitable company is a subsidiary undertaking of Trident Housing Association Limited, a Registered Social Landlord with charitable objectives. The consolidated accounts of the Registered Social Landlord are available to the public and may be obtained from Trident Housing Association Limited, 12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB.

19 Transactions with Related Parties

There are no related party transactions other than those with other companies within the Trident Housing Association Limited Group.

Trident Reach the People Charity to Trident Housing Association		**2023**	**2022**
Intra-group transaction	**Allocation basis**	**£**	**£**
Employment costs of staff at housing schemes	Payroll costs of scheme staff	**465,234**	**930,193**

Trident Housing Association to Trident Reach the People Charity		**2023**	**2022**
Intra-group transaction	**Allocation basis**	**£**	**£**
Recharge of rent on care homes	Rent agreement	195,781	195,781
Depreciation of assets	Percentage of depreciation costs	75,000	55,196
Employment costs of Executive and Central Services	Percentage of payroll costs	529,855	416,678
Office overheads	Direct cost allocation	113,068	50,904
Vehicle costs	Direct cost allocation	43,432	27,413
ICT systems	Staff numbers	613,000	319,011
Audit and insurance brokerage	Direct cost allocation	62,000	7,500
Total		**1,632,136**	**1,072,483**

19 Transactions with Related Parties (continued)

Trident Reach the People Charity balance owed to Trident Housing Association	2023	2022
	£	£
Intercompany creditor	378,676	121,171

20 Operating leases

At 31 March 2023 the charity was committed to make the following payments under non-cancellable operating leases:

	Land & buildings	Other	Land & buildings	Other
	2023	2023	2022	2022
Operating leases which expire:	£	£	£	£
Within 1 year	109,814	42,849	123,814	42,849
Between 1 and 5 years	439,254	42,849	495,254	42,849
After more than 5 years	25,993	-	28,493	-
	575,061	85,698	647,561	85,698

21 Analysis of net debt

	2022	Cashflows	Other non-cash changes	2023
Cash and cash equivalents	**£**	**£**	**£**	**£**
Cash at bank and in hand	2,113,796	(1,134,865)	-	978,931
Borrowings	-	-	-	-
Net debt	**2,113,796**	**(1,134,865)**	**-**	**978,931**

22 Amounts held as custodian trustee

At 31 March 2023 the charity held funds of £333,288 (31 March 2022: £307,299) on behalf of clients as custodian trustee. This amount is held in separate bank accounts and is not included in the statement of financial position of the charity.

TRIDENT REACH THE PEOPLE CHARITY

England & Wales - Charity number 1129187

Accounts

Trident Reach the People Charity

Annual Report and Financial Statements

For the year ended 31st March 2022

Company No: 06761385

Charity No: 1129187

Trident Reach the People Charity

For the year ended 31 March 2022

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Trident Reach the People Charity

For the year ended 31 March 2022

Reference and Administrative Details of the Charity, its Trustees and Advisors

Trident Reach the People Charity (Trident Reach) is a charitable company limited by guarantee and not having any share capital. It was incorporated on 28 November 2008 and registered as a charity on 16 April 2009. It commenced trading on 1 October 2009.

The charitable company is a wholly owned subsidiary of Trident Housing Association Limited.

The charitable company's policy and operations are governed by its Memorandum and Articles of Association.

Trustees

The following served as Trustees during the period:

Colin Small – Chair
Brian Carr
Yasmin Fearon
Stephen Gabriel
Chris Handy
Simon Hatchman
Paul Haywood (appointed January 2022)
Katie Kershaw
Yvonne Leishman
Patrick McCarthy
John Morris
Nicholas Murphy (appointed January 2022)
Nathan Talbott (resigned September 2021)

Management Team	John Morris David Harris Christopher Derby Helen Litherland Gareth Price
Company Secretary	David Harris (appointed April 2022)
Auditors	Dains Audit Ltd, St Johns Court, Wiltell Road, Lichfield, WS14 9DS
Bankers	National Westminster Bank, 1 St Phillips Place, Birmingham B3 2PT
Registered Office	12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB
Administrative Office	St Philips Community Campus, Newman Building, 153 Hagley Road, Birmingham B16 8UQ

Trident Reach the People Charity – Report of the Board of Trustees
For the year ended 31 March 2022

Structure Governance and Management

Whilst the Board is responsible for the overall strategy and policy of Trident Reach, day-to-day matters are delegated to the Group Chief Executive, who attends all Board meetings. Also in attendance at the Board meetings are the Group Finance Director, the Executive and senior staff.

Trident Reach is a subsidiary of Trident Housing Association Limited (THA), the legal parent of the Trident Group. Trident Reach is a registered charity and set up to run the care and support part of the business. It owns no properties but uses a number of THA properties to provide services. The services provided extend across Birmingham, Sandwell, Wolverhampton, Dudley, Coventry, Worcester, Warwickshire, South Derbyshire and Shropshire.

The board of Trustees are appointed after a rigorous recruitment process which involves a formal induction programme, a governance review which leads to accreditation from the Governance Forum so that they fully understand the charity, charity law and their roles as trustees within the governance framework. Trustees are selected based on their knowledge and skills so they can fill any skills gaps. The aim is to ensure the Trustees are highly skilled so they can perform at the highest level in their governance of the charity.

The Board of Trustees meet at least four times a year and each board meeting is structured to have themes linked to the corporate calendar and corporate plan, as well as considering specific business that has arisen since the previous meeting. Main themes include the business plan and strategic direction of the charity, performance of existing contracts, setting budgets for the next financial year, approving statutory accounts, reviewing annually terms and conditions, reviewing the corporate risk register and Safeguarding.

Public Benefit

The Trustees consider they have had regard to the Charity Commission guidance on public benefit and have established the following aims, objectives, vision, and mission.

Objectives and Activities

The key objectives of the charity given in the Memorandum of Association are:

- To provide care and support and related services for the relief of the aged, the infirm, the sick and others in necessitous circumstances; and
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Trident Reach the People Charity – Report of the Board of Trustees (Continued)

For the year ended 31 March 2022

Our Vision

Trident Reach the People Charity is a people first organisation working in partnership to maximise positivity, independence, and participation. As part of the Trident Group, we are a **beacon of hope** for our communities.

Our Aims

To support people and communities to:

- Exercise choice and maximum control over their own lives and communities.
- Have access to training, education, or work-like activities to live independently.
- Participate as active and equal citizens both economically and socially.
- Develop social contacts and access leisure activities to help reduce the effects of isolation and achieve community integration; and
- Develop social enterprises to enable people and communities to enhance their own economic situations and contribute to the local economy.

Performance in the period

Trident Reach has performed well through a challenging year for the organisation, our staff and our residents, recovering from the pandemic and dealing with the increasing issue of cost inflation. The charity has delivered a surplus of £49.4k during the twelve months to 31 March 2022, a slight improvement on the £48.6k surplus reported in 2020-21. Trident Reach has delivered some great results in the period:

- Key services to all customers have been maintained. Offices have remained open with essential services continuing to run 24 hours a day.
- Retained "Good" gradings for all Care Homes.
- Won over £1m in new business in Reach.
- Trident Reach maintained 100% performance on the Birmingham Homelessness and Complex Needs contracts.
- The number of rough sleepers in Birmingham was 29 at the official count in November 2021, although 12 were known to have access to properties. This is up from 17 the year before but down form 60+ in previous years.

Employee Matters

Trident has an active Employee Forum that sits on a bi-monthly basis to discuss any policy changes affecting staff with the Executive Team.

The Trident Group employs corporate policies to deal with employment issues. However, it is necessary to make individual variations to meet the specific needs and requirements of the individual businesses and therefore each company issues its own policies which incorporate these individual variances. Policies cover a range of matters including:

- Equality and diversity
- Health and safety
- Pay and benefits
- Bullying and harassment
- Discipline
- Safeguarding users
- Whistle blowing
- Complaints
- Capability
- Grievance

The Group continues to be accredited as an 'Investors in People (IIP) – We Invest In People' organisation. With an annual assessment as part of the three-year accreditation, we continue to demonstrate improvements in areas of; Improving Communications; Enhancing Equality Diversity and Inclusion; and Maintaining Services. The Group and all the staff working within it has demonstrated that much of the focus has been on sustaining services whilst adapting to the challenges of working in a post pandemic environment, requiring more flexibility and resilience of an ever-changing society.

The IIP state themselves that the Standard award is a very challenging one for organisations to meet and we have consistently met the Standard award for the accreditation in each of our assessment. The HR team will work with the organisation to focus on embedding the Group's People Strategy over the next 12 months including retraining and developing talented people; attracting and recruiting staff; engaging more effectively with residents and customers; collaborating with stakeholders and partners, to ensure our strategic objectives are met.

Health and Wellbeing

As we operate in a post pandemic environment, the health and wellbeing of all staff remains key to our business. Forming one of the four key elements of our People Strategy – Staying Safe and Healthy – we believe that keeping people safe not only extends to our customers and residents, but to our staff as well.

The heath and wellbeing of our staff are promoted through a variety of feedback methods, and with a dedicated Health and Wellbeing lead, we can communicate a full annual programme of wellbeing events in place based on the feedback of our employees of what they would like to see.

We will continue to promote and invest in the training of this area for all our staff further reinforcing our ongoing commitment to the health and wellbeing of all.

Learning and Development

In line with the Group's strategic vision and direction, the Group continues to deliver mandatory and developmental training to employees and managers. Throughout the period we have seen much success with employees passing apprenticeships; employees at the end point of assessment for apprenticeship along with employees currently being enrolled or 'in live' study.

With the range courses on offer from, Adult Care Worker (Level 2 and 3), Lead Adult Care Worker (Level 3 and 5), Functional Skills, Operations/Manager (Level 3 and 5) and Team Leader (Level 3) all our apprentices will undergo the necessary training and study equipping them with the skills to embark on their housing, care or support journey.

In addition, we continue to deliver management training on HR topics via face-to-face, virtual platforms, and e-learning courses, and will continue to do so throughout 2022 and 2023. The purpose is to equip managers across the Group, with the necessary skills, knowledge, and confidence to manage day-to-day employee relations within their teams.

In line with our People Strategy and the key element of 'Recruit and Develop' we continue to assess individual roles within the Group and assign the relevant training courses required to competently fulfil them. Training where required includes e-learning and face-to-face.

The Group continues to utilise the technology available which in turn increases the e-learning training course offering across the organisation.

Equality, Diversity and Inclusion

In January 2022 to further our work in this area, an EDI Steering Group was formed to support, promote, drive and increase our reach in raising awareness. Working alongside the Group's EDI lead, the Steering Group members will contribute to the production of a Group EDI Strategy ensuring that it is truly inclusive and reflective of the environment and area in which we operate.

The Group remains a 'Disability Confident Committed Employer' for the fifth consecutive year since signing up to the Disability Confident Scheme when it was officially launched.

Risk Management

The Trustees review and challenge the risk register as a standing item on every meeting agenda. The risk register is maintained by the Executive and supported by operational risk registers that we use to make us aware of any emerging risks across the business.

The current highest Strategic Risks are:

- Health and Safety of our customers and staff
- Finance
- Asset Management

Financial Risk in Reach is caused by the low margins we see in this sector. However, Reach carries no debt and has built up significant reserves. We also see the risks to our customers, especially given the high inflation and the impact it is having on many people.

All of our strategic risks are measured by KPIs which will give us an Early Warning of a risk materialising or subsiding. In our business planning we run numerous stress tests and multi-variant tests to ensure the Trident Group and its subsidiaries are financial strong.

The risk management framework is supported by a specific Reach Risk Register which feeds the Strategic Risks and Reach KPIs which are reviewed by the Trustees at each meeting.

Going Concern

These statutory accounts 2020.21 show a surplus of £49k, which when depreciation of £84k is added back gives a £133k cash equivalent. The budget for 2022.23 showing a surplus of £185k, which when depreciation of £222k is added back gives a £407k cash equivalent.

Trident Reach has cash of £2.1m, reserves of £2.4m (with £0.6m restricted) and no debt. Although financial margins are low (as is usual in this sector), Trident Reach is financially stable. The Executives monitor margins on all individual projects to mitigate the risk that Reach slips into deficit. The housing assets are owned by THA which gives us flexibility to repurpose properties at the end of certain contracts or if existing usage becomes less viable.

Of the £15.9m turnover in next year's budget, only £500k is speculative and is a modest target for new business (as at June we have already won £512k of annual income with the contract currently being finalised). We have a good reputation and a good record of winning new business.

We work to a set of Golden Rules for Trident Reach ensure that new projects meet a 9% profit margin (after all overheads). We also ensure that Reach is not more than 50% of the Trident Group (currently running at 40%).

Internal Controls Assurance

The Group Board acknowledges its overall responsibility for establishing and maintaining the whole system of internal control and for reviewing its effectiveness for the Trident Group as a whole. The board also ensures the Group takes steps to adhere to the Regulator's Governance and Viability standards and associated Code of Practice.

The system of internal control is designed to manage, rather than eliminate, the risk of failing to achieve business objectives. Internal control is designed to provide reasonable, and not absolute, assurance against material misstatement or loss. In meeting its responsibilities, the Group Board has approved an effective framework to identify and manage the significant risks to the Group's operations. This risk-based approach to establishing and maintaining internal controls is embedded within day-to-day management and governance processes. Our Strategic Risk Register is regularly reviewed internally and presented to Audit and Assurance Committee and Group Board with emerging risks highlighted. Operational risk registers are also maintained.

The Group Board delegates the annual review of the effectiveness of the system of internal control to the Audit & Assurance Committee. The Audit & Assurance Committee (AAC) take account of any changes needed to maintain the effectiveness of the management and control process for risk and fraud. AAC met seven times during the financial year with all minutes shared with the Group Board.

Governance arrangements are subject to continuing review and development to ensure they remain fit for purpose. Board and sub-Committee membership is reviewed annually in line with the membership policy terms. Compliance with the chosen code of governance and the Regulatory Framework is reviewed annually.

The Board retains responsibility for a defined range of issues covering strategic, operational, financial, and compliance matters and new investment projects. The Board disseminates its requirements to employees through a framework of policies and procedures.

The Board confirms that there is an ongoing process for identifying, evaluating and managing significant risks faced by the Group and for preventing, detecting, investigating and insuring against fraud. This process had been in place throughout the year under review, up to the date of the Annual report, and is regularly reviewed by the Board.

Chief Executive Conclusion

I have reviewed the effectiveness of the system of internal control, including the sources of assurance. I am satisfied that there is sufficient evidence to confirm that adequate systems of internal control existed and operated throughout the year. Those systems were aligned to an ongoing process for management of the significant risks facing Trident Housing. Where control issues were identified these were responded to appropriately. No weaknesses were identified which would have resulted in material misstatement or loss requiring disclosure in the Financial statements.

John Morris

Fundraising Activity

Trident Reach received donations of £51,607 (2020/21: £25,026). There is no dedicated fundraising team and professional fundraisers are not used. The Trident Group has adopted a policy of donating surpluses derived from commercial property rental to Trident Reach. Given the low relative value of donations from third parties the charity is not registered with the Fundraising Regulator. The charity has policies in place to ensure compliance with best fundraising practice which prohibit persistent approaches and undue pressure to give.

Report of the Board of Trustees

The Trustees are responsible for preparing the Strategic report, the Report of the Board of Trustees, and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

Dains Audit Ltd were appointed to conduct the audit for the financial year to 31 March 2022 in accordance with Section 485 of the Companies Act 2006. Last year was the final year of the BDO audit contract. Dains submitted the successful tender to carry out audit services for three years commencing with the preparation of the 2021/22 financial statements.

By order and signed on behalf of Trustees by:

.....

Colin Small (Chairman)

Dated.....26 September 2022.....

Trident Reach the People Charity

For the year ended 31 March 2022

Strategic Report

Financial Review

Trident Reach has posted a surplus for the financial year 2021/22 of £49.4k (2020/21: £48.6k); a movement in restricted and unrestricted reserves of £33.0k and £16.4k), respectively (2020/21: £104.7k and (£56.1k)).

Donations and other trading activities have contributed £151.6k worth of income (2020/21: £129k). However, charitable activities have brought in the greatest proportion of income: £14,443k (2020/21: £14,366k), which equates to 94.7% of a total income of £15,251k (2020/21: £15,039k).

The charity has paid close attention to its cost base and, in spite of cost pressures including those associated with Covid-19 and the rise in inflation, has been able to keep its overall cost increase below the growth in income.

Total reserves for the charity at 31 of March 2022 are £2,384k (2020/21 £2,335k): with £1,819k being unrestricted (2020/21: £1,803k) and £565k restricted (2020/21 £532k). Much of the reserves are held in cash resources of £2,114k (2020/21: £1,033k). The charity has no debt.

The Trustees have reviewed the risks of the charity, especially in the light of the current levels of cost inflation. Margins are tight in the sector and a small movement or loss of contract could pose a challenge.

The budget and the long-term business plan for the Charity, as well as the wider Group, has been stress tested and is found to be financially sound.

Given the strength of the Statement of Financial Position and availability of liquid resources, the Trustees believe that there is no material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts.

Plans for the Future

Trident Reach will continue to deliver current contracts but also look for new opportunities. As demands on the care and support sector rise, we are steadfast in our desire to remain proactive in being a service provider for all sections of our communities.

The development growth of THA brings opportunities to expand the geography of the services offered by Reach. Any new opportunities will be assessed against our internal "Golden Rules" and careful consideration is made on all new projects to ensure it delivers strong social and financial outcomes. We will only enter a contract where we know we will add value to the service and to the customers.

Opinion

We have audited the financial statements of Trident Reach the People Charity (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of financial activities, the Balance sheet, the 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 charitable company's affairs as at 31 March 2022 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 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 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisor

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.

Andrew Morris FCA (Senior statutory auditor)

for and on behalf of
Dains Audit Limited

Statutory Auditor
Chartered Accountants

Birmingham

Date:

Trident Reach the People Charity
Statement of Financial Activities
(incorporating Income and Expenditure Account)
For the year to 31 March 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income from:					
Donations & legacies	2	51,607	-	51,607	25,026
Other trading activities	3	-	-	-	104,006
Charitable activities					
Services provided as part of the charitable activities	4	14,442,876	-	14,442,876	14,366,195
Grants for the provision of services as part of the charitable activities	5	-	756,582	756,582	544,099
Total		**14,494,483**	**756,582**	**15,251,065**	**15,039,326**
Expenditure on:					
Charitable Activities	6	14,478,049	723,625	15,201,674	14,883,926
Other	6	-	-	-	106,778
Total		**14,478,049**	**723,625**	**15,201,674**	**14,990,704**
Net (expenditure)/income		**16,434**	**32,957**	**49,391**	**48,622**
Reconciliation of funds:					
Total funds brought forward		**1,802,628**	**532,427**	**2,335,055**	**2,286,433**
Total funds carried forward		**1,819,062**	**565,384**	**2,384,446**	**2,335,055**

The notes on pages 20 to 48 form part of these financial Statements. All the above results are derived from continuous activities.

Trident Reach the People Charity
Statement of Financial Position – Registered number 06761385
As at 31 March 2022

	Notes	2022	2021
		£	£
Fixed Assets	10	**357,944**	**296,732**
Current Assets			
Stock	11	-	7,177
Debtors	12	1,303,079	1,826,879
Cash at Bank and in Hand		2,113,796	1,033,323
Creditors	13	(1,390,373)	(829,056)
Net Current Assets		**2,026,502**	**2,038,323**
Total Assets Less Current Liabilities		**2,384,446**	**2,335,055**
		2,384,446	**2,335,055**
Funds			
Unrestricted Reserves	13	1,819,062	1,802,628
Restricted Reserves	14	565,384	532,427
		2,384,446	**2,335,055**

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

The financial statements were approved by the Trustees on 1 August 2022.

Signed on behalf of the Trustees by:

Colin Small
Chairman

John Morris
Trustee

The notes on pages 20 to 48 form part of these financial Statements

Trident Reach the People Charity
Statement of Cash Flows
For the year to 31 March 2022

	2022 £	2021 £
Cash flow from operating activities		
Surplus for the financial year	49,391	48,622
Adjustments for:		
Depreciation	84,144	87,672
Deficit on disposal of fixed assets	-	7,682
Decrease in stocks	7,177	2,444
Decrease in debtors	523,800	207,860
Increase / (decrease) in creditors	561,317	(211,964)
Net cash from operating activities	1,225,829	142,316
Cash flow from investing activities		
Purchase of fixed assets	(145,356)	(36,196)
Net cash used in investing activities	(145,356)	(36,196)
Net increase in cash and cash equivalents	1,080,473	106,120
Cash and cash equivalents at the beginning of the year	1,033,323	927,203
Cash and cash equivalents at the end of the year	**2,113,796**	**1,033,323**

Trident Reach the People Charity
Notes to the Financial Statements for the year ended 31 March 2022

1 Accounting Policies

a) Basis of Preparation

The financial statements have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and comply with the Companies Act 2006, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities FRS102 effective from January 2019. The Financial statements are prepared under the historical cost convention.

Trident Reach meets the definition of a public benefit entity under FRS102.

Going concern

The financial statements have been prepared on the going concern basis.

The budget for 2022-23 has been set, taking in to account our current expectations of performance through the pandemic. Work done through our financial planning has stress tested the impact of increasing employment costs, losing key contracts and not achieving performance targets within contracts. Mitigations could include TUPE of staff if contracts lost and reduced use of agency staff to reduce operating costs. Trident Reach is able to continue through these stresses with access to cash of over £2m and free reserves of £1.5m. Trident Reach is active in looking for new opportunities and improving the financial performance of existing contracts.

Given the strength of the Statement of Financial Position, the lack of debt within Trident Reach and the availability of liquid resources, the Trustees believe that while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts. The Trustees therefore consider it appropriate for the accounts to be prepared on a going concern basis.

Judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, which are described in note 1, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may be different from these estimates.

a) Basis of Preparation (continued)

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing the asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual values consider such things as future market conditions, the remaining life of the asset and projected disposal values.

b) Company Status

The company is incorporated in England and Wales under the Companies Act 2006 and is registered as a charity with the Charity Commission. The address of the registered office is given on page 3. The principal activities of the company are set out in the Trustees' report beginning on page 4. The company is limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

c) Fund Accounting

General funds are unrestricted funds, which are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

However, most of the current funding is in the form of service contracts all of which carry specific service targets but also allow for contributions to central administration costs and the generation of small surpluses to be freely applied, therefore are treatable as unrestricted funds.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the funders or which have been raised by the charity for a particular purpose.

d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income from donations represents donations and fund-raising activity for individual specified projects supported by the charitable company. Income for charitable activities represents contracts held with third parties, for the delivery of a range of care and support services, and grants for charitable activities that relate to specific funds which allow the charitable company to provide "value added" activities in connection with main contracts.

d) Income (continued)

Most grants are paid in arrears based on invoices providing evidence of expenditure committed.

Revenue from a contract to provide services is recognised in the period in which services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

e) Deferred Income

All income received which is paid in advance of a contract being delivered is treated as deferred income until such time as the service is delivered.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under the heading that aggregates all costs related to that category. In addition, an appropriate apportionment of support and management costs is charged to give a full cost of running each service. Governance costs include the costs of governance arrangements, which relate to the general running of the charitable company.

g) Fixed Assets and Depreciation

All assets are capitalised at cost. Depreciation is calculated to write off the cost less estimated residual value of fixed assets on a straight line over their estimated lives as follows:

Motor Vehicles	5 years
Housing furniture and equipment	5 to 7 years
ICT/Office equipment	4 to 10 years

Depreciation for works on leasehold properties will be depreciated over the remaining length of the lease

h) Operating leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

i) Employee benefits

Short term employee benefits and contributions to defined contribution pension plans are recognised as an expense in the period in which they are incurred.

j) Stock

Stock is valued at the lower of cost and net realisable value.

k) Debtors

All debtors are short term and are measured at transaction price, less any impairment.

l) Creditors

All creditors are short term are measured at transaction price.

m) Taxation

Trident Reach is a registered charity and accordingly is exempt from taxation on income and gains where they are applied for charitable purposes.

n) Financial instruments

Trident Reach 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 the present value of future cash flows (amortised cost). Financial assets held at amortised cost comprise short-term cash deposits and the group's debtors excluding prepayments. Financial liabilities held at amortised cost comprise the Charity's short and long-term creditors excluding deferred income and taxation payable. Financial liabilities held at fair value comprise the Charity's provisions. No discounting has been applied on the basis that the periods over which amounts will be settled are such that any discounting would be immaterial.

o) Grants receivable

Grants receivable are recognised when due and when any conditions for receipt are met. Any unexpended grant is carried forward in reserves. If any grant has been provided for a stated purpose, it is carried forward as restricted funds. Any unused grants not able to be used for the purpose determined by the funder are returned in accordance with the funding agreement.

2 Donations & legacies

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
General Fundraising Activities	51,607	-	51,607	25,026	-	25,026
Total	**51,607**	**-**	**51,607**	**25,026**	**-**	**25,026**

3 Other trading activities

Trident House Shop	-	-	-	104,066	-	104,006
Total	**-**	**-**	**-**	**104,006**	**-**	**104,006**

4 Charitable activities - Services

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
Residential Care services	4,769,180	-	4,769,180	5,168,564	-	5,168,564
Domiciliary Care services	1,554,429	-	1,554,429	1,408,168	-	1,408,168
Mental Health services	918,979	-	918,979	1,208,521	-	1,208,521
Young People services	1,378,714	-	1,378,714	1,237,314	-	1,237,314
Older People services	76,595	-	76,595	108,103	-	108,103
Domestic Violence services	440,179	-	440,179	421,891	-	421,891
Homeless services	2,750,334	-	2,750,334	1,956,593	-	1,956,593
Learning Disability Services	347,944	-	347,944	344,892	-	344,892
PURE	520,096	-	520,096	462,053	-	462,053
Deelands Hall	4,472	-	4,472	8,678	-	8,678
Adults	1,676,090	-	1,676,090	2,006,906	-	2,006,906
Other Income	5,864	-	5,864	34,512	-	34,512
Total	14,442,876	-	14,442,876	14,366,195	-	14,366,195

5 Grants for Charitable Activity

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
Activities & Befriending	-	51,051	51,051	-	-	-
Children in Need	-	-	-	-	37,500	37,500
Dedicated Health & Well-being	-	35,314	35,314	-	-	-
Hospital Discharge	-	-	-	-	(57,000)	(57,000)
Housing First	-	245,029	245,029	-	201,315	201,315
MHCLG Covid-19	-	-	-	-	60,076	60,076
New Horizon	-	8,333	8,333	-	41,447	41,447
New Horizon – DA Service	-	45,179	45,179	-	-	-
Night Outreach	-	89,000	89,000	-	-	-
Rapid Rehousing	-	53,000	53,000	-	80,659	80,659
Rapid Rehousing Navigator	-	6,250	6,250	-	-	-
Rough Sleeping Accommodation	-	13,489	13,489	-	-	-
Sexual Health Worker	-	-	-	-	16,667	16,667
SWEP	-	105,202	105,202	-	83,000	83,000
WMCA – Complex Needs	-	20,400	20,400	-	23,750	23,750
WMCA – Lot D	-	5,000	5,000	-	-	-
WMCA – Lot F	-	33,000	33,000	-	22,000	22,000
WMCA - NRPF	-	46,335	46,335	-	34,465	34,465
Total	**-**	**756,582**	**756,582**	**-**	**544,099**	**544,099**

6 Expenditure

	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Re-allocation Support and Staff Costs	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Unrestricted						
Other						
Trident House Shop	-	-	-	106,778	-	106,778
Total	-	-	-	**106,778**	-	**106,778**

6 Expenditure (Continued)

	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Reallocation Support and Staff Costs	Total
Unrestricted	**2022**	**2022**	**2022**	**2021**	**2021**	**2021**
Charitable Activities - Services	**£**	**£**	**£**	**£**	**£**	**£**
Residential Care services	4,687,047	519,732	5,206,779	4,993,614	556,546	5,550,160
Domiciliary Care services	1,605,923	169,397	1,775,320	1,663,670	151,630	1,815,300
Mental Health services	895,705	100,148	995,853	827,855	130,133	957,988
Young People services	1,096,736	150,248	1,246,984	1,070,279	133,233	1,203,512
Older People services	119,294	8,347	127,641	105,607	11,640	117,247
Domestic Violence services	337,845	47,970	385,815	308,942	45,429	354,371
Homeless services	1,642,542	299,724	1,942,266	1,545,822	210,684	1,756,506
Learning Disability Services	388,764	37,918	426,682	386,539	37,138	423,677
PURE	324,313	56,679	380,992	399,768	49,754	449,522
Deelands	9,068	487	9,555	-	934	934
Adults	1,796,867	182,656	1,979,523	1,595,508	216,102	1,811,610
Other	-	639	639	-	3,716	3,716
Unrestricted Charitable Activities Services	**12,904,104**	**1,573,945**	**14,478,049**	**12,897,604**	**1,546,939**	**14,444,543**

6 Expenditure (Continued)

Restricted Funds	Direct Costs 2022	Re-allocation Support and Staff Costs 2022	Total 2022	Direct Costs 2021	Re-allocation Support and Staff Costs 2021	Total 2021
Grants for Charitable Activities	£	£	£	£	£	£
Activities & Befriending	51,051	-	51,051	-	-	-
Children in Need	-	-		29,471	-	29,471
Dedicated Health & Well-being	35,314	-	35,314	-	-	-
Derbyshire - DCLG	-	-	-	386	-	386
Derbyshire - VAWG	-	-	-	137	-	137
Housing First	318,420	-	318,420	124,738	-	124,738
Ladywood Initiative	-	-	-	4,937	-	4,937
MHCLG Covid-19	15	-	15	50,561	-	50,561
New Horizon	-	-	-	40,799	-	40,799
New Horizon – DA Service	38,321	-	38,321	-	-	-
Night Outreach	37,539	-	37,539	-	-	-
Rapid Rehousing	53,486	-	3,486	56,688	-	56,688
Rapid Rehousing Navigator	6,250	-	6,250	-	-	-
Rough Sleeping Accommodation	11,489	-	11,489	-	-	-
SEND grant	-	-	-	(1,616)	-	(1,616)
Sexual Health Worker	-	-	-	13,642	-	13,642
SWEP	105,202	-	105,202	68,371	-	68,371

6 Expenditure (Continued)

	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Re-allocation Support and Staff Costs	Total
	2022	2022	2022	2021	2021	2021
Grants for Charitable Activities	£	£	£	£	£	£
WMCA – Complex Needs	15,797	-	15,797	17,374	-	17,374
WMCA – Lot D	5,000	-	5,000	-	-	-
WMCA – Lot F	-	-	-	7,102	-	7,102
WMCA - NRPF	45,741	-	45,741	26,793	-	26,793
Restricted Charitable Activities	**723,625**	-	**723,625**	**439,383**	-	**439,383**
Total Expenditure	**13,627,729**	**1,573,945**	**15,201,674**	**13,443,765**	**1,546,939**	**14,990,704**

7 Support Costs

Where possible costs are allocated directly against individual contracts and cost centres, however there are some costs which are either general in nature or incapable of being accurately analysed which have to be apportioned to the contracts. The basis of this allocation is a simple pro-rata based on contract income. The exception to this rule is governance where the cost apportioned relates to specific support.

	2022	2021
	£	£
Office running costs	149,628	145,064
Telephones	13,099	109,468
Photocopying	64,694	66,803
Postage, Printing, Stationery	8,275	5,767
Salaries of Central Teams	819,749	795,331
Travel for Central Teams	36,269	9,461
ICT	453,933	387,763
Marketing	1,145	4,637
Professional & Legal Fees	27,153	22,645
Total Support Costs	**1,573,945**	**1,546,939**

Support costs include £7,800 (2021: £9,717) gross external audit fees. Internal audit fees and costs incurred in supporting the work of the trustees are paid by the parent company, Trident Housing Association.

8 Net income is stated after charging

	2022	2021
	£	£
Depreciation	84,144	87,672
Auditors' remuneration	6,500	7,900
Operating lease expense	233,092	238,533

9 Staff Costs

The average numbers of staff employed by Trident Reach were:

	2022	2021
Office staff	14	12
Care and support	532	581
Maintenance	2	16
Total	**548**	**609**

The costs of permanent staff for the period were:

	2022	2021
	£	£
Gross salaries	9,559,541	10,170,256
Employer NI	644,419	726,317
Employer Pension Contributions	207,809	209,344
Total	**10,411,769**	**11,105,917**

Staff costs include £13,247 in respect of redundancy (2021: £5,528) after roles became redundant.

The aggregate of emoluments and pension costs for senior management positions was £84,660 (2021: £76,329), these are in respect of the staff listed on page 3.

Trident Reach also used a substantial amount of agency labour in the year totalling £1,186,195. This equates to about 34 full time staff. This is compared to a total of £675,046 for the year ended 31 March 2021 which equated to 21 full time equivalents.

Trustees Expenses

No Trustee claimed any expenses from Trident Reach during the period (2021: £Nil).

Trustees Remuneration

None of the Trustees have been remunerated from Trident Reach during the period (2021: £Nil).

Higher Paid Staff

Trident Reach had no employees whose emoluments exceeded £60,000 annum band (2021: one employee in the £70,000 to £80,000 per annum band).

10 Fixed Assets

	Office Furniture	Computers & Software	Furnishings	Motor Vehicles	Shop Fittings	Leasehold Renovations	Total
	£	£	£	£	£	£	£
Costs							
At 1st April 2021	46,360	538,261	334,830	123,926	7,102	167,802	**1,218,281**
Additions	28,441	92,460	-	-	-	24,455	**145,356**
Disposals	-	-	-	-	(7,102)	-	**(7,102)**
As at 31 March 2022	**74,801**	**630,721**	**334,830**	**123,926**	**-**	**192,257**	**1,356,535**
Depreciation							
At 1st April 2021	36,553	321,560	277,396	123,321	7,102	155,617	**921,549**
Charge for the Year	765	65,326	15,381	264	-	2,408	**84,144**
Disposals	-	-	-	-	(7,102)	-	**(7,102)**
As at 31 March 2022	**37,318**	**386,886**	**292,777**	**123,585**	**-**	**158,025**	**998,591**
Net book Value							
At 31 March 2022	**37,483**	**243,835**	**42,053**	**341**	**-**	**34,232**	**357,944**
As at 31 March 2021	9,807	216,701	57,434	605	-	12,185	296,732

11 Stocks

Following the transfer of the Trident House shop activity out of the charity, the amount of stock held at 31st March 2022 was £Nil (2021: £7,177).

12 Debtors

	2022	2021
	£	£
Trade Debtors	575,501	885,816
Prepayments and accrued income	727,578	941,063
Total	**1,303,079**	**1,826,879**

All amounts shown under debtors fall due within one year.

13 Creditors

	2022	2021
	£	£
Trade Creditors	435,251	217,198
Accruals and deferred income	648,112	317,223
Tax and Social Security	157,610	190,495
Other creditors	34,479	76,050
Amounts due to group undertakings	114,921	28,090
Total	**1,390,373**	**829,056**

14 Unrestricted Funds

	B/Fwd	Income	Expenditure	C/Fwd
	£	£	£	£
Unrestricted Funds – 2022	1,802,628	14,494,483	14,478,049	1,819,062
Unrestricted Funds – 2021	1,858,722	14,495,227	14,551,321	1,802,628

15 Restricted Funds

		1 April 2021 £	Income £	Expenditure £	31 March 2022 £
Activities & Befriending	Providing social activities and paying volunteers expenses	-	51,051	51,051	-
Big Lottery – Skills Hub	Facilitating access to Employment, Education and Training Opportunities to Homeless Adults	76,238	-	-	76,238
BBO	Building Better Opportunities	25,314	-	-	25,314
Children in Need	Domestic Violence	78,342	-	-	78,342

15 **Restricted Funds (continued)**

		1 April 2021 £	Income £	Expenditure £	31 March 2022 £
Dedicated Health & Well-being	Support for homeless people moving into accommodation	-	35,314	35,314	-
Derbyshire Police	Prevention and Early Intervention Programme for Young People	12,495	-	-	12,495
Derbyshire – DLCG	Domestic Violence	99,755	-	-	99,755
Derbyshire – VAWG	Women & Girls Safe	4,857	-	-	4,857
Hospital Discharge Pathways Service	Hospital Discharge Programme for Homeless Adults with Multiple and Complex Needs	10,449	-	-	10,449
Housing First	Support and accommodation for people with substance abuse	76,577	245,029	318,420	3,186
Ladywood Initiative	Community projects	19,063	-	-	19,063
MHCLG Covid-19	Personal protection and other equipment required for Covid-19	9,515	-	15	9,500
New Horizon	Domestic abuse	868	8,333	-	9,201
New Horizon	Domestic Abuse Service	-	45,179	38,321	6,858

15 **Restricted Funds (continued)**

		1 April 2021	Income	Expenditure	31 March 2022
		£	£	£	£
Night Outreach	Outreach for rough sleepers	-	89,000	37,539	51,461
Rapid Rehousing	Support and accommodation for people with substance abuse	23,971	53,000	53,486	23,485
Rapid Rehousing Navigator	Support and accommodation for people with substance abuse	-	6,250	6,250	-
Rough Sleeping Accommodation	Furniture and white goods for homeless people moving into accommodation	-	13,489	11,489	2,000
Sexual Health Worker	Employee to provide sexual health advice	49,214	-	-	49,214
SWEP	Severe weather emergency accommodation and support	14,629	105,202	105,202	14,629
WMCA – Complex Needs	Night support for people with complex needs	6,376	20,400	15,797	10,979
WMCA – Lot D	Outreach for rough sleepers	-	5,000	5,000	-

15 **Restricted Funds (continued)**

		1 April 2021	Income	Expenditure	31 March 2022
		£	£	£	£
WMCA – Lot F	Outreach for rough sleepers	14,898	33,000	-	47,898
WMCA – NRPF	Support and accommodation for people with no recourse to public funding	7,672	46,335	45,741	8,266
West Midlands Police Grant	Domestic violence	2,194	-	-	2,194
Total Restricted Funds movements 2022		**532,427**	**756,582**	**723,625**	**565,384**

15 Restricted Funds (continued)		1 April 2020 £	Income £	Expenditure £	31 March 2021 £
Big Lottery – Skills Hub	Facilitating access to Employment, Education and Training Opportunities to Homeless Adults	76,238	-	-	76,238
BBO	Building Better Opportunities	25,314	-	-	25,314
Children in Need	Domestic Violence	70,313	37,500	29,471	78,342
Derbyshire Police	Prevention and Early Intervention Programme for Young People	12,495	-	-	12,495
Derbyshire – DLCG	Domestic Violence	100,141	-	386	99,755
Derbyshire – VAWG	Women & Girls Safe	4,994	-	137	4,857
Hospital Discharge Pathways Service	Hospital Discharge Programme for Homeless Adults with Multiple and Complex Needs	67,449	(57,000)	-	10,449
Housing First	Support and accommodation for people with substance abuse	-	201,315	124,738	76,577
Ladywood Initiative	Community projects	24,000	-	4,937	19,063

15	Restricted Funds (continued)	1 April 2020 £	Income £	Expenditure £	31 March 2021 £
MHCLG Covid-19	Personal protection and other equipment required for Covid-19	-	60,076	50,561	9,515
New Horizon	Domestic abuse	-	41,667	40,799	868
Rapid Rehousing	Support and accommodation for people with substance abuse	-	80,659	56,688	23,971
SEND Grant	Special Educational Needs and Disabilities	(1,616)	-	(1,616)	-
Sexual Health Worker	Employee to provide sexual health advice	46,189	16,667	13,642	49,214
SWEP	Severe weather emergency accommodation and support	-	83,000	68,371	14,629
WMCA – Complex Needs	Night support for people with complex needs	-	23,750	17,374	6,376
WMCA – Lot F	Outreach for rough sleepers	-	22,000	7,102	14,898
WMCA – NRPF	Support and accommodation for people with no recourse to public funding	-	34,465	26,793	7,672

15 Restricted Funds (continued)		1 April 2020 £	Income £	Expenditure £	31 March 2021 £
West Midlands Police Grant	Domestic violence	2,194	-	-	2,194
Total Restricted Funds movements 2021		**427,711**	**544,099**	**439,383**	**532,427**

16	Analysis of Assets	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £
	Fixed Assets	357,944	-	357,944	296,732	-	296,732
	Net Current Assets	1,461,118	565,384	2,026,502	1,505,896	532,427	2,038,323
	Total	**1,819,062**	**565,384**	**2,384,446**	**1,802,628**	**532,427**	**2,335,055**

17 Pensions

There is a pension creditor at 31 March 2022 which represents employees and employers' contributions for the month of March. £2,820 will be paid into the Scottish Life pension scheme (31 March 2021: £4,770) and £29,860 will be paid to the Peoples pension scheme (31 March 2021: £35,192) during April 2022.

18 Controlling party

The charitable company is a subsidiary undertaking of Trident Housing Association Limited, a Registered Social Landlord with charitable objectives. The consolidated accounts of the Registered Social Landlord are available to the public and may be obtained from Trident Housing Association Limited, 12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB.

19 Transactions with Related Parties

There are no related party transactions other than those with other companies within the Trident Housing Association Limited Group.

Trident Reach the People Charity to Trident Housing Association		**2022**	**2021**
Intra-group transaction	**Allocation basis**	**£**	**£**
Employment costs of staff at housing schemes	Payroll costs of scheme staff	**930,193**	**634,595**

Trident Housing Association to Trident Reach the People Charity		**2022**	**2021**
Intra-group transaction	**Allocation basis**	**£**	**£**
Recharge of rent on care homes	Rent agreement	195,781	226,494
Depreciation of assets	Percentage of depreciation costs	55,196	33,979
Employment costs of Executive and Central Services	Percentage of payroll costs	416,678	435,924
Office overheads	Direct cost allocation	50,904	57,777
Vehicle costs	Direct cost allocation	27,413	7,835
ICT systems	Staff numbers	319,011	300,497
Audit and insurance brokerage	Direct cost allocation	7,500	5,700
Total		**1,072,483**	**1,068,206**

19 Transactions with Related Parties (continued)

Trident Reach the People Charity balance owed to Trident Housing Association	2022	2021
	£	£
Intercompany creditor	121,171	28,090

20 Operating leases

At 31 March 2022 the charity was committed to make the following payments under non-cancellable operating leases:

	Land & buildings	Other	Land & buildings	Other
	2022	2022	2021	2021
Operating leases which expire:	£	£	£	£
Within 1 year	123,814	42,849	109,512	-
Between 1 and 5 years	495,254	42,849	10,000	-
After more than 5 years	28,493	-	30,000	-
	647,561	85,698	149,512	-

21 Analysis of net debt

	2021	Cashflows	Other non-cash changes	2022
Cash and cash equivalents	**£**	**£**	**£**	**£**
Cash at bank and in hand	1,033,323	1,080,473	-	2,113,796
Borrowings	-	-	-	-
Net debt	**1,033,323**	**1,080,473**	**-**	**2,113,796**

22 Amounts held as custodian trustee

At 31 March 2022 the charity held funds of £307,299 (31 March 2021: £275,661) on behalf of clients as custodian trustee. This amount is held in separate bank accounts and is not included in the statement of financial position of the charity.

TRIDENT REACH THE PEOPLE CHARITY

England & Wales - Charity number 1129187

Accounts

Trident Reach the People Charity

Annual Report and Financial Statements

For the year ended 31st March 2021

Company No: 06761385

Charity No: 1129187

Trident Reach the People Charity

For the year ended 31 March 2021

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Trident Reach the People Charity

For the year ended 31 March 2021

Reference and Administrative Details of the Charity, its Trustees and Advisors

Trident Reach the People Charity (Trident Reach) is a charitable company limited by guarantee and not having any share capital. It was incorporated on 28 November 2008 and registered as a charity on 16 April 2009. It commenced trading on 1 October 2009.

The charitable company is a wholly owned subsidiary of Trident Housing Association Limited.

The charitable company's policy and operations are governed by its Memorandum and Articles of Association.

Trustees

The following served as Trustees during the period

Colin Small – Chair
Brian Carr
Yasmin Fearon
Stephen Gabriel
Chris Handy
Simon Hatchman
Katie Kershaw
Yvonne Leishman
Patrick McCarthy
John Morris
Nathan Talbott

Management Team	John Morris David Harris (appointed October 2020)
Company Secretary	Corin Winfield (resigned September 2020) Debra Hanley (appointed September 2020)
Auditors	BDO LLP, Two Snowhill, Birmingham, B4 6GA
Bankers	National Westminster Bank, 1 St Phillips Place, Birmingham B3 2PT
Registered Office	12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB
Administrative Office	St Philips Community Campus, Newman Building, 153 Hagley Road, Birmingham B16 8UQ

Trident Reach the People Charity – Report of the Board of Trustees

For the year ended 31 March 2021

Structure Governance and Management

Whilst the Board is responsible for the overall strategy and policy of Trident Reach, day-to-day matters are delegated to the Group Chief Executive, who attends all Board meetings. Also in attendance at the Board meetings are the Group Finance Director, Executive Leads and senior staff.

Trident Reach is a subsidiary of Trident Housing Association Limited (THA), the legal parent of the Trident Group. Trident Reach is a registered charity and set up to run the care and support part of the business. It owns no properties but uses a number of THA properties to provide services. The services provided extend across Birmingham, Sandwell, Wolverhampton, Dudley, Coventry, Worcester, Warwickshire, South Derbyshire and Shropshire.

The board of Trustees are appointed after a rigorous recruitment process which involves a formal induction programme, a governance review which leads to accreditation from the Governance Forum so that they fully understand the charity, charity law and their roles as trustees within the governance framework. Trustees are selected based on their knowledge and skills so they can fill any skills gaps. The aim is to ensure the Trustees are highly skilled so they can perform at the highest level in their governance of the charity.

The Board of Trustees meet at least once a quarter and each board meeting is structured to have themes linked to the corporate calendar and corporate plan, as well as considering specific business that has arisen since the previous meeting. Main themes include the business plan and strategic direction of the charity, performance of existing contracts, setting budgets for the next financial year, approving statutory accounts, reviewing annually terms and conditions, reviewing the corporate risk register and Safeguarding.

Public Benefit

The Trustees consider they have had regard to the Charity Commission guidance on public benefit and have established the following aims, objectives, vision, and mission.

Objectives and Activities

The key objectives of the charity given in the Memorandum of Association are:

- To provide care and support and related services for the relief of the aged, the infirm, the sick and others in necessitous circumstances; and
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Our Vision

Trident Reach the People Charity is a people first organisation working in partnership to maximise positivity, independence, and participation.

Our Aims

To support people and communities to:

- Exercise choice and maximum control over their own lives and communities.
- Have access to training, education, or work-like activities to live independently.
- Participate as active and equal citizens both economically and socially.
- Develop social contacts and access leisure activities to help reduce the effects of isolation and achieve community integration; and
- Develop social enterprises to enable people and communities to enhance their own economic situations and contribute to the local economy.

Performance in the period

Through a difficult year of performing through the pandemic, Trident Reach has delivered a surplus of £48.6k during the twelve months to 31 March 2021, an improvement on the £3.5k surplus reported in 2019-20. Trident Reach has delivered some great results in the period:

- Key services to all customers have been maintained. Offices have remained open with essential services continuing to run 24 hours a day.
- Reach's services and emergency responses have received compliments from across the region and especially in Birmingham. The efforts made to maintain and tailor housing, care and support services throughout the pandemic, and three lockdowns has been exceptional.
- As part of the Trident Group, Trident Reach has successfully retained the Investors in People accreditation.
- Trident Reach has worked with health authorities to open four COVID vaccination centres, promoting the vaccination campaign, targeting customers and staff.
- Reduced the number of rough sleepers in Birmingham by almost 70% (down to 17).
- The work of Trident's Rough Sleeper Outreach work was recognised through winning a Birmingham Westside "Wonders of Westside" award.

Employee Matters

Trident has an active Employee Forum that sits on a bi-monthly basis to discuss any policy changes affecting staff with the Executive Team.

The Trident Group employs corporate policies to deal with employment issues. However, it is necessary to make individual variations to meet the specific needs and requirements of the individual businesses and therefore each company issues its own policies which incorporate these individual variances. Policies cover a range of matters including:

- Equality and diversity
- Health and safety
- Pay and benefits
- Bullying and harassment
- Discipline
- Safeguarding users
- Whistle blowing
- Complaints
- Capability
- Grievance

The organisation continues to be accredited as an Investors in People (IIP) organisation at the Standard award level, following its three-year assessment during February and March 2021. The organisation has continued to demonstrate the requirements of the IIP framework with the successful interim reviews as part of the three-year accreditation period. The Group's achievement of the Standard award once again reflects the commitment and acknowledges the effort of everyone that works for the Group.

The IIP state themselves that the Standard award is a very challenging one for organisations to meet and we have consistently met the Standard award for the previous three years. The HR team continues to work with staff, volunteers and apprentices across the organisation to provide dedicated and responsive support for the development of skills and knowledge to continue to contribute effectively to the Group's strategic vision and direction.

Having been recognised nationally in previous years for our commitment to Equality, Diversity and Inclusion (EDI) by both the National Centre for Diversity and Stonewall's index of Top 100 companies to work for, the Group continues to review its approach to EDI. The Group's anti-racism statement also states that the Group stands together with all our colleagues, the community and all people of colour who are publicly condemning racism in any form.

As part of our commitment to work in the acceleration of equality, diversity and inclusion for all, the Group became one of a few early adopter organisations of The RACE Equality Code 2020 and its accountability framework. The Code adopts an 'apply and explain' approach which will enable us to describe how we will achieve the Code's standards, carrying out a self-assessment, evidencing our outcomes in a robust, transparent and comprehensive manner.

In addition, the Group remains a 'Disability Confident Committed Employer' for the fourth consecutive year (up to March 2022) since signing up to the Disability Confident Scheme.

Health and Wellbeing

Covid-19 has been a major challenge for organisations and individuals alike which has resulted in changing the way we all operate on a day-to-day basis. The Group has seen the introduction of changes to working practices including new rota arrangements across services. These have allowed the Group to continue to operate as normal but adhering to the government guidance relating to social distancing for employees whilst at work. As the UK exits out of the third national lockdown, the Group in collaboration with its staff members have reviewed lessons learnt from working in a pandemic and will introduce a more formalised hybrid working arrangement for allowing them to work between the office, and the home.

The Group had previously chosen to enhance its Employee Assistance Programme (EAP) for all staff. The enhanced offering provides staff with an individual programme of support that includes confidential helplines, face-to-face consultations, and an array of online resources.

Throughout the pandemic the Group has promoted health and wellbeing covering a range of topics from mental health, stress awareness, nutrition advice, and physical awareness. Wellbeing initiatives will continue to raise awareness throughout the year.

The Group's Health and Wellbeing arrangements do not stop at employees, but it also considers the Group's customers with a partnership across Birmingham with Aston Villa Football Club (AVFC). Working in partnership employees and customers can take advantage of a range of programmes delivered by AVFC at times that are suited to the individual.

Risk Management

The Trustees review and challenge the risk register as a standing item on every meeting agenda. The risk register is maintained by the Executive and supported by operational risk registers that we use to make us aware of any emerging risks across the business.

The current highest Strategic Risks are:

- Health and Safety of our customers and staff
- Care and Support
- Asset Management

Financial Risk in Reach is caused by the low margins we see in this sector. However, Reach carries no debt and has built up significant reserves.

This is supported by a specific Reach Risk Register which feeds the Strategic Risks and Reach KPIs which are reviewed by the Trustees at each meeting.

Going Concern

The budget for 2021/22 has been set, taking in to account our current expectations of performance through the pandemic. Work done through our financial planning process tested Reach finances specifically as well as the Group-wide scenarios and stress tests. We stress tested the impact of increasing employment costs within Trident Reach, losing key contracts and not achieving performance targets within contracts. Trident Reach is able to perform through these stresses with access to cash of over £1m and unrestricted reserves of £1.8m. Trident Reach is active in looking for new opportunities and improving the financial performance of existing contracts.

Given the strength of the Statement of Financial Position, lack of debt and the availability of liquid resources, the Trustees believe that while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts. The Trustees therefore consider it appropriate for the accounts to be prepared on a going concern basis.

Internal Controls Assurance

The Board acknowledges its overall responsibility for establishing and maintaining the whole system of internal control and for reviewing its effectiveness for the Trident Group as a whole.

The system of internal control is designed to manage, rather than eliminate, the risk of failure to achieve business objectives, and to provide reasonable, not absolute, assurance against material misstatement or loss. In meeting its responsibilities, the Group Board has approved an effective framework to identify and manage the significant risks to the Group's operations. This risk-based approach to establishing and maintaining internal controls is embedded within day-to-day management and governance processes. Our Strategic Risk Register is regularly reviewed internally and presented to Audit and Assurance Committee and Group Board with emerging risks highlighted. Operational risk registers are also maintained.

The Group Board delegates responsibility for the annual review of the effectiveness of the system of internal control to the Audit & Assurance Committee. The Audit & Assurance Committee take account of any changes needed to maintain the effectiveness of the management and control process for risk and fraud. Audit & Assurance Committee met eight times during the course of the year.

A key change to this year's Internal Control Assurance was the appointment of RSM to deliver our Internal Audit programme. This moves away from the internal resource we had employed. This gives our Executive and Board greater assurance of our Internal Controls. A full annual programme for 2020/21 has been carried out within 7 months, with RSM appointed on an interim basis before a full tender was carried out. The tender carried out subsequently appointed RSM for the next three years.

The prime responsibility of the internal audit service is to provide the Group Board with assurance on the adequacy and effectiveness of the internal control system, including risk management and governance. Internal audit also plays a valuable role in helping management to improve systems of internal control and so to reduce the potential effects of any significant risks faced. Internal Audit has been delivered by RSM during this year who have attended each of the Audit and Assurance Committee meetings.

Key Sources of Assurance
Policies and procedures
internal financial regulations – including authorisation limits – system managed
KPIs and regular financial reporting to Exec and Board
Finance and data systems
Internal Audit Programme
Specialist audits – IT penetration testing/ medications
Regulator Review and judgements
Unqualified external audit opinion
Insurance performance
Business continuity planning
Regular review of strategic risk register
Financial planning and stress/scenario testing

Chief Executive Conclusion

I have reviewed the effectiveness of the system of internal control, including the sources of assurance. I am satisfied that there is sufficient evidence to confirm that adequate systems of internal control existed and operated throughout the year. Those systems were aligned to an ongoing process for management of the significant risks facing Trident Housing. Where control issues were identified these were responded to appropriately. No weaknesses were identified which would have resulted in material misstatement or loss requiring disclosure in the Financial statements.

John Morris

Fundraising Activity

Trident Reach received donations of £25,026 (2019/20: £3,148). There is no dedicated fundraising team and professional fundraisers are not used. The Trident Group has adopted a policy of donating surpluses derived from commercial property rental to Trident Reach. Given the low relative value of donations from third parties the charity is not registered with the Fundraising Regulator. The charity has policies in place to ensure compliance with best fundraising practice which prohibit persistent approaches and undue pressure to give.

Report of the Board of Trustees

The Trustees are responsible for preparing the Strategic report, the Report of the Board of Trustees, and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

BDO LLP were appointed to conduct the audit for the financial year to 31 March 2021 in accordance with Section 485 of the Companies Act 2006. As this will be three years since the last tender exercise, a proposal to retender the service will be made to the AGM on 27 September 2021.

By order and signed on behalf of Trustees by:

.....

Colin Small (Chairman)

Dated..... 19. 08. 2021 .....

Trident Reach the People Charity

For the year ended 31 March 2021

Strategic Report

Financial Review

Trident Reach has posted a surplus for the financial year 2020/21 of £48.6k (2019/20: £3.5k); a movement in restricted and unrestricted reserves of £104.7k and (£56.1k), respectively (2019/20: (£35.5k) and £40.0k).

Donations and other trading activities have contributed £129k worth of income (2019/20: £81k). However, charitable activities have brought in the greatest proportion of income: £14,366k (2010/20: £13,788k), which equates to 95.5% of a total income of £15,039k (2019/20: £14,126k).

The charity has paid close attention to its cost base and, in spite of cost pressures including those associated with Covid-19, has been able to keep its overall cost increase below the growth in income.

Total reserves for the charity at 31 of March 2021 are £2,335k (2019/20 £2,286k): with £1,803k being unrestricted (2019/20: £1,859k) and £532k restricted (2019/20: £428k). Much of the reserves are held in cash resources of £1,033k (2019/20: £927k). The charity has no external debt.

The Trustees have reviewed the risks of the charity, especially in the light of the pandemic. Margins are tight in the sector and a small movement or loss of contract could pose a challenge.

The budget and the long-term business plan for the Charity, as well as the wider Group, has been stress tested and is found to be financially sound.

Given the strength of the Statement of Financial Position and availability of liquid resources, the Trustees believe that there is no material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts.

Plans for the Future

Trident Reach will continue to deliver current contracts but also look for new opportunities. As demands on the care and support sector rise, we are steadfast in our desire to remain proactive in being a service provider for all sections of our communities.

The development growth of THA brings opportunities to expand the geography of the services offered by Reach. Any new opportunities will be assessed against our internal "Golden Rules" and careful consideration is made on all new projects to ensure it delivers strong social and financial outcomes. We will only enter a contract where we know we will add value to the service and to the customers.

Trident Reach the People Charity

For the year ended 31 March 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TRIDENT REACH THE PEOPLE CHARITY

Opinion

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements of Trident Reach the People Charity ("the Charitable Company") for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position and notes to the financial statements, 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).

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charitable Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TRIDENT REACH THE PEOPLE CHARITY (CONTINUED)

Other information

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

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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and 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 the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TRIDENT REACH THE PEOPLE CHARITY (CONTINUED)

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities, the Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was capable of detecting irregularities, including fraud

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:

We made enquiries of management and the Audit Committee. This included the following:

- how they have identified, evaluated and complied with laws and regulations and whether they were aware of any instances of non-compliance;
- their process for detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
- which internal controls have been established to mitigate risks related to fraud or non-compliance with laws and regulations.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TRIDENT REACH THE PEOPLE CHARITY (CONTINUED)

We obtained an understanding of the legal and regulatory frameworks that are applicable to the Company. These include, but are not limited to, compliance with Companies Act 2006, Charities SORP, United Kingdom Generally Accepted Accounting Practice and relevant tax legislation.

In addition, the Charitable Company is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: data protection. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Those Charged with Governance and other management and inspection of regulatory and legal correspondence if any.

We considered management's incentives and opportunities for fraudulent manipulation of the financial statements (including revenue recognition and the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial results and management bias in accounting estimates.

Audit response to risks identified

- We reviewed the financial statement disclosures and sample tested to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- We made enquiries of the Audit Committee, management and internal audit;
- We reviewed the fraud register which includes instances of fraud and non-compliance with laws and regulations and we read minutes of meetings of those charged with governance;
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; considered completeness of related party transactions; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business; and
- We challenged assumptions made by management in their significant accounting estimates in particular in relation to provisions.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TRIDENT REACH THE PEOPLE CHARITY (CONTINUED)

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's website at:

https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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

DocuSigned by:
Kyla Bellingall
A11A16013DD84AC...

Kyla Bellingall (Senior Statutory Auditor)

For and on behalf of BDO LLP, Statutory Auditor

Birmingham, UK

21 August 2021

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Trident Reach the People Charity - Statement of Financial Activities (incorporating Income and Expenditure Account)
For the year to 31 March 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
Income from:					
Donations & legacies	2	25,026	-	25,026	3,148
Other trading activities	3	104,006	-	104,006	77,835
Charitable activities					
Services provided as part of the charitable activities	4	14,366,195	-	14,366,195	13,788,450
Grants for the provision of services as part of the charitable activities	5	-	544,099	544,099	257,203
Total		14,495,227	544,099	15,039,326	14,126,636
Expenditure on:					
Raising Funds	6	-	-	-	-
Charitable Activities	6	14,444,543	439,383	14,883,926	14,015,237
Other	6	106,778	-	106,778	107,888
Total		14,551,321	439,383	14,990,704	14,123,125
Net (expenditure)/income		(56,094)	104,716	48,622	3,511
Reconciliation of funds:					
Total funds brought forward		1,858,722	427,711	2,286,433	2,282,922
Total funds carried forward		1,802,628	532,427	2,335,055	2,286,433

The notes on pages 19 to 40 form part of these financial Statements. All the above results are derived from continuous activities.

Trident Reach the People Charity
Statement of Financial Position As at 31 March 2021

	Notes	2021	2020
		£	£
Fixed Assets	**10**	**296,732**	**355,890**
Current Assets			
Stock	**11**	7,177	9,621
Debtors	**12**	1,826,879	2,034,739
Cash at Bank and in Hand		1,033,323	927,203
Creditors	**13**	(829,056)	(1,041,020)
Net Current Assets		**2,038,323**	**1,930,543**
Total Assets Less Current Liabilities		**2,335,055**	**2,286,433**
		2,335,055	**2,286,433**
Funds			
Unrestricted Reserves	**16**	1,802,628	1,858,722
Restricted Reserves	**17**	532,427	427,711
		2,335,055	**2,286,433**

The notes on pages 19 to 40 form part of these financial Statements.

The financial statements were approved by the Trustees on 20 AUGUST 2021

Signed on behalf of the Trustees by:

Colin Small
Chairman

John Morris
Trustee

1 Accounting Policies

a) Basis of Preparation

The financial statements have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and comply with the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities FRS102 effective from January 2015. The Financial statements are prepared under the historic cost convention.

Going concern

The financial statements have been prepared on the going concern basis.

The budget for 2021-22 has been set, taking in to account our current expectations of performance through the pandemic. Work done through our financial planning has stress tested the impact of increasing employment costs, losing key contracts and not achieving performance targets within contracts. Mitigations could include TUPE of staff if contracts lost and reduced use of agency staff to reduce operating costs. Trident Reach is able to continue through these stresses with access to cash of over £1m and unrestricted reserves of £1.8m. Trident Reach is active in looking for new opportunities and improving the financial performance of existing contracts.

Given the strength of the Statement of Financial Position, the lack of debt within Trident Reach and the availability of liquid resources, the Trustees believe that while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the signing of these accounts. The Trustees therefore consider it appropriate for the accounts to be prepared on a going concern basis.

Financial reporting standard 102 – reduced disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the FRS 102 "The Financial Reporting Standards applicable in the UK and Republic of Ireland" as a result of being included within the consolidated financial statements of its ultimate parent company:

- the requirements of Section 7 Statement of Cash Flows;

- the requirements of Section 3 Financial Statement Presentation paragraph 3.17 (d);
- the requirements of Section 11 Basic financial instruments; and
- the requirements of Section 33 Related party transaction.

This information is included in the consolidated financial statements of Trident Housing Association Limited.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees and Directors have made judgements, the details of which are included in the following accounting policies.

b) Charity Status

The company is incorporated in England and Wales under the Companies Act 2006 and is registered as a charity.

c) Fund Accounting

General funds are unrestricted funds, which are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

However, most of the current funding is in the form of contracts all of which carry specific service targets but also allow for contributions to central administration costs and the generation of small surpluses.

Therefore, whilst the funds are unrestricted, a large proportion of income will be expended insuring that delivery targets are met.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the funders or which have been raised by the charity for a particular purpose.

d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income from donations represents donations and fund-raising activity for individual specified projects supported by the charitable company. Income for charitable activities represents contracts held with third parties, for the delivery of a range of care and support services, and grants for charitable activities that relate to specific funds which allow the charitable company to provide "value added" activities in connection with main contracts. Most grants are paid in arrears based on invoices providing evidence of expenditure committed. Shop income is received as cash and a record of the daily takings are reported to the finance team with a weekly reconciliation of banking and any authorised cash expenditure.

e) Deferred Income

All income received which is paid in advance of a contract being delivered is treated as deferred income until such time as the service is delivered.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under the heading that aggregates all costs related to that category. In addition, an appropriate apportionment of support and management costs is charged to give a full cost of running each service. Governance costs include the costs of governance arrangements, which relate to the general running of the charitable company.

g) Fixed Assets and Depreciation

All assets are capitalised at cost. Depreciation is calculated to write off the cost less estimated residual value of fixed assets on a straight line over their estimated lives as follows:

Motor Vehicles	5 years
Housing furniture and equipment	5 to 7 years
ICT/Office equipment	4 to 10 years

Depreciation for works on leasehold properties will be depreciated over the length of the lease

h) Operating leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

i) Pensions

Contributions payable to the pension schemes are charged to the income and expenditure accounts in the period to which they relate.

j) Stock

Stock is valued at the lower of cost and net realisable value.

2 Donations & legacies

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
General Fundraising Activities	25,026	-	25,026	3,148	-	3,148
Total	**25,026**	**-**	**25,026**	**3,148**	**-**	**3,148**

3 Other trading activities

Trident House Shop	104,006	-	104,006	77,835	-	77,835
Total	**104,006**	**-**	**104,006**	**77,835**	**-**	**77,835**

4 Charitable activities - Services

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Residential Care services	5,168,564	-	5,168,564	5,676,776	-	5,676,776
Domiciliary Care services	1,408,168	-	1,408,168	1,749,835	-	1,749,835
Mental Health services	1,208,521	-	1,208,521	157,763	-	157,763
Young People services	1,237,314	-	1,237,314	1,594,852	-	1,594,852
Older People services	108,103	-	108,103	1,177,732	-	1,177,732
Domestic Violence services	421,891	-	421,891	491,488	-	491,488
Homeless services	1,956,593	-	1,956,593	1,262,605	-	1,262,605
Learning Disability Services	344,892	-	344,892	367,013	-	367,013
Offenders	-	-	-	230,579	-	230,579
Housing Rental	-	-	-	442,442	-	442,442
PURE	462,053	-	462,053	580,826	-	580,826
Deelands Hall	8,678	-	8,678	(1,745)	-	(1,745)
Adults	2,006,906	-	2,006,906	-	-	-
Other Income	34,512	-	34,512	58,284	-	58,284
Total	**14,366,195**	-	**14,366,195**	**13,788,450**	-	**13,788,450**

5 Grants for Charitable Activity

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Big Lottery - Skills for Life	-	-	-	-	(9,900)	(9,900)
Building Better Opportunities	-	-	-	-	(2,503)	(2,503)
Children in Need	-	37,500	37,500	-	45,462	45,462
Derbyshire - ABC	-	-	-	-	(25,678)	(25,678)
Derbyshire Police – Young People	-	-	-	-	-	-
Derbyshire - DCLG	-	-	-	-	139,939	139,939
Derbyshire - VAWG	-	-	-	-	21,416	21,416
Hospital Discharge	-	(57,000)	(57,000)	-	57,000	57,000
Housing First	-	201,315	201,315	-	-	-
Ladywood Initiative	-	-	-	-	-	-
MHCLG Covid-19	-	60,076	60,076	-	-	-
New Horizon	-	41,667	41,667	-	-	-
Rapid Rehousing	-	80,659	80,659	-	-	-
SEND Grant	-	-	-	-	-	-
Sexual Health Worker	-	16,667	16,667	-	36,780	36,780
SWEP	-	83,000	83,000	-	-	-
WMCA – Complex Needs	-	23,750	23,750	-	-	-
WMCA – Lot F	-	22,000	22,000	-	-	-
WMCW - NRPF	-	34,465	34,465	-	-	-
West Midlands Police Grant – DV	-	-	-	-	(5,313)	(5313)
Total	-	**544,099**	**544,099**	-	**257,203**	**257,203**

6 Expenditure

	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Re-allocation Support and Staff Costs	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Raising Funds	-	-	-	-	-	-
Total	-	-	-	-	-	-
Unrestricted						
Other						
Trident House Shop	106,778	-	106,778	107,888	-	107,888
Total	**106,778**	-	**106,778**	**107,888**	-	**107,888**

6 Expenditure (Continued)	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Reallocation Support and Staff Costs	Total
Unrestricted	**2021**	**2021**	**2021**	**2020**	**2020**	**2020**
Charitable Activities - Services	**£**	**£**	**£**	**£**	**£**	**£**
Residential Care services	4,993,614	556,546	5,550,160	4,792,969	515,860	5,308,829
Domiciliary Care services	1,663,670	151,630	1,815,300	1,816,868	159,011	1,975,879
Mental Health services	827,855	130,133	957,988	808,420	14,336	822,756
Young People services	1,070,279	133,233	1,203,512	1,188,583	144,928	1,333,511
Older People services	105,607	11,640	117,247	1,047,213	107,023	1,154,236
Domestic Violence services	308,942	45,429	354,371	627,286	44,663	671,949
Homeless services	1,545,822	210,684	1,756,506	862,388	114,736	977,124
Learning Disability Services	386,539	37,138	423,677	362,426	33,351	395,777
Offenders	-	-	-	175,137	20,953	196,090
Housing Rental	-	-	-	388,316	40,206	428,522
PURE	399,768	49,754	449,522	348,739	52,781	401,520
Deelands	-	934	934	50,059	(159)	49,900
Adults	1,595,508	216,102	1,811,610	-	-	-
YPP	-	-	-	1,171	-	1,171
Other	-	3,716	3,716	-	5,296	5,296
Unrestricted Charitable Activities Services	**12,897,604**	**1,546,939**	**14,444,543**	**12,469,575**	**1,252,985**	**13,772,560**

6 Expenditure (Continued)

Restricted Funds	Direct Costs 2021	Re-allocation Support and Staff Costs 2021	Total 2021	Direct Costs 2020	Re-allocation Support and Staff Costs 2020	Total 2020
Grants for Charitable Activities	£	£	£	£	£	£
Big Lottery - Skills for Life	-	-	-	41,987	-	41,987
Building Better Opportunities	-	-	-	51,453	-	51,453
Children in Need	29,471	-	29,471	1,852	-	1,852
Derbyshire – ABC	386	-	386	-	-	-
Derbyshire - DCLG	-	-	-	81,417	-	81,417
Derbyshire - VAWG	137	-	137	32,613	-	32,613
Hospital Discharge	-	-	-	54,860	-	54,860
Housing First	124,738	-	124,738	-	-	-
Ladywood Initiative	4,937	-	4,937	-	-	-
MHCLG Covid-19	50,561	-	50,561	-	-	-
New Horizon	40,799	-	40,799	-	-	-
Rapid Rehousing	56,688	-	56,688	-	-	-
SEND grant	(1,616)	-	(1,616)	1,616	-	1,616
Sexual Health Worker	13,642	-	13,642	26,879	-	26,879
SWEP	68,371	-	68,371	-	-	-

6 Expenditure (Continued)

	Direct Costs	Re-allocation Support and Staff Costs	Total	Direct Costs	Re-allocation Support and Staff Costs	Total
	2021	2021	2021	2020	2020	2020
Grants for Charitable Activities	£	£	£	£	£	£
WMCA – Complex Needs	17,374	-	17,374	-	-	-
WMCA – Lot F	7,102	-	7,102	-	-	-
WMCA - NRPF	26,793	-	26,793	-	-	-
Restricted Charitable Activities	439,383	-	439,383	292,677	-	292,677
Total Expenditure	13,443,765	1,546,939	14,990,704	12,870,140	1,252,985	14,123,125

7 Support Costs

Where possible costs are coded directly against individual contracts and cost centres, however there are some costs which are either general in nature or incapable of being accurately analysed which have to be apportioned to the contracts. The basis of this allocation is a simple pro-rata based on turnover. The exception to this rule is governance where the cost apportioned relates to specific support.

	2021	2020
	£	£
Office running costs	145,064	210,864
Telephones	109,468	192,253
Photocopying	66,803	14,869
Postage, Printing, Stationery	5,767	14,065
Salaries of Central Teams	795,331	393,367
Travel for Central Teams	9,461	14,575
ICT	387,763	362,496
Marketing	4,637	6,396
Professional & Legal Fees	22,645	44,100
Total Support Costs	**1,546,939**	**1,252,985**

8 Net income is stated after charging

	2021	2020
	£	£
Depreciation	87,672	110,049
Auditors remuneration	7,900	7,600

9 Staff Costs

The average number of staff employed by Trident Reach during the year ended 31 March 2021 was 609, compared with an average of 723 for year ended 31 March 2020.

The costs of permanent staff for the period were:

	2021	2020
	£	£
Gross salaries	10,170,256	9,257,667
Employer NI	726,317	747,268
Employer Pension Contributions	209,344	213,629
Total	**11,105,917**	**10,218,564**

Trident Reach also used a substantial amount of agency labour in the year totalling £675,046. This equates to about 21 full time staff. This is compared to a total of £955,361 for the year ended 31 March 2020 which equated to 30 full time equivalents.

The aggregate of emoluments for senior management positions was £Nil (2020: £Nil), these are in respect of the staff listed on page 3.

Trustees Expenses

No Trustee claimed any expenses from Trident Reach during the period (2020: £Nil).

Trustees Remuneration

None of the Trustees have been remunerated from Trident Reach during the period (2020: £Nil).

Higher Paid Staff

Trident Reach had one employee whose emoluments fell into the £70,000 to £80,000 per annum band (2020: one employee in the £60,000 to £70,000 per annum band). The total amount recharged from Trident Housing Association Limited for the year ended 31 March 2020 was £123,388 (2020: £59,014).

10 Fixed Assets

	Office Furniture	Computers & Software	Furnishings	Motor Vehicles	Shop Fittings	Leasehold Renovations	Total
	£	£	£	£	£	£	£
Costs							
At 1st April 2020	39,984	526,255	330,840	123,321	7,102	166,178	**1,193,680**
Additions	6,376	12,006	12,502	605	-	4,707	**36,196**
Disposals	-	-	(8,512)	-	-	(3,083)	**(11,595)**
As at 31 March 2021	**46,360**	**538,261**	**334,830**	**123,926**	**7,102**	**167,802**	**1,218,281**
Depreciation							
At 1st April 2020	34,353	259,228	260,645	123,321	7,102	153,141	**837,790**
Charge for the Year	2,200	62,332	19,945	-	-	3,195	**87,672**
Disposals	-	-	(3,194)	-	-	(719)	**(3,913)**
As at 31 March 2021	**36,553**	**321,560**	**277,396**	**123,321**	**7,102**	**155,617**	**921,549**
Net book Value							
At 31 March 2021	**9,807**	**216,701**	**57,434**	**605**	**-**	**12,185**	**296,732**
As at 31 March 2020	5,631	267,027	70,195	-	-	13,037	355,890

11 Stocks

There was a stock of goods for resale of £7,177 held at Trident House shop on 31st March 2021 (2020: £9,621).

12 Debtors

	2021	2020
	£	£
Trade Debtors	885,816	810,538
Prepayments and accrued income	941,063	1,109,649
Amounts due from group undertakings	-	114,552
Total	**1,826,879**	**2,034,739**

All amounts shown under debtors fall due within one year.

13 Creditors

	2021	2020
	£	£
Trade Creditors	217,198	415,033
Accruals and deferred income	317,223	369,505
Tax and Social Security	190,495	206,386
Other creditors	76,050	50,096
Amounts due to group undertakings	28,090	-
Total	**829,056**	**1,041,020**

14 Parent Undertaking

The charitable company is a subsidiary undertaking of Trident Housing Association Limited, a Registered Social Landlord with charitable objectives. The consolidated accounts of the Registered Social Landlord are available to the public and may be obtained from Trident Housing Association Limited, 12 Fairlie House, Trident Close, Erdington, Birmingham, B23 5TB.

15 Transactions with Related Parties

There are no related party transactions other than those with other companies within the Trident Housing Association Limited Group.

The charitable company is a wholly owned subsidiary of Trident Housing Association Limited and has taken advantage of the exemption conferred by section 33 of FRS 102 'Related party disclosures' not to disclose transactions with Trident Housing Association Limited or other wholly owned subsidiaries within the group.

16 Unrestricted Funds

	B/Fwd £	Income £	Expenditure £	C/Fwd £
Unrestricted Funds – 2021	1,858,722	14,495,227	14,551,321	1,802,628
Unrestricted Funds – 2020	1,819,737	13,869,433	13,830,448	1,858,722

17 Restricted Funds

		B/Fwd £	Income £	Expenditure £	C/Fwd £
Big Lottery – Skills Hub	Facilitating access to Employment, Education and Training Opportunities to Homeless Adults	76,238	-	-	76,238
BBO	Building Better Opportunities	25,314	-	-	25,314
Children in Need	Domestic Violence	70,313	37,500	29,471	78,342
Derbyshire Police	Prevention and Early Intervention Programme for Young People	12,495	-	-	12,495

17 Restricted Funds (continued)

		B/Fwd £	Income £	Expenditure £	C/Fwd £
Derbyshire – DLCG	Domestic Violence	100,141	-	386	99,755
Derbyshire – VAWG	Women & Girls Safe	4,994	-	137	4,857
Hospital Discharge Pathways Service	Hospital Discharge Programme for Homeless Adults with Multiple and Complex Needs	67,449	(57,000)	-	10,449
Housing First	Support and accommodation for people with substance abuse	-	201,315	124,738	76,577
Ladywood Initiative	Community projects	24,000	-	4,937	19,063
MHCLG Covid-19	Personal protection and other equipment required for Covid-19	-	60,076	50,561	9,515
New Horizon	Domestic abuse	-	41,667	40,799	868
Rapid Rehousing	Support and accommodation for people with substance abuse	-	80,659	56,688	23,971
SEND Grant	Special Educational Needs and Disabilities	(1,616)	-	(1,616)	-
Sexual Health Worker	Employee to provide sexual health advice	46,189	16,667	13,642	49,214
SWEP	Severe weather emergency accommodation and support	-	83,000	68,371	14,629

17	Restricted Funds (continued)		B/Fwd	Income	Expenditure	C/Fwd
			£	£	£	£
	WMCA – Complex Needs	Night support for people with complex needs	-	23,750	17,374	6,376
	WMCA – Lot F	Outreach for rough sleepers	-	22,000	7,102	14,898
	WMCA – NRPF	Support and accommodation for people with no recourse to public funding	-	34,465	26,793	7,672
	West Midlands Police Grant	Domestic violence	2,194	-	-	2,194
	Total Restricted Funds movements 2021		427,711	544,099	439,383	532,427
	Total Restricted Funds movements 2020		463,185	257,203	292,677	427,711

18	Analysis of Assets	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Unrestricted 2020 £	Restricted 2020 £	Total 2020 £
	Fixed Assets	296,732	-	296,732	355,890	-	355,890
	Net Current Assets	1,505,896	532,427	2,038,323	1,502,832	427,711	1,930,543
	Total	**1,802,628**	**532,427**	**2,335,055**	**1,858,722**	**427,711**	**2,286,433**

19 Pensions

There is a pension creditor at 31 March 2021 which represents employees and employers' contributions for the month of March. £4,770 will be paid into the Scottish Life pension scheme (March 2020: £3,708) and £35,192 will be paid to the Peoples pension scheme (March 2020: £34,450) during April 2021.