POLICE FIREARMS OFFICERS ASSOCIATION LTD

England & Wales · Charity number 1139247

Details

Other names	POLICE FIREARMS OFFICERS ASSOCN LTD, PFOA
Status	Registered
Legal form	Charitable company
Company number	07295737
Registered	2010-12-01
Register	View on the Charity Commission register

Contact

Address	Unit 19/20 South Fens Business Centre Fenton Way Chatteris Cambridgeshire PE16 6TT
Phone	01354 697890
Email	info@pfoa.co.uk
Website	www.pfoa.co.uk

Activities

Objects: (A) TO PROMOTE FOR THE PUBLIC BENEFIT THE EFFICIENCY OF THE POLICE, IN PARTICULAR THE POLICE FIREARMS SERVICES;(B) TO RELIEVE THE NEEDS OF POLICE FIREARMS OFFICERS AND ALL OTHER OFFICERS INVOLVED IN FIREARMS OPERATIONS IN THE UNITED KINGDOM, AND THE FAMILIES AND DEPENDENTS OF SUCH OFFICERS BY PROVIDING FINANCIAL ASSISTANCE AND SUPPORT.

Activities: The principal activity of the company is that of running a charitable association, the object of which is to promote for the public benefit the efficiency of the police, in particular the police firearms services and to relieve the needs of police firearms officers and all others involved in firearms operations in the United Kingdom, and the families and dependants of such officers, by providing f

Classification

- **How:** Makes Grants To Individuals, Provides Other Finance
- **What:** Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** NATIONAL.
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£725,482	£731,205	£242,294	5
2024-06-30	£681,104	£675,799	£248,017	5
2023-06-30	£617,016	£692,841	£242,712	6
2022-06-30	£599,148	£686,073	£318,537	7
2021-06-30	£513,700	£493,325	£405,462	6

Trustees

Name	Role	Appointed
Angelo Deponeo		2022-01-18
Claire Batt		2022-01-18
David James Moon		2025-10-02
James Roger		2015-02-09
Kayleigh Anne Whittock		2025-10-02
Keisha Shokunbi		2026-03-02

Accounts

Charity registration number 1139247 (England and Wales)

Company registration number 07295737

POLICE FIREARMS OFFICERS ASSOCIATION LTD

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

POLICE FIREARMS OFFICERS ASSOCIATION LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Angelo Deponeo James Roger Claire Batt	
Senior management	Mark Williams	Chief Executive Officer
Charity number (England and Wales)	1139247	
Company number	07295737	
Registered office	The Station House 15 Station Road St Ives Cambridgeshire PE27 5BH	
Independent examiner	Thomas Quinn 15 Station Road St Ives Cambridgeshire PE27 5BH	

POLICE FIREARMS OFFICERS ASSOCIATION LTD

CONTENTS

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice. Under company law the directors 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 company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the Trustees to present a strategic report.

Achievements and performance

Significant activities and achievements against objectives

The last financial year has seen the PFOA performing at an unprecedented level. Demand for welfare support within armed policing continues to grow and particularly in areas such as injuries on duty, illness and affects relating to prolonged investigations. Our members are exposed to high levels of violence on a daily basis around the UK and Channel Islands. Whilst they are well trained and well equipped, they are still dealing with the most violent and determined individuals, and when called upon have to make life changing decisions which can have life changing consequences. Their professionalism, discipline and self-motivation never ceases to amaze us and all within the PFOA Team are humbled and proud to be able to assist them and their families.

Our Team at Chatteris HQ are also exposed to the effects on our members. There are not many days that pass where we have contact with officers and their families who are enduring significant impacts on their lives. Of course, families don’t sign up to our members work but are impacted by events. That is why our support extends to family members. We need our firearms officers to be fit and able to work, and when they do find themselves injured, ill or with other personal problems that restrict them from working we want to get them back whilst supporting their families as well.

The PFOA is not a savings scheme, we will not shy away in supporting members and very rarely turn down any request for support. Our financial position is strong, and whilst we will continue to spend money where it is required, we are conscious that this has to be done with a view of ensuring there are always funds available for members when they need it. Like all companies, we have been hit hard with employers National Insurance contributions and the costs in energy bills, stationary, stamps and travel costs. We continue to meet these increased costs and try to save wherever we can. We have seen a significant increase in requests for physiotherapy and counselling. As such we have had to tweak the criteria for physiotherapy, and restrict it to injuries on duty and following surgery.

Financial review

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month’s expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity’s current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Structure, governance and management

The Charity is a company limited by guarantee.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

David Keen	(Resigned 25 March 2025)
Angelo Deponeo	
Carol-Anne Jackson	(Resigned 10 October 2024)
James Roger	
Claire Batt	

Recruitment and appointment of trustees

Trustees can serve a fixed term of five years. This has been in place since January 2022. If Trustees for any reason may not be able to fulfil their role they may resign. If this is the case a process of discussion between the other Trustees in conjunction with the CEO will take place to appoint a replacement.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The PFOA currently has four Trustees [2024: six]. The Trustees meet four times per year including the annual general meeting. During the Trustee meetings the CEO will give an overview of how the Charity is operating, including staffing and finances. The Charity's primary goal is to provide support to members and their families so there is much discussion around services provided and what else we can do to assist.

The charity's operations are led by Mark Williams, Chief Executive who reports directly to the board on a frequent basis.

The Trustees' report, including the strategic report, was approved by the Board of Trustees.

....

Date: 22nd Apr 2026 ....

POLICE FIREARMS OFFICERS ASSOCIATION LTD

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF POLICE FIREARMS OFFICERS ASSOCIATION LTD

I report to the Trustees on my examination of the financial statements of Police Firearms Officers Association Ltd (the Charity) for the year ended 30 June 2025.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Thomas Quinn
15 Station Road
St Ives
Cambridgeshire
PE27 5BH
Date: ....

POLICE FIREARMS OFFICERS ASSOCIATION LTD

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	652,139	-	652,139	583,020	-	583,020
Charitable activities							-
Gift Aid	4	67,642	-	67,642	80,475	-	80,475
Other trading activities	5	402	-	402	12,744	-	12,744
Investments	6	5,299	-	5,299	4,865	-	4,865
Total income		725,482	-	725,482	681,104	-	681,104
Expenditure on:							
Raising funds	7	20,370	-	20,370	32,396	-	32,396
Charitable activities							
Provide Assistances	8	711,077	-	711,077	627,957	-	627,957
Other expenditure		(242)	-	(242)	15,446	-	15,446
Total expenditure		731,205	-	731,205	675,799	-	675,799
Net income/(expenditure) and movement in funds		(5,723)	-	(5,723)	5,305	-	5,305
Reconciliation of funds:							
Fund balances at 1 July 2024		232,233	15,784	248,017	226,928	15,784	242,712
Fund balances at 30 June 2025		226,510	15,784	242,294	232,233	15,784	248,017

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

POLICE FIREARMS OFFICERS ASSOCIATION LTD

BALANCE SHEET

AS AT 30 JUNE 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**14**		43,139		67,956
Current assets					
Stocks	**15**	3,000		9,063	
Debtors	**16**	39,046		45,354	
Cash at bank and in hand		253,586		247,937	
		295,632		302,354	
Creditors: amounts falling due within one year	**18**	(75,451)		(98,635)	
Net current assets			220,181		203,719
Total assets less current liabilities			263,320		271,675
Creditors: amounts falling due after more than one year	**19**		(21,026)		(23,658)
Net assets			242,294		248,017
The funds of the Charity					
Restricted income funds	**22**		15,784		15,784
Unrestricted funds	**23**		226,510		232,233
			242,294		248,017

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 June 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on ....

....
Angelo Deponeo

Company registration number 07295737 (England and Wales)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**26**		(8,699)		19,923
Investing activities					
Purchase of tangible fixed assets		(1,869)		(16,808)	
Proceeds from disposal of tangible fixed assets		12,870		-	
Investment income received		5,299		4,865	
Net cash generated from/(used in) investing activities			16,300		(11,943)
Financing activities					
Payment of finance leases obligations		(1,952)		(382)	
Net cash used in financing activities			(1,952)		(382)
Net increase in cash and cash equivalents			5,649		7,598
Cash and cash equivalents at beginning of year			247,937		240,339
Cash and cash equivalents at end of year			253,586		247,937

1 Accounting policies

Charity information

Police Firearms Officers Association Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Station House, 15 Station Road, St Ives, Cambridgeshire, PE27 5BH.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The Charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% Reducing Balance
Computers	25% Reducing Balance
Motor vehicles	25% Reducing Balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies **(Continued)**

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity’s contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount 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 differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	473,069	397,592
Membership fees	179,070	185,428
	652,139	583,020
Donations and gifts		
Regular Donations	407,978	369,336
Services Income (EAP/PPP)	3,000	2,950
General Donations	62,091	24,006
Sponsorships	-	1,300
	473,069	397,592

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Gift Aid		
Gift Aid	67,642	80,475

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Shop income	402	12,744

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	5,299	4,865

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Staging fundraising events	8,008	19,001
Advertising	4,996	9,098
	13,004	28,099
Trading costs		
Other trading activities	7,366	4,297
Total costs	20,370	32,396

8 Expenditure on charitable activities

	Provide Assistances 2025 £	Provide Assistances 2024 £
Direct costs		
Staff costs	190,418	191,438
Assistances - Treatments	175,538	168,710
Assistances - Welfare Days	38,332	43,253
Assistances - Other Services	103,066	73,975
PPP Telephone Costs	31,840	17,930
	539,194	495,306
Share of support and governance costs (see note 9)		
Support	129,215	105,918
Governance	42,668	26,733
	711,077	627,957
Analysis by fund		
Unrestricted funds	711,077	627,957

9 Support costs allocated to activities

	2025 £	2024 £
Depreciation	14,058	12,880
Sundry	591	834
Staff Costs	24,525	1,601
Computer Systems	9,659	9,920
Telephone Systems	15,122	22,621
Printing, Postage, Stationery	10,865	4,238
Museum Expenditure	-	312
Travel & Transport	27,026	14,058
Rent, Rates, Utilities	26,728	32,397
Sponsorships	640	500
Repairs & Maintenance	-	6,557
Governance costs	42,669	26,733
	171,883	132,651
Analysed between:		
Provide Assistances	171,883	132,651

10 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	-	2,310
Depreciation of owned tangible fixed assets	14,058	12,880
(Profit)/loss on disposal of tangible fixed assets	(242)	15,446

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	5	6

Employment costs	2025 £	2024 £
Wages and salaries	177,703	172,488
Social security costs	9,515	14,851
Other pension costs	3,200	4,099
	190,418	191,438

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
	1	-

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 July 2024	22,302	25,294	52,562	100,158
Additions	-	1,869	-	1,869
Disposals	-	-	(17,570)	(17,570)
At 30 June 2025	22,302	27,163	34,992	84,457
Depreciation and impairment				
At 1 July 2024	9,090	16,421	6,691	32,202
Depreciation charged in the year	3,303	2,445	8,310	14,058
Eliminated in respect of disposals	-	-	(4,942)	(4,942)
At 30 June 2025	12,393	18,866	10,059	41,318
Carrying amount				
At 30 June 2025	9,909	8,297	24,933	43,139
At 30 June 2024	13,212	8,873	45,871	67,956

15 Stocks

	2025	2024
	£	£
Merchandise	3,000	9,063

16 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	6,750	10,046
Other debtors	2,300	-
Prepayments and accrued income	29,996	35,308
	39,046	45,354

17 Finance lease obligations

Hire Purchase agreement in place from March 2024 for a motor vehicle purchased by the Charity. Terms of which are 48 months ending March 2028.

18 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Obligations under finance leases	**17**	2,632	1,952
Other taxation and social security		3,452	3,269
Deferred income	**20**	63,695	88,293
Trade creditors		899	550
Other creditors		571	782
Accruals		4,202	3,789
		75,451	98,635

19 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Obligations under finance leases	**17**	21,026	23,658

20 Deferred income

	2025 £	2024 £
Arising from Block Memberships	63,695	88,293

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	63,695	88,293
Movements in the year:		
Deferred income at 1 July 2024	88,293	104,643
Released from previous periods	(88,293)	(63,495)
Resources deferred in the year	63,695	47,145
Deferred income at 30 June 2025	63,695	88,293

21 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	3,200	4,099

21 Retirement benefit schemes (Continued)

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

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 July 2024	At 30 June 2025
	£	£
	15,784	15,784

Previous year:	At 1 July 2023	At 30 June 2024
	£	£
	15,784	15,784

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 July 2024	Incoming resources	Resources expended	At 30 June 2025
	£	£	£	£
General funds	232,233	725,482	(731,205)	226,510

Previous year:	At 1 July 2023	Incoming resources	Resources expended	At 30 June 2024
	£	£	£	£
General funds	226,928	681,104	(675,799)	232,233

24 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 30 June 2025:			
Tangible assets	43,139	-	43,139
Current assets/(liabilities)	204,397	15,784	220,181
Long term liabilities	(21,026)	-	(21,026)
	226,510	15,784	242,294

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 June 2024:			
Tangible assets	67,956	-	67,956
Current assets/(liabilities)	187,935	15,784	203,719
Long term liabilities	(23,658)	-	(23,658)
	232,233	15,784	248,017

25 Related party transactions

PFOA Training Services Ltd - M Williams, CEO, is one of three directors and shareholders of PFOA Training Services Ltd.

PFOA Welfare Services Ltd - M Williams, CEO, is a director and shareholder of PFOA Welfare Services Ltd. During the year PFOA Welfare Services Ltd charged the charity £31,840 for the support phone line service, which provides assistance to the charity's members, and additional admin costs.

26 Cash (absorbed by)/generated from operations

	2025	2024
	£	£
(Deficit)/surplus for the year	(5,723)	5,305
Adjustments for:		
Investment income recognised in statement of financial activities	(5,299)	(4,865)
(Gain)/loss on disposal of tangible fixed assets	(242)	15,446
Depreciation and impairment of tangible fixed assets	14,058	12,880
Movements in working capital:		
Decrease in stocks	6,063	1,949
Decrease in debtors	6,308	7,116
Increase/(decrease) in creditors	734	(1,558)
(Decrease) in deferred income	(24,598)	(16,350)
Cash (absorbed by)/generated from operations	(8,699)	19,923

27 Analysis of changes in net funds

	At 1 July 2024	Cash flows	At 30 June 2025
	£	£	£
Cash at bank and in hand	247,937	5,649	253,586
Obligations under finance leases	(25,610)	1,952	(23,658)
	222,327	7,601	229,928

POLICE FIREARMS OFFICERS ASSOCIATION LTD

England & Wales - Charity number 1139247

Accounts

Charity registration number 1139247

Company registration number 07295737 (England and Wales)

POLICE FIREARMS OFFICERS ASSOCIATION LTD

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

POLICE FIREARMS OFFICERS ASSOCIATION LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	David Keen Angelo Deponeo Carol-Anne Jackson James Roger Claire Batt	
Senior management	Mark Williams	Chief Executive Officer
Charity number	1139247	
Company number	07295737	
Registered office	The Station House 15 Station Road St Ives Cambridgeshire PE27 5BH	
Independent examiner	Thomas Quinn 15 Station Road St Ives Cambridgeshire PE27 5BH	

POLICE FIREARMS OFFICERS ASSOCIATION LTD

CONTENTS

POLICE FIREARMS OFFICERS ASSOCIATION LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 30 JUNE 2024

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice. Under company law the directors 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 company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "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).

Objectives and activities

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the Trustees to present a strategic report.

Achievements and performance

Significant activities and achievements against objectives

The past year has seen us deliver huge amounts of support to our members and their families. We have strived to deliver this support promptly and confidentially (quite rightly sometimes we must engage and work with forces) Our members deserve the best and we will ensure everything is done to keep them at work or return them if they are off.

Key elements of the support we deliver (past 12 months)

Counselling - 414 members including 39 family members.

NLP Coaching, Acupuncture, HBOT - 190 members.

Physiotherapy – 170 members.

Hampers, childcare, financial assistance, welfare breaks, 303 members.

Other including meetings, vouchers, awards, force family days, cleaners.

Incoming calls for support 255

Outgoing support calls 1743

In addition, we take a view on any request for support. We have provided substantial support to Key Police Witnesses, those that have been affected by incidents at work. We have several members who have and continue to be subjected to lengthy investigations, many still with no end in sight.

We are working with the NPCC Armed Policing Lead and forces where we can ensure officers and their families are being afforded the correct support.

We continue to produce our in-house magazine Top Cover. Our website had a makeover during the year and continues to receive thousands of views.

Our 24/7 Phone support line which incorporates a 24/7 GP line has been used by members and their families. Albeit the take up for the GP line is small and calls in requesting in the moment support are low, we need to have these services, particularly the in-moment support service.

This past year has seen the introduction of a monthly newsletter. This is sent to our force co-ordinators and is read by thousands of members. This is a great way to communicate and pass valuable information on support and services available via our HQ.

Our strength has and always will be our ability to deliver support quickly. It is crucial our members are not delayed as this can result in increasing mental health problems and physical injuries becoming worse. We can get a member into counselling within a few days, and NLP Coaching usually within hours. Physiotherapy has increased over the past 12 months, and we are seeing members getting treatment usually within a week. To achieve this takes a dedicated and efficient team. My thanks go to Mick, Cheryl, Hannah and Rachel at our HQ and to Sarah and Helen who work remotely. There is an awful lot of our work that goes unreported because of the sensitivity around the identity of members we are assisting and the incredible work they do protecting society.

Mark Williams
CEO

Financial review

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Structure, governance and management

The Charity is a company limited by guarantee .... .

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

David Keen
Angelo Deponeo
Carol-Anne Jackson
James Roger
Claire Batt

Recruitment and appointment of trustees

Trustees can serve a fixed term of five years. This has been in place since January 2022. If Trustees for any reason may not be able to fulfil their role they may resign. If this is the case a process of discussion between the other Trustees in conjunction with the CEO will take place to appoint a replacement.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Organisational structure

The PFOA currently has six Trustees [2023: six]. The Trustees meet four times per year including the annual general meeting. During the Trustee meetings the CEO will give an overview of how the Charity is operating, including staffing and finances. The Charity's primary goal is to provide support to members and their families so there is much discussion around services provided and what else we can do to assist.

The charity's operations are led by Mark Williams, Chief Executive who reports directly to the board on a frequent basis.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

The Trustees' report, including the strategic report, was approved by the Board of Trustees.

.... D Keen Treasurer

Date: 10th October 2024

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF POLICE FIREARMS OFFICERS ASSOCIATION LTD

I report to the Trustees on my examination of the financial statements of Police Firearms Officers Association Ltd (the Charity) for the year ended 30 June 2024.

Responsibilities and basis of report
As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement
Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Thomas Quinn

15 Station Road
St Ives
Cambridgeshire
PE27 5BH

Dated: ....

POLICE FIREARMS OFFICERS ASSOCIATION LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	**3**	583,020	-	583,020	570,859	-	570,859
Charitable activities							-
Gift Aid	**4**	80,475	-	80,475	33,229	-	33,229
Other trading activities	**5**	12,744	-	12,744	11,455	-	11,455
Investments	**6**	4,865	-	4,865	1,473	-	1,473
Total income		681,104	-	681,104	617,016	-	617,016
Expenditure on:							
Raising funds	**7**	32,396	-	32,396	35,229	-	35,229
Charitable activities							
Provide Assistances	**8**	627,957	-	627,957	652,855	-	652,855
Other expenditure		15,446	-	15,446	4,757	-	4,757
Total expenditure		675,799	-	675,799	692,841	-	692,841
Net income/(expenditure) and movement in funds		5,305	-	5,305	(75,825)	-	(75,825)
Reconciliation of funds:							
Fund balances at 1 July 2023		226,928	15,784	242,712	302,753	15,784	318,537
Fund balances at 30 June 2024		232,233	15,784	248,017	226,928	15,784	242,712

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

POLICE FIREARMS OFFICERS ASSOCIATION LTD

BALANCE SHEET

AS AT 30 JUNE 2024

		2024		2023	
	Notes	**£**	**£**	**£**	**£**
Fixed assets					
Tangible assets	**14**		67,956		53,482
Current assets					
Stocks	**15**	9,063		11,012	
Debtors	**16**	45,354		52,470	
Cash at bank and in hand		247,937		240,339	
		302,354		303,821	
Creditors: amounts falling due within one year	**18**	(98,635)		(114,591)	
Net current assets			203,719		189,230
Total assets less current liabilities			271,675		242,712
Creditors: amounts falling due after more than one year	**19**		(23,658)		-
Net assets			248,017		242,712
The funds of the Charity					
Restricted income funds	**22**		15,784		15,784
Unrestricted funds	**23**		232,233		226,928
			248,017		242,712

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 June 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 10th October 2024

.... D Keen Treasurer

[redacted]

Company registration number 07295737 (England and Wales)

POLICE FIREARMS OFFICERS ASSOCIATION LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	**26**		19,923		22,483
Investing activities					
Purchase of tangible fixed assets		(16,808)		(73,310)	
Proceeds from disposal of tangible fixed assets		-		30,000	
Investment income received		4,865		1,473	
Net cash used in investing activities			(11,943)		(41,837)
Financing activities					
Payment of finance leases obligations		(382)		-	
Net cash used in financing activities			(382)		-
Net increase/(decrease) in cash and cash equivalents			7,598		(19,354)
Cash and cash equivalents at beginning of year			240,339		259,693
Cash and cash equivalents at end of year			247,937		240,339

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies

Charity information

Police Firearms Officers Association Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Station House, 15 Station Road, St Ives, Cambridgeshire, PE27 5BH.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "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 Charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	15% Reducing Balance
Fixtures and fittings	25% Reducing Balance
Computers	25% Reducing Balance
Motor vehicles	25% Reducing Balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies **(Continued)**

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount 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 differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	397,592	418,305
Membership fees	185,428	152,554
	583,020	570,859
Donations and gifts		
Regular Donations	369,336	310,477
Services Income (EAP/PPP)	2,950	81,602
General Donations	24,006	15,322
Sponsorships	1,300	10,904
	397,592	418,305

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Gift Aid		
Gift Aid	80,475	33,229

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Shop income	12,744	11,455

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	4,865	1,473

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Staging fundraising events	19,001	17,039
Advertising	9,098	12,840
	28,099	29,879
Trading costs		
Other trading activities	4,297	5,350
Total costs	32,396	35,229

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

8 Expenditure on charitable activities

	Provide Assistances 2024 £	Provide Assistances 2023 £
Direct costs		
Staff costs	191,438	192,596
Assistances - Treatments	168,710	216,182
Assistances - Welfare Days	43,253	30,253
Assistances - Other Services	73,975	42,446
PPP Telephone Costs	17,930	31,937
	495,306	513,414
Share of support and governance costs (see note 9)		
Support	105,918	98,919
Governance	26,733	40,522
	627,957	652,855
Analysis by fund		
Unrestricted funds	627,957	652,855

9 Support costs allocated to activities

	2024 £	2023 £
Depreciation	12,880	14,652
Sundry	834	600
Staff Costs	1,601	14,382
Computer Systems	9,920	12,815
Telephone Systems	22,621	14,464
Printing, Postage, Stationery	4,238	7,678
Museum Expenditure	312	318
Travel & Transport	14,058	13,478
Rent, Rates, Utilities	32,397	17,444
Sponsorships	500	1,807
Repairs & Maintenance	6,557	1,281
Governance costs	26,733	40,522
	132,651	139,441
Analysed between:		
Provide Assistances	132,651	139,441

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,310	3,318
Depreciation of owned tangible fixed assets	12,880	14,652
Loss on disposal of tangible fixed assets	15,446	4,757

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

12 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	6	6

Employment costs	2024	2023
	£	£
Wages and salaries	172,488	173,036
Social security costs	14,851	16,148
Other pension costs	4,099	3,412
	191,438	192,596

There were no employees whose annual remuneration was more than £60,000.

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

14 Tangible fixed assets

	Leasehold improvements	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 July 2023	64,585	19,299	25,702	17,570	127,156
Additions	-	4,360	3,448	34,992	42,800
Disposals	(64,585)	(1,357)	(3,856)	-	(69,798)
At 30 June 2024	-	22,302	25,294	52,562	100,158
Depreciation and impairment					
At 1 July 2023	48,741	6,996	17,205	732	73,674
Depreciation charged in the year	1,584	3,034	2,303	5,959	12,880
Eliminated in respect of disposals	(50,325)	(940)	(3,087)	-	(54,352)
At 30 June 2024	-	9,090	16,421	6,691	32,202
Carrying amount					
At 30 June 2024	-	13,212	8,873	45,871	67,956
At 30 June 2023	15,844	12,303	8,497	16,838	53,482

15 Stocks

	2024	2023
	£	£
Merchandise	9,063	11,012

16 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	10,046	9,999
Prepayments and accrued income	35,308	42,471
	45,354	52,470

17 Finance lease obligations

Hire Purchase agreement in place from March 2024 for a motor vehicle purchased by the Charity. Terms of which are 48 months ending March 2028.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

18 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Obligations under finance leases	17	1,952	-
Other taxation and social security		3,269	3,458
Deferred income	20	88,293	104,643
Trade creditors		550	250
Other creditors		782	1,605
Accruals		3,789	4,635
		98,635	114,591

19 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Obligations under finance leases	17	23,658	-

20 Deferred income

	2024 £	2023 £
Arising from Block Memberships	88,293	104,643

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	88,293	104,643
Movements in the year:		
Deferred income at 1 July 2023	104,643	13,417
Released from previous periods	(63,495)	(13,417)
Resources deferred in the year	47,145	104,643
Deferred income at 30 June 2024	88,293	104,643

21 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	4,099	3,412

21 Retirement benefit schemes (Continued)

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

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 July 2023	At 30 June 2024
	£	£
	15,784	15,784

Previous year:	At 1 July 2022	At 30 June 2023
	£	£
	15,784	15,784

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 July 2023	Incoming resources	Resources expended	At 30 June 2024
	£	£	£	£
General funds	226,928	681,104	(675,799)	232,233

Previous year:	At 1 July 2022	Incoming resources	Resources expended	At 30 June 2023
	£	£	£	£
General funds	302,753	617,016	(692,841)	226,928

24 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 June 2024:			
Tangible assets	67,956	-	67,956
Current assets/(liabilities)	187,935	15,784	203,719
Long term liabilities	(23,658)	-	(23,658)
	232,233	15,784	248,017

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 30 June 2023:			
Tangible assets	53,482	-	53,482
Current assets/(liabilities)	173,446	15,784	189,230
	226,928	15,784	242,712

25 Related party transactions

PFOA Training Services Ltd - M Williams, CEO, is one of three directors and shareholders of PFOA Training Services Ltd.

PFOA Welfare Services Ltd - M Williams, CEO, is a director and shareholder of PFOA Welfare Services Ltd. During the year PFOA Welfare Services Ltd charged the charity £17,930 for the support phone line service which provides assistance to the charity's members, prior to its move to a new system.

PFOA Museum Ltd - M Williams, CEO, is the sole director and shareholder of PFOA Museum Ltd. The charity paid £312 in expenses on behalf of PFOA Museum Ltd which remains a dormant company.

26 Cash generated from operations

	2024	2023
	£	£
Surplus/(deficit) for the year	5,305	(75,825)
Adjustments for:		
Investment income recognised in statement of financial activities	(4,865)	(1,473)
Loss on disposal of tangible fixed assets	15,446	4,757
Depreciation and impairment of tangible fixed assets	12,880	14,652
Movements in working capital:		
Decrease/(increase) in stocks	1,949	(11,012)
Decrease/(increase) in debtors	7,116	(1,053)
(Decrease)/increase in creditors	(1,558)	1,211
(Decrease)/increase in deferred income	(16,350)	91,226
Cash generated from operations	19,923	22,483

27 Analysis of changes in net funds

	At 1 July 2023	Cash flows	New finance leases	At 30 June 2024
	£	£	£	£
Cash at bank and in hand	240,339	7,598	-	247,937
Obligations under finance leases	-	382	(25,992)	(25,610)
	240,339	7,980	(25,992)	222,327

POLICE FIREARMS OFFICERS ASSOCIATION LTD

England & Wales - Charity number 1139247

Accounts

Draft Financial Statements at 04 January 2024 at 08:31:30

Charity registration number 1139247

Company registration number 07295737 (England and Wales)

POLICE FIREARMS OFFICERS ASSOCIATION LTD

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

POLICE FIREARMS OFFICERS ASSOCIATION LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	David Keen Angelo Deponeo Carol-Anne Jackson James Roger Claire Batt Steven Hartshorn	
Senior management	Mark Williams	Chief Executive Officer
Charity number	1139247	
Company number	07295737	
Registered office	The Station House 15 Station Road St Ives Cambridgeshire PE27 5BH	
Independent examiner	Thomas Quinn 15 Station Road St Ives Cambridgeshire PE27 5BH	

POLICE FIREARMS OFFICERS ASSOCIATION LTD

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POLICE FIREARMS OFFICERS ASSOCIATION LTD

REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 30 JUNE 2023

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice. Under company law the directors 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 company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "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).

Objectives and activities

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the Trustees to present a strategic report.

Achievements and performance

Significant activities and achievements against objectives

Financial review

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Structure, governance and management

The Charity is a company limited by guarantee .... .

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:
David Keen
Angelo Deponeo
Carol-Anne Jackson
James Roger
Claire Batt
Steven Hartshorn

Recruitment and appointment of trustees
Trustees can serve a fixed term of five years. This has been in place since January 2022. If Trustees for any reason may not be able to fulfil their role they may resign. If this is the case a process of discussion between the other Trustees in conjunction with the CEO will take place to appoint a replacement.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Organisational structure
The PFOA currently has six Trustees [2022: seven]. The Trustees meet four times per year including the annual general meeting. During the Trustee meetings the CEO will give an overview of how the Charity is operating, including staffing and finances. The Charity's primary goal is to provide support to members and their families so there is much discussion around services provided and what else we can do to assist.

The charity's operations are led by Mark Williams, Chief Executive who reports directly to the board on a frequent basis.

The report, including the strategic report, was approved by the Board of Trustees.

....

Date: ....

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF POLICE FIREARMS OFFICERS ASSOCIATION LTD

I report to the Trustees on my examination of the financial statements of Police Firearms Officers Association Ltd (the Charity) for the year ended 30 June 2023.

Responsibilities and basis of report
As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity’s financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement
Since the Charity’s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Thomas Quinn

15 Station Road
St Ives
Cambridgeshire
PE27 5BH

Dated: ....

POLICE FIREARMS OFFICERS ASSOCIATION LTD

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	570,859	-	570,859	529,423	-	529,423
Charitable activities							-
Gift Aid	4	33,229	-	33,229	68,788	-	68,788
Other trading activities	5	11,455	-	11,455	858	-	858
Investments	6	1,473	-	1,473	79	-	79
Total income		617,016	-	617,016	599,148	-	599,148
Expenditure on:							
Raising funds	7	35,229	-	35,229	30,173	-	30,173
Charitable activities							
Provide Assistances	8	652,855	-	652,855	655,900	-	655,900
Other expenditure		4,757	-	4,757	-	-	-
Total expenditure		692,841	-	692,841	686,073	-	686,073
Net expenditure and movement in funds		(75,825)	-	(75,825)	(86,925)	-	(86,925)
Reconciliation of funds:							
Fund balances at 1 July 2022		302,753	15,784	318,537	389,678	15,784	405,462
Fund balances at 30 June 2023		226,928	15,784	242,712	302,753	15,784	318,537

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

BALANCE SHEET

AS AT 30 JUNE 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**13**		53,482		29,581
Current assets					
Stocks	**14**	11,012		-	
Debtors	**15**	52,470		51,417	
Cash at bank and in hand		240,339		259,693	
		303,821		311,110	
Creditors: amounts falling due within one year	**16**	114,591		22,154	
Net current assets			189,230		288,956
Total assets less current liabilities			242,712		318,537
The funds of the Charity					
Restricted income funds	**19**		15,784		15,784
Unrestricted funds			226,928		302,753
			242,712		318,537

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 June 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on ....

....

Trustee

Company registration number 07295737 (England and Wales)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**23**		22,483		(83,263)
Investing activities					
Purchase of tangible fixed assets		(73,310)		(1,056)	
Proceeds from disposal of tangible fixed assets		30,000		-	
Investment income received		1,473		79	
Net cash used in investing activities			(41,837)		(977)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(19,354)		(84,240)
Cash and cash equivalents at beginning of year			259,693		343,933
Cash and cash equivalents at end of year			240,339		259,693

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies

Charity information

Police Firearms Officers Association Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Station House, 15 Station Road, St Ives, Cambridgeshire, PE27 5BH.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "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 Charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies (Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	15% Reducing Balance
Fixtures and fittings	25% Reducing Balance
Computers	25% Reducing Balance
Motor vehicles	25% Reducing Balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies **(Continued)**

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity’s contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount 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 differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	418,305	91,152
Government Grants	-	88
Force Block Memberships	152,554	438,183
	570,859	529,423
Donations and gifts		
Regular Donations	310,477	-
Services Income (EAP)	81,602	-
General Donations	15,322	-
Sponsorships	10,904	-
Other	-	91,152
	418,305	91,152

4 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Gift Aid		
Gift Aid	33,229	68,788

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

5 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Merchandise & Event Ticket Sales	11,455	858

6 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	1,473	79

7 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising and publicity		
Maintaining and Expanding Membership Levels	-	3,750
Staging fundraising events	17,039	12,005
Advertising	12,840	14,418
	29,879	30,173
Trading costs		
Merchandise Purchases	5,350	-
Total costs	35,229	30,173

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

8 Expenditure on charitable activities

	Provide Assistances 2023 £	Provide Assistances 2022 £
Direct costs		
Staff costs	192,596	175,780
Assistances - Treatments	216,182	369,209
Assistances - Welfare Days	30,253	-
Assistances - Other Services	42,446	-
PPP Telephone Costs	31,937	-
	513,414	544,989
Share of support and governance costs (see note 9)		
Support	98,919	86,836
Governance	40,522	24,075
	652,855	655,900
Analysis by fund		
Unrestricted funds	652,855	655,900

9 Support costs allocated to activities

	2023 £	2022 £
Depreciation	14,652	7,181
Sundry	600	4,085
Staff Costs	14,382	4,107
Computer Systems	12,815	-
Telephone Systems	14,464	7,778
Printing, Postage, Stationery	7,678	10,427
Museum Expenditure	318	-
Travel & Transport	13,478	4,963
Rent, Rates, Utilities	17,444	27,438
Sponsorships	1,807	-
Repairs & Maintenance	1,281	20,857
Governance costs	40,522	24,075
	139,441	110,911
Analysed between:		
Provide Assistances	139,441	110,911

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	6	6

Employment costs	2023 £	2022 £
Wages and salaries	173,036	161,800
Social security costs	16,148	10,433
Other pension costs	3,412	3,547
	192,596	175,780

There were no employees whose annual remuneration was more than £60,000.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Computers £	Motor vehicles £	Total £
Cost					
At 1 July 2022	64,585	7,830	22,853	-	95,268
Additions	-	13,767	3,728	55,815	73,310
Disposals	-	(2,298)	(879)	(38,245)	(41,422)
At 30 June 2023	64,585	19,299	25,702	17,570	127,156
Depreciation and impairment					
At 1 July 2022	45,945	4,044	15,698	-	65,687
Depreciation charged in the year	2,796	4,991	2,149	4,716	14,652
Eliminated in respect of disposals	-	(2,039)	(642)	(3,984)	(6,665)
At 30 June 2023	48,741	6,996	17,205	732	73,674
Carrying amount					
At 30 June 2023	15,844	12,303	8,497	16,838	53,482
At 30 June 2022	18,640	3,786	7,155	-	29,581

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

14 Stocks

	2023	2022
	£	£
Merchandise	11,012	-

15 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	9,999	6,200
Other debtors	-	23,421
Prepayments and accrued income	42,471	21,796
	52,470	51,417

16 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Other taxation and social security		3,458	2,612
Deferred income	17	104,643	13,417
Trade creditors		250	-
Other creditors		1,605	1,625
Accruals and deferred income		4,635	4,500
		114,591	22,154

17 Deferred income

	2023	2022
	£	£
Arising from Block Memberships	104,643	13,417

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	104,643	13,417

Movements in the year:

17 Deferred income **(Continued)**

Deferred income at 1 July 2022	13,417	20,700
Released from previous periods	(13,417)	(20,700)
Resources deferred in the year	104,643	13,417
Deferred income at 30 June 2023	104,643	13,417

18 Retirement benefit schemes

Defined contribution schemes

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

The charge to profit or loss in respect of defined contribution schemes was £3,412 (2022 - £3,547).

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 July 2022	At 30 June 2023
	£	£
	15,784	15,784

Previous year:	At 1 July 2021	At 30 June 2022
	£	£
	15,784	15,784

20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 July 2022	Incoming resources	Resources expended	At 30 June 2023
	£	£	£	£
General funds	302,753	617,016	(692,841)	226,928

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

20 Unrestricted funds (Continued)

Previous year:	At 1 July 2021	Incoming resources	Resources expended	At 30 June 2022
	£	£	£	£
General funds	389,678	599,148	(686,073)	302,753

21 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 30 June 2023 are represented by:			
Tangible assets	53,482	-	53,482
Current assets/(liabilities)	173,446	15,784	189,230
	226,928	15,784	242,712

	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£
Fund balances at 30 June 2022 are represented by:			
Tangible assets	29,581	-	29,581
Current assets/(liabilities)	273,172	15,784	288,956
	302,753	15,784	318,537

22 Related party transactions

PFOA Training Services Ltd - M Williams, CEO, is one of three directors and shareholders of PFOA Training Services Ltd.

PFOA Welfare Services Ltd - M Williams, CEO, is a director and shareholder of PFOA Welfare Services Ltd. During the year PFOA Welfare Services Ltd charged the charity £30,275 for the support phone line service which provides assistance to the charity's members, prior to its move to a new system.

PFOA Museum Ltd - M Williams, CEO, is the sole director and shareholder of PFOA Museum Ltd. The charity paid £318 in expenses on behalf of PFOA Museum Ltd which remains a dormant company.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

23	**Cash generated from operations**	**2023**	**2022**
		£	**£**
	Deficit for the year	(75,825)	(86,925)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(1,473)	(79)
	Loss on disposal of tangible fixed assets	4,757	-
	Depreciation and impairment of tangible fixed assets	14,652	7,181
	Movements in working capital:		
	(Increase) in stocks	(11,012)	-
	(Increase)/decrease in debtors	(1,053)	3,895
	Increase/(decrease) in creditors	1,211	(52)
	Increase/(decrease) in deferred income	91,226	(7,283)
	Cash generated from/(absorbed by) operations	22,483	(83,263)

24 Analysis of changes in net funds

The Charity had no debt during the year.

Accounts

REGISTERED COMPANY NUMBER: 07295737 (England and Wales)
REGISTERED CHARITY NUMBER: 1139247

POLICE FIREARMS OFFICERS ASSOCIATION

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 30 June 2022

for

Police Firearms Officers Association Ltd

George Hay Partnership LLP, Chartered Accountants
St George's House, George Street
Huntingdon, Cambridgeshire PE29 3GH

Contents of the Financial Statements
for the Year Ended 30 June 2022

Police Firearms Officers Association Ltd

Report from Chief Executive
for the Year Ended 30 June 2022

It has been another very busy year for the PFOA. My thanks as always go to our incredible, hardworking and loyal team. Cheryl, Hannah, Rachel, Claire, Gary, Helen and of course Mick our Ops Manager. They have worked tirelessly to provide a first-class service to our members and their families.

We are still all playing catch up after the Covid pandemic. Whilst we were able to provide the support required for members the Museum has suffered in the fall out. It was a decision not taken lightly to suspend the Museum until we were well out of Covid and we were ready to receive visitors. The good news is that 2023 will see an expansion of the Museum and our doors opening once again.

My thanks go to our Trustees. We welcomed three new Trustees in the past year. Angelo from GMP, Claire from MDP and Carol-Anne from Police Scotland. Our Chair of Trustees, Steve Hartshorn became the new Chair of the Police Federation of England & Wales, which is an amazing achievement.

Our members continue to deliver an outstanding service to the public they protect. Some in the past 12 months have taken the most difficult decision there is in engaging a subject. To them, and all of those amazing men and women, we give our heartfelt thanks. We are honoured to support you and to look after your families.

Mark Williams
CEO

Report of the Trustees
for the Year Ended 30 June 2022

The PFOA is now in its 13th year! Over that time, we have assisted literally thousands of officers and their families. We have spent over £3m in direct support. We have created unique support strands to keep officers at work and return them sooner than expected. We have a hard-working and dedicated team who continue to deliver a first-class service year in, year out.
In these unprecedented times we have proved as a team that we are fit for purpose and for the challenges ahead. We are delighted to report that all is well and that we continue to evolve and explore different ways to support our amazing members and their families.

ACHIEVEMENT AND PERFORMANCE

Key activities and achievements
Supporting our members and delivering prompt, first class support is what the PFOA is all about. We have amazing, caring people working with us, some on a voluntary basis. We will always look at ways to improve our service and to help even more members.

1992 Counselling sessions delivered & 122 Counselling assessments

152 NLP sessions delivered

Over 500 Physiotherapy sessions

178 hampers sent to members and their families

19 members received respite breaks

1683 calls to members and their families requiring support

£496K in support of our members and their families

An increase of 246% in support compared to 2017/18

ACHIEVEMENT AND PERFORMANCE

Communication and Awareness

The PFOA social media profile consists of LinkedIn, Instagram and a closed private PFOA FB group (532 members)

The PFOA Twitter account has recently been removed due to a troll tagging us in their views.
The Museum of Armed Policing remains active on Twitter, although Tweets have been limited due to proposals to extend HQ and the Museum.

Our Blogs are shared across Police Open FB Groups, LinkedIn and Instagram. LinkedIn is proving a successful platform for the PFOA over the past 12 Months.

We have had a successful Social Media Campaign - supporting one of our members, who is from Ukraine, asking for first aid equipment to be donated.

Most Visited pages

1. Why do we have Armed Police?
2. Support for you and your family
3. Who are we?
4. Met Police Female Police History
5. PC Bill Bishop Murder (Essex Police)

Over 300,000 visits to the PFOA website

News Blogs

- ✓ Our Blogs remain popular and get a high number of visitors - around 500 to 1,000 views.
- ✓ Police involved shootings, Inquests, Terrorist and Welfare Blogs receive the most views - around 2,000 to 4,000 views.
- ✓ The 5 years on from the Murder of Nicola Hughes blog has received nearly 5,000 views.

Devices used to view website

- ✓ Website is mostly accessed via Mobile and Tablet.
- ✓ Top Countries visiting remains the UK, followed by United States and then Ireland.

PFOA private forum on Facebook

We have 532 members on the group and a national membership of 10,500.
Fully accepting the issues around social media for Police Officers; it would be great if we could get a few more members onto the group.

Recruitment page

The PFOA has a recruitment page on the main website. Transferee AFO adverts are placed on there (National & International) The Trustees consider this to be a great benefit for membership.

Our engagement figures illustrate the importance of our website and the need for us to continue to post blogs. More work will be done over the next 12 months in expanding the website and ensuring it is always up to date with what is happening within UK Armed Policing.

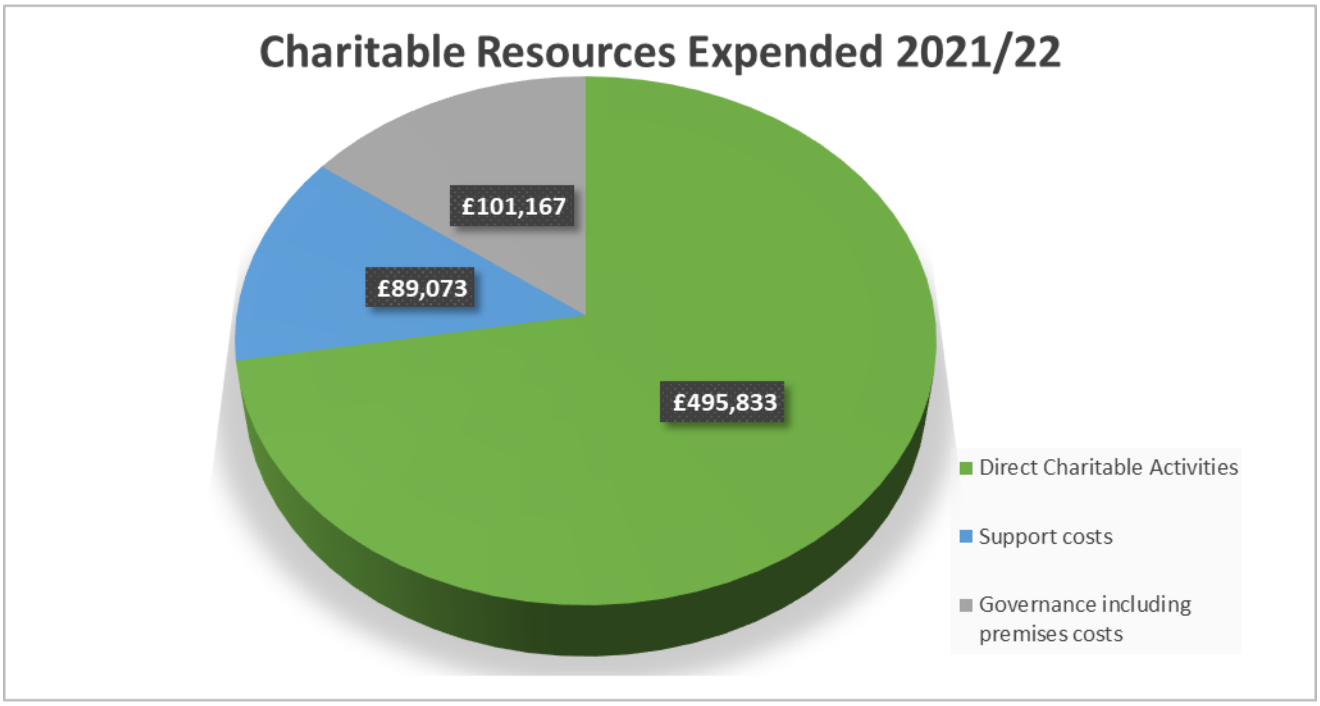
Report of the Trustees
for the Year Ended 30 June 2022

ACHIEVEMENT AND PERFORMANCE

PFOA Shop
Sales of merchandise have remained consistent throughout the year and have increased slightly in the second half. This is mainly due to increased marketing via social media.

The PFOA shop has recently collaborated with Frontline Tactical Apparel to supply PFOA T-Shirts.
The Shop website has a direct link to PFOA T-shirts on the partner website. The Partnership allows us to not hold large amounts of stock or process orders, which benefits us. A set contribution is given to the PFOA on the sale of each shirt.

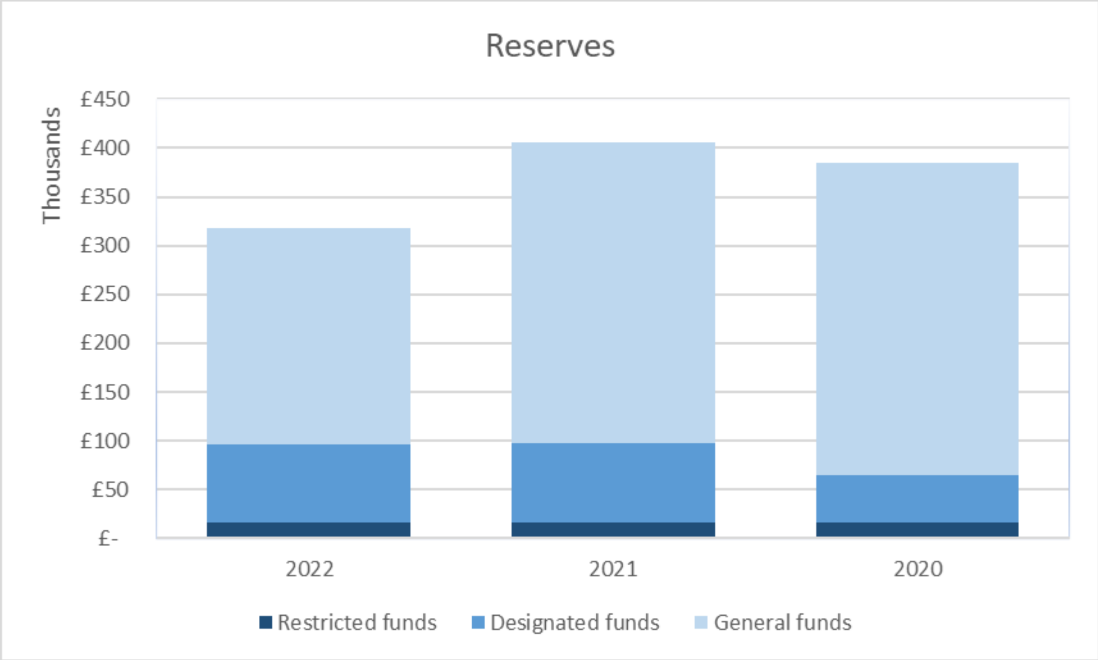
FINANCIAL REVIEW



Financial Overview

- The charity has received £90k more income than last year. This is primarily due to a full year of welfare work being carried out for Nottinghamshire Police, the return of the fundraising ball and the resulting increase in Gift Aid available.
- Governance and support costs have returned to pre-COVID levels and there has been some investment in property maintenance and training.
- During the year, the Museum of Policing cost approximately £20k, primarily being maintenance and a proportion of overheads, such as rent and insurance.
- The cost of our amazing team has increased, but with the increased volume of charitable activities and the pressures on the general cost of living, this is to be expected. With severe labour shortages in our area and higher than normal inflation, we cannot afford to disturb the team we have as they are our greatest asset.
- Charitable expenditure has increased to almost £496k, with £136k more funds allocated to directly supporting members than in the previous year. This represents a 246% increase on the 2017/18 year and indicates that there is a significant need for our assistance. Fortunately, over the past 5 years we have built the reserves to deliver this substantial support.
- Overall, the financial year has produced a deficit of c£85k. This may sound like bad news, but as the resources have been used to directly benefit the members when they needed them, this should not be of concern. Free (unrestricted and undesignated) reserves still exceed £200k, which I am sure with difficult times ahead for a lot of members, will be useful.

FINANCIAL REVIEW



Reserves policy
Having reserves is essential to ensure we have adequate resources to deal with the unpredictable nature of our work. Total reserves currently sit at £318,537 [2021: £405,462] with the following funds ring-fenced:

- Contingency for Terrorist attacks involving PFOA members - £25,000
- Advancement of Education (including Museum of Armed Policing film project) - £45,000
- Upskilling of Staff - £10,000

The terrorist attack budget is not something we want to use for obvious reasons, but nevertheless it is important to ensure immediate funds are there if/when required. The Museum project involves the making of a film based on the London Bridge terrorist attack in 2017 involving PFOA members. This is hugely important to raise awareness of the amazing work carried out by firearms officers daily, but to also document and produce a legacy for all those involved on that fateful night. Staff training in the next 12 months involves two CPD events and mental health first aid training for new members of the PFOA Team.

Free Reserves
Funds free of restriction or designation and therefore available for core activities as at 30th June 2022 were £193,172 [2021: £272,488]

Going concern
If the charity's income was to cease with immediate effect, the charity could continue its good work for approximately 6 months, which is exactly in line with the Charity Commission guidance.

FUTURE PLANS

We have recently discussed whether we should purchase Chatteris Police Station. The Cambridgeshire PCC has agreed to sell the property to us. We have also been granted planning permission to extend above the museum. Unfortunately, this has all come at a time when interest rates are going up and building costs have more than doubled. We are considering the options and will decide in due course. It would be good to freshen up the museum and introduce some new technology, one being a state-of-the-art virtual reality firearms range. But for the time being the plan for the next 12 months is to support our members and their families, particularly with the added pressure from the huge increases in the cost of living imposed on us all. This in turn causes stress and anxiety. In an already hugely stressful role, outside pressures can tip some over the edge. We will be introducing a new phone support line in January 2023 which will provide on-demand counselling. This phone line will also incorporate a 24/7 GP line, debt advice and family legal advice.

We will be raising the monthly donation from £4 to £5 in January 2023. It has remained at £4 since 2009. Of course, in that time costs of just about everything have gone up, counselling, respite breaks, NLP Coaching, rent, fuel costs, wages, the list goes on. This increase will allow us to sustain the support we provide and improve in some cases. This increase has been communicated via our social media, magazine and force co-ordinators.

Over the next 12 months we will be organising meetings with our force co-ordinators and ensuring they are equipped to perform their role which is vital to the running of the charity. We will also be actively engaging with Taser officers, who now number in their thousands nationally.
We will be introducing new zones in the Museum of Armed Policing dedicated to the RUC/PSNI and women in armed policing. The Museum is an incredibly powerful way of interacting with people of all ages around all aspects of UK armed policing.

In summary, we look forward to another successful year, conscious that many of our members and their families will be feeling the effects of a steep increase in the cost of living, and the ever-increasing pressures that modern day policing brings.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Organisational structure

The PFOA currently has seven Trustees [2021: six] chaired by Steve Hartshorn. The Trustees meet four times per year including the annual general meeting. During the Trustee meetings the CEO will give an overview of how the Charity is operating, including staffing and finances. Of course, our primary goal is to provide support to members and their families so there is much discussion around what we provide and what else we can do to assist.

Previously, a Trustee could serve an indefinite term. However, in January 2022 this was changed to a fixed term of five years. We do realise that Trustees for various reasons may not be able to fulfil their role and will resign. If this is the case a process of discussion between the other Trustees in conjunction with the CEO will take place to appoint a replacement. We are keen to ensure that we have female representation on the board of Trustees following the resignation of Sarah-Jane Ferris and have plans to recruit another female Trustee in the next year.

The charity's operations are led by Mark Williams, Chief Executive who reports directly to the board on a frequent basis.

Report of the Trustees
for the Year Ended 30 June 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Decision making

When the board meets there are occasions when key decisions must be made. This could be around expenditure or making a policy on certain aspects of support. Because our Trustees have a thorough understanding of policing this helps to ensure a prompt decision is made. Our current Trustees experience include:

- ✓ Inspector within Armed Policing
- ✓ Federation lead for Armed Policing and Taser
- ✓ CTSFO
- ✓ Solicitor
- ✓ Welfare lead
- ✓ Retired Protection officer

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number 07295737 (England and Wales)

Registered Charity number 1139247

Registered office
St. George's House, 14 George Street
Huntingdon, Cambridgeshire PE29 3GH

Trustees

Mr S Hartshorn	Police Officer	
Mr J A Roger	Police Officer	
Mr D Keen	Police Officer	
Mr G Cable	Retired	resigned 01.11.21
Mrs S Ferris	Police Officer	resigned 17.01.22
Mr M Wardley	Lawyer	
Mr A Deponeo	Police Officer	appointed 18.01.22
Mrs C Batt	Police Officer	appointed 18.01.22
Mrs C Jackson	Police Officer	appointed 18.01.22

Independent Examiner
George Hay Partnership LLP, Chartered Accountants
St George's House, George Street
Huntingdon, Cambridgeshire PE29 3GH

Bankers
Nat West PLC

Legal Advisors
Straw & Pearce -- Loughborough

Key Employee
Mr M Williams – CEO

Approved by order of the board of trustees on 22nd February 2023 and signed on its behalf by:

Mr D. Keen
Trustee

Independent Examiner's Report to the Trustees of
Police Firearms Officers Association Ltd (Registered number: 07295737)

Independent examiner's report to the trustees of Police Firearms Officers Association Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA, ACA, DChA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

George Hay
Chartered Accountants

Mrs Toni Hunter FCCA, ACA, DChA
George Hay Partnership LLP
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

Date: 28th February 2023

Police Firearms Officers Association Ltd

Statement of Financial Activities for the Year Ended 30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	30.6.22 Total funds £	30.6.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	598,123	-	598,123	507,944
Other trading activities	3	858	-	858	1,231
Investment income	4	79	-	79	781
Other income		88	-	88	3,744
Total		599,148	-	599,148	513,700
EXPENDITURE ON					
Charitable activities	5				
Provision of grants & support services		665,294	-	665,294	491,914
Museum & promoting education		20,779	-	20,779	1,411
Total		686,073	-	686,073	493,325
NET INCOME/(EXPENDITURE)		(86,925)	-	(86,925)	20,375
RECONCILIATION OF FUNDS					
Total funds brought forward		389,678	15,784	405,462	385,087
TOTAL FUNDS CARRIED FORWARD		302,753	15,784	318,537	405,462

The notes form part of these financial statements

Police Firearms Officers Association Ltd (Registered number: 07295737)

Balance Sheet
30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	30.6.22 Total funds £	30.6.21 Total funds £
FIXED ASSETS					
Tangible assets	10	29,581	-	29,581	35,706
CURRENT ASSETS					
Debtors	11	51,417	-	51,417	55,312
Cash at bank		243,909	15,784	259,693	343,933
		295,326	15,784	311,110	399,245
CREDITORS					
Amounts falling due within one year	12	(22,154)	-	(22,154)	(29,489)
NET CURRENT ASSETS		273,172	15,784	288,956	369,756
TOTAL ASSETS LESS CURRENT LIABILITIES		302,753	15,784	318,537	405,462
NET ASSETS		302,753	15,784	318,537	405,462
FUNDS	14				
Unrestricted funds				302,753	389,678
Restricted funds				15,784	15,784
TOTAL FUNDS				318,537	405,462

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

Balance Sheet - continued
30 June 2022

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 22nd February 2023 and were signed on its behalf by:

Mr D. Keen
Trustee

Police Firearms Officers Association Ltd

Cash Flow Statement
for the Year Ended 30 June 2022

	Notes	30.6.22 £	30.6.21 £
Cash flows from operating activities			
Cash generated from operations	1	(83,263)	60,326
Net cash (used in)/provided by operating activities		(83,263)	60,326
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,056)	(4,932)
Interest received		79	31
Net cash used in investing activities		(977)	(4,901)
Change in cash and cash equivalents in the reporting period		(84,240)	55,425
Cash and cash equivalents at the beginning of the reporting period		343,933	288,508
Cash and cash equivalents at the end of the reporting period		259,693	343,933

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 30 June 2022

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	30.6.22	30.6.21
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(86,925)	20,375
Adjustments for:		
Depreciation charges	7,181	7,450
Interest received	(79)	(31)
Decrease in debtors	3,895	14,286
(Decrease)/increase in creditors	(7,335)	18,246
Net cash (used in)/provided by operations	(83,263)	60,326

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.7.21	Cash flow	At 30.6.22
	£	£	£
Net cash			
Cash at bank	343,933	(84,240)	259,693
	343,933	(84,240)	259,693
Total	343,933	(84,240)	259,693

Notes to the Financial Statements
for the Year Ended 30 June 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	-	15% on reducing balance
Plant and machinery	-	25% on reducing balance
Computer equipment	-	25% on reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2022

2. DONATIONS AND LEGACIES

	30.6.22	30.6.21
	£	£
Donations - members	438,183	434,701
Donations - other	91,152	36,972
Gift aid	68,788	36,271
	598,123	507,944

3. OTHER TRADING ACTIVITIES

	30.6.22	30.6.21
	£	£
Merchandise Sales	858	1,231

4. INVESTMENT INCOME

	30.6.22	30.6.21
	£	£
Rents received	-	750
Bank interest	79	31
	79	781

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Provision of grants & support services	495,833	169,461	665,294
Museum & promoting education	-	20,779	20,779
	495,833	190,240	686,073

6. SUPPORT COSTS

	Management	Human resources	Premises Costs	Totals
	£	£	£	£
Provision of grants & support services	85,862	58,419	25,180	169,461
Museum & promoting education	3,211	6,492	11,076	20,779
	89,073	64,911	36,256	190,240

continued...

6. SUPPORT COSTS - continued

Activity	Basis of allocation
Human resources	Approximate time spent
Premises Costs	Space occupied

Support costs, included in the above, are as follows:

	Provision of grants & support services	Museum & promoting education	30.6.22 Total activities	30.6.21 Total activities
	£	£	£	£
Other operating leases	6,964	-	6,964	4,315
Utilities	6,734	354	7,088	5,175
Sundries	3,502	158	3,660	2,195
Employee & Trustee Training	4,107	-	4,107	3,686
Committee expenses	425	-	425	607
Meetings (including AGM)	12,427	-	12,427	34
Telephone	7,778	-	7,778	7,217
Printing, postage and stationery	10,427	-	10,427	4,677
Repairs and renewals - equipment	-	1,277	1,277	-
Travelling	4,852	111	4,963	3,108
Marketing and web costs	14,418	-	14,418	23,447
Insurances	3,501	1,167	4,668	4,033
Credit card charges	875	-	875	978
Bank charges	741	-	741	658
Accountancy & payroll costs	5,220	144	5,364	5,154
Depreciation of tangible and heritage assets	3,891	-	3,891	3,580
Wages	52,891	5,877	58,768	57,722
Social security	4,209	468	4,677	3,892
Pensions	1,319	147	1,466	1,455
Rent, rates and water	10,709	2,677	13,386	13,386
Property maintenance	11,181	8,399	19,580	7,798
Depreciation of tangible fixed assets	3,290	-	3,290	3,870
	169,461	20,779	190,240	156,987

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	30.6.22	30.6.21
	£	£
Depreciation - owned assets	7,181	7,450
Other operating leases	6,964	4,315

continued...

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2022 nor for the year ended 30 June 2021.

Trustees' expenses

There were not any trustees' expenses paid for the year ended 30 June 2022 nor for the year ended 30 June 2021.

9. STAFF COSTS

	30.6.22	30.6.21
	£	£
Wages and salaries	161,800	147,268
Social security costs	10,433	7,694
Other pension costs	3,547	3,027
	175,780	157,989

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

	30.6.22	30.6.21
Charitable Activities	6	5
Governance	1	1
	7	6

No employees received emoluments in excess of £60,000.

10. TANGIBLE FIXED ASSETS

	Improvements to property	Plant and machinery	Computer equipment	Totals
	£	£	£	£
COST				
At 1 July 2021	64,585	7,830	21,797	94,212
Additions	-	-	1,056	1,056
At 30 June 2022	64,585	7,830	22,853	95,268
DEPRECIATION				
At 1 July 2021	42,655	2,782	13,069	58,506
Charge for year	3,290	1,262	2,629	7,181
At 30 June 2022	45,945	4,044	15,698	65,687
NET BOOK VALUE				
At 30 June 2022	18,640	3,786	7,155	29,581
At 30 June 2021	21,930	5,048	8,728	35,706

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2022

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.6.22	30.6.21
	£	£
Sundry debtors & prepayments	44,724	46,869
Prepayments and accrued income	6,693	8,443
	51,417	55,312

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.6.22	30.6.21
	£	£
Social security and other taxes	2,611	3,860
Sundry creditors & accruals	6,126	4,929
Accruals and deferred income	13,417	20,700
	22,154	29,489

13. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	30.6.22	30.6.21
	£	£
Within one year	14,458	17,696
Between one and five years	53,544	54,616
In more than five years	33,465	33,465
	101,467	105,777

14. MOVEMENT IN FUNDS

	At 1.7.21	Net movement in funds	Transfers between funds	At 30.6.22
	£	£	£	£
Unrestricted funds				
General fund	308,194	(73,928)	(11,513)	222,753
Museum of Armed Policing	1,484	(8,890)	7,406	-
Advancement of education	45,000	-	-	45,000
Contingency for terrorist events	25,000	-	-	25,000
Training Budget	10,000	(4,107)	4,107	10,000
	389,678	(86,925)	-	302,753
Restricted funds				
PFOA Training Ltd	15,784	-	-	15,784
TOTAL FUNDS	405,462	(86,925)	-	318,537

continued...

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	599,088	(673,016)	(73,928)
Museum of Armed Policing	60	(8,950)	(8,890)
Training Budget	-	(4,107)	(4,107)
	599,148	(686,073)	(86,925)
TOTAL FUNDS	599,148	(686,073)	(86,925)

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.21 £
Unrestricted funds				
General fund	319,938	25,532	(37,276)	308,194
Museum of Armed Policing	2,955	(1,471)	-	1,484
Advancement of education	15,000	-	30,000	45,000
Contingency for terrorist events	25,000	-	-	25,000
Training Budget	6,410	(3,686)	7,276	10,000
	369,303	20,375	-	389,678
Restricted funds				
PFOA Training Ltd	15,784	-	-	15,784
TOTAL FUNDS	385,087	20,375	-	405,462

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	513,700	(488,168)	25,532
Museum of Armed Policing	-	(1,471)	(1,471)
Training Budget	-	(3,686)	(3,686)
	513,700	(493,325)	20,375
TOTAL FUNDS	513,700	(493,325)	20,375

continued...

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
Unrestricted funds				
General fund	319,938	(48,396)	(48,789)	222,753
Museum of Armed Policing	2,955	(10,361)	7,406	-
Advancement of education	15,000	-	30,000	45,000
Contingency for terrorist events	25,000	-	-	25,000
Training Budget	6,410	(7,793)	11,383	10,000
	369,303	(66,550)	-	302,753
Restricted funds				
PFOA Training Ltd	15,784	-	-	15,784
TOTAL FUNDS	385,087	(66,550)	-	318,537

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,112,788	(1,161,184)	(48,396)
Museum of Armed Policing	60	(10,421)	(10,361)
Training Budget	-	(7,793)	(7,793)
	1,112,848	(1,179,398)	(66,550)
TOTAL FUNDS	1,112,848	(1,179,398)	(66,550)

15. RELATED PARTY DISCLOSURES

PFOA Training Services Ltd
The key employee of the Charity, Mr M Williams, is one of three directors and shareholders of PFOA Training Services Ltd. All transactions are carried out at arms length, however during this accounting period there were none to note.

PFOA Welfare Services Ltd
Both employees of the Charity, Mr M Williams and Miss R Williams are both directors of PFOA Welfare Services Ltd, both are also shareholders. The following transactions occured with the company during the year:

During the year PFOA Welfare Services Ltd charged the charity Nil (2021: £16,000) to provide support to the charity's members.

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2022

15. RELATED PARTY DISCLOSURES - continued

PFOA Museum Ltd
The key employee of the Charity, Mr M Williams, is the sole director & shareholder of PFOA Museum Ltd. The following transactions occured with the company during the year:

£144 was paid by the Charity for accountancy and Companies House filing fees on behalf of PFOA Museum Ltd to protect its dormant status.

Detailed Statement of Financial Activities for the Year Ended 30 June 2022

	30.6.22 £	30.6.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations - members	438,183	434,701
Donations - other	91,152	36,972
Gift aid	68,788	36,271
	598,123	507,944
Other trading activities		
Merchandise Sales	858	1,231
Investment income		
Rents received	-	750
Bank interest	79	31
	79	781
Other income		
Government Grants	88	3,744
Total incoming resources	599,148	513,700
EXPENDITURE		
Charitable activities		
Wages	103,032	89,546
Social security	5,756	3,802
Pensions	2,081	1,572
Provision of grants and charitable assistance	369,209	233,269
Costs of maintaining and expanding membership levels	3,750	8,149
Costs associated with members' fundraising and events	12,005	-
	495,833	336,338

Detailed Statement of Financial Activities
for the Year Ended 30 June 2022

	30.6.22	30.6.21
	£	£
Support costs		
Management		
Operating leases	6,964	4,315
Utilities	7,088	5,175
Sundries	3,660	2,195
Employee & Trustee Training	4,107	3,686
Committee expenses	425	607
Meetings (including AGM)	12,427	34
Telephone	7,778	7,217
Printing, postage and stationery	10,427	4,677
Repairs and renewals - equipment	1,277	-
Travelling	4,963	3,108
Marketing and web costs	14,418	23,447
Insurances	4,668	4,033
Credit card charges	875	978
Bank charges	741	658
Accountancy & payroll costs	5,364	5,154
Plant and machinery	1,262	670
Computer equipment	2,629	2,910
	89,073	68,864
Human resources		
Wages	58,768	57,722
Social security	4,677	3,892
Pensions	1,466	1,455
	64,911	63,069
Premises Costs		
Rent, rates and water	13,386	13,386
Property maintenance	19,580	7,798
Improvements to property	3,290	3,870
	36,256	25,054
Total resources expended	686,073	493,325
Net (expenditure)/income	(86,925)	20,375

This page does not form part of the statutory financial statements

POLICE FIREARMS OFFICERS ASSOCIATION LTD

England & Wales - Charity number 1139247

Accounts

REGISTERED COMPANY NUMBER: 07295737 (England and Wales)
REGISTERED CHARITY NUMBER: 1139247

POLICE FIREARMS OFFICERS ASSOCIATION

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 30 June 2021

for

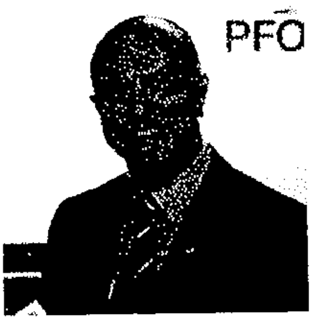
Police Firearms Officers Association Ltd

George Hay Partnership LLP
Chartered Accountants
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

Contents of the Financial Statements for the Year Ended 30 June 2021

Police Firearms Officers Association Ltd

Report from Chief Executive, Mark Williams



The past year has been dominated by the Covid 19 pandemic. It is only right that the start of our annual report pays respect to our members and their family members who have lost their lives over the past year. We will continue to offer support and assistance wherever we can.

Over the past year the PFOA HQ has continued to remain open and run at full capacity. The Museum of Armed Policing has been the only real casualty as far as our operating is concerned. Quite rightly the Museum has remained closed for the safety of our staff and the public.

Our Team at HQ consists of myself, Mick, Cheryl, Rachel, Claire and Hannah. During the lockdowns Cheryl and Claire continued to work from the office, Hannah was furloughed, and the rest of us worked from home and office when it was safe to do so. We wanted to ensure that all our team were protected so conducted 'Microsoft Team' meetings twice daily which also enabled us to stay in contact.

Our membership continues to rise, and our numbers now include many Taser officers. Several forces continue to pay for their officers to be members of the PFOA and our great friends at the Defence Police Federation continue to support their members by paying for them, something that has happened for the past 5 years.

We continue to deliver a first-class service to our members. The support we provide now includes a 24/7 Support Phone Line, staffed by our inhouse Team. We have also introduced the PFOA Partnership Programme (PPP) for Police Federations to get additional support for their members. This has proved extremely beneficial to the officers and indeed their families. Those on the PPP are not involved in armed policing, but we see this as utilising our resources and experience, to support others involved in UK Policing.

We are continuing to provide the Employees Assistance Programme for Nottinghamshire Police. This support extends to all staff and police officers. This arrangement with Notts Police works very well.

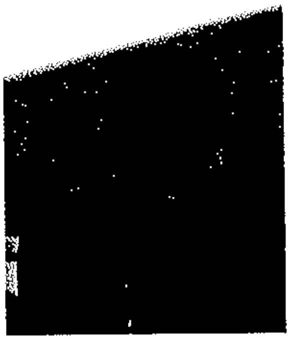
I am grateful for the assistance of Toni Hunter our adviser from George Hay Chartered Accountants over the past year. There have been many changes with staff being furloughed, Museum closing etc that we have had to consult with Toni several times. I am happy to report that yet again our finances are strong. We continue to ensure we have the funds to provide the very best care to our members and their families. We will be committing to investing some of our cash reserves in the coming months.

Mark Williams
CEO

Report of the Trustees
for the Year Ended 30 June 2021

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charites preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Message from Chair of Trustees



Welcome to the annual PFOA report on behalf of the Trustees for the 2020 - 2021 period.

What a year it's been as we emerge from the pandemic into the new ways of coping with Covid 19 in personal and professional lives. It goes without saying that yet again our heartfelt thanks go to the incredibly hard-working team who run the charity on a daily basis and provide help and support when needed. I would also like to thank the loyal members who without fail continue to support the charity with their continued subscriptions that makes the provision of the support the PFOA provides a reality.

The difference that this charity has made over the last decade is a direct reflection of how police officers can pull together to do some great work and provide much needed support for others. The charity finances are in good shape and the Museum of Armed Policing will soon be having a refresh to keep it up to date and relevant.

We are hopeful that this year's AGM will be an in-person event so it would be great to see as many as we can for a much needed get together and discuss how we can continue to look maintain and evolve the charity to keep on looking after the members.

Steve Hartshorn
Chair of Trustees

ACHIEVEMENT AND PERFORMANCE

Our response to the Covid 19 Pandemic

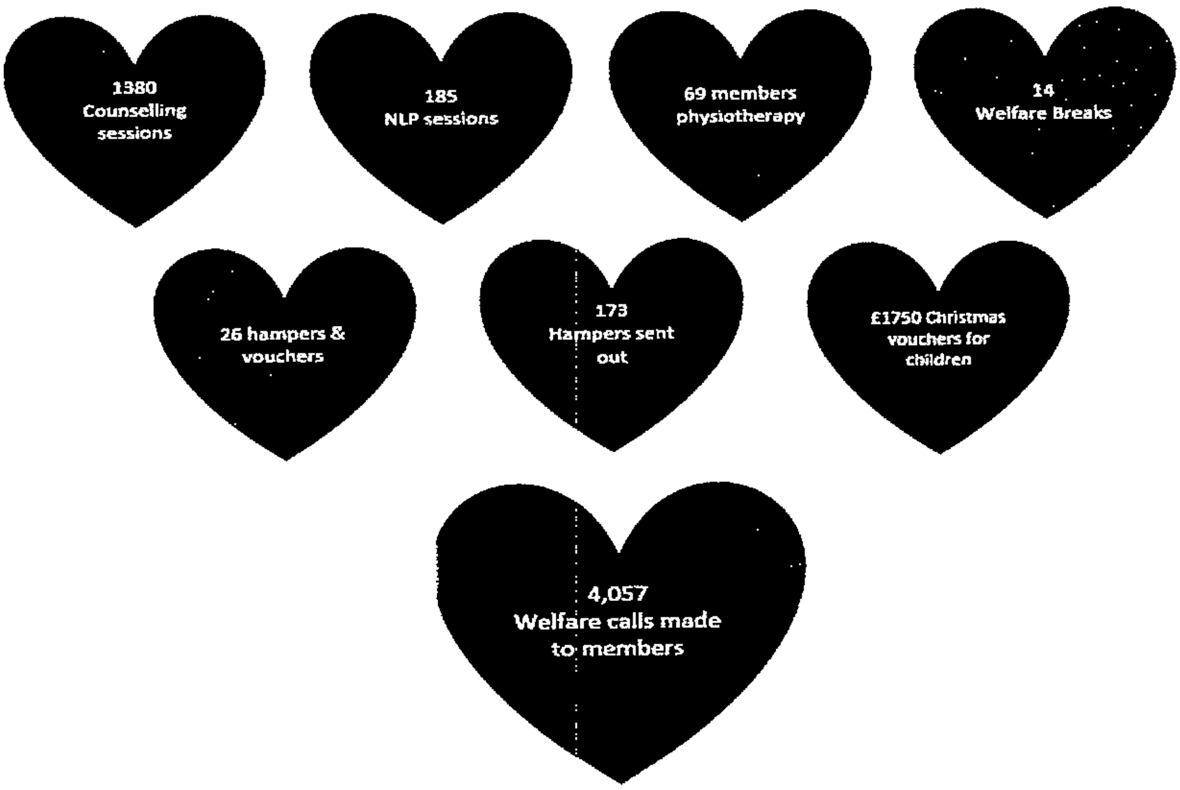
The pandemic has touched many of our members and their families. We reported on our actions during the first national lockdown in last year's report. When the country went into a second lockdown in December 2020, we managed to keep the PFOA running as per normal. We had team members covering the office during working hours and managed to maintain counselling and NLP Coaching commitments albeit many being delivered via Teams, Facetime and Zoom. Unfortunately, we were unable to send officers away on respite breaks during the lockdown. The Government Grant we received during the first lockdown was spent providing meals and refreshments for our members, which in turn helped support other businesses under financial pressure. The pandemic is still very much with us and will be for some time to come. We are confident that we have the resources in place to ensure we can deliver much needed support whatever the circumstances and in any location. We are thankful that some kind of normality is returning, but acutely aware of the added risk to police officers

Supporting our members

Over the past year we have yet again exceeded the support we delivered in the previous year even during the pandemic lockdowns. The headline figures from June 20 to June 21 are:

- ✓Counselling for 230 members - a total of 1380 sessions
- ✓NLP Coaching for 116 members - a total of 185 sessions
- ✓Physiotherapy for 69 members
- ✓Hampers sent to 173 members and their families
- ✓Hampers with vouchers for children sent to 26 officers and their families
- ✓14 Welfare breaks
- ✓Christmas vouchers sent to Children totalling £1750
- ✓We made 4,057 Welfare calls to our members and their families
- ✓We declined 10 requests for support as they were outside our remit and funding rules.

Supporting our members and delivering prompt first class support is what the PFOA is all about. We have amazing, caring people working with us, some on a voluntary basis. We will always look at ways to improve our service and to help even more members.



Social media and PFOA website
Whilst it's important for us to be seen on various social media platforms over the past year we have engaged less on Twitter and concentrated on our website and Facebook group. It seems to us that Twitter is becoming a platform for some to attack organisations such as ours without identifying themselves. We have also had orchestrated 'attacks' from groups intent on causing damage to policing in general and even to us as a welfare Charity. With that in mind remaining on Twitter will be on the agenda at the next AGM. Our Facebook group page is very popular with over 500 members. This generates healthy discussion and great ideas for us as an organisation to take forward.

The website has been very busy over the past 12 months.

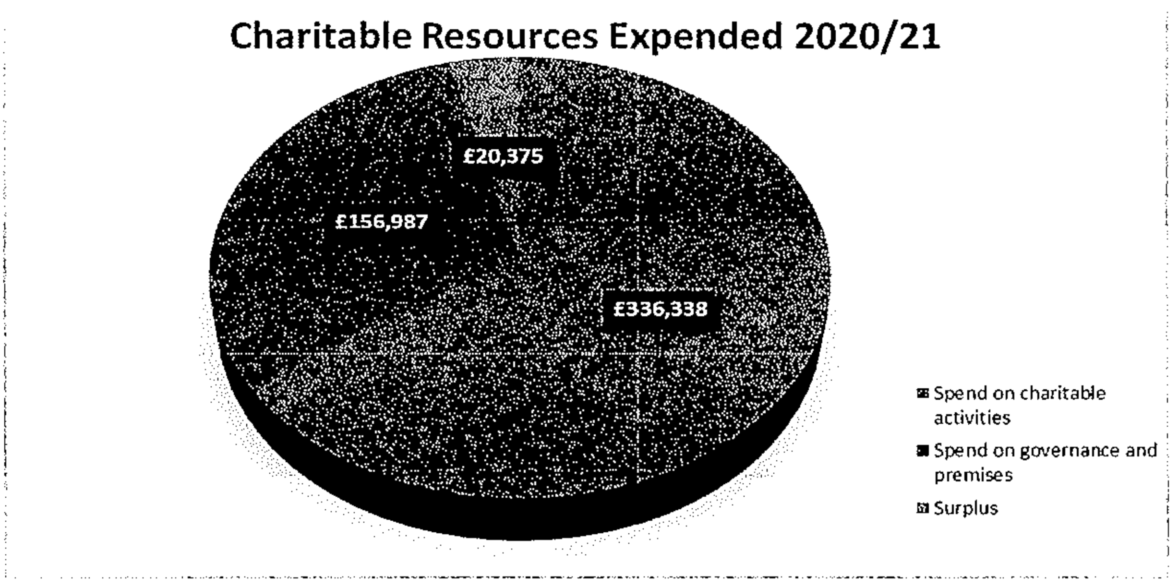
- 60,000 new visitors to the site.
    - Of these 60,000 80% are from the UK, 17% from the USA and 3% other countries.
- 120,000 pages viewed. Examples of page visits:
    - Blogs - 25,100 views
    - Articles - 20,049 views
    - Firearms vacancies - 9,083 views
    - About us - 9,036 views
    - Firearms History - 2,282 views
- Peek views of blog:
    - Feb 21 - M62 shooting & officer quitting
    - March 21 - Armed man points gun at police officer
    - April 21 - The death of HRH Prince Phillip
    - July 21 - CNC role review
    - Oct 21 - Met officers cleared of shooting in West London.

These figures illustrate the importance of our website and the need for us to continue to post blogs. More work will be done over the next 12 months in expanding the website and ensuring it is always up to date with what is happening within UK Armed Policing.

FINANCIAL REVIEW

Financial report
our finances remain strong. We will be making an investment with Mattioli Woods to ensure our funds get as good a return as possible. This will be a low-risk investment but will make our reserves work harder than they are at present. Whilst its sensible to invest we also need to ensure we do not tie money up. We have set aside funds toward any major incident such as a terrorist attack, training of staff and a Museum project we are currently working on which includes an element of education on the role of firearms officers and indeed armed policing in general.

The headline figures of income and expenditure on welfare provisions is yet again impressive. We have taken on another team member and now finance our own 24/7 phone support line. The fact we have been able to keep membership at just £4 per month since we began in 2009 demonstrates a responsible, prudent attitude. However, the funds we have belong to our members. We will never shy away from spending what is needed to support someone. At the same time, we have a responsibility to spend wisely and effectively and to plan for the future, which inevitably will mean an increase in the monthly donation.



We are both pleased and proud that the provision of grants and support services has continued to rise as this is ultimately our purpose as it represents the support we provide to our members.

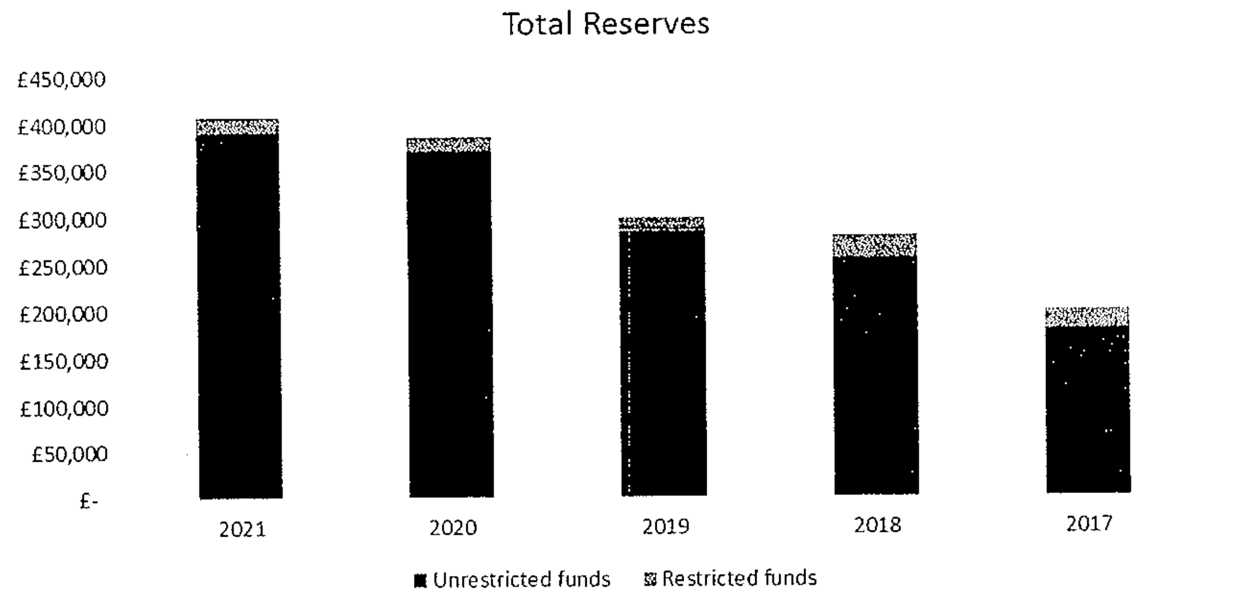
We have had a moderate increase in our rent, which was expected after 5 years at our headquarters in Chatteris. We have also invested in our IT support engaging with One MSP to provide our security and maintenance. Staff salaries are reviewed each year and pay increases were awarded at 1%.

Increase in monthly donation

The monthly donation of £4 has been in place since we began in 2009. This will need to change to meet future costs. Trustees and members discussed this at the last AGM. All agreed that to ensure we have enough funds for years to come, and that we continue to provide a first class support we should increase the monthly donation from £4 to £5 in January 2023. We anticipate there will be no need to revisit this for the following 5 years. This is in real terms, considering inflation over the past 13 years, a very modest increase.

**Report of the Trustees
for the Year Ended 30 June 2021**

Reserves policy



Having a reserve fund is essential for a charity such as the PFOA. However, the money needs to work, and we also need to ensure we have funds set aside for specific reasons. The total reserve fund currently stands at £405,462. [2020: £385,087] However, free reserves sit at £272,488 [2020: £281,714] due to investment in assets and designating funds for specific future activities.

At the end of this financial year, we had ring-fenced the following funds:

- Contingency for Terrorist attacks involving PFOA members - £25,000
- Advancement of education (including Museum of Armed Policing film project) - £45,000
- Upskilling of staff - £10,000

The terrorist attack budget is not something we want to use for obvious reasons, but nevertheless it is important to ensure immediate funds are there if/when required. The Museum project involves the making of a film based on the London Bridge terrorist attack in 2017 involving PFOA members. This is hugely important to raise awareness of the amazing work carried out by firearms officers daily, but to also document and produce a legacy for all those involved on that fateful night. Staff training in the next 12 months involves two CPD events and mental health first aid training for new members of the PFOA Team.

Other financial plans
We will be investing £100,000 with Mattioli Woods on a medium to long term investment portfolio. We now provide our own 24/7 phone support line at a cost of £52,000 per annum which will continue as we believe it's an essential service for our members. We will be providing our members with a 24/7 GP phone line at a cost of £40,800 per annum. This again will be a huge asset to our members as it can take time to get an appointment at a local GP surgery. This will help speed the process up. We will not shy away continuing to look at different ways to support our members and their families

FINANCIAL REVIEW

Financial report, continued

The Museum has been closed since the first Covid lock down. This has given us the opportunity to update and add some new equipment. Most notable is the addition of a City of London BMW armed response vehicle. This particular car, donated to the Museum by the City of London Police, was involved in the first London Bridge terror attack in 2017. The vehicle was featured on many media footage of the incident. We have moved the electronic judgement range into the main building to free up space in the Museum. Shoot House have updated the software on the range and provided another weapon that has a recoil. We are hoping to re-open to the public in March 2022 when the covid situation is looking better. We will not open until it is safe to do so as we have a responsibility to our Team working in the same building.

We already have many bookings for the year ahead and will do our utmost to fit everyone in. We are restricted with space and indeed time as each tour can take up to 3 hours.

FUTURE PLANS

Aims and objectives for the next 12 months

- ✓ Introduce a new GP 24/7 service to members.
- ✓ Continue with our in house 24/7 phone support line (which was a pilot scheme).
- ✓ Open the Museum of Armed Policing to the public after the Covid closure.
- ✓ Visit as many force areas as possible to raise awareness and meet members.
- ✓ Deliver two Top Cover magazines.
- ✓ Hold a Summer Ball.
- ✓ Organise CPD training for all our team and in house NLP Welfare Coaches.
- ✓ Continue to deliver the Nottinghamshire Police counselling and welfare coaching service.
- ✓ Increase our exposure to Taser officers.

Report of the Trustees
for the Year Ended 30 June 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Board of Trustees
The PFOA currently has six Trustees. We have a Chair of Trustees, currently Steve Hartshorn. The Trustees meet four times per year including the annual general meeting. During the Trustee meetings the CEO will give an overview of how the Charity is operating, including staffing and finances. Of course, our primary goal is to provide support to members and their families so there is much discussion around what we provide and what else we can do to assist.

Currently a Trustee can serve an indefinite term, however this will change. From January 2022 a fixed term of 5 years will be implemented. We do realise that Trustees for various reasons may not be able to fulfil their role and will resign. If this is the case a process of discussion between the other Trustees in conjunction with the CEO will take place to appoint a replacement. We are keen to ensure we have female representation on the board of Trustees. Currently we have Sarah-Jane Ferris. We plan to recruit another female Trustee in the next year.

Making decisions
When the board meets there are occasions when key decisions must be made. This could be around expenditure or making a policy on certain aspects of support. Because our Trustees have a thorough understanding of policing this helps to ensure a prompt decision is made.

Our current Trustees' experience include:
- Inspector within Armed Policing
- Federation lead for Armed Policing and Taser
- CTSFO
- Solicitor
- Welfare lead
- Retired Protection officer

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07295737 (England and Wales)

Registered Charity number
1139247

Registered office
St. George's House, 14 George Street, Huntingdon, Cambridgeshire PE29 3GH

Principal Office
Chatteris Police Station, 18 East Park Street, Chatteris, Cambridgeshire PE16 6LD

REFERENCE AND ADMINISTRATIVE DETAILS continued

Trustees
Mr S Hartshorn Police Officer
Mr J A Roger Police Officer
Mr D Keen Police Officer
Mr M Wardley
Mr G Cable Retired (resigned 1.11.21)
Mrs S Ferris Police Officer (resigned 17.1.22)
Mr A Deponeo (appointed 18.1.22)
Mrs C Batt (appointed 18.1.22)
Mrs C Jackson (appointed 18.1.22)

Independent Examiner
George Hay Partnership LLP, Chartered Accountants
St George's House, George Street, Huntingdon, Cambridgeshire PE29 3GH

Bankers
Nat West PLC

Legal Advisors
Straw & Pearce -- Loughborough

Key Employee
Mr M Williams - CEO

Approved by order of the board of trustees on 11th April 2022 and signed on its behalf by:

David Keen - Trustee
....
Trustee

Independent Examiner's Report to the Trustees of Police Firearms Officers Association Ltd (Registered number: 07295737)

Independent examiner's report to the trustees of Police Firearms Officers Association Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2021.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Toni Hunter

George Hay
Chartered Accountants

Mrs Toni Hunter FCCA, ACA, DChA
George Hay Partnership LLP
St George's House
George Street
Huntingdon
Cambridgeshire
PE29 3GH

Date: 22.04.22

Statement of Financial Activities
for the Year Ended 30 June 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	507,944	-	507,944	505,903
Other trading activities	3	1,231	-	1,231	1,181
Investment income	4	781	-	781	3,416
Other income		3,744	-	3,744	25,000
Total		513,700	-	513,700	535,500
EXPENDITURE ON					
Charitable activities	5				
Provision of grants & support services		491,914	-	491,914	435,758
Museum & promoting education		1,411	-	1,411	13,905
Total		493,325	-	493,325	449,663
NET INCOME		20,375	-	20,375	85,837
RECONCILIATION OF FUNDS					
Total funds brought forward		369,303	15,784	385,087	299,250
TOTAL FUNDS CARRIED FORWARD		389,678	15,784	405,462	385,087

The notes form part of these financial statements

Balance Sheet
30 June 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	10	35,706	-	35,706	38,224
CURRENT ASSETS					
Debtors	11	55,312	-	55,312	69,598
Cash at bank		328,149	15,784	343,933	288,508
		383,461	15,784	399,245	358,106
CREDITORS					
Amounts falling due within one year	12	(29,489)	-	(29,489)	(11,243)
NET CURRENT ASSETS		353,972	15,784	369,756	346,863
TOTAL ASSETS LESS CURRENT LIABILITIES		389,678	15,784	405,462	385,087
NET ASSETS		389,678	15,784	405,462	385,087
FUNDS	14				
Unrestricted funds				389,678	369,303
Restricted funds				15,784	15,784
TOTAL FUNDS				405,462	385,087

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .... and were signed on its behalf by:
11th April 2022

.... **David Keen - Trustee**
Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 30 June 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	60,326	38,683
Net cash provided by operating activities		60,326	38,683
Cash flows from investing activities			
Purchase of tangible fixed assets		(4,932)	(7,815)
Interest received		31	416
Net cash used in investing activities		(4,901)	(7,399)
Change in cash and cash equivalents in the reporting period		55,425	31,284
Cash and cash equivalents at the beginning of the reporting period		288,508	257,224
Cash and cash equivalents at the end of the reporting period		343,933	288,508

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 30 June 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	20,375	85,837
Adjustments for:		
Depreciation charges	7,450	7,474
Interest received	(31)	(416)
Decrease/(increase) in debtors	14,286	(55,598)
Increase in creditors	18,246	1,386
Net cash provided by operations	60,326	38,683

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.7.20	Cash flow	At 30.6.21
	£	£	£
Net cash			
Cash at bank and in hand	288,508	55,425	343,933
	288,508	55,425	343,933
Total	288,508	55,425	343,933

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 30 June 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 15% on reducing balance
Plant and machinery	- 25% on reducing balance
Computer equipment	- 25% on reducing balance

Taxation
The charity is exempt from corporation tax on its charitable activities.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2021 £	2020 £
Donations - members	434,701	464,419
Donations - other	36,972	6,829
Members' fundraising	-	1,244
Gift aid	36,271	33,411
	507,944	505,903

Grants received, included in the above, are as follows:

	2021 £	2020 £
PFOA Welfare Services Ltd	-	1,244

continued...

Notes to the Financial Statements - continued for the Year Ended 30 June 2021

3. OTHER TRADING ACTIVITIES

	2021 £	2020 £
Merchandise Sales	1,231	1,181

4. INVESTMENT INCOME

	2021 £	2020 £
Rents received	750	3,000
Bank interest	31	416
	781	3,416

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Provision of grants & support services	336,338	155,576	491,914
Museum & promoting education	-	1,411	1,411
	336,338	156,987	493,325

6. SUPPORT COSTS

	Management £	Human resources £	Premises Costs £	Totals £
Provision of grants & support services	67,453	63,069	25,054	155,576
Museum & promoting education	1,411	-	-	1,411
	68,864	63,069	25,054	156,987

Support costs, included in the above, are as follows:

			2021	2020
	Provision of grants & support services £	Museum & promoting education £	Total activities £	Total activities £
Other operating leases	4,315	-	4,315	5,186
Utilities	4,916	259	5,175	6,510
Sundries	2,195	-	2,195	2,635
Employee & Trustee Training	3,686	-	3,686	7,826
Committee expenses	607	-	607	108
Meetings (including AGM)	34	-	34	3,728
Telephone	7,217	-	7,217	10,081
Printing, postage and stationery	4,677	-	4,677	3,185
Repairs and renewals - equipment	-	-	-	228
Travelling	3,108	-	3,108	10,121
Marketing and web costs	23,447	-	23,447	13,045
Insurances	3,025	1,008	4,033	1,212
Carried forward	57,227	1,267	58,494	63,865

continued...

6. SUPPORT COSTS - continued

	Provision of grants & support services £	Museum & promoting education £	2021 Total activities £	2020 Total activities £
Brought forward	57,227	1,267	58,494	63,865
Credit card charges	978	-	978	1,212
Bank charges	658	-	658	545
Accountancy & payroll costs	5,010	144	5,154	7,380
Depreciation of tangible and heritage assets	3,580	-	3,580	3,153
Wages	57,722	-	57,722	61,769
Social security	3,892	-	3,892	4,074
Pensions	1,455	-	1,455	1,315
Rent, rates and water	13,386	-	13,386	12,618
Property maintenance	7,798	-	7,798	6,512
Depreciation of tangible fixed assets	3,870	-	3,870	4,321
	155,576	1,411	156,987	166,764

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation - owned assets	7,450	7,474
Other operating leases	4,315	5,186

8. TRUSTEES' REMUNERATION AND BENEFITS

There was not any trustees' remuneration or other benefits for the year ended 30 June 2021 nor for the year ended 30 June 2020.

Trustees' expenses

There was bit any trustees' expenses paid for the year ended 30 June 2021 nor for the year ended 30 June 2020.

9. STAFF COSTS

	2021 £	2020 £
Wages and salaries	147,268	119,356
Social security costs	7,694	6,603
Other pension costs	3,027	2,253
	157,989	128,212

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2021

9. STAFF COSTS - continued

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

	2021	2020
Charitable Activities	5	4
Governance	1	2
	6	6

No employees received emoluments in excess of £60,000.

10. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Computer equipment £	Totals £
COST				
At 1 July 2020	64,585	2,898	21,797	89,280
Additions	-	4,932	-	4,932
At 30 June 2021	64,585	7,830	21,797	94,212
DEPRECIATION				
At 1 July 2020	38,785	2,112	10,159	51,056
Charge for year	3,870	670	2,910	7,450
At 30 June 2021	42,655	2,782	13,069	58,506
NET BOOK VALUE				
At 30 June 2021	21,930	5,048	8,728	35,706
At 30 June 2020	25,800	786	11,638	38,224

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Sundry debtors & prepayments	46,869	62,905
Prepayments and accrued income	8,443	6,693
	55,312	69,598

continued...

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	3,860	2,347
Sundry creditors & accruals	4,929	8,896
Accruals and deferred income	20,700	-
	29,489	11,243

13. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	17,696	17,696
Between one and five years	54,616	54,621
In more than five years	33,465	46,851
	105,777	119,168

14. MOVEMENT IN FUNDS

	At 1.7.20	Net movement in funds	Transfers between funds	At 30.6.21
	£	£	£	£
Unrestricted funds				
General fund	319,938	25,532	(37,276)	308,194
Museum of Armed Policing	2,955	(1,471)	-	1,484
Advancement of education	15,000	-	30,000	45,000
Contingency for terrorist events	25,000	-	-	25,000
Training Budget	6,410	(3,686)	7,276	10,000
	369,303	20,375	-	389,678
Restricted funds				
PFOA Training Ltd	15,784	-	-	15,784
TOTAL FUNDS	385,087	20,375	-	405,462

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	513,700	(488,168)	25,532
Museum of Armed Policing	-	(1,471)	(1,471)
Training Budget	-	(3,686)	(3,686)
	513,700	(493,325)	20,375
TOTAL FUNDS	513,700	(493,325)	20,375

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2021

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.19 £	Net movement in funds £	Transfers between funds £	At 30.6.20 £
Unrestricted funds				
General fund	219,572	98,205	2,161	319,938
Premises refurbishment costs	2,464	(303)	(2,161)	-
Museum of Armed Policing	6,138	(3,183)	-	2,955
Advancement of education	15,000	-	-	15,000
Contingency for terrorist events	25,000	-	-	25,000
Training Budget	15,000	(8,590)	-	6,410
	283,174	86,129	-	369,303
Restricted funds				
PFOA Training Ltd	13,468	2,316	-	15,784
Devon & Cornwall officer support	2,608	(2,608)	-	-
	16,076	(292)	-	15,784
TOTAL FUNDS	299,250	85,837	-	385,087

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	532,118	(433,913)	98,205
Premises refurbishment costs	-	(303)	(303)
Museum of Armed Policing	382	(3,565)	(3,183)
Training Budget	-	(8,590)	(8,590)
	532,500	(446,371)	86,129
Restricted funds			
PFOA Training Ltd	3,000	(684)	2,316
Devon & Cornwall officer support	-	(2,608)	(2,608)
	3,000	(3,292)	(292)
TOTAL FUNDS	535,500	(449,663)	85,837

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2021

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.19	Net movement in funds	Transfers between funds	At 30.6.21
	£	£	£	£
Unrestricted funds				
General fund	219,572	123,737	(35,115)	308,194
Premises refurbishment costs	2,464	(303)	(2,161)	-
Museum of Armed Policing	6,138	(4,654)	-	1,484
Advancement of education	15,000	-	30,000	45,000
Contingency for terrorist events	25,000	-	-	25,000
Training Budget	15,000	(12,276)	7,276	10,000
	283,174	106,504	-	389,678
Restricted funds				
PFOA Training Ltd	13,468	2,316	-	15,784
Devon & Cornwall officer support	2,608	(2,608)	-	-
	16,076	(292)	-	15,784
TOTAL FUNDS	299,250	106,212	-	405,462

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,045,818	(922,081)	123,737
Premises refurbishment costs	-	(303)	(303)
Museum of Armed Policing	382	(5,036)	(4,654)
Training Budget	-	(12,276)	(12,276)
	1,046,200	(939,696)	106,504
Restricted funds			
PFOA Training Ltd	3,000	(684)	2,316
Devon & Cornwall officer support	-	(2,608)	(2,608)
	3,000	(3,292)	(292)
TOTAL FUNDS	1,049,200	(942,988)	106,212

continued...

Notes to the Financial Statements - continued
for the Year Ended 30 June 2021

15. RELATED PARTY DISCLOSURES

PFOA Training Services Ltd
The key employee of the Charity, Mr M Williams, is one of three directors and shareholders of PFOA Training Services Ltd. All transactions are carried out at arms length, however during this accounting period there were none to note.

PFOA Welfare Services Ltd
Both employees of the Charity, Mr M Williams and Miss R Williams are both directors of PFOA Welfare Services Ltd, both are also shareholders. The following transactions occurred with the company during the year:

During the accounting period Nil (2020: £3,000) was received from PFOA Welfare Services Ltd, for office and storage space at the Charity's premises.

During the year PFOA Welfare Services Ltd charged the charity a total of £16,000 (2020: £27,000) to provide support to the charity's members. The transactions took place under normal commercial terms.

PFOA Museum Ltd
The key employee of the Charity, Mr M Williams, is the sole director & shareholder of PFOA Museum Ltd. The following transactions occurred with the company during the year:

£144 was paid by the Charity for accountancy and Companies House filing fees on behalf of PFOA Museum Ltd to protect its dormant status

Detailed Statement of Financial Activities
for the Year Ended 30 June 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations - members	434,701	464,419
Donations - other	36,972	6,829
Members' fundraising	-	1,244
Gift aid	36,271	33,411
	507,944	505,903
Other trading activities		
Merchandise Sales	1,231	1,181
Investment income		
Rents received	750	3,000
Bank interest	31	416
	781	3,416
Other income		
Government Grants	3,744	25,000
Total incoming resources	513,700	535,500
EXPENDITURE		
Charitable activities		
Wages	89,546	57,587
Social security	3,802	2,529
Pensions	1,572	938
Provision of grants and charitable assistance	233,269	217,611
Costs of maintaining and expanding membership levels	8,149	2,099
Costs associated with members' fundraising and events	-	2,135
	336,338	282,899
Support costs		
Management		
Other operating leases	4,315	5,186
Utilities	5,175	6,510
Sundries	2,195	2,635
Employee & Trustee Training	3,686	7,826
Committee expenses	607	108
Meetings (including AGM)	34	3,728
Telephone	7,217	10,081
Printing, postage and stationery	4,677	3,185
Repairs and renewals - equipment	-	228
Travelling	3,108	10,121
Carried forward	31,014	49,608

This page does not form part of the statutory financial statements

Detailed Statement of Financial Activities
for the Year Ended 30 June 2021

	2021 £	2020 £
Management		
Brought forward	31,014	49,608
Marketing and web costs	23,447	13,045
Insurances	4,033	1,212
Credit card charges	978	1,212
Bank charges	658	545
Accountancy & payroll costs	5,154	7,380
Plant and machinery	670	263
Computer equipment	2,910	2,890
	68,864	76,155
Human resources		
Wages	57,722	61,769
Social security	3,892	4,074
Pensions	1,455	1,315
	63,069	67,158
Premises Costs		
Rent, rates and water	13,386	12,618
Property maintenance	7,798	6,512
Improvements to property	3,870	4,321
	25,054	23,451
Total resources expended	493,325	449,663
Net income	20,375	85,837