

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

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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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD

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

FOR THE YEAR ENDED 30 JUNE 2024

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

POLICE FIREARMS OFFICERS ASSOCIATION LTD

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

FOR THE YEAR ENDED 30 JUNE 2024

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.

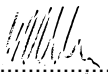
The charity's operations are led by Mark Williams, Chief Executive who reports directly to the board on a frequent basis.

POLICE FIREARMS OFFICERS ASSOCIATION LTD

**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
.....

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 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**

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Notes							
Income from:							
Donations and legacies	3	583,020	-	583,020	570,859	-	570,859
<u>Charitable activities</u>							-
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		<u>681,104</u>	<u>-</u>	<u>681,104</u>	<u>617,016</u>	<u>-</u>	<u>617,016</u>
Expenditure on:							
Raising funds	7	32,396	-	32,396	35,229	-	35,229
<u>Charitable activities</u>							
Provide Assistances	8	627,957	-	627,957	652,855	-	652,855
Other expenditure		15,446	-	15,446	4,757	-	4,757
Total expenditure		<u>675,799</u>	<u>-</u>	<u>675,799</u>	<u>692,841</u>	<u>-</u>	<u>692,841</u>
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		<u>232,233</u>	<u>15,784</u>	<u>248,017</u>	<u>226,928</u>	<u>15,784</u>	<u>242,712</u>

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



 A Text

D Keen Treasurer

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 £	£	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

POLICE FIREARMS OFFICERS ASSOCIATION LTD

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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**
FOR THE YEAR ENDED 30 JUNE 2024**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
	<u>583,020</u>	<u>570,859</u>
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
	<u>397,592</u>	<u>418,305</u>

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Gift Aid		
Gift Aid	80,475	33,229
	<u>80,475</u>	<u>33,229</u>

POLICE FIREARMS OFFICERS ASSOCIATION LTD**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

POLICE FIREARMS OFFICERS ASSOCIATION LTD**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
	<u>495,306</u>	<u>513,414</u>
Share of support and governance costs (see note 9)		
Support	105,918	98,919
Governance	26,733	40,522
	<u>627,957</u>	<u>652,855</u>
Analysis by fund		
Unrestricted funds	<u>627,957</u>	<u>652,855</u>

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
	<u>132,651</u>	<u>139,441</u>
Analysed between:		
Provide Assistances	<u>132,651</u>	<u>139,441</u>

POLICE FIREARMS OFFICERS ASSOCIATION LTD**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
	<u> </u>	<u> </u>

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
	<u> </u>	<u> </u>

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
	<u> </u>	<u> </u>
	191,438	192,596
	<u> </u>	<u> </u>

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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD**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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD**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
		<u>98,635</u>	<u>114,591</u>

19 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Obligations under finance leases	17	<u>23,658</u>	<u>-</u>

20 Deferred income

	2024 £	2023 £
Arising from Block Memberships	<u>88,293</u>	<u>104,643</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>88,293</u>	<u>104,643</u>
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	<u>47,145</u>	<u>104,643</u>
Deferred income at 30 June 2024	<u>88,293</u>	<u>104,643</u>

21 Retirement benefit schemes

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

POLICE FIREARMS OFFICERS ASSOCIATION LTD**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 30 JUNE 2024****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
	<u> </u>	<u> </u>
Previous year:	At 1 July 2022	At 30 June 2023
	£	£
	15,784	15,784
	<u> </u>	<u> </u>

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

POLICE FIREARMS OFFICERS ASSOCIATION LTD**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**
FOR THE YEAR ENDED 30 JUNE 2024**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)
	<u>232,233</u>	<u>15,784</u>	<u>248,017</u>
	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
	<u>226,928</u>	<u>15,784</u>	<u>242,712</u>

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.

POLICE FIREARMS OFFICERS ASSOCIATION LTD**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 30 JUNE 2024**

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)
		<u>240,339</u>	<u>7,980</u>	<u>(25,992)</u>	<u>222,327</u>