

POS+ABILITY

England & Wales · Charity number 1149783

Details

Status Registered

Legal form Other

Registered 2012-11-16

Register [View on the Charity Commission register](#)

Contact

Address 6B Station Road
Ely
Cambridgeshire
CB7 4BS

Phone 01353 662841

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Website www.posability.org

Activities

Objects: THE CHARITY'S OBJECTS ("THE OBJECTS") ARE TO PROMOTE GOOD HEALTH OF PEOPLE WHO HAVE SUFFERED STROKES OR OTHER LONG TERM NEUROLOGICAL CONDITIONS (LTNC) AND THEIR CARERS, LIVING IN THE CAMBRIDGESHIRE AREA, IN PARTICULAR BUT NOT EXCLUSIVELY BY:2.1 THE PROVISION OF INFORMATION, PEER SUPPORT AND ORGANISED ACTIVITIES TO ENCOURAGE A POSITIVE ATTITUDE, BUILD CONFIDENCE AND SELF ESTEEM OF THOSE AFFECTED BY STROKE OR OTHER LTNC.2.2 IMPROVING AND DEVELOPING THE PHYSICAL SKILLS OF THOSE ATTENDING THE GROUP THROUGH THE PROVISION OF STRUCTURED EXERCISE SESSIONS.2.3 PROVIDE AN ENVIRONMENT AND OPPORTUNITIES THAT ENCOURAGE CLIENTS TO DEVELOP AND BUILD ON SOCIAL SKILLS THAT MAY HAVE BEEN AFFECTED BY THEIR CONDITIONS.2.4 RAISE AWARENESS OF THE IMPACT OF STROKE AND LTNC IN THE COMMUNITY.

Activities: THE CHARITY'S OBJECTS ("THE OBJECTS") ARE TO PROMOTE GOOD HEALTH OF PEOPLE WHO HAVE SUFFERED STROKES OR OTHER LONG TERM NEUROLOGICAL CONDITIONS (LTNC) AND THEIR CARERS, LIVING IN THE CAMBRIDGESHIRE AREA

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** CAMBRIDGESHIRE
- Cambridgeshire

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|---------|-------------|--------|-----------|
| 2025-03-31 | £40,456 | £52,694 | - | - |
| 2024-03-31 | £64,434 | £61,552 | - | - |
| 2023-03-31 | £39,497 | £58,380 | - | - |
| 2022-03-31 | £39,595 | £41,336 | - | - |
| 2021-03-31 | £48,688 | £33,877 | - | - |

Trustees

| Name | Role | Appointed |
|-----------------------------|-------|------------|
| Dr IAN LINDSAY | Chair | 2019-09-10 |
| Elizabeth Claire Davis | | 2022-12-08 |
| Lady AVA PAICE | | 2013-04-21 |
| Margaret Elisabeth Haverson | | 2023-04-03 |
| RICHARD OLIVER SETCHELL | | 2021-07-08 |
| Sandra Shastid | | 2025-07-29 |

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England & Wales - Charity number 1149783

Accounts

Charity number 1149783

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

POS+ABILITY

PARTICULARS OF THE CHARITY

FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES (who served during year.)

Dr I D Lindsay (Chairman)

Mrs E Davis

Mrs M E Haverson

Ms L F Nangle (Secretary)

Lady A B Paice

Mr R O Setchell (Treasurer)

PRINCIPAL BANKERS: HSBC

INDEPENDENT EXAMINER: Mr N Pallister

REGISTERED ADDRESS: 6b Station Road, Ely, Cambs CB7 4BS

CHARITY REGISTRATION NO: 1149783

TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2025**

The Trustees present their report and independently examined financial statements for the year ended 31 March 2025

Objects of the Charity

The objects of the charity is to significantly improve the quality of life for those affected by long term disabling conditions by providing structured exercise regimen to stimulate both physical and mental awareness, encourage positive attitude and continually build confidence and self-esteem.

The Trustees have considered the Charity Commission's guidance on public benefit, and they consider that the charity is fulfilling its obligations in this respect by achieving the above objectives.

Governing Document

The Charity is regulated by its Constitution dated 29 October 2012.

Organisation

The board of trustees consists of the chairperson, secretary, treasurer and other persons taking on whichever roles the board decides are required. The board meets as and when required and at least 4 times a year.

Trustee induction and training

New Trustees are selected from the local community, only if they have relevant experience, skills and enthusiasm to enable them to make a contribution to the administration of the charity. They are interviewed and, if they are willing to be appointed, they are formally proposed and seconded for appointment either at an Annual General Meeting or by the board of trustees if a vacancy occurs between annual general meetings. No formal training is given to new Trustees but they are briefed thoroughly as to the charity's activities

Review of Activities

As has always been the case, we had a year in which we had to adapt to changing circumstances. It was also the first complete year in which various trustees had to take on greater responsibility for the day-to-day operations of the charity. It had been hoped that these demands would reduce over the year, but for a variety of reasons this was not the case. Our board member undertaking the bulk of these tasks remained extremely busy.

Despite our best efforts, owing to lack of demand, Love to Move failed to get off the ground, and, over the year, we returned to our traditional role of providing chair-based exercises to clients with a range of impairments and varying levels of disability.

We continued to operate the usual number of traditional exercise classes at Histon, Ely, Littleport and Soham, but reduced the levels of provision in local care homes. Overall, our number of clients increased steadily. Where possible we will continue to increase our services as requested at Histon and increase the numbers of clients at our other locations where there is room for modest growth.

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TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)****Review of Activities (continued)**

We welcomed a new staff member and a new volunteer, and closely monitored our staffing requirements over the year, with the aim of maximizing efficiency and effectiveness whilst retaining high standards of service provision. Considerable efforts went into updating all our procedures and policies to comply with best practice, and into updating our various information leaflets and social media profile. We also started updating our constitution. Our trustee numbers did not change. Socially, we enjoyed a summer drinks party and held a very well-attended Christmas lunch at Ely Golf Club.

We continued to liaise with a variety of local charitable organisations, the Cambridgeshire and Peterborough Integrated Care Board, and local Primary Care Networks to maintain our profile. Consequently, we developed better relationships with local social prescribers who, gratifyingly, then referred some new clients.

As good employers, we paid particular attention to the provision of a range of training for both our staff and volunteers

As ever, we will need to apply for grants to help with ongoing costs, in addition to traditional fundraising activities. As reported last year, a wheel has indeed turned full circle, but we have wonderful staff, volunteers, and enthusiastic trustees. PosAbility's future remains bright

Reserves Policy

The trustees have determined that free reserves should total about 3 months of total organisational operating costs.

This will be regularly reviewed to ensure that it meets the charity's changing needs and circumstances and will depend on cash flow (and forecasts), reviews of existing funds and reserves, of future income streams, of likely future expenditure, of past operational and other trends, and of the major risks facing the charity. The trustees will consider the likely effects of changes on the public and beneficiaries, an analysis of future needs, contingencies and risks with potential consequences for the charity not being able to meet them.

Review of the Financial Position and Transactions

Client fees appear to be down on last year but when the amount owing at the year end (and subsequently paid) is taken into account they have changed very little. This is disappointing, and in an effort to correct this, weekly fees were increased with effect from 1st January.

With grants and donations, the total income for the year was £40,456 – a significant decrease on the 2023/24 income of £64,434 but very slightly up on 2022/23.

Total expenses were £52,694 compared to £61,552 in 2023/24. The major expense is staff salaries and travelling costs which were £45,181 – a saving compared to 2023/24 of £8,689 due to the retirement of the chief executive officer in December 2023.

The Trustees are aware that continuing and significant income from grants is essential for the wellbeing of the charity and all possible sources are being pursued.

On Behalf of the Trustees

I D Lindsay (Chairman)

29 April 2025

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2025 which are set out on pages 5 & 6.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
2. the accounts do not accord with those records ; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts as set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

N Pallister
25 King Edgar Close
Ely
Cambs CB6 1DP

30 June 2025

POS+ABILITY

5.

**RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025**

| | Unrestricted Funds | Restricted Funds | 2025 Total | 2024 Total |
|--------------------------------------|-------------------------------|-----------------------------|-----------------------|-----------------------|
| Receipts | | | | |
| Client fees | 27,481 | - | 27,481 | 29,048 |
| Fund raising activities | 581 | - | 581 | 483 |
| Donations | 2,890 | - | 2,890 | 7,466 |
| Grants | 9,504 | - | 9,504 | 27,437 |
| Total receipts | 40,456 | - | 40,456 | 64,434 |
| Payments | | | | |
| Salaries and pension contributions | 39,896 | - | 39,896 | 49,186 |
| Staff travelling expenses | 5,285 | - | 5,285 | 4,684 |
| Staff training | 360 | 30 | 390 | 90 |
| Hire of halls | 4,100 | - | 4,100 | 4,273 |
| Insurance | 459 | - | 459 | 526 |
| Payroll bureau | 677 | - | 677 | 785 |
| Equipment | 590 | 494 | 1,084 | 1,513 |
| Website support / design | 84 | - | 84 | 84 |
| Professional fees | 97 | - | 97 | 30 |
| Office costs & sundry expenses | 622 | - | 622 | 381 |
| Total payments | 52,170 | 524 | 52,694 | 61,552 |
| Net (payments) / receipts | (11,714) | (524) | (12,238) | 2,882 |
| Bank balance at 31 March 2024 | 31,913 | 524 | 32,437 | 29,555 |
| Bank balance at 31 March 2025 | 20,199 | - | 20,199 | 32,437 |

The notes on page 6 form part of this account

Approved by the trustees on 29 April 2025 and signed on their behalf by:

I D Lindsay

R O Setchell

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

| Restricted Funds | Balance 1 April 2024 | Grant Received | Payments | Balance 31 Mar 2025 |
|-------------------------|---------------------------------|---------------------------|-----------------|--------------------------------|
| City of Ely Council | 524 | - | 524 | - |
| Total | 524 | - | 524 | - |

Purposes of grants:

City of Ely Council – to cover the cost of particular items of equipment and staff training.

Statement of Assets and Liabilities at 31 March 2025

| | 2025 | 2024 |
|--|-------------|-------------|
| Cash funds – HSBC current account | 20,199 | 32,437 |
| Exercise & other equipment (insured value) | 26,265 | 25,500 |
| Debtors | 2,248 | 1,434 |
| Liabilities | nil | nil |

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England & Wales - Charity number 1149783

Accounts

Charity number 1149783

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**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

POS+ABILITY

1.

PARTICULARS OF THE CHARITY

FOR THE YEAR ENDED 31 MARCH 2024

TRUSTEES (who served during year.)

Dr I D Lindsay (Chairman)

Mrs E Cutting (resigned 26 February 2024)

Mrs E Davis (Secretary to 23 April 2024)

Mrs M E Haverson (appointed 3 April 2023)

Ms L F Nangle (appointed 27 February 2024 and secretary from 23 April 2024)

Lady A B Paice

Mr R O Setchell (Treasurer)

PRINCIPAL BANKERS: HSBC

INDEPENDENT EXAMINER: Mr N Pallister

REGISTERED ADDRESS: 6b Station Road, Ely, Cambs CB7 4BS

CHARITY REGISTRATION NO: 1149783

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

The Trustees present their report and independently examined financial statements for the year ended 31 March 2024

Objects of the Charity

The objects of the charity is to significantly improve the quality of life for those affected by long term disabling conditions by providing structured exercise regimen to stimulate both physical and mental awareness, encourage positive attitude and continually build confidence and self-esteem.

The Trustees have considered the Charity Commission's guidance on public benefit, and they consider that the charity is fulfilling its obligations in this respect by achieving the above objectives.

Governing Document

The Charity is regulated by its Constitution dated 29 October 2012.

Organisation

The board of trustees consists of the chairperson, secretary, treasurer and other persons taking on whichever roles the board decides are required. The board meets as and when required and at least 4 times a year.

The day-to-day administration was handled by the Chief Executive Officer, Mrs S Bellow prior to her resignation in December 2023 since when administration duties have ben redistributed amongst trustees and staff.

Trustee induction and training

New Trustees are selected from the local community, only if they have relevant experience, skills and enthusiasm to enable them to make a contribution to the administration of the charity. They are interviewed and, if they are willing to be appointed, they are formally proposed and seconded for appointment either at an Annual General Meeting or by the board of trustees if a vacancy occurs between annual general meetings. No formal training is given to new Trustees but they are briefed thoroughly as to the charity's activities

Review of Activities

The last year was one of contrasting parts. The first was one of financial consolidation and the continuing development of a new service for those with dementia, the second was one of reorganization following the retirement of our chief executive officer in December and the redistribution of her activities to the trustees and staff.

We continued to operate the usual number of traditional exercise classes at Histon, Ely, Littleport and Soham, and maintained exercise sessions at two care homes and to the U3A. We were unable to establish a class at Chatteris for various reasons, but mostly on the grounds of costs. Our numbers of clients remained at a satisfactory level, having increased on the levels from before Covid lockdown.

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TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)****Review of Activities (continued)**

A lot of time and effort went into developing Love to Move classes, but the response in terms of numbers of participants was disappointingly low. We will continue to increase our services as requested at Histon and increase the numbers of clients at our other locations where there is room for modest growth.

Our staff and volunteer numbers remained steady but personnel changed, as was the case of the trustees. Socially, we enjoyed a summer drinks party and held a very well attended Christmas lunch. We initiated a review of all our operational procedures to allow transition from an operational model involving a chief executive officer to a flatter organisation with the trustees interfacing directly with staff and sharing the former's roles. We refined our safeguarding procedures, and developed our volunteer procedures and recruitment.

Once the charity is operating as smoothly, effectively, and efficiently as possible we will need to be applying for grants to help with ongoing costs, in addition to traditional fundraising activities. A wheel has turned full circle, but we have wonderful staff, volunteers, and enthusiastic trustees. PosAbility's future looks bright.

Reserves Policy

The trustees have determined that free reserves should total about 3 months of total organisational operating costs.

This will be regularly reviewed to ensure that it meets the charity's changing needs and circumstances and will depend on cash flow (and forecasts), reviews of existing funds and reserves, of future income streams, of likely future expenditure, of past operational and other trends, and of the major risks facing the charity. The trustees will consider the likely effects of changes on the public and beneficiaries, an analysis of future needs, contingencies and risks with potential consequences for the charity not being able to meet them.

Review of the Financial Position and Transactions

Client fees continue to improve following the pandemic and this year at £29,048 they moved marginally ahead of the pre-pandemic figure for 2019/20 of £28,984.

With grants and donations the total income for the year was £64,434 – a large increase on the 2022/23 income of £39,497

Total expenses were £61,552 compared to £58,380 in 2022/23. The major expense is staff salaries and travelling costs which were £53,870 but savings are anticipated in 2024/25 following the retirement of the chief executive officer referred to above.

The Trustees are aware that continuing and significant income from grants is essential for the wellbeing of the charity and all possible sources are being pursued.

On Behalf of the Trustees

I D Lindsay (Chairman)

18 June 2024

Independent Examiner's Report to the Trustees of Pos+Ability

4.

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2024 which are set out on pages 5 & 6.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
2. the accounts do not accord with those records ; or

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.

N Pallister
25 King Edgar Close
Ely
Cambs CB6 1DP

25 July 2024

**RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024**

| | Unrestricted Funds | Restricted Funds | 2024 Total | 2023 Total |
|--|-----------------------|---------------------|---------------|-----------------|
| Receipts | | | | |
| Client fees | 29,048 | - | 29,048 | 24,849 |
| Fund raising activities | 483 | - | 483 | 814 |
| Donations | 7,466 | - | 7,466 | 4,509 |
| Grants | 26,419 | 1,018 | 27,437 | 9,325 |
| Total receipts | 63,416 | 1,018 | 64,434 | 39,497 |
| Payments | | | | |
| Salaries and pension contributions | 49,186 | - | 49,186 | 45,947 |
| Staff travelling expenses | 4,684 | - | 4,684 | 3,525 |
| Staff training | 90 | - | 90 | 562 |
| Hire of halls | 4,273 | - | 4,273 | 4,886 |
| Insurance | 526 | - | 526 | 512 |
| Payroll bureau | 785 | - | 785 | 735 |
| Equipment | 47 | 1,466 | 1,513 | 548 |
| Website support / design | 84 | - | 84 | 209 |
| Professional fees | 30 | - | 30 | 241 |
| Christmas party & cards | 99 | - | 99 | 490 |
| Office costs & sundry expenses | 282 | - | 282 | 725 |
| Total payments | 60,086 | 1,466 | 61,552 | 58,380 |
| Net (payments) / receipts | 3,330 | (448) | 2,882 | (18,883) |
| Transfer between funds | 145 | (145) | - | - |
| Bank balance at 31 March 2023 | 28,438 | 1,117 | 29,555 | 48,438 |
| Bank balance (funds) at 31 March 2024 | 31,913 | 524 | 32,437 | 29,555 |

The notes on page 6 form part of this account

Approved by the trustees on 18 June 2024 and signed on their behalf by:

I D Lindsay

R O Setchell

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

| Restricted Funds | Balance 1 April 2023 | Grant Received | Payments/ Transfers | Balance 31 Mar 2024 |
|-------------------------------|---------------------------------|---------------------------|--------------------------------|--------------------------------|
| East Cambs District Council | 127 | - | 127 | - |
| Sanctuary Housing Association | 990 | - | 990 | - |
| City of Ely Council | - | 1,018 | 494 | 524 |
| Total | 1,117 | 1,018 | 1,611 | 524 |

Purposes of grants:

East Cambs District Council – to help people stay connected, printing & distributing newsletters

Sanctuary Housing Association – for equipment to help people overcome digital exclusion.

City of Ely Council – to cover the cost of particular items of equipment and staff training.

Statement of Assets and Liabilities at 31 March 2024

| | 2024 | 2023 |
|--|-------------|-------------|
| Cash funds – HSBC current account | 32,437 | 29,555 |
| Exercise & other equipment (insured value) | 25,500 | 43,189 |
| Debtors | 1,434 | 1,041 |
| Liabilities | 188 | nil |

Workings -not for printing in final accounts:

Debtors

| | |
|---|-------------|
| Janet Saunders -invoice 01/03/24 Dec & Feb sessions | 56 pd 05/4 |
| Janet Saunders – Invoice 15/04/24 March sessions | 24 pd 03/5 |
| Hi Friends – Invoice 02/04/24 Love to move March | 235 pd 05/4 |
| Hi Friends – Invoice 02/04/24 March sessions | 993 pd 05/4 |
| The Limes – Invoice 05/03/24 march sessions | 126 pd 19/4 |

1434

Creditors

| | |
|----------------------|-----|
| Cambs County Council | 188 |
|----------------------|-----|

POS+ABILITY

England & Wales - Charity number 1149783

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**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

POS+ABILITY

1.

**PARTICULARS OF THE CHARITY
FOR THE YEAR ENDED 31 MARCH 2023**

TRUSTEES (who served during year.)

Dr I D Lindsay (Chairman)

Mrs E Cutting (appointed 8 December 2022)

Mrs E Davis (Secretary appointed 8 December 2022)

Mrs M J Harrington (Secretary prior to resignation 8 December 2022)

Mrs B A Howard (resigned 8 December 2022)

Lady A B Paice

Mr R O Setchell (Treasurer)

CHIEF EXECUTIVE OFFICER: Mrs S Bellow

PRINCIPAL BANKERS: HSBC

INDEPENDENT EXAMINER: Mr N Pallister

REGISTERED ADDRESS: 6b Station Road, Ely, Cambs CB7 4BS

CHARITY REGISTRATION NO: 1149783

TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2023**

The Trustees present their report and independently examined financial statements for the year ended 31 March 2023.

Objects of the Charity

The objects of the charity is to significantly improve the quality of life for those affected by long term disabling conditions by providing structured exercise regimen to stimulate both physical and mental awareness, encourage positive attitude and continually build confidence and self-esteem.

The Trustees have considered the Charity Commission's guidance on public benefit, and they consider that the charity is fulfilling its obligations in this respect by achieving the above objectives.

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Organisation

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The day-to-day administration is handled by the Chief Executive Officer, Mrs S Bellow.

Trustee induction and training

New Trustees are selected from the local community, only if they have relevant experience, skills and enthusiasm to enable them to make a contribution to the administration of the charity. They are interviewed and, if they are willing to be appointed, they are formally proposed and seconded for appointment either at an Annual General Meeting or by the board of trustees if a vacancy occurs between annual general meetings. No formal training is given to new Trustees but they are briefed thoroughly as to the charity's activities

Review of Activities

We have had a highly successful year in terms of growth: increasing our range of activities, increasing our client base and collaborating with other agencies, whilst maintaining our ethos and enhancing our reputation in terms of service delivery.

During the year we were able to return to holding sessions at Larkfields Community Centre in Ely, whilst continuing to use the excellent facilities in Histon, Soham and Littleport. We were also able to develop smaller sessions into care homes and another care facility, as well as starting a class on behalf of the University of the Third Age in Chatteris. Consequently, the number of clients attending these venues now comfortably exceeds the numbers prior to lockdown. An ongoing survey of our existing clients is helping shape the way sessions are run.

We have been asked to increase our sessions at Histon, more care homes are asking for sessions and we are collaborating with other organisations to provide services to Peterborough and Cambridge Integrated Care System through their Healthier Futures Fund. In addition, we are planning to start sessions in Fenland District mirroring on our work in East Cambridgeshire, and are about to start Love to Move Sessions, based on the British Gymnastics programme for age and dementia friendly exercise.

....continued

TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)****Review of Activities (continued)**

These changes have placed huge demands on our CEO, instructors, and volunteers, and they have responded magnificently. To meet our ambitions has required additional staff training, huge flexibility on their part, and the need for additional support from volunteers. We have therefore initiated a recruiting campaign for at least one additional trainer as well as additional volunteers.

We are developing our social media presence and continue to attend regular virtual meetings to raise awareness of PosAbility through the Health and Wellbeing Network, the East Cambs Parish and Community Forum and others; as well as having regular face to face meetings with a wide variety of representatives from like-minded organisations. We have increased our trustee numbers, and specific trustees will help support our CEO in the area of fund-raising and support to our volunteers.

All this activity comes with increasing costs, so fundraising for core costs will be our major priority in the next reporting year.

Reserves Policy

The trustees have determined that free reserves should total about 3 months of total organisational operating costs.

This will be regularly reviewed to ensure that it meets the charity's changing needs and circumstances and will depend on cash flow (and forecasts), reviews of existing funds and reserves, of future income streams, of likely future expenditure, of past operational and other trends, and of the major risks facing the charity. The trustees will consider the likely effects of changes on the public and beneficiaries, an analysis of future needs, contingencies and risks with potential consequences for the charity not being able to meet them.

Review of the Financial Position and Transactions

The Charity is still recovering from the effects of the pandemic. Client fees increased in the year from £14,484 in 2021/22 to £24,849 but still somewhat short of the 2019/20 income of £28,984.

With grants and donations the total income for the year was £39,497. This is slightly less than the 2021/22 figure of £39,595 but 2021/22 did include a single (not repeated) grant of £13,405.

Total expenses were £58,380 compared to £41,336 in 2021/22.

Staff salaries and pension costs increased by £11,020 and the trustees thought it only right to re-imburse staff for their travelling costs which amounted to £3,525.

The other major cost increase was in the hire of halls following the increased activities in the year (2023 - £4,886, 2022 - £1,388).

The Trustees are well aware that a loss for the year of £18,883 is not sustainable and major efforts have been made, with much success, to increase the grant income for 2023/24.

On Behalf of the Trustees

I D Lindsay (Chairman)

24 July 2023

Independent Examiner's Report to the Trustees of Pos+Ability

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which are set out on pages 5 & 6.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
2. the accounts do not accord with those records ; or

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.

N Pallister
25 King Edgar Close
Ely
Cambs CB6 1DP

5 Sept 2023

POS+ABILITY

5.

RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023

| | Unrestricted Funds | Restricted Funds | 2023 Total | 2022 Total |
|--|-----------------------|---------------------|-----------------|----------------|
| Receipts | | | | |
| Client fees | 24,849 | - | 24,849 | 14,484 |
| Fund raising activities | 814 | - | 814 | 461 |
| Donations | 4,509 | - | 4,509 | 7,328 |
| Grants | 9,325 | - | 9,325 | 17,322 |
| Total receipts | 39,497 | - | 39,497 | 39,595 |
| Payments | | | | |
| Salaries and pension contributions | 35,131 | 10,816 | 45,947 | 34,927 |
| Staff travelling expenses | 3,225 | 300 | 3,525 | - |
| Staff training | 562 | - | 562 | - |
| Recruitment costs | - | - | - | 470 |
| Hire of halls | 2,980 | 1,906 | 4,886 | 1,388 |
| Insurance | 512 | - | 512 | 490 |
| Payroll bureau | 735 | - | 735 | 554 |
| Equipment | 548 | - | 548 | 955 |
| Website support / design | 209 | - | 209 | 1,604 |
| Professional fees | 241 | - | 241 | - |
| Christmas party & cards | 490 | - | 490 | - |
| Office costs & sundry expenses | 594 | 131 | 725 | 948 |
| Total payments | 45,227 | 13,153 | 58,380 | 41,336 |
| Net (payments) | (5,730) | (13,153) | (18,883) | (1,741) |
| Bank balance at 31 March 2022 | 34,168 | 14,270 | 48,438 | 50,179 |
| Bank balance (funds) at 31 March 2023 | 28,438 | 1,117 | 29,555 | 48,438 |

The notes on page 6 form part of this account

Approved by the trustees on 24 July 2023 and signed on their behalf by:

I D Lindsay

R O Setchell

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

| Restricted Funds | Balance 1 April 2022 | Grant Received | Payments | Balance 31 Mar 2023 |
|-------------------------------|---------------------------------|---------------------------|-----------------|--------------------------------|
| East Cambs District Council | 237 | - | 110 | 127 |
| Sanctuary Housing Association | 990 | - | - | 990 |
| People's Postcode Lottery | 13,043 | - | 13,043 | - |
| Total | 14,270 | - | 13,153 | 1,117 |

Purposes of grants:

East Cambs District Council – to help people stay connected, printing & distributing newsletters

Sanctuary Housing Association – for equipment to help people overcome digital exclusion.

People's Postcode Lottery – towards the cost of re-opening Ely face to face classes for 12 months from 1st Jan 2022

Statement of Assets and Liabilities at 31 March 2023

| | 2023 | 2022 |
|--|-------------|-------------|
| Cash funds – HSBC current account | 29,555 | 48,438 |
| Exercise & other equipment (insured value) | 43,189 | 42,508 |
| Debtors | 1,041 | nil |
| Liabilities | nil | nil |

POS+ABILITY

England & Wales - Charity number 1149783

Accounts

POS+ABILITY

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

POS+ABILITY

1.

**PARTICULARS OF THE CHARITY
FOR THE YEAR ENDED 31 MARCH 2022**

TRUSTEES (who served during year.)

Dr I D Lindsay (Chairman)

Mrs M J Harrington (Secretary)

Mrs B A Howard

Lady A B Paice

Mr R O Setchell (Treasurer appointed 8 July 2021)

CHIEF EXECUTIVE OFFICER: Mrs S Bellow

PRINCIPAL BANKERS: HSBC, High Street, Newmarket

INDEPENDENT EXAMINER: Mr N Pallister

REGISTERED ADDRESS: 26 High St, Wilburton, Ely, Cambs CB6 3RB

CHARITY REGISTRATION NO: 1149783

TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2022**

The Trustees present their report and independently examined financial statements for the year ended 31 March 2022.

Objects of the Charity

The objects of the charity is to significantly improve the quality of life for those affected by long term disabling conditions by providing structured exercise regimen to stimulate both physical and mental awareness, encourage positive attitude and continually build confidence and self-esteem.

The Trustees have considered the Charity Commission's guidance on public benefit, and they consider that the charity is fulfilling its obligations in this respect by achieving the above objectives.

Governing Document

The Charity is regulated by its Constitution dated 29 October 2012.

Organisation

The board of trustees consists of the chairperson, secretary, treasurer and other persons taking on whichever roles the board decides are required. The board meets as and when required and at least 4 times a year.

The day-to-day administration is handled by the Chief Executive Officer, Mrs S Bellow.

Trustee induction and training

New Trustees are selected from the local community, only if they have relevant experience, skills and enthusiasm to enable them to make a contribution to the administration of the charity. They are interviewed and, if they are willing to be appointed, they are formally proposed and seconded for appointment either at an Annual General Meeting or by the board of trustees if a vacancy occurs between annual general meetings. No formal training is given to new Trustees but they are briefed thoroughly as to the charity's activities

Review of Activities

At the start of the year, we were still holding virtual classes for our clients, but were able to start some face-to-face sessions at Histon in June 2021. Over the ensuing months we were able to extend these sessions to all our locations. The total number of clients who were benefiting from our activities increased from 20 a week to around 45, and this number continues to rise. We retained our ability to provide virtual activities and were able to implement a long-cherished ambition by initiating an exercise session in a care home. We appointed a part time chief executive following interviews in May. This helped enormously in managing the changes in staff and ways of working that were a direct consequence of the Covid 19 pandemic. It helped build in resilience and allowed much greater collaboration between ourselves and other like-minded organisations such as the Stroke Association, the MS society and the Parkinson's society. At the same time, we were able to keep abreast of the fundamental changes that are taking place within the NHS in terms of provision of community health and social services by networking assiduously with more local networks. This undoubtedly helps raise the profile of the charity and has resulted in further referrals.

The trustees who had been meeting monthly by zoom restarted face to face meetings in May and these have continued on a bi-monthly basis. However, an operational working group continues to liaise with the CEO on a more frequent ad-hoc basis. We look forward to another challenging, but exciting year and feel confident that we will continue to grow.

TRUSTEES' REPORT**FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)****Reserves Policy**

The trustees have determined that free reserves should total about 3 months of total organisational operating costs. This will be regularly reviewed to ensure that it meets the charity's changing needs and circumstances and will depend on cash flow (and forecasts), reviews of existing funds and reserves, of future income streams, of likely future expenditure, of past operational and other trends, and of the major risks facing the charity. The trustees will consider the likely effects of changes on the public and beneficiaries, an analysis of future needs, contingencies and risks with potential consequences for the charity not being able to meet them.

Review of the Financial Position and Transactions

Despite the effect of the pandemic, the financial position of the charity remains strong thanks in no small part to the generosity of donors and the support obtained through grants. With the resumption of face to face classes following the relaxation of the pandemic regulations income from client fees have started to recover but the total for the year of £14,484 (2021 - £5,003) was only just over half of the 2019/20 income (£27,460).

Salary and pension costs have increased by £5,890 and the benefit in 2020/21 of furlough receipts which amounted to £16,299 has been lost.

Restricted grants of £17,322 were received and £14,270 of such grant receipts remain unspent at the year end.

Unrestricted funds decreased by £5,533 in the year.

The challenge in the next 12 month is to strive to get the income of the charity back to pre-pandemic levels.

On Behalf of the Trustees

I D Lindsay (Chairman)

26 May 2022

Independent Examiner's Report to the Trustees of Pos+Ability

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2022 which are set out on pages 5 & 6.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
2. the accounts do not accord with those records ; or

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.

Signed:

N Pallister
25 King Edgar Close
Ely
Cambs CB6 1DP

30 June 2022

**RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022**

| | Unrestricted Funds | Restricted Funds | 2022 Total | 2021 Total |
|--|-----------------------|---------------------|----------------|---------------|
| Receipts | | | | |
| Client fees | 14,484 | - | 14,484 | 5,003 |
| Fund raising activities | 461 | - | 461 | 577 |
| Donations | 7,328 | - | 7,328 | 12,593 |
| Grants | - | 17,322 | 17,322 | 14,216 |
| Staff furlough receipts | - | - | - | 16,299 |
| Total receipts | 22,273 | 17,322 | 39,595 | 48,688 |
| Payments | | | | |
| Salaries and pension contributions | 23,206 | 11,721 | 34,927 | 29,037 |
| Redundancy payments | - | - | - | 2,034 |
| Recruitment costs | 470 | - | 470 | - |
| Hire of halls | 280 | 1,108 | 1,388 | - |
| Insurance | 490 | - | 490 | 490 |
| Payroll bureau | 554 | - | 554 | 1,032 |
| Computer & sundry equipment | 429 | 526 | 955 | 254 |
| Website design | 1,604 | - | 1,604 | - |
| Office costs & sundry expenses | 773 | 175 | 949 | 1,030 |
| Total payments | 27,806 | 13,530 | 41,336 | 33,877 |
| Net receipts / (payments) | (5,533) | 3,792 | (1,741) | 14,811 |
| Bank balance at 31 March 2021 | 39,701 | 10,478 | 50,179 | 35,368 |
| Bank balance (funds) at 31 March 2022 | 34,168 | 14,270 | 48,438 | 50,179 |

The notes on page 6 form part of this account

Approved by the trustees on 26 May 2022 and signed on their behalf by:

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2022

| Restricted Funds | Balance 1 April 2021 | Grant Received | Payments | Balance 31 Mar 2022 |
|-------------------------------------|-------------------------|-------------------|---------------|------------------------|
| East Cambs District Council | 287 | - | 50 | 237 |
| Sanctuary Housing Association | 990 | - | - | 990 |
| National Lottery | 9,201 | - | 9,201 | - |
| Cambridgeshire Community Foundation | - | 3,917 | 3,917 | - |
| People's Postcode Lottery | - | 13,405 | 362 | 13,043 |
| Total | 10,478 | 17,322 | 13,530 | 14,270 |

Purposes of grants:

East Cambs District Council – to help people stay connected, printing & distributing newsletters

Sanctuary Housing Association – for equipment to help people overcome digital exclusion.

National Lottery – towards costs of restarting face to face sessions. Project now completed.

Cambridgeshire Community Foundation – towards core expenses. Project now completed.

People's Postcode Lottery – towards the cost of re-opening Ely face to face classes for 12 months from 1st Jan 2022

Statement of Assets and Liabilities at 31 March 2022

| | 2022 | 2021 |
|--|--------|--------|
| Cash funds – HSBC current account | 48,438 | 50,179 |
| Exercise & other equipment (insured value) | 42,508 | 41,270 |
| Liabilities | none | none |

POS+ABILITY

England & Wales - Charity number 1149783

Accounts

POS+ABILITY

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

POS+ABILITY

1.

**PARTICULARS OF THE CHARITY
FOR THE YEAR ENDED 31 MARCH 2021**

TRUSTEES (who served during year and have been appointed since the year end)

Dr I D Lindsay (Chairman)

Mrs M J Harrington (Secretary)

Mrs B A Howard

Lady A B Paice

Mr R O Setchell (Treasurer appointed 8 July 2021)

Mrs S Bellow (resigned 12 August 2020)

Mrs E Every (resigned 18 September 2020)

Mrs E Clayton-Smith (resigned 27 March 2021)

CHIEF EXECUTIVE OFFICER: Mrs S Bellow (appointed 1 September 2020)

PRINCIPAL BANKERS: HSBC, High Street, Newmarket

INDEPENDENT EXAMINER: Mr N Pallister

REGISTERED ADDRESS: 26 High St, Wilburton, Ely, Cambs CB6 3RB

CHARITY REGISTRATION NO: 1149783

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report and independently examined financial statements for the year ended 31 March 2021.

Objects of the Charity

The objects of the charity is to significantly improve the quality of life for those affected by long term neurological conditions by providing structured exercise regimen to stimulate both physical and mental awareness, encourage positive attitude and continually build confidence and self-esteem.

The Trustees have considered the Charity Commission's guidance on public benefit, and they consider that the charity is fulfilling its obligations in this respect by achieving the above objectives.

Governing Document

The Charity is regulated by its Constitution dated 29 October 2012.

Organisation

The board of trustees consists of the chairperson, secretary, treasurer and other persons taking on whichever roles the board decides are required. The board meets as and when required and at least 4 times a year.

The day-to-day administration is handled by the Chief Executive Officer, Mrs S Bellow.

Trustee induction and training

New Trustees are selected from the local community, only if they have relevant experience, skills and enthusiasm to enable them to make a contribution to the administration of the charity. They are interviewed and, if they are willing to be appointed, they are formally proposed and seconded for appointment either at an Annual General Meeting or by the board of trustees if a vacancy occurs between annual general meetings. No formal training is given to new Trustees but they are briefed thoroughly as to the charity's activities

Review of Activities

Lockdown on 23 March 2020 put an instant stop to our activities and all paid staff were furloughed. The trustees became accustomed to zoom meetings and we embarked on a decision-making process to determine our future survival strategy. We opted to develop ways of working virtually with clients and to develop ways of taking our work into care homes, whilst preparing for the return to our traditional face-to-face classes. This required a restructuring of our staff with redundancies the unfortunate consequence. We appointed a consultant in August 2020 to lead on the implementation of these changes. The accounts show the success we had in obtaining grants to assist with this project, which remains ongoing.

Review of the Financial Position and Transactions

Despite the effect of the pandemic the financial position of the charity remains strong thanks in no small part to the generosity of donors and the support obtained through grants. However, income from client fees fell by over £22,000 but with the help of furlough receipts payroll costs were almost £27,000 down. Restricted grants of £14,216 were received and £10,478 of this remains unspent at the year end. Unrestricted funds increased by £4,333 in the year. The challenge in the next 12 months as restrictions are lifted is to get the income of the charity back to pre-pandemic levels.

On Behalf of the Trustees

I D Lindsay (Chairman)

26 August 2021

Independent Examiner's Report to the Trustees of Pos+Ability

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 4 & 5.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
2. the accounts do not accord with those records ; or

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.

Signed:

N Pallister
25 King Edgar Close
Ely
Cambs CB6 1DP

5 October 2021

POS+ABILITY

4.

RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

| | Unrestricted | Restricted | 2021 | 2020 |
|--|---------------|---------------|---------------|----------------|
| | Funds | Funds | Total | Total |
| Receipts | | | | |
| Client fees | 5,003 | - | 5,003 | 27,934 |
| Fund raising activities | 577 | - | 577 | 7,723 |
| Donations | 12,593 | - | 12,593 | 8,342 |
| Grants | - | 14,216 | 14,216 | - |
| Staff furlough receipts | 16,299 | - | 16,299 | - |
| Total receipts | 34,472 | 14,216 | 48,688 | 43,999 |
| Payments | | | | |
| Salaries and pension contributions | 25,837 | 3,200 | 29,037 | 41,528 |
| Redundancy payments | 2,034 | - | 2,034 | - |
| Hire of halls | - | - | - | 8,347 |
| Insurance | 490 | - | 490 | 490 |
| Payroll bureau | 1,032 | - | 1,032 | 893 |
| Equipment | 56 | 198 | 254 | 680 |
| Office costs & sundry expenses | 690 | 340 | 1,030 | 1,658 |
| Total payments | 30,139 | 3,738 | 33,877 | 53,596 |
| Net receipts / (payments) | 4,333 | 10,478 | 14,811 | (9,597) |
| Bank balance at 31 March 2020 | 35,368 | - | 35,368 | 44,965 |
| Bank balance (funds) at 31 March 2021 | 39,701 | 10,478 | 50,179 | 35,368 |

The notes on page 5 form part of this account

Approved by the trustees on 26 August 2021 and signed on their behalf by:

I D Lindsay

R O Setchell

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

| Restricted Funds | Grant Received | Payments | Balance Forward |
|-------------------------------|-------------------|--------------|--------------------|
| Living Sport | 3,395 | 3,395 | - |
| Ely City Council | 200 | 200 | - |
| East Cambs District Council | 430 | 143 | 287 |
| Sanctuary Housing Association | 990 | - | 990 |
| National Lottery | 9,201 | - | 9,201 |
| Total | 14,216 | 3,738 | 10,478 |

Purposes of grants:

Living Sport – for online exercise sessions, staff costs, zoom licence

Ely City Council – equipment for online start-up costs

East Cambs District Council – to help people stay connected, printing & distributing newsletters

Sanctuary Housing Association – for equipment to help people overcome digital exclusion.

National Lottery – towards costs of restarting face to face sessions. Project for 1 year from 1 July 2021

Statement of Assets and Liabilities at 31 March 2021

| | 2021 | 2020 |
|--|--------|--------|
| Cash funds – HSBC current account | 50,179 | 35,368 |
| Exercise & other equipment (insured value) | 41,270 | 41,270 |
| Liabilities | none | none |