

**Charity number 1149783**

**POS+ABILITY**

**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 1<sup>st</sup> 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

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

|                                      | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>2025<br/>Total</b> | <b>2024<br/>Total</b> |
|--------------------------------------|-------------------------------|-----------------------------|-----------------------|-----------------------|
| <b>Receipts</b>                      |                               |                             |                       |                       |
| 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                |
| <b>Total receipts</b>                | <b>40,456</b>                 | <b>-</b>                    | <b>40,456</b>         | <b>64,434</b>         |
| <b>Payments</b>                      |                               |                             |                       |                       |
| 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                   |
| <b>Total payments</b>                | <b>52,170</b>                 | <b>524</b>                  | <b>52,694</b>         | <b>61,552</b>         |
| <b>Net (payments) / receipts</b>     | <b>(11,714)</b>               | <b>(524)</b>                | <b>(12,238)</b>       | <b>2,882</b>          |
| Bank balance at 31 March 2024        | 31,913                        | 524                         | 32,437                | 29,555                |
| <b>Bank balance at 31 March 2025</b> | <b>20,199</b>                 | <b>-</b>                    | <b>20,199</b>         | <b>32,437</b>         |

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<br>1 April 2024 | Grant<br>Received | Payments   | Balance<br>31 Mar 2025 |
|---------------------|-------------------------|-------------------|------------|------------------------|
| City of Ely Council | 524                     | -                 | 524        | -                      |
| <b>Total</b>        | <b>524</b>              | <b>-</b>          | <b>524</b> | <b>-</b>               |

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    |