

REGISTERED CHARITY NUMBER: 1174852
REGISTERED COMPANY NUMBER: 10927793

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025
FOR
THE PEOPLE HIVE
Connecting Adults with a Learning Disability with the Community**

The People Hive is a company limited by guarantee
Registered in England and Wales Company Number 10927793 Registered Charity Number 1174852

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THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

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FOR THE YEAR ENDED 31 MARCH 2025

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**THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)**

**LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 MARCH 2025**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
10927793

Registered Charity number
1174852

Principal Charity Office
8 Heath Road
Twickenham
Middlesex
TW1 4BZ

Trustees

The Trustees serving during the year and to the date of this report were as follows: -

Hugh Evans	- Chair
Mark D Albrow	- Treasurer
Patrick Hehir	
Bernadette Jansen	
Jacqueline Johnson	Resigned 25 June 2025
Ellen van Keulen	
Bee McManus	Appointed 13 January 2025
Peter J Stockdale	Resigned 14 April 2025

The Trustees are all Directors under the Companies Act and Trustees under the Charities Act.

All Trustees give their time voluntarily and receive no benefits from the Charity apart from reimbursed expenses set out in note 9, page 22.

Chief Executive Officer
Samantha Fyn

Independent Examiner
Andrea L Kibble FCCA
For and behalf of A K Accounting Solutions Limited
Chartered Certified Accountants
Ferneberga House
Alexandra Road
Farnborough
Surrey
GU14 6DQ

Bankers
Barclays Bank plc
Hounslow Branch
Leicester
Leicestershire LE87 2BB

Santander UK plc
Bridle Road
Bootle
Merseyside L30 4GB

**THE PEOPLE HIVE
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**CHAIRMAN'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025**

Overview

The past year has, once again, been both challenging and rewarding for The People Hive. Thanks to the dedication of our staff, volunteers, and clients, we have continued to deliver meaningful services to adults with learning disabilities and strengthen our role within the community.

Our CEO, Samantha Fyn, together with her team, has worked tirelessly to respond to challenges while also identifying new opportunities for growth. The Charity exists to provide services, resources and facilities to meet the needs of adults with learning disabilities, and this mission remains at the heart of all that we do.

The sale of the Fulwell property in February 2024 means The People Hive is in a more secure financial position than in recent years, giving us a stronger platform from which to plan.

Our High Street presence in Heath Road, Twickenham continues to offer vital opportunities for our clients through The Gallery and behind the scenes. It also provides a valuable service to the local community by showcasing local artists, raising awareness of learning disability and the People Hive.

Looking ahead

With a stronger financial base, the Board has agreed that our priority for 2025 and beyond will be to expand our reach and develop new opportunities to support a wider client group within the Borough and surrounding areas. Our Strategic Plan for 2025 - 2028 sets out how we will remain sustainable, become more resilient and continue to grow. In order to do this, we have agreed in principle to employ some new key members of staff to work on projects. The projects include Marketing, IT development, Horticulture and reaching 18 - 30-year-olds.

Our Activity Based Projects

Under the passionate leadership of our CEO, the Charity continues to develop new programmes and strengthen existing ones

- We continue to make a significant impact in the lives of our beneficiaries, supporting independence and promoting inclusion. Over 150 clients regularly engage with our activities, building skills and confidence while connecting with the wider community.
- We have expanded the range of activities on offer. Client feedback continues to play a central role in shaping our programmes, with suggestions leading to the introduction of new sessions such as Cookery, Gentle Weekend Walks, Chair Yoga Dance and Zumba.
- We remain proud that 40% of our staff team are people with a learning disability. This highlights the safe and supportive environment The People Hive provides, offering clients pathways into volunteering, work experience and paid employment.
- We continue to operate a ring-fenced hardship fund, which enables clients who would otherwise be excluded to access our activities. This remains a vital element of our inclusivity.

Finances

While we concluded the year with a deficit of £41,431, our balance sheet remains strong with significant assets as result of the sale of the Fulwell property in February 2024. These continue to be invested with a professional fund manager as liquid assets to support the Charity's medium- and longer-term sustainability.

In line with our commitment to transparency and good governance, the Board has designated funds as follows:

- a) Hardship Fund – supporting clients unable to afford activities.
- b) Planned Project Fund – to support expansion and development.
- c) Reserve Fund – covering 9-12 months operating costs.
- d) Sustainability Fund – to bridge funding shortfall as required.

We continue to be supported by the three-year National Lottery Community Fund award of £300,000 awarded in November 2023. The second and third tranches of £50,000 were received in June and December 2024.

We would also thank the Hampton Fund for the second tranche of the continuation grant which was received in June 2024, the Bailey Thomas Charitable Fund and the Normansfield and Richmond Foundation for their grants of £12,000 and £9,670 respectively.

Further details are contained within the Trustees' Report and the Financial Statements.

CHAIRMAN'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Trustee Board

This year we welcomed Bee McManus to the Board, who has undertaken a review of all services, this report has very much informed our strategy for 2025 – 2028. The CEO has had discussions with David Thorpe, who has extensive experience in the sector, and the Trustee Board has included him in discussions about the Charities future. We are keen that he plays a role in the Charity and will agree with David how he may best support and contribute to the Charity.

Our long time Chairman, Peter Stockdale, decided to step down as Chair and a Trustee having given invaluable service and support to the Charity over a number of years. The plan to replace Peter as Chair was agreed by the Trustees and a handover planned. This took place early in the New Year with Peter continuing to attend Trustee Board meetings for a few months to provide continuity and ensure a smooth transition.

Jacqueline Johnson also stepped down as Trustee in June, and we thank her for her contributions to the Board.

We remain open to applications from individuals with skills and experience to help us deliver our strategic priorities. Those interested are encouraged to contact any Trustee or the CEO.

Our staff and volunteers

We continue to be grateful for the commitment of our staff, volunteers, and artists. Volunteer support remains critical, with total volunteer hours now exceeding those of salaried employees. The contribution of volunteers to our day-to-day operations in The Gallery and with our activities cannot be overstated. It is only with the support of our volunteers that our activities remain affordable.

Another development this year is the introduction of client volunteers supporting and leading activities, this is really helping people with their confidence and provides other clients with positive role models. Due to the reliance on our volunteers to support service delivery The People Hive has agreed to continue funding the Volunteer Coordinators post.

In February this year we welcomed Kathleen Farren who has taken on our new Senior Activities Coordinator role. Kathleen brings a wealth of experience with her and will be key to delivering a well-being and health programme for our clients.

In March we welcomed Maddie Chawner in the new role of Office Manager and Workplace Support Advisor, this role will very much support the day-to-day office activities and provide the CEO with assistance and support with key tasks.

We said a sad goodbye to Helen Bradsell who retired at the end of 2024, Helen has committed to volunteering with us in the future, so she will not be a stranger.

Our Future

Our foremost priority remains supporting people with learning disabilities. Although funding challenges persist, particularly as we do not receive local authority or central government income, we are confident in our ability to remain both resilient and sustainable. The Board and management will continue to focus on fundraising and building partnerships to secure a strong and positive future for The People Hive and the people we support.

Hugh Evans
Chairman of Trustees

10 November 2025

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the unaudited financial statements for the year ending 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The People Hive is a company limited by guarantee, established on 22 August 2017 and registered as a charity on 26 September 2017. The Charity was established under a Memorandum and Articles of Association, which established the objects and powers of the Charity.

Appointment of new Trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The Charity currently has a complement of seven trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

New Trustees are briefed on their legal obligations under the charity and company law, the content of the trust deed, the committee and the decision-making processes, the business plan, and the recent financial performance of the Charity. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Governance and Organisational structure

The Board of Trustees administers the Charity and generally meets 8 times a year. There is also a finance committee which meets a minimum of once a year.

Management

Day-to-day management and decision-making of the Charity is delegated to the Chief Executive Officer who works closely with the Senior Management Team to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The Chief Executive reports to the Chair and the Board.

Samantha Fyn	Chief Executive Officer
Susie Rowan	Operations Development Manager

Pay policy for senior management team

The Trustees and the senior management team comprise the key management personnel of the Charity in charge of directing and controlling, running, and operating the Charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed on page 22 in notes 9 and 11 of the accounts.

The pay of the senior staff, and indeed all staff, is reviewed annually and typically any increases will reflect an increase in accordance with changes to the National Living Wage and average earnings. The Trustees' benchmark against pay levels in other local charities of a similar size that are run on a voluntary basis.

Related parties

None of our Trustees receive remuneration or other benefit from their work with the Charity. Any connection between a Trustee or senior manager of the Charity with service user, external contractor or supplier of services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

As a Charity we rely heavily on our team of volunteers to support the organisation and the provision of services to our clients. From time to time the volunteers may fall under the definition of 'related parties', typically spouses/partners/children of trustees or management staff and this is understood by the Board. As they are volunteers then by definition no charge is made for any services provided to the Charity.

As the theoretical monetary value of these services provided by such related parties would be de minimis it would seem unnecessary to list the parties. From time to time such volunteers may receive reimbursement for purchases from third parties incurred on behalf of The People Hive. There were no monetary transactions with related parties during the year.

There were no other related party transactions during the year.

**THE PEOPLE HIVE
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**REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 31 MARCH 2025**

OBJECTIVES AND ACTIVITIES

The objects of the Charity shall be the care and welfare of people with a learning disability centred around (but not exclusively to or within) the London Borough of Richmond upon Thames and in particular the creation and provision of activities in which individuals may participate to enable them to live and develop meaningful lives in their local and wider community and reflecting their individual wishes.

AIMS AND OBJECTIVES

The care and welfare of people with a learning disability, including the provision of facilities for recreation, social integration and personal development.

STRATEGY AND POLICIES

The Trustees are responsible for setting a strategy for achieving the objectives it has set. The focus of its strategy is to deliver sustainable opportunities for people with a learning difficulty through:

- Social engagement
- Activities and workshops to promote independent living through paid and voluntary work and education

To become the organisation of choice for the delivery of advice to partner organisations to support people with a learning disability and as a partner for the delivery of services for the benefit of people with a learning disability

PUBLIC BENEFIT STATEMENT

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that the trustees have complied with the duty in Section 17(s) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission concerning the public benefit requirement.

**THE PEOPLE HIVE
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**REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 31 MARCH 2025**

FINANCIAL REVIEW

Financial Statements

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

Statement of Financial Activities

The Statement of Financial Activities is shown on page 15, with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £240,039 (2024: £438,738). This includes a profit of £183,465 made on the sale of a freehold property.

Expenditure is incurred to enable the Charity to perform its charitable functions and raise additional funds. The total expenditure for the year was £299,751 (2024: £266,543). Full details of charitable expenditure are shown in note 7 on page 21.

Principal funding sources

The Charity is dependent upon grants and donations from individual donors and institutions. Details of charitable income is set out in note 2 on page 20 of the accounts.

Balance Sheet

The above result led to a deficit of £41,431 (2024: surplus £176,480), which has resulted in a combined fund balance of £760,894 (2024: £802,325) at the year-end. An analysis of the funds can be found in note 18 on page 24, with the movements with each fund detailed in note 19 on pages 25 and 26.

Investment powers and policy

The Memorandum and Articles of Association of the Trust give the Trustees control over the funds and assets of the company and thus to make any investment it deems fit.

Investment objectives

The Charity's investment portfolio shall be diversified across multiple asset classes to reduce risk and enhance returns. The portfolio will be managed with a medium/balanced risk profile to achieve the investment objectives. The Charity will generally achieve the desired diversification across asset classes through investment in suitably diversified collective investment schemes in the most cost-effective way practicable.

Permissible Investments

The Charity may invest in a range of asset classes, provided they align with the overall investment objectives. Permissible investments include, but are not limited to:

- Equities (domestic and international)
- Fixed income securities (government and corporate bonds)
- Collective Investment Schemes (such as Mutual funds or exchange-traded funds "ETFs")
- Money market funds (or other cash equivalents)
- Real estate investment trusts (REITs)
- Derivatives (as may be utilised within a collective investment scheme for efficient portfolio management purposes).

Prohibited Investments

To mitigate risk and ensure alignment with the Charity's values, the following investments are prohibited

- Derivatives for speculative purposes
- Commodities and commodity futures
- Private placements and unregistered securities
- Leveraged investment schemes

FINANCIAL REVIEW - continued

Investment powers and policy

Investment Management Responsibilities

The Board of Trustees are responsible for overseeing the investment policy and ensuring its adherence. The Finance Committee, appointed by the Board, shall be responsible for implementing the policy, including:

- Selecting and monitoring investment managers
- Reviewing and adjusting asset allocations
- Ensuring compliance with the investment guidelines

Reporting and Monitoring

The Finance Committee shall monitor the characteristics and asset allocation of the portfolio through review of statements of account and review of the offering documents of any collective investment schemes (such as the Key Investor Information Document). The Finance Committee shall provide regular reports to the Board of Trustees, including:

- Quarterly performance reviews of the investment portfolio
- Annual review of the investment policy and asset allocation
- Immediate notification of any significant changes or breaches in investment policy

Review and Amendments

This investment policy shall be reviewed annually by the Finance Committee, and any proposed amendments shall be submitted to the Board of Trustees for approval. The policy may be amended as necessary to reflect changes in the Charity's objectives, market conditions, or regulatory environment.

Ethical Considerations

The Charity will invest in a way that is mindful of the risks posed by negative environmental, social, and governance (ESG) factors.

Conclusion

This investment policy provides a framework for the prudent management of the Charity's investment assets. By adhering to these guidelines, the Charity aims to support its mission, preserve capital, and achieve long-term growth.

Reserves Policy

The purpose of this Reserves Policy is to establish guidelines for maintaining financial reserves for The People Hive, a charity dedicated to supporting adults with learning disabilities.

This policy aims to ensure that the organisation has sufficient reserves to protect the people we support and our employees in the event of unforeseen changes, emergencies, or financial challenges.

Reserve Fund Objective

The primary objective of our reserve fund is to provide financial stability and security to protect the continuity of our activities and services for adults with learning disabilities. The reserve fund will be used in the following scenarios:

- Economic Downturns: To address financial challenges caused by economic recessions or downturns that may impact our funding sources or donor contributions.
- Organisation Sustainability: To ensure the sustainability of our organisation and services even when facing changes in funding, demand, or other external factors.
- Unforeseen Expenses: To cover unexpected expenses or other needs that could otherwise jeopardise our mission.

FINANCIAL REVIEW - continued

Reserves Policy

Target Reserve Level

The People Hive will maintain a reserve fund equivalent to 9-12 months of the organisation's average annual running costs. The specific target will be reviewed and adjusted periodically to account for changes in the Charity's operational needs and financial circumstances.

Why 9-12 months ? The People Hive has agreed to maintain a reserve fund equivalent to 9-12 months of the Charity's running costs, this is a prudent financial strategy that takes into consideration the vulnerability of the clients the Charity serves, particularly those who may struggle with change.

Many of our clients and staff with learning disabilities are vulnerable, disadvantaged, or facing various challenges. Sudden changes in the services or support they receive can have a significant impact on their stability and well-being. These individuals may have difficulty adapting to abrupt disruptions in the assistance they rely on.

Our policy also supports better operational planning. It allows the organisation to take a more measured and client-focused approach when adapting to changes or challenges, rather than making hasty decisions due to financial constraints.

Reserve Fund Management

The reserve fund will be prudently managed to ensure it remains accessible when needed, while also preserving its long-term growth. Key principles for reserve fund management include:

- **Investment:** The reserve fund will be invested in low-risk or short-term investments, to ensure capital preservation and accessibility.
- **Monitoring:** The Charity's Board of Trustees will regularly review the status of the reserve fund to track progress toward the target level and make any necessary adjustments.
- **Use of Reserves:** The reserve fund will only be utilised for the purposes outlined in this policy. Any withdrawals from the reserve fund require the approval of the board of directors.
- **Annual Review:** The Charity's financial statements will include a specific section reporting on the status of the reserve fund, which will be reviewed annually by the Board of Trustees.

Communication

This Reserves Policy will be communicated to all relevant stakeholders, including board members, employees, and donors, to ensure transparency and accountability regarding the Charity's financial management.

Review and Revision

This Reserves Policy will be reviewed and, if necessary, revised by the Board of Trustees at least once a year or more frequently in response to changing circumstances.

By adhering to this Reserves Policy, The People Hive aims to maintain financial stability and security to protect the well-being of the people we support and our dedicated employees. This policy ensures that the Charity can continue its mission and services without disruption in the face of unforeseen changes or challenges.

At the end of the year the Charity had unrestricted reserves of £748,393, of which £736,284 (2024: £748,349) are fixed assets (2024: £755,902) and restricted reserves of £12,501 (2024: £46,423).

**REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 31 MARCH 2025**

FINANCIAL REVIEW - continued

Following the income received from the sale of the freehold property, the Trustees agreed last year to designate a total of £742,000 into the resulting funds as follows:

Hardship Fund

To provide support for individuals who may struggle to afford activity and workshop costs to ensure that no individual is prevented from accessing our services.

Planned Project Fund

For project development of the organisation to enable a wider geographical spread within the Borough thus reaching more individuals in need of our services and to help create employment opportunities. The project fund will be used to fund the initial establishment/set up and costs thereafter are assumed to be covered by the project's own generated income and separate grant funding.

Reserve Fund

To represent 9-12 months op costs plus wind-up costs. Our clients are vulnerable adults who by nature of their disability find change difficult to manage and therefore our service provision is both unique and bespoke. It is crucial that in the event that we had to close the Charity or amalgamate/merge with another organisation, we provide plenty of notice to our clients and staff to manage the transition. This will require an appropriate level of reserves.

Sustainability Fund

To be drawn down where necessary to manage year on year funding shortfalls in the medium/longer term.

Risk management

The Trustees have examined the major strategic, business and operational risks which the Charity faces and confirms that systems have been established to enable the necessary steps to be taken to lessen these risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. The Charity maintains a Risk Register which is reviewed from time to time with the last review in November 2025. Subsequent reviews will be carried out annually.

FINANCIAL REVIEW - continued

Future Plans

Three Year Strategic Plan (2025 – 2028)

The People Hive is our vibrant community hub in Twickenham, offering a welcoming space for adults with learning disabilities. From this base, we deliver a wide range of life skills, social, and developmental activities that support personal growth, social integration, and meaningful recreation.

Our programmes promote independence, wellbeing, and inclusion by focusing on key areas such as employment skills, healthy living, and active participation in the community.

In addition, The People Hive Gallery serves as a unique retail space showcasing locally made arts, crafts, and gifts. Sales from the gallery generate commission income to help fund our work and build greater community awareness and engagement with our charity.

Our Vision

The People Hive is proudly leading the way in building a more inclusive local community, where adults with learning disabilities are valued, included and supported to live meaningful and connected lives.

Our Mission

The People Hive is committed to creating and supporting real opportunities for people with a learning disability living within the Borough of Richmond and the surrounding areas.

Our Core Values

We are a values driven charity, committed to creating a positive and inclusive culture for everyone involved in our work, staff, volunteers, and the clients we support. Our core values guide everything we do:

- **Respect:** We treat everyone with dignity, value individuals and create an environment where all contributions are recognised and appreciated.
- **Inclusion:** We believe in full participation and representation for people with learning disabilities. We are dedicated to breaking down barriers so that everyone has the opportunity to belong and thrive.
- **Empowerment:** We support individuals to make their own choices, lead the lives they want, and reach their full potential.
- **Partnership:** We work with families, carers, professionals, and the wider community to provide the best possible support. We engage meaningfully with all our stakeholders to build strong, trusting relationships.
- **Creativity:** We are forward-thinking and innovative in how we deliver our services, always looking for new ways to meet the changing needs of the people we support.
- **Passion:** We care deeply about our mission and bring energy and commitment to everything we do.
- **Integrity:** We fulfil our objectives with honesty and accountability, ensuring our actions reflect our values at all times.

Strategic Priorities

Priority 1: Strengthen Our Services

Goal: Improve the quality, consistency, and impact of our support.

Objectives:

- Review and enhance current programmes and activities.
- Introduce new services based on client

Priority 2: Grow Our Capacity and Resources

Goal: Ensure the charity is financially sustainable and able to meet demand.

Objectives:

- Diversify income streams (e.g. grant applications, local fundraising, partnerships and corporations).
- Develop a 3-year fundraising plan.
- Invest more in volunteer recruitment and training.
- Explore collaboration with other organisations to share resources.
- Assess staffing levels and skill sets required to sustain growth and align with organisational resilience (see also Priority 4).

FINANCIAL REVIEW - continued

Future Plans

Three Year Strategic Plan (2025 – 2028)

Priority 3: Raise Our Profile

Goal: Improve public understanding and visibility of our work.

Objectives:

- Develop a comprehensive communications and marketing strategy that covers internal and external communications, including regular updates to our website, newsletters, social media, and printed materials.
- Establish and promote a strong, consistent brand identity that reflects our values, vision, and the voices of the people we support ensuring all materials, messaging, and visuals align with who we are and what we stand for.
- Promote success stories and demonstrate impact through case studies, videos, social media and events that celebrate achievements and raise awareness of our work.
- Increase community engagement and visibility by building relationships with local organisations and businesses.
- Provide brand and messaging guidance for staff and volunteers to ensure consistency and confidence in communicating our work.

Priority 4: Build Organisational Resilience

Goal: Strengthen governance, systems, and staff support.

Objectives:

- Ensure the Board has a diverse mix of skills that contributes to the charity.
- Provide training and support for staff and volunteers.
- Update policies and procedures to reflect best practice, including easy-read policies.
- Develop a risk management framework addressing staff succession planning.
- Review all IT systems and support. All staff to receive adequate training.
- Establish clear roles and responsibilities within the team.
- Formalise and document all processes to ensure continuity and resilience across the charity, ensuring the service can function effectively in the event of staff or volunteer changes.

Opportunities for Development

Grimwood Road - This project is going ahead and will be led by Habitat & Heritages.

Café

Mentoring (Peer & other support) - Introducing a structured mentoring scheme would offer valuable personal development for both mentors and mentees. Peer mentoring could empower people with learning disabilities to support one another, building confidence and relationships. In addition, offering access to external mentors can help individuals build life and employment skills, as well as a personal, supportive relationship.

Increase Activities for Under 30s - There is a clear need to broaden our offer for younger adults with learning disabilities, particularly those aged 18–30. This age group often faces a drop-in structured support after leaving school or college. We aim to introduce more age-relevant social, creative, and skills-activities. This will grow our reach and support a smoother transition to adulthood whilst increasing stronger community engagement for this group.

FINANCIAL REVIEW - continued

Future Plans

Three Year Strategic Plan (2025 – 2028)

Resources

The People Hive can no longer rely on goodwill. In order to develop and grow our services we need more resources.

Staffing

- Increase the hours of the Office Manager to 16 - 20hrs.
- Recruit a dedicated staff member to deliver the marketing strategy, lead the brand launch, and train a social media lead to support ongoing communications. We need a person with experience in engaging 18–30-year-olds.
- Engage an external organisation to implement appropriate IT systems, provide ongoing support, and deliver staff training to ensure confident and effective use.
- Employ an experienced gardener or horticulturist to lead the Grimwood Road project, ensuring it is well-planned, inclusive, and engaging for participants.
- In order to develop and provide activities to a younger audience we will need a part time member of staff for implementation.

Other resources

Secure a suitable building to accommodate a café and workshop space, providing opportunities for skills development, social connection, and community engagement.

Timeline Overview

Year Focus

- Year 1 (2025–2026) Strengthen internal systems, review existing services, begin raising profile
- Year 2 (2026–2027) Launch new services, grow fundraising efforts, expand partnerships
- Year 3 (2027–2028) Evaluate impact, build on progress, plan for next strategic cycle

Review and Adaptation

This strategy will be reviewed every six months to remain relevant and responsive to the needs of the people we support and the environment we operate in.

**THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 31 MARCH 2025**

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also directors of The People Hive for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Companies

This Trustees report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD OF TRUSTEES

Mark Albrow (Trustee)

For and on behalf of the Board of Trustees

10 November 2025

**THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE PEOPLE HIVE
FOR THE YEAR ENDED 31 MARCH 2025**

I report to the Trustees on my examination of the accounts of the charitable company, The People Hive for the year ended 31 March 2025, which are set out on pages 15 to 28.

Respective and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's report

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

- (1) accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities.

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.

Andrea L Kibble FCCA
A K Accounting Solutions Limited
Chartered Certified Accountants
Ferneberga House
Alexandra Road
Farnborough
Surrey
GU14 6DQ

10 November 2025

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME FROM:					
Donations and Legacies	2	18,650	121,671	140,321	153,575
Income from Charitable activities	3	45,651	-	45,651	44,947
Other trading income	4	52,695	-	52,695	56,383
Investments	5	1,372	-	1,372	368
Other income		-	-	-	183,465
Total		<u>118,368</u>	<u>121,671</u>	<u>240,039</u>	<u>438,738</u>
EXPENDITURE ON:					
Raising funds	6	37,712	-	37,712	39,354
Charitable activities	7				
Social and wellbeing activities		57,847	32,960	90,807	85,818
Establishment costs		26,418	22,622	49,040	42,996
Administration costs		17,981	100,011	117,992	94,175
Governance costs		4,200	-	4,200	4,200
Total		<u>144,158</u>	<u>155,593</u>	<u>299,751</u>	<u>266,543</u>
Net (Expenditure)/income before transfers		(25,790)	(33,922)	(59,712)	172,195
Gains/(losses) on investment assets		18,281	-	18,281	4,285
Transfer between funds		-	-	-	-
Net movement in funds		(7,509)	(33,922)	(41,431)	176,480
RECONCILIATION OF FUNDS					
	17				
TOTAL FUNDS BROUGHT FORWARD		<u>755,902</u>	<u>46,423</u>	<u>802,325</u>	<u>625,845</u>
TOTAL FUNDS CARRIED FORWARD		<u>748,393</u>	<u>12,501</u>	<u>760,894</u>	<u>802,325</u>

The notes on pages 18 to 28 form part of these financial statements

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
COMPANY REGISTRATION NO: 10927793
AT 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed Assets					
Tangible assets	13	1,413	-	1,413	1,884
Investments		<u>734,871</u>	<u>-</u>	<u>734,871</u>	<u>746,465</u>
		736,284	-	736,284	748,349
CURRENT ASSETS					
Stock		300	-	300	300
Debtors	14	9,776	-	9,776	25,289
Cash at bank and in hand		<u>23,499</u>	<u>12,501</u>	<u>36,000</u>	<u>44,123</u>
		33,575	12,501	46,076	69,712
CREDITORS					
Amounts falling due within one year	15	(21,466)	-	(21,466)	(15,736)
NET CURRENT ASSETS		<u>12,109</u>	<u>12,501</u>	<u>24,610</u>	<u>53,976</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		748,393	12,501	760,894	802,325
NET ASSETS		<u>748,393</u>	<u>12,501</u>	<u>760,894</u>	<u>802,325</u>
CHARITY FUNDS	17				
Unrestricted funds				748,393	755,902
Restricted funds				<u>12,501</u>	<u>46,423</u>
TOTAL FUNDS				<u>760,894</u>	<u>802,325</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

For the year ended 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustee's responsibilities:

- The trustees have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved by the Board of Trustees on **10 November 2025** and were signed on its behalf by:

.....
Mark Albrow – Trustee

The notes on pages 18 to 28 form part of these financial statements

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities:		
Net cash provided by (in use) operating activities	<u>(39,370)</u>	<u>(10,015)</u>
	(39,370)	(10,015)
Cash flows from investing activities		
Sale of fixed assets	-	742,466
Dividends and interest from investments	1,372	368
Proceeds from sale of investments	799,955	39,048
Purchase of investments	<u>(770,080)</u>	<u>(741,824)</u>
Cash provided by (used in) investing activities	<u>31,247</u>	<u>40,058</u>
Change in cash and cash equivalents in the year	<u>(8,123)</u>	<u>30,043</u>
Cash and cash equivalents at the start of the year	<u>44,123</u>	<u>14,080</u>
Cash and cash equivalents at the end of the year	<u><u>36,000</u></u>	<u><u>44,123</u></u>

CASH FLOW NOTES

	2025 £	2024 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net (Expense)/income for the reporting period (as per the statement of financial activities)	(41,431)	176,480
Adjustments for:		
Add back depreciation charge	471	471
Decrease/(increase) in debtors	15,512	(1,021)
(Decrease)/increase in creditors	5,731	2,173
(Gains) /losses on investments	(18,281)	(4,285)
(Gains) /losses on fixed asset	-	(183,465)
Dividends and Interest from investments	<u>(1,372)</u>	<u>(368)</u>
Net cash used in operating activities	<u>(39,370)</u>	<u>(10,015)</u>

	2025 £	2024 £
Analysis of cash and cash equivalents		
Bank and cash in hand	<u>36,000</u>	<u>44,123</u>
Total cash and cash equivalents	<u><u>36,000</u></u>	<u><u>44,123</u></u>

The notes on pages 18 to 28 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

A summary of the principal accounting policies adopted judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of preparation of the Financial Statements

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 address of the registered office is given in the reference and administrative details on page 1. The nature of the Charity's operations and its principal activities are set out in the Trustees' report.

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

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the Charity and rounded to the nearest £.

Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the Charity is required to make judgments, 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 relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going 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.

Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Unrestricted funds include designated funds where the Trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds can only be used for restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in note 20 on page 27.

Income

All incoming resources are included on the Statement of Financial Activities when the Charity is legally entitled to the income, and the amount can be quantified with reasonable accuracy. Income is deferred only when the Charity must fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in future period.

Grants are recognised when the Charity has entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donations are accounted for at the date they are received. Any related tax recoverable on donations received is accounted for when due.

Gallery sales are derived from the sale of goods.

NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES – continued

Expenditure

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

Costs of raising funds is detailed in note 6, page 29, and comprises the costs associated with attracting voluntary income and any fundraising events. Charitable expenditure is detailed in note 7, page 21, and comprises those costs incurred by the Charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature to support them.

All expenditure is accounted for on an accruals basis.

Going concern

The financial statements have been prepared on a going concern basis, as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and consider these sufficient for the Charity to be able to continue as a going concern.

Tangible fixed assets

Tangible fixed assets purchased are stated at cost less accumulated depreciation.

Depreciation is calculated on the following bases in order to write off each asset over its estimated useful life: -

Asset Category	Annual Rate
Freehold property	2% per annum on cost
Leasehold improvements	10% per annum on cost
Office equipment	33% per annum on cost

Investments

Listed investments are measured at fair value with changes in fair value being recognised in Statement of Financial Activities.

Stock

Stocks are measured at cost.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Creditors and Provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation

The Charity is an exempt Charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

Pension costs and other post-retirement benefits

The Charity operates a defined contribution pension scheme and is offered to all staff. Contributions payable to the Charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025

2. INCOME FROM DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	7,985	11,450
Income tax recoverable	665	1,125
Grants - restricted	121,671	131,000
Grants - unrestricted	<u>10,000</u>	<u>10,000</u>
	<u>140,321</u>	<u>153,575</u>

2.1 GRANTS

	2025	2024
	£	£
The Bailey Thomas Charitable Fund	12,000	-
Edward Gostling	-	10,000
Garfield Weston Foundation	-	20,000
Hampton Fuel Allotment Charity	-	33,000
The Julia and Hans Rausing Trust	-	18,000
National Lottery Community Fund	100,000	50,000
Normansfield and Richmond Foundation	9,671	-
Other grants	<u>10,000</u>	<u>10,000</u>
	<u>131,671</u>	<u>141,000</u>

Of the total grants of £131,671 (2024: £141,000) £121,671 are restricted (2024: £131,000) and £10,000 are unrestricted (2024: £10,000).

3. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Participants contributions	<u>45,651</u>	<u>44,947</u>
	<u>45,651</u>	<u>44,947</u>

4. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Gallery sales (including contributions towards shredding and workshops)	<u>52,695</u>	<u>56,383</u>
	<u>52,695</u>	<u>56,383</u>

5. INVESTMENT INCOME

	2025	2024
	£	£
Portfolio income	<u>1,372</u>	<u>368</u>
	<u>1,372</u>	<u>368</u>

6. COSTS OF RAISING FUNDS

	2025	2024
	£	£
Commissions on artwork sold	37,712	39,350
Purchases for resale	<u>-</u>	<u>4</u>
	<u>37,712</u>	<u>39,354</u>

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025

7. CHARITABLE ACTIVITIES EXPENDITURE

	2025	2024
	£	£
Independence and wellbeing		
Miscellaneous costs	31,879	28,395
Salaries, social security and pension costs	<u>58,928</u>	<u>57,423</u>
	<u>90,807</u>	<u>85,818</u>
Establishment costs		
Rent	24,167	24,167
Rates	1,724	2,831
Light and heat	1,627	2,316
Insurance	5,125	5,272
Repairs and renewals	6,978	1,250
Equipment	1,296	916
Equipment hire	1,190	536
Telephone	742	553
Computer expenses	3,342	1,662
Printing, postage and stationery	1,987	2,690
Cleaning	341	315
Training costs	50	17
Depreciation – leasehold improvements	471	471
Depreciation – freehold property	-	-
	<u>49,040</u>	<u>42,996</u>
Administration costs		
Salaries, social security and pension costs	109,691	88,149
Recruitment costs	823	183
Travel and subsistence	191	229
Staff welfare	300	461
Sundry expenses	293	1,885
Subscriptions	1,280	1,139
Accountancy	4,167	1,968
Legal and professional fees	<u>1,247</u>	<u>161</u>
	<u>117,992</u>	<u>94,175</u>
Governance costs		
Independent examiner fee	<u>4,200</u>	<u>4,200</u>
	<u>4,200</u>	<u>4,200</u>
	<u>262,039</u>	<u>227,189</u>

NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the years ended 31 March 2025 and 2024. Trustees are not remunerated for their time given to the Charity, which is on a voluntary basis.

9. STAFF COSTS

	2025 £	2024 £
Wages and salaries	152,391	132,149
Social security costs	7,641	5,971
Pension costs	8,587	7,452
	<u>168,619</u>	<u>145,572</u>

One employee had employee benefits in excess of £60,000 in the £60,000- £70,000 band (2024: in the band £60,000- £70,000).

Pension costs are allocated to activities in proportion to the related staffing costs incurred.

The Senior Management Team of the Charity comprises of the Trustees and those staff detailed on page 4 of the Trustees report. The total employee benefits of the key management personnel of the Charity were £116,058 (2024: £110,766).

10. STAFF NUMBERS

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2025 Number	2024 Number
Senior Management Team	2	2
Administrative and Support	<u>3</u>	<u>2</u>
	<u>5</u>	<u>4</u>

11. TRANSACTIONS AND RELATED PARTIES

As a Charity we rely heavily on our team of volunteers to support the organisation and the provision of services to our clients. From time to time the volunteers may fall under the definition of 'related parties', typically spouses/partners/children of trustees or management staff and this is understood by the Board. As they are volunteers then by definition no charge is made for any services provided to the Charity.

As the theoretical monetary value of these services provided by such related parties would be de minimis it would seem unnecessary to list the parties. From time to time such volunteers may receive reimbursement for purchases from third parties incurred on behalf of The People Hive. There were no monetary transactions with related parties during the year.

There were no related party transactions during the year.

12. PENSION COSTS

The Charity has a defined contribution pension scheme, which all employees are entitled to join. The Charity contributed 7% and the employees contributed 1% or more. During the year ended 31 March 2025, the Charity's total contributions amounted to £8,587 (2024: £7,452).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

13. TANGIBLE FIXED ASSETS

	Improvements to leasehold property £	Equipment £	Totals £
COST			
At 1 April 2024	4,710	3,478	8,188
Additions	-	-	-
Disposal	-	-	-
	<u>4,710</u>	<u>3,478</u>	<u>8,188</u>
At 31 March 2025	<u>4,710</u>	<u>3,478</u>	<u>8,188</u>
DEPRECIATION			
At 1 April 2024	2,826	3,478	6,304
Charge for year	471	-	471
Eliminated on disposal	-	-	-
	<u>3,297</u>	<u>3,478</u>	<u>6,775</u>
At 31 March 2025	<u>3,297</u>	<u>3,478</u>	<u>6,775</u>
NET BOOK VALUE			
At 31 March 2025	<u>1,413</u>	<u>-</u>	<u>1,413</u>
At 31 March 2024	<u>1,884</u>	<u>-</u>	<u>1,884</u>

14. FIXED ASSET INVESTMENTS

Movement in fixed asset listed investments

	2025 £	2024 £
Market value brought forward	745,691	38,602
Add: additions to investment at costs	670,080	741,824
Disposals at carrying value	(800,113)	(38,602)
Add net gain/(loss) on revaluation	<u>18,281</u>	<u>3,867</u>
Market value of investments	<u>633,939</u>	<u>745,691</u>
Cash held within managed fund	100,932	774
Total value of managed fund	<u>734,871</u>	<u>746,465</u>

Investments at fair value compromised:

	2025 £	2024 £
Fixed interest securities	-	-
UK investment and unit trusts	633,938	745,691
Overseas investment and unit trusts	-	-
Cash held within the investment portfolio	<u>100,933</u>	<u>774</u>
	<u>734,871</u>	<u>746,465</u>

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Sundry debtors	665	1,125
Accrued income	-	16,500
Prepayments	8,567	7,664
Other debtors	544	-
	<u>9,776</u>	<u>25,289</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	9,122	2,811
Other taxes	3,243	2,929
Deferred income	1,845	4,913
Other creditors	2,041	883
Accrued expenses	5,215	4,200
	<u>21,466</u>	<u>15,736</u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Tangible fixed assets	1,413	-	1,413	1,884
Investments	734,871	-	734,871	746,465
Current assets	33,575	12,501	46,076	69,712
Current liabilities	(21,466)	-	(21,466)	(15,736)
	<u>748,393</u>	<u>12,501</u>	<u>760,894</u>	<u>802,325</u>

Comparative year information for the net assets between funds:

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Tangible fixed assets	1,884	-	1,884	561,355
Investments	746,465	-	746,465	39,405
Current assets	23,289	46,423	69,712	38,648
Current liabilities	(15,736)	-	(15,736)	(13,563)
	<u>755,902</u>	<u>46,423</u>	<u>802,325</u>	<u>625,845</u>

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

19. MOVEMENT IN FUNDS

Current Year	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General Fund	<u>13,902</u>	<u>(7,509)</u>	-	<u>6,393</u>
	13,902	(7,509)	-	6,393
Designated funds				
Hardship Fund	10,000	-	-	10,000
Planned project Fund	90,000	-	-	90,000
Reserve Fund	200,000	-	-	200,000
Sustainability Fund	<u>442,000</u>	<u>-</u>	<u>-</u>	<u>442,000</u>
	742,000	-	-	742,000
Restricted funds				
The Bailey Thomas Charitable Fund	-	-	-	-
Hampton Fuel Allotment Charity	16,500	(16,500)	-	-
National Lottery Community Fund	9,421	(1,087)	-	8,334
Normansfield & Richmond Foundation	2,502	(1,687)	-	815
The Julia and Hans Rausing Trust	<u>18,000</u>	<u>(14,648)</u>	<u>-</u>	<u>3,352</u>
	<u>46,423</u>	<u>(33,922)</u>	<u>-</u>	<u>12,501</u>
TOTAL FUNDS	<u>802,325</u>	<u>(41,431)</u>	<u>-</u>	<u>760,894</u>

Net movements in funds for the current year are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General Fund	118,368	(144,158)	18,281	(7,509)
Designated funds				
Hardship Fund	-	-	-	-
Planned project Fund	-	-	-	-
Reserve Fund	-	-	-	-
Sustainability Fund	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	-	-	-	-
Restricted funds				
The Bailey Thomas Charitable Fund	12,000	(12,000)	-	-
Hampton Fuel Allotment Charity	-	(16,500)	-	(16,500)
National Lottery Community Fund	100,000	(101,087)	-	(1,087)
Normansfield & Richmond Foundation	9,671	(11,358)	-	(1,687)
The Julia and Hans Rausing Trust	<u>-</u>	<u>(14,648)</u>	<u>-</u>	<u>(14,648)</u>
	<u>121,671</u>	<u>(155,593)</u>	<u>-</u>	<u>(33,922)</u>
TOTAL FUNDS	<u>240,039</u>	<u>(299,751)</u>	<u>18,281</u>	<u>(41,431)</u>

THE PEOPLE HIVE
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

19. MOVEMENT IN FUNDS

Prior Year	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General Fund	604,009	151,893	(742,000)	13,902
	604,009	151,893	(742,000)	13,902
Designated funds				
Hardship Fund	-	-	10,000	10,000
Planned project Fund	-	-	90,000	90,000
Reserve Fund	-	-	200,000	200,000
Sustainability Fund	-	-	442,000	442,000
	-	-	742,000	742,000
Restricted funds				
Edward Gostling	-	-	-	-
Garfield Weston Foundation	-	-	-	-
Hampton Fuel Allotment Charity	16,500	-	-	16,500
National Lottery Community Fund	-	9,421	-	9,421
Normansfield & Richmond Foundation	5,336	(2,834)	-	2,502
The Julia and Hans Rausing Trust	-	18,000	-	18,000
	21,836	24,587	-	46,423
TOTAL FUNDS	<u>625,845</u>	<u>176,480</u>	<u>-</u>	<u>802,325</u>

Net movements in funds for the current year are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General Fund	307,738	(160,130)	4,285	151,893
Designated funds				
Hardship Fund	-	-	-	-
Planned project Fund	-	-	-	-
Reserve Fund	-	-	-	-
Sustainability Fund	-	-	-	-
	-	-	-	-
Restricted funds				
Edward Gostling	10,000	(10,000)	-	-
Garfield Weston Foundation	20,000	(20,000)	-	-
Hampton Fuel Allotment Charity	33,000	(33,000)	-	-
National Lottery Community Fund	50,000	(40,579)	-	9,421
Normansfield & Richmond Foundation	-	(2,834)	-	(2,834)
The Julia and Hans Rausing Trust	18,000	-	-	18,000
	131,000	(106,413)	-	24,587
TOTAL FUNDS	<u>438,738</u>	<u>(266,543)</u>	<u>4,285</u>	<u>176,480</u>

20. FUND DESCRIPTION

Unrestricted funds

General Fund

This fund is held to meet the day-to-day activities of the Charity in line with the Charity's objectives. This fund has been raised through donations, legacies, fundraising events, and grants from Trusts and Foundations.

Designated Fund

The income received from the sale of the freehold property has created a 'one off' opportunity to build our reserves, to secure the future of the Charity in the medium term, to allow development and expansion of our services and to ensure that financial hardship does not exclude any client from participation in our activities. The Trustees recognise that the Charity will still require grant funding in order to ensure that these funds are not the sole source of finance in the short/medium term which would result in exhaustion of the funds.

The Trustees have therefore agreed to designate the resulting funds as follows:

Hardship Fund

To provide support for individuals who may struggle to afford activity and workshop costs in order to ensure that no individual is prevented from accessing our services because of financial pressures.

Planned Project Fund

For development of the organisation to enable the Charity to have a wider geographical spread within the Borough thus reaching more individuals in need of our services and to help create employment opportunities. The project fund will be used to finance the initial establishment and set up costs. The costs thereafter are expected to be covered by the project's own generated income and separate specific grant funding.

Reserve Fund

To represent 9-12 months operating costs plus wind-up costs. Our clients are vulnerable adults who by nature of their disability find change difficult to manage and therefore our service provision is both unique and bespoke. It is crucial that in the event that we had to close the Charity or amalgamate/merge with another organisation, we provide plenty of notice to our clients and staff to manage the transition. This requires an appropriate level of reserves.

Sustainability Fund

These funds are intended to be drawn down as and when necessary to manage year on year funding shortfalls in the medium/longer term.

Restricted funds

The Bailey Thomas Charitable Fund

This fund is a grant received as a contribution to core running costs.

Hampton Fuel Allotment Charity

This fund is a grant received as a contribution to salary costs and core running costs.

National Lottery Community Fund

This fund is to support staff costs, office overheads and premises rent and rates.

Normansfield and Richmond Foundation

This fund is for grants received towards the costs of the Look & Plan Club, Dance Act, the Hardship Fund and various staff and a grant towards the costs of the trips, Foot Tappers, Cookery and employment opportunities for people with learning disabilities.

The Julia and Hans Rausing Trust

This fund is to support the recruitment and salary of a Volunteer Co-ordinator, who was appointed in April 2024, for a period of 12 months.

NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025

21. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

22. POST BALANCE SHEET EVENT

There have been no post balance sheet events to report.

23. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures are analysed below by fund:

	Unrestricted	Restricted	Total
	£	£	2024 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	22,575	131,000	153,575
Income from charitable activities	44,947	-	44,947
Other trading activities	56,383	-	56,383
Investment income	368	-	368
Other income	183,465	-	183,465
Total Income	307,738	131,000	438,738
EXPENDITURE ON			
Raising funds:	39,354	-	39,354
Charitable activities	120,776	106,413	227,189
Total	160,130	106,413	266,543
NET INCOME	147,608	24,587	172,195
Gains/(losses) on investments	4,285	-	4,285
NET INCOME after gains/(losses) on investment	151,893	24,587	176,480