

**COMMUNITIES AND HOUSING INVESTMENT IN PEOPLE  
(A Charitable Incorporated Organisation)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**30 June 2025**

**Charity No. 1198974**

**COMMUNITIES AND HOUSING INVESTMENT IN PEOPLE**  
**CONTENTS**

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	<b>Page</b>
LEGAL AND ADMINISTRATIVE INFORMATION	1
TRUSTEES' REPORT	2
TRUSTEES' STATEMENT OF RESPONSIBILITIES	6
REPORT OF THE INDEPENDENT EXAMINER	7
STATEMENT OF FINANCIAL ACTIVITIES	8
BALANCE SHEET	9
ACCOUNTING POLICIES	10
NOTES TO THE FINANCIAL STATEMENTS	12

**Trustees**

F J Bentley  
T J O'Brien  
S Payling  
J Stringer  
G D Shirley

**Registered Office:**

84 Spencer Street, Birmingham, B18 6DS

**Bankers:**

Handelsbanken, 4th Floor, 103 Colmore Row, Birmingham, B3 3AG

**Charity Registration Number**

1198974

**Independent Examiners:**

Michael Nielsen  
Associate Director  
UHY Hacker Young (Birmingham) LLP, 9 – 11 Vittoria Street, Birmingham, B1 3ND

**TRUSTEES' REPORT FOR THE YEAR ENDED 30 JUNE 2025**

The Trustees present their Annual Report together with the Financial Statements and Examiner's Report of the charitable organisation for the year ended 30 June 2025.

**STRUCTURE, GOVERNANCE AND MANAGEMENT****Constitution**

The Charity is a charitable incorporated organisation (CIO) with no share capital (Registration Number: 1198974) and is an exempt charity. The Trustees of CHIP are also the Trustees of the charity for the purposes of charity law. The CIO is known as CHIP and is a corporate body with limited liabilities. The Charity was registered by the Charity Commission in May 2022 and is governed by a Constitution document dated 16 May 2022.

As set out in its Constitution, CHIP is governed by a Board of Trustees. The Trustees, of whom there are currently 5, are elected for an initial period of three years. Details of the trustees who served during the year are included in the Reference and Administrative Details on page 1.

**OBJECTIVES AND ACTIVITIES****Public Benefit**

A review of CHIP's activities during the year ended 30 June 2025 is presented below. The Trustees are satisfied that these activities both meet the required public benefit test and are in line with the Charity's objectives – outlined below:

- The promotion of, and assisting in the provision of, vocational skills training and apprenticeships; and
- The relief of unemployment for the benefit of the public including assistance and support to find employment especially among people who are disadvantaged due to financial hardship, disability, ill health, discrimination, or poor educational or skills attainment.

**STRATEGIC REPORT****Achievements and Performance**

CHIP's main donor during the year was Communities and Housing Investment Consortium Ltd (CHIC) which made a donation of £170,779 in June 2025. It also contributed to the costs of the Annual Awards Dinner - held in May 2025, to the value of £24,701. The donation was to fund CHIP's work in supporting employment initiatives and community projects. The size of this donation, which is an annual commitment by CHIC, currently determines the scale of charitable activities the Charity is able to support in each financial year.

Throughout the financial year to 30 June 2025 CHIP continued to work with Local Employment Groups (LEGs). The number of LEGs increased by 2, to 7, compared to the previous year and the funding provided supported 290 individuals into employment - a 200% increase on the numbers supported in 2023/24. The funding helps the LEGs in a number of ways - including to deliver short courses, to provide support with improving life skills and to fund qualifications and Level 2 Apprenticeships. The funding targets disadvantaged individuals comprising young people not in education, ex-offenders, individuals over 55 seeking employment, ex-military, young people facing crime, young people facing homelessness, and individuals who are facing mental illness and social deprivation.

The LEGs receiving funding in the year were the Bounce Back Foundation (Lambeth in London), the Jericho Foundation (Sutton Coldfield), St Giles Trust (Coventry), St Basils (Birmingham), the Guinness Partnership (London), Black Country Housing Group (Dudley) and Built Environment Shared Apprentice Scheme (all over the UK)

Additionally CHIP provides grant funding - known as its Community Chest Fund (CCF), to local community groups and projects to make a real difference to peoples lives. Funding of up to £10,000 per group/project per year is provided and during 2024/25 this included the following community based initiatives:

- Medway Foodbank (Kent) - providing nutritionally balanced food parcels in addition to signposting to support and professional advice so that individuals can maximise their incomes and not need to use the foodbank again.

**TRUSTEES' REPORT FOR THE YEAR ENDED 30 JUNE 2025 (cont'd)****Achievements and Performance (cont'd)**

- Upshire Primary (Waltham Abbey, Essex) - to pay for the electrical works on an old railway carriage, providing a safe space for children and parents who require extra support to improve safety, reduce crime and improve inequalities in health and wellbeing.
- Stadium Place Youth Hub (Liverpool) - youth space offering mentoring to young people (10 - 18) to inspire change and inspiration, reducing anti-social behaviour in communities.
- Mike Rainbow (Waltham Forest, London) - to empower marginalised communities, particularly those affected by high deprivation and unemployment, through cultural and physical activities.
- Construction Youth (London) - to support their Building Opportunities programme, which targets Young People Not in Education, Employment or Training (NEET) into construction courses.
- Amber Bee CIC (Chester) - providing children with quality early intervention education, where they are struggling to be part of the community.
- City Farm (Stoke-on-Trent) - the project is to purchase a range of items for their animals to live in and to enable farm expansion, in their efforts to engage the local community.
- Open House Community Group (Kings Norton, Birmingham) - to support a girls group that focuses on empowering young women and girls on some of the most deprived estates in the Midlands.
- Recycle-IT (Bolton) - to provide ethical solutions for electronic waste by collecting and refurbishing IT equipment before providing to disadvantaged people.

The third Annual Dinner and Awards event was held in May 2025 at the Telford International Centre in Shropshire. 220 guests were welcomed for the evening, where a gala dinner, presentation of awards and fundraising raffle took place. The event celebrates both the work of the Charity during the year and also that of the individuals and partner organisations which it has funded.

The Trustees are of the opinion that CHIP has met its charitable objectives during the year and continues to be in a strong position to further increase its support for the programmes and groups it funds during the 2025/26 financial year.

**Going Concern**

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting policies.

**FINANCIAL REVIEW****Overview**

The Charity generated a net surplus for the year of £36,731 (2024: £104,309). The financial model adopted by the Charity revolves around receiving funding from its main donor and income generation from other fundraising activities in the latter months of the financial period, which are then utilised for charitable activities within the following accounting period. The Trustees feel the current level of reserves is sufficient to both fund the planned activities in 2025/26 and also enable CHIP to plan further ahead for its core activities.

CHIP is indebted to its major funder Communities and Housing Investment Consortium Ltd (CHIC) which donated funds in the value of £170,779 (2024: £144,170) during the year. They also paid £24,701 (2024: £16,511) towards the costs of CHIP's Annual Awards dinner. This funding will enable the Charity to continue to deliver its charitable activities during 2025/26.

**Financial and Risk Management Objectives and Policies**

The Charity's financial and risk management objectives are documented in its:

- Budgets
- Scheme of delegation



**TRUSTEES' REPORT FOR THE YEAR ENDED 30 JUNE 2025 (cont'd)****Reserves Policy**

The Trustees review the reserve levels of the Charity annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees have determined that the appropriate level of reserves at year end should equate to its proposed budget for funding charitable activities in the following financial year plus a small balance of around £20,000 as contingency funds. The reserves balance as at 30 June 2025 is in line with this.

Reserves as at 30 June 2025 were £319,445 (2024: £282,713).

**Investment Policy**

All investments are made in accordance with the policy of the Charity. The Charity's policy on investments is one of minimum risk with all investments being held with the Charity's bankers. The Charity will nevertheless seek to maximise interest receipts within this arrangement. Investments are made with regard to Charity Commission guidance in relation to investments.

**PRINCIPLE RISKS AND UNCERTAINTIES**

The Trustees have considered the risks faced by the Charity throughout its normal operational business. It has sought to address the risks faced by the Charity by establishing appropriate governance and management arrangements and establishing robust operational and reporting procedures. The Trustees consider that these arrangements have been effective throughout the period being reported.

The Trustees intend to build on this success by reviewing and updating all procedural documents, as and when necessary, which will continue to enable checks to be systematic in nature.

**Risk Management**

At the time of reporting, the Charity's identified key risks are:

- funding from its major donor is either removed or reduced to a level where it is unable to carry out its charitable objectives in full;
- failure to market its Community Chest Fund adequately, meaning insufficient applications are received from prospective recipients; and
- Local Employment Groups (LEGs) fail to meet their commitments and do not deliver outcomes in line with their Service Level Agreements (SLAs).

Mitigating action, both current and planned, has been identified to address these risks. This is also true of all other risks that have been formally identified which have a lower level of impact and/or likelihood.

**Fundraising**

Under the provisions of the Charities (Protection and Social Investment) Act 2016, the Charity will run fundraising events to raise money for other charities or for the Charity itself. The Charity does not work with any professional fundraisers. Where money is raised, this is collected and receipted appropriately. The Charity has a complaints procedure to ensure any concerns can be reported.

**Plans for Future Periods**

CHIP aims to build on 2024/25 performance, by targeting to achieve the following in 2025/26:

- to provide funding to both currently supported and potentially new LEGs to support in the region of 300 learners into sustainable employment;
- to build on the previous two years of Community Chest funding for community based projects and aim to make grants during 2025/26 of between £90,000 and £100,000; and
- to continue to hold an annual awards and fundraising dinner in the early Summer of 2026 to celebrate the achievements of individuals and companies who excelled in achieving or supporting apprenticeships and training in the workplace.

**TRUSTEES' REPORT FOR THE YEAR ENDED 30 JUNE 2025 (cont'd)****Independent Examiner**

In so far as the Trustees are aware:

- there is no relevant information of which the charitable incorporated organisation's independent examiner is unaware;
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant examination information and to establish that the independent examiner is aware of that information.

The Independent Examiner, UHY Hacker Young (Birmingham) LLP, is willing to continue in office and a resolution to re-appoint them will be proposed to the Trustees.

The Trustees' Report incorporating a strategic report was approved by the Board of Trustees on 25 September 2025 and signed on their behalf by:



.....  
**T J O'Brien**

**Chair of Trustees**

**25 September 2025**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 30 JUNE 2025**

The Trustees (who are also directors of Communities and Housing Investment in People 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).

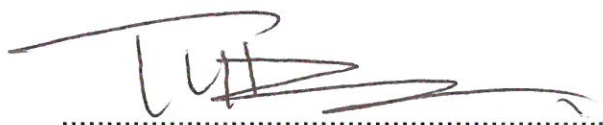
The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period.

In preparing these 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;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, Financial Reporting Standard (FRS 102) and the provisions of the constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees and signed on their behalf by:



**T J O'Brien**  
**Chair of Trustees**  
**25 September 2025**



**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COMMUNITIES AND HOUSING INVESTMENT IN PEOPLE FOR THE YEAR ENDED 30 JUNE 2025**

I report to the Charity Trustees on my examination of the accounts of the charitable incorporated organisation (CIO) for the year ended 30 June 2025.

**Responsibilities and basis of report**

As the charitable incorporated organisation'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 charitable incorporated organisation'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:

- accounting records were not kept in respect of the charitable incorporated organisation as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts 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.



.....  
**Michael Nielsen**

**UHY Hacker Young (Birmingham) LLP**  
**9-11 Vittoria Street**  
**Birmingham**  
**B1 3ND**

**25 September 2025**

**COMMUNITIES AND HOUSING INVESTMENT IN PEOPLE**  
**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2025**

8

	Note	Unrestricted Funds £	Designated Funds £	Total Year Ended 30.06.25 £	Total Year Ended 30.06.24 £
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
<b>Voluntary Income</b>					
Donations	6	5,466	-	5,466	5,350
Donations from CHIC	6	170,779	-	170,779	144,170
<b>Incoming resources from charitable activities:</b>					
Fundraising	7	24,740	-	24,740	16,760
<b>Investment Income</b>		5,813	-	5,813	3,852
<b>RESOURCES</b>		<b>206,798</b>	<b>-</b>	<b>206,798</b>	<b>170,132</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities	8	161,608	-	161,608	55,138
Management and Administration	9	8,459	-	8,459	10,685
<b>EXPENDED</b>		<b>170,067</b>	<b>-</b>	<b>170,067</b>	<b>65,823</b>
<b>NET INCOMING RESOURCES</b>		<b>36,731</b>	<b>-</b>	<b>36,731</b>	<b>104,309</b>
Transfers between Funds		-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>36,731</b>	<b>-</b>	<b>36,731</b>	<b>104,309</b>
Fund Balances brought forward		282,714	-	282,714	178,404
<b>FUND BALANCES CARRIED</b>	3	<b>319,445</b>	<b>-</b>	<b>319,445</b>	<b>282,713</b>

**COMMUNITIES AND HOUSING INVESTMENT IN PEOPLE**  
**BALANCE SHEET AS AT 30 JUNE 2025**

9

		<b>Total As at 30 June 2025 £</b>	<b>Total As at 30 June 2024 £</b>
<b>CURRENT ASSETS</b>	<b>Note</b>		
Debtors	2	8,860	3,120
Cash at Bank and in Hand		314,352	282,737
		<b>323,212</b>	<b>285,857</b>
<b>LIABILITIES</b>			
Amounts due within one year	3	3,767	3,144
<b>NET CURRENT ASSETS</b>		<b>319,445</b>	<b>282,713</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>319,445</b>	<b>282,713</b>
<b>FUNDS</b>			
Unrestricted Funds	4	319,445	280,713
Designated funds	5	-	2,000
<b>TOTAL FUNDS</b>		<b>319,445</b>	<b>282,713</b>

The financial statements on pages 8 to 14 were approved by the Trustees and authorised for issue on 25 September 2025 and signed on their behalf by:



.....  
**T J O'Brien**  
**Chair of Trustees**  
**25 September 2025**

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**1 Statement of Accounting Policies**

A summary of principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

**Basis of Preparation**

The financial statements of the Charity, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the 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) (Charities SORP (FRS 102)), and the Charities Act 2011.

Communities and Housing Investment in People (CHIP) meets the definition of a public benefit entity under FRS 102.

**Going Concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**Income**

All incoming resources are recognised when the Charity has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

- **Donations**

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

- **Other income**

Other income, including the fundraising income is recognised in the period it is receivable and to the extent the Charity has provided the goods or services.

**Expenditure**

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

All resources expended are inclusive of irrecoverable VAT.



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 (cont'd)

**1 Statement of Accounting Policies (Cont'd)****Financial Instruments**

The Charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Charity and their measurement basis are as follows:

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 2.

*Cash at bank* - is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are basic financial instruments, and are measured at amortised cost as detailed in note 3.

**Fund Accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Charity at the discretion of the Trustees.

Designated funds are those that have been designated for specific purposes by Trustees and are expected to be spent on the intended purpose within 12 months.

**Critical areas of judgement**

There are no critical judgements that the Trustees have made in the process of applying the Charity's accounting policies on the amounts recognised in the statutory financial statements.

	Year ended 30 June 2025	Year ended 30 June 2024
	£	£
<b>2 DEBTORS</b>		
Trade Debtors	8,860	3,120
	<b>8,860</b>	<b>3,120</b>

	Year ended 30 June 2025	Year ended 30 June 2024
	£	£
<b>3 LIABILITIES</b>		
Amounts due within one year:		
Accruals	3,767	2,040
Trade Creditors	-	1,104
	<b>3,767</b>	<b>3,144</b>

	Year ended 30 June 2025		Year ended 30 June 2024	
	Designated Funds	Unrestricted Funds	Designated Funds	Unrestricted Funds
	£	£	£	£
Fund Balances brought forward	-	282,714	2,000	176,404
Surplus for year	-	36,731	(2,000)	106,309
Transfers between funds	-	-	-	-
At 30 June 2025	<b>-</b>	<b>319,445</b>	<b>-</b>	<b>282,713</b>

	Year ended 30 June 2025	Year ended 30 June 2024
	£	£
Funds are designated as follows:		
- General Unrestricted Reserves	319,445	282,713
	<b>319,445</b>	<b>282,713</b>

## 5 UNRESTRICTED FUNDS

The Charity is carrying funds of £319,445 (2024: £282,713) which are general unrestricted reserves.

	Unrestricted Funds £
Analysis of Net Assets between funds	
Net Current Assets	319,445
	<b>319,445</b>

COMMUNITIES AND HOUSING INVESTMENT IN PEOPLE  
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE

13

	Year ended	Year ended
	30 June 2025	30 June 2024
	£	£
<b>6 DONATIONS</b>		
Donations (See Note 11)		
- Unrestricted funds	176,245	149,520
	<b>176,245</b>	<b>149,520</b>

	Year ended	Year ended
	30 June 2025	30 June 2024
	£	£
<b>7 FUNDRAISING INCOME</b>		
Fundraising Income		
- Unrestricted	24,740	16,760
	<b>24,740</b>	<b>16,760</b>

	Unrestricted	Year ended	Year ended
	Funds	30 June 2025	30 June 2024
	£	£	£
<b>8 RESOURCES EXPENDED</b>			
<b>Charitable Expenditure</b>			
Charitable Activities	161,608	161,608	55,138
	<b>161,608</b>	<b>161,608</b>	<b>55,138</b>

	Unrestricted	Year ended	Year ended
	Funds	30 June 2025	30 June 2024
	£	£	£
<b>9 RESOURCES EXPENDED</b>			
<b>Management &amp; Administration</b>			
Governance Costs (Note 10)	2,470	2,470	2,420
Sundry Costs	1,760	1,760	4,248
Bank Charges	69	69	17
Professional Fees	4,160	4,160	4,000
	<b>8,459</b>	<b>8,459</b>	<b>10,685</b>

	Year ended	Year ended
	30 June 2025	30 June 2024
	£	£
<b>10 GOVERNANCE COSTS</b>		
Fees paid to Independent Examiner	2,118	2,040
Trustee expenses	352	380
	<b>2,470</b>	<b>2,420</b>

	Unrestricted	Year ended	Year ended
	Funds	30 June 2025	30 June 2024
	£	£	£
<b>11 DONATIONS</b>			
Other Donations from the Public	5,466	5,466	5,350
Other Donations from CHIC	170,779	170,779	144,170
	<b>176,245</b>	<b>176,245</b>	<b>149,520</b>

**12 TRUSTEES' REMUNERATION & EXPENSES**

Expenses to the value of £202 (2024: £380) were reimbursed to trustees during the year.