

PEOPLE ARISE NOW

England & Wales · Charity number 1202650

Details

Status Registered

Legal form CIO

Registered 2023-04-06

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

Contact

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Activities

Objects: THE OBJECTS OF THE CIO ARE:(1) TO PROMOTE THE REHABILITATION OF OFFENDERS AND EX-OFFENDERS BACK INTO SOCIETY IN ORDER TO HELP PREVENT REOFFENDING AND TO ENABLE THEM TO BE INDEPENDENT, RESPONSIBLE INDIVIDUALS, BY PROVIDING ADVICE AND ASSISTANCE IN PARTICULAR IN RELATION TO HELPING THEM FIND EMPLOYMENT, IMPROVING THEIR PHYSICAL AND MENTAL WELLBEING, AND PROMOTING COMMUNITY COHESION.(2) TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE IN LONDON FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO AND THRIVE IN SOCIETY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF BEING A MEMBER OF A SOCIALLY AND ECONOMICALLY DEPRIVED COMMUNITY, IN PARTICULAR RACE, ETHNICITY, CLASS, SEX, ILL HEALTH (PHYSICAL OR MENTAL), FINANCIAL HARDSHIP, AND CRIME (EITHER AS A VICTIM OF CRIME, A FAMILY MEMBER OF AN OFFENDER, AN EX-OFFENDER, OR AS AN OFFENDER REHABILITATING INTO SOCIETY).(3) TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE THROUGH:(A) THE PROVISION OF RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE;(B) PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS;(C) ADVANCING EDUCATION; AND(D) RELIEVING UNEMPLOYMENT.

Activities: We promote safe and thriving communities, by supporting those that have been or are at risk of being affected by crime.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Children/young People, The General Public/mankind

Geography

- Surrey
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£237,117	£207,745	-	-
2024-03-31	£96,555	£134,754	-	-

Trustees

Name	Role	Appointed
GRACE MUMBA	Chair	2012-04-12
Claudia Lancashire Okot		2024-03-22
Mary Jane Brookes		2024-03-22
Michael Obebeduo		2021-11-09
Tendo Mac		2012-04-12

PEOPLE ARISE NOW

England & Wales - Charity number 1202650

Accounts



PEOPLE ARISE NOW
FOR SAFE & THRIVING COMMUNITIES

TRUSTEES REPORT & FINANCIAL STATEMENTS

**For the Year Ended
31 March 2025**

Charity Number: 1202650

Contents

1.	Introduction from the Chair	3
2.	Trustees' Report.....	5
3.	Project Reports.....	7
4.	Future Plans	14
5.	Fundraising Review	16
6.	Financial Review.....	17
7.	Risks & Uncertainties	19
8.	Structure, Governance & Management.....	20
9.	Reference & Administrative Information	22
10.	Statement of Trustees' Responsibilities.....	23
11.	Report of the Independent Examiners.....	25
12.	Statement of Financial Activities.....	26
13.	Balance Sheet as at 31 March 2025	27
14.	Cash Flow Statement	28
15.	Accounting Policies & Notes to the Financial Statements.....	29

1. Introduction from the Chair

Welcome to People Arise Now (PAN) Trustees' Annual Report for 2024/25.

Over the past year, we have continued to work closely with under-represented individuals and communities who have been disproportionately affected by the ongoing cost-of-living crisis. In response, we have further evolved our services and programmes, with improvements shaped directly by feedback from our beneficiaries, stakeholders, volunteers, and staff. This collaborative approach has enabled us to strengthen our offer and ensure our support remains responsive, relevant, and impactful.


Our beneficiaries continue to be the clearest measure of our success. Many report meaningful and sustained improvements in their lives, including family reunification, access to stable housing, entry into employment, reduced re-offending, improved self-esteem and mood, and better physical health, fitness, and energy levels. These outcomes give us great confidence, and we are pleased to report that People Arise Now remains in a strong and stable position, well placed to build on this momentum in the year ahead.

A significant milestone this year has been the acquisition of a community centre in Sutton. This has been a major step forward for the organisation, providing a permanent and accessible base from which to expand our activities, deepen community engagement, and deliver a broader range of programmes for local residents. The centre strengthens our long-term sustainability and reinforces our commitment to serving communities where need is greatest. In addition, we obtained our Duke of Edinburgh Award centre licence, enabling young people to complete their DofE Awards directly through People Arise Now. This significantly enhances our youth offer and creates new opportunities for young people to develop skills, confidence, and aspirations within a supportive and familiar environment.

During the 2024/2025 financial year, we were grateful to receive 10 grants from a range of funders, including the National Lottery, the London Borough of Sutton, the London Borough of Hammersmith and Fulham, H&F Giving, Community Action Sutton, Sutton College, Croydon Voluntary Action, and the Postcode Lottery. We remain deeply appreciative of our CEO, Vanessa McCain, the management team, and our dedicated volunteers, whose commitment and hard work ensure our programmes continue to be delivered with care and consistency, even in challenging circumstances.

We have also maintained and strengthened strategic partnerships with organisations including the GLA, the London Boroughs of Hammersmith and Fulham and Sutton, Community Action Sutton, Sobus, the NHS, the Metropolitan Police, and EE BT. Our recent governance review confirms that People Arise Now is well governed, resilient, and well positioned to continue making progress despite the wider global challenges we face.

Yours faithfully,



Grace Mumba
Chair

2. Trustees' Report

Our Vision

A world where all individuals and communities are able to be safe and thrive.

Our Mission

As a minoritised-led organisation, People Arise Now promotes, supports and advocates for the needs of the most disenfranchised individuals and families in society. We empower them to have a voice, develop agency, encouraging them to grow through strengths-based support, prioritising and encouraging wellbeing and their good mental health. We work holistically and typically focus on those who are in some ways considered the most marginalised people in the community or who consider themselves to be outside of society. We connect them back into society and promote community cohesion.

Our Values

We are committed to the following values:

1. To show humility and give respect for everyone's background, circumstances and culture
2. To be honest and transparent in all our work
3. To be committed to patient and impartial listening and advice-giving
4. To model and promote empowerment, so that our beneficiaries' voices are heard, understood and acted on, and better decisions are made with their engagement and consent
5. To constantly strive for inclusion, fairness, equality and justice in everything we do
6. To model and encourage positive social behaviours and actions including compromise, cooperation, and compassion for others
7. To encourage self-belief and agency
8. To be accountable for our individual and collective actions
9. To ensure our work is confidential and our beneficiaries' personal information is secure

Strategic Objectives - 2025-2029

1. To sustainably take over management of Hill House Community Centre and ensure it remains a valuable community asset for St Helier residents in the borough of Sutton
2. To provide agile targeted services which meet the current and emerging needs of our individual beneficiaries and our communities
3. To encourage a strong individual and collective voice for all those we work with
4. To commit to continuous improvement in the quality and outcomes of our work
5. To work in effective partnerships with other professional stakeholders and organisations where we need to share delivery and support, and to promote community cohesion
6. To influence positively all those we work with to promote better policy and practice
7. To ensure that our organisations' infrastructure is sustainable, effective and productive, particularly in relation to governance, management & leadership, income generation, financial control, human resources, premises, communications and technology

3. Project Reports

Community Connect - Hammersmith & Fulham

Donations

31 August 2021 to Present

Community Connect H&F was started in August 2021, to provide a space where people emerging from the Covid lockdowns could find local support for their additional needs.

The monthly in-person meetings enable us to listen to the concerns of our local community and invite local organisations, councillors, and the police to seek solutions together. The element of good culturally appropriate food, contributed by community members, helps to ensure relationships are built and conversations continue long after the meetings' official end time.

Through Community Connect, participants have found jobs, followed up criminal complaints, discovered council support they were entitled to, obtained legal support through the groups' connections, and many other things.

We are grateful to our volunteers and donors for enabling us to continue this project.

Clear Path

LB Hammersmith & Fulham: HF Community Mental Health Grant

01 April 2023 to 10 October 2024

This extended grant enabled us continue to support already stretched H&F services by filling the gaps in provision for primarily minoritised community members and ex-offenders who have low to medium mental health needs but struggle to access statutory services due to cultural, social, and technological barriers.

Through our counsellors and caseworkers, we were able to:

1. Support 48 residents who reported improved mental health
2. Provide 2,840 hours of one-to-one counselling from a qualified psychologist
3. Provide 11 in-person group sessions
4. Intensively support 15 beneficiaries through practical support, such as clearing debt and obtaining new housing

5. Provide culturally appropriate therapeutic support and holistic approaches to those residents who have experienced trauma, particularly those whose trauma relates to migration and their first language is not English.

By both supporting the practical needs of beneficiaries on this project and providing interim counselling, we were able to reduce stress and anxiety of 95% of participants.

Together United

The National Lottery (Civil Society Roots 3 Programme – Impact Phase)

12 September 2023 to 09 January 2025

The purpose of this project was to further the work started in the development phase of the CSR3 programme, and to make an impact in Sutton borough by strengthening voice for young black and ethnic minority youth, who experience structural inequality, and to stop the ‘othering’ often experienced by both sides. Further, programme also sought to strengthen our organisation as a whole and therefore make our voice more impactful.

In the development phase of the CSR3 programme, we sought to strengthen the civic relationships of young minoritised people and the police through monthly engagement, led by the young people, culminating in a football tournament. Whilst the project was widely seen as a great success, we received feedback that the young people wanted more engagement with the police. So, in the impact grant we increased leadership training and tasks for the young people to build their confidence and reduce feelings of intimidation when speaking with authority figures.

The young people led topic discussion, breaking down their views of policing, and led the football training sessions in preparation for the tournament.

95% of youth participants reported feeling more able to challenge authority.

Sutton Council took note of the work and asked our charity to take lead on a council wide Youth Race Summit, involving every secondary school in the borough. We will facilitate a youth board, which will include some Together United participants, who will advise on and lead the summit. This board will then report back on recommended school policy changes to the Local Safeguarding Children Partnership (LSCP), Sutton Youth Justice Management Board (SYJMB).

Organisational Outcomes

- We built stronger relationships with our stakeholders
- Our organisation will make more strategic decisions linked to our vision
- Our governance processes have been strengthened
- Our understanding of our communities and their needs has increased
- We can better identify the training and wellbeing needs of our staff and volunteers

We were extremely grateful to the National Lottery for funding this project and we feel privileged to be a part of the CSR3 programme as we benefitted in so many ways. Special thanks to Community Regen and the GLA who also provided support every step of the way.

White City Engagement

The Postcode Society Trust

30 April 2024 to 31 August 2025

The unrestricted funding received from the Postcode Society Trust enabled us to play an active role in the Hammersmith & Fulham Cost of Living Alliance, where we championed the voices of residents from the White City Estate, an area ranked among the most deprived nationally (IMD 15). Local residents and young people expressed frustration that, despite significant investment and new businesses moving into the area, promised job and career opportunities were not benefiting local young people.

Using our trusted position within the community, we raised these concerns consistently and constructively, advocating for stronger accountability from businesses and a more robust approach to Corporate Social Responsibility (CSR). We pushed for clearer expectations and measurable commitments to ensure that economic growth translated into meaningful opportunities for those most affected by inequality.

This advocacy directly contributed to the development of the H&F Upstream Pathway Bond, a borough-wide initiative that brings together local businesses, the council, and education partners to create structured pathways into careers for young people. The programme now engages around 100 businesses, offering opportunities such as work experience, mentoring, apprenticeships, career insight sessions, and exposure to key growth sectors.

People's Postcode Lottery funding supported the core capacity that made this work possible, including staff time, relationship-building, and sustained community representation. This achievement demonstrates how unrestricted funding enables us to influence systemic change, amplify community voices, and help ensure that young people in disadvantaged neighbourhoods benefit from the opportunities being created around them. We are extremely grateful to the Postcode Society Trust for their continued support, which has been instrumental in enabling this impact.

Sutton Youth IAG

Community Action Sutton: MOPAC

01 September 2024 to 31 August 2025

The Youth Independent Advisory Group (Youth IAG) operated as a platform to empower local young people to share their views on how policing services could be improved and how trust and reassurance could be strengthened within the community. The group brought together a diverse cohort of between 12 and 15 young people who actively participated in regular

meetings, providing insight from lived experience and contributing to discussions on policing, crime, and community safety.

Throughout the period, the Youth IAG promoted community cohesion by building trust and confidence between young people and local services through monthly meetings. These sessions provided a safe and supportive space for young people to raise concerns, discuss issues related to crime and community safety, and engage directly with topics affecting their lives. The group also played a role in protecting young people from exploitation and harm, both in person and online, by delivering informative sessions on available support services and safeguarding resources. All members were given access to an online Cisco Introduction to Cybersecurity course, which supported their understanding of online safety.

In addition, the Youth IAG provided positive and meaningful activities for young people. Regular meetings helped foster new friendships, reduce isolation, and build a sense of community among participants, responding directly to issues that had been frequently raised by young people during Community Connect meetings. Through this work, the Youth IAG contributed to both individual development and wider community confidence.

Sutton Stop & Search Community Monitoring Group

Community Action Sutton: MOPAC

01 September 2024 to 31 August 2025

The Police Stop and Search Community Monitoring Group (CMG) worked to ensure that as many people in the borough as possible were aware of its role and activities. The CMG is an independent community-led group that monitors the use of police stop and search powers to ensure they are applied fairly, proportionately, and without discrimination. Throughout the period, the group increased opportunities for residents to engage with its work by encouraging applications to join the CMG and inviting members of the public to share ideas, thoughts, and queries.

The CMG also improved public understanding and awareness of how stop and search was conducted in Sutton and of the group's scrutiny role. This was achieved by publishing the minutes of CMG meetings with the police on the website, providing transparency around discussions, challenges, and actions. As a result of this work, the CMG successfully generated applications from local residents interested in joining the group and contributing to the oversight of stop and search practices.

HarmonyWELL

Donations

01 December 2023 to Present

This purpose of this project was to create a supportive and culturally sensitive space where women from diverse backgrounds can prioritise their health and well-being.

To that end, we created a group called HarmonyWELL, which is a welcoming and inclusive women's fitness group project for Sutton residents, designed to cater to the unique needs and preferences of ethnically and religiously minoritised women.

Weekly sessions were to include yoga and monthly group walks in nature to encourage outdoor exercise. However, upon commencement of the project, the ladies communicated that they preferred to just do the yoga and so we adapted to project to meet their desires. We use an experienced female instructor to meet cultural and religious sensitivities.

The project is ongoing and is currently attended by 18 participants. Early indications show that on average, members of HarmonyWELL have seen a reduction in their blood pressure and BMI.

St Helier Community Food Shop

Community Action Sutton

01 September 2024 to Present

The Community Food Shop supported low-income residents living in Sutton Housing Partnership and St Helier communities by providing access to affordable, nutritious food in a dignified and welcoming setting. The project helped reduce food insecurity and financial pressure for households experiencing economic hardship, while also acting as a community hub where residents could access wider support, advice, and signposting to local services.

We would like to extend our sincere thanks to Community Action Sutton for supporting this project. Their support has enabled us to respond directly to local need, strengthen community resilience, and ensure residents can access essential support with dignity and respect.

Save It Cook It

Community Action Sutton

02 January 2025 to 02 January 2026

Save It Cook It was a project designed to tackle food waste and food insecurity by transforming surplus food from our Community Food Shop into nutritious, affordable meals for local residents.

The project focused on rescuing food that was approaching its expiry date but remained safe and of good quality. This surplus food was used to prepare healthy, balanced meals, ensuring that good food was not wasted while supporting individuals and families experiencing financial pressure as a result of the cost-of-living crisis. The project also played an important role in reducing social isolation by bringing people together through shared cooking and learning experiences.

The project culminated in the creation of the *Save It Cook It* cookbook, co-produced with members of the community. The cookbook captures recipes developed throughout the project and demonstrates how surplus ingredients can be transformed into simple, healthy meals. This resource has extended the project's impact beyond the delivery period by encouraging sustainable cooking practices, reducing household food waste, and supporting healthier eating across the wider community.

Overall, *Save It Cook It* reduced food waste within the Community Food Shop, increased access to nutritious meals, and improved participants' confidence in cooking with surplus ingredients. The project supported residents to make limited household budgets go further, strengthened community connections, and created a lasting resource that continues to promote sustainable and healthy food choices.

We would like to express our sincere thanks to Community Action Sutton for their support.

H&F Winter Support

H&F Giving

14 March 2025 to 06 April 2025

During the reporting period, we provided culturally appropriate food parcels to more than 50 individuals, including 26 families, who were experiencing significant financial hardship. These parcels were tailored to reflect cultural and dietary needs, ensuring families received food that was familiar, appropriate, and practical to use, rather than generic emergency provision.

In addition to food support, we assisted 7 families with essential white goods and energy top-ups. This included items such as cookers, fridges, or washing machines, as well as pre-payment meter top-ups, enabling families to store and prepare food safely and keep their homes warm. This combined approach helped to address both food and energy poverty, reducing immediate crisis while supporting longer-term household stability.

We were so grateful to receive this funding from H&F Giving, which allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the provision of needed white goods.

Community Learning Employability Programme

Sutton College

01 March 2025 to 31 October 2025

This project provided a community learning courses designed to support adults who faced barriers to education and employment. Each cohort had 18 hours of learner participation and 54 hours of taught delivery, focusing on building confidence, communication skills, and practical knowledge that helped adults move closer to work, volunteering, or further training.

The project met its target for participant numbers, with strong engagement from adults facing barriers to learning and employment. Learners took part in a range of activities that helped them build confidence, improve their skills, and feel more prepared for work. Many learners reported positive progress, including completing CVs, applying for jobs, and moving into employment, volunteering, or further training. Overall, the project provided valuable support that helped participants take clear steps toward improving their lives and future work prospects.

A big thank you to Sutton College for making this project possible.

Research Cafe

Croydon Voluntary Action

02 December 2024 to 31 March 2025

We were invited by South West London's VCSE Alliance to host a second Research Café as part of a wider programme developed by the South West London Health Research Collaborative. Led by NHS South West London and funded by NHS England, the initiative aimed to improve the diversity of participation in mental health research by creating safe, accessible spaces for communities to explore research topics and share lived experiences.

Our Research Café focused specifically on people's experiences and perceptions of therapeutic versus medicated mental health care. The session was attended by 30 residents from diverse backgrounds. Discussions highlighted a strong interest in therapeutic approaches; however, most participants were unaware that they could ask their health provider about non-medicated or therapeutic options. This finding indicates a clear gap in awareness, empowerment, and shared decision-making within mental health care pathways.

Our appreciation goes to Croydon Voluntary Action for funding this very important work.

4. Future Plans

Breakdown of Strategic Objectives: 2025-29

1. **To sustainably take over management of Hill House Community Centre and ensure it remains a valuable community asset for St Helier residents in the borough of Sutton**

We will focus on establishing Hill House Community Centre as a thriving, inclusive, and financially sustainable community hub that responds directly to local need. Our plans include developing a diverse programme of activities for residents of all ages, increasing local participation, and ensuring the building is well maintained, accessible, and welcoming. We will work closely with local residents, user groups, and statutory partners to shape the centre's offer, embed community ownership, and ensure Hill House remains a long-term asset that supports wellbeing, connection, and opportunity in St Helier.

2. **To provide agile, targeted services that meet the current and emerging needs of our individual beneficiaries and our communities**

We will continue to deliver flexible and responsive services that adapt to changing social, economic, and community pressures. By maintaining close relationships with beneficiaries and frontline partners, we will identify emerging needs early and tailor support accordingly. This includes early intervention, culturally sensitive provision, and personalised support pathways that address multiple and overlapping challenges such as poverty, housing instability, unemployment, and social isolation.

3. **To encourage a strong individual and collective voice for all those we work with**

We are committed to empowering individuals and communities to have a meaningful voice in decisions that affect their lives. We will create regular opportunities for consultation, co-production, and feedback, ensuring beneficiaries help shape our services and influence wider systems. By supporting people to build confidence, self-advocacy skills, and collective platforms, we will strengthen community leadership and ensure lived experience is central to service design and delivery.

4. **To commit to continuous improvement in the quality and outcomes of our work**

We will embed a culture of learning, reflection, and improvement across the organisation. This includes regularly reviewing outcomes, using data and feedback to inform service development, and investing in staff and volunteer training. By strengthening our monitoring and evaluation processes, we will ensure our work remains effective, evidence-led, and focused on achieving meaningful and lasting change for the people we support.

5. **To work in effective partnerships with other professional stakeholders and organisations, sharing delivery and support, and promoting community cohesion**
We will continue to build and strengthen partnerships with local authorities, health services, voluntary and community organisations, funders, and the private sector. Through collaboration and shared delivery, we aim to reduce duplication, maximise resources, and provide joined-up support for residents. Our partnership approach will also promote community cohesion by bringing together diverse groups and organisations to work towards shared goals.
6. **To influence positively all those we work with to promote better policy and practice**
Drawing on our frontline experience and the lived experiences of our beneficiaries, we will seek to influence policy and practice at local and regional levels. We will contribute to consultations, share learning with partners, and advocate for systems and approaches that are fairer, more inclusive, and more responsive to community need. Our aim is not only to support individuals, but also to help shape the environments and policies that affect them.
7. **To ensure that our organisation's infrastructure is sustainable, effective, and productive**
We will continue to strengthen our organisational infrastructure to support long-term sustainability and growth. This includes maintaining strong governance, effective leadership and management, robust financial controls, and a diversified income base. We will invest in our people through good HR practices, develop our premises to support service delivery, and improve communications and digital systems to enhance efficiency, transparency, and impact. Together, these foundations will ensure the organisation is resilient and well positioned to deliver high-quality services into the future.

Long Term Goals

A core long-term goal for People Arise Now is to establish a dedicated community centre in Hammersmith & Fulham. Building on the successful model of Hill House Community Centre in Sutton, this new hub will provide a permanent, accessible base to deliver high-quality, consistent support, deepen engagement with local communities, and respond effectively to emerging needs. The centre will offer a safe, welcoming space for advice, mentoring, skills development, wellbeing activities, and community-led initiatives, enabling us to expand both the reach and impact of our work.

This ambition directly aligns with Hammersmith & Fulham Council's priorities of promoting fairness, inclusion, and resident wellbeing. By providing culturally sensitive, targeted programmes, the centre will help reduce poverty, tackle social isolation, and strengthen community resilience. It will foster co-production and community leadership, reflecting the council's commitment to involving residents in shaping services that affect them. Through this hub, People Arise Now aims to replicate and build on the positive outcomes achieved in Sutton, contributing to a healthier, safer, and more cohesive borough while enhancing opportunities for children, young people, and adults alike.

5. Fundraising Review

The 2024/25 season was made possible financially by grants from the London Borough of Hammersmith and Fulham, the London Borough of Sutton, Community Action Sutton, Croydon Voluntary Action, the National Lottery, the Postcode Society, H&F Giving, and Sutton College.

We are extremely grateful that collectively, donors gave us £146,667 in grants during the year. We also received £90,450 in donations and other income during the year. We have, and continue to, put in place, fundraising ventures in order to move beyond sole dependency on grant-funding as this will allow for more access to unrestricted funds, which will make it easier to build our £40,000 reserve for contingencies and the unexpected. We aim to maintain a stable and sustainable financial base by continuing to source grants and sponsorships as well as develop a more diversified income base as stipulated in our Financial Review below. Most of our fundraising ventures will continue to include Inbound Marketing (Direct Website Giving), selling of our IT courses, Crowdfunding Campaigns, social media and Fundraising Events such as auctions. Our team are constantly looking for ways to adapt to our ever-changing global financial climate and find solutions to the challenges that come with it.

6. Financial Review

PAN will continue to focus on maintaining a strong and effective control framework to ensure that programmes have the resources necessary to effectively deliver activities. We strive to ensure that resources are deployed efficiently and transparently. The principal financial management policies are explained in Note 1 above. People Arise Now seeks to be responsive to the financial reporting and other requirements of its donors. The Board sets the broad parameters for financial planning and management. Our charity uses an accounting system and chart of accounts that supports fund accounting for monitoring resource utilisation and commitments made to donors. The Board receives monthly management accounts and met 4 times in 2023/24. At each meeting, they reviewed the overall financial performance, position and risks of the organisation. Find here below the methods included in our fundraising strategy to supplement regular grant applications:

Grants and Donations remain our main source of funding and we are determined to put in as many viable applications as possible moving forward. We, however, also seek to diversify into other fundraising avenues such as these listed below:

PAN Fundraising Dinner which we plan to hold once a year at a reasonable cost to the attendees and raffle tickets will also be sold at the event in order to raise extra funds. We will also utilise this event to sign up as many regular donors as possible.

Online & Text Giving will also play a major part in our raising of funds moving forward as we aim to maximise our website's ability to receive funds directly online as well as create a text facility for our donors to be able to give from the comfort of their mobile phone. We have made the giving button on our website a lot more user-friendly and more direct.

Target

We aim to maintain a stable financial base for sustainable growth as a charity. As the need to reach out to our beneficiaries continues to rise, in view of the current economic climate, we have agreed to set our annual budget at £200,000. Our application submissions to donor organisations will continue to be intensified as we still aim to increase our individual donors.

Obstacles

The main obstacles include the restrictions that come with funding timetables and the lack of control over how much actually comes in as it is entirely up to our funders and donors to determine how much they will give us. It is due to this realisation that we have chosen to add proactive fundraising to our financial plan. Also, due to the pandemic, we have not been able

to go ahead with planned fundraising ventures set out at the beginning of the financial year and we hope that will change soon.

Key Financial Highlights

PAN realised a small operational surplus of £29,372 (2024, £38,199 deficit) which was due in part to transitional donation of £30,000 from Community Action Sutton.

We received total grants and donations income of £237,117 (2024, £96,555). The main grants included Postcode Lottery, The Big Lottery, The Lloyds Bank Foundation, United in Hammersmith and Fulham, and community Action Sutton (full list is shown in Note 10 to the Accounts). The income received in 2025 represents £140,562 (146%) increase on 2024 figures.

More than ever, we are confident that our fundraising will continue to recover. We spent a total of £207,745 (2024, £134,754), which is £27,088 (54%) higher than 2024 expenditure. This high expenditure increase in 2025 is in line with the income increase. PAN will continue to invest in business development and training and development of our staff and volunteers as well as adaptation programs in line with global changes.

Reserves

PAN has a Reserves Policy which is reviewed every year and looks at the various financial risks that we are exposed to and how that might impact our cash flow. PAN's Reserves Policy is to ensure that the charity holds sufficient free reserves (excluding tangible fixed assets and other designated funds but including investments) to address the significant risks faced by the organisation, its beneficiaries and its staff. The target for unrestricted reserves is therefore calculated through a detailed assessment of the costs of the likelihood of the specific risks contained in the PAN's Risk Register.

PAN has a team of dedicated volunteers and pro-bono support. PAN recruited a part time staff in 2025. Based on the Risk Register as at 31st March 2024 the target for free reserve was £40,000. The total reserves as at 31 March 2025 was £62,824 (2024, £7,943) and is made up £62,824 free reserves and £3,713 restricted reserves (2024, £7,943 free reserves, £29,222 restricted reserves).

The Trustees have reviewed the current free reserve level against the target and taking account of anticipated risk profile of the organisation has concluded that the reserves held is acceptable although it is below the target. PAN is now delivering more complex projects, and so, the Trustees consider setting free reserves as £40,000 to be more appropriate. The free reserves at the end of the financial year were £62,824 which is 22,824 more than the reserve policy level but this some large donations that arrived nearer the end of the financial year. The Trustees have plans to bring this within the free reserve level in 2025/26.

7. Risks & Uncertainties

As with any organisation, People Arise Now faces a number of risks and uncertainties that could impact service delivery, organisational sustainability, and long-term goals. Key risks include changes in funding availability, fluctuations in demand for services, operational challenges in managing community centres, staffing or volunteer shortages, and wider economic or policy shifts that affect the communities we support. Additionally, expanding into new areas, such as Hammersmith & Fulham, introduces uncertainties around engagement, local partnerships, and premises management.

To mitigate these risks, we have implemented a comprehensive risk management framework. This includes regular governance and leadership reviews, robust financial controls, and diversified income streams to reduce reliance on any single funding source. We actively monitor service demand and adjust programmes accordingly, ensuring flexibility to meet emerging needs. Strong recruitment, training, and retention practices help maintain skilled staff and volunteers, while clear policies and procedures support operational resilience. Strategic partnerships with local authorities, statutory agencies, and community organisations provide additional support and shared responsibility in delivering services. Finally, we conduct regular risk assessments for new projects and premises, ensuring potential challenges are identified early and addressed proactively. These measures collectively strengthen our ability to manage uncertainty and maintain high-quality, sustainable services for the communities we serve.

8. Structure, Governance & Management

Governing Document

People Arise Now (PAN) was registered as a charity on 10 December 2013 under the number 1154810. It then transitioned to become a CIO on 06 April 2023, and has the current registration number 1202650. The objects and powers of the charity are set out in its Constitution.

Organisational Structure

PAN has a board of trustees made up of five members who meet at least once every quarter. Our trustees come from a variety of backgrounds, they provide a range of experience and expertise necessary to comply with our collective responsibility and seek to reflect the communities they serve. The board of trustees is responsible for setting the strategic direction of PAN and for ensuring our resources are expended in pursuit of its charitable objects. The board of Trustees delegate responsibility for the day-to-day management of the charity to the director and the management team.

Recruitment & Appointment of the Board of Trustees

Individual trustees may stand for re-election. The board of trustees may also appoint any member of the charity to be a trustee, either to fill a vacancy, or to increase their number.

Induction of New Trustees

New trustees have a formal induction with the chair of the board of trustees and the director, during which their role and legal responsibilities are explained and at which they are asked to sign a formal code of practice. New trustees are also provided with a handbook containing PAN policies and procedures, the protocols governing the administration of the board of trustees, and the PAN governing document and financial accounts. All Trustees take part in a skills audit as a part of their induction. Where appropriate, PAN offers training or peer support to build the skills and knowledge of newly recruited Trustees. Established members of the board of trustees are offered collective and individual training throughout their term of office.

Charitable Objectives

A summary of the objects of our Charitable Incorporated Organisation (CIO) are:

1. To promote the rehabilitation of offenders and ex-offenders back into society in order to help prevent reoffending and to enable them to be independent, responsible individuals.
2. To promote social inclusion for the public benefit by preventing people in London from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into and thrive in society.
3. To advance in life and help young people

Related Parties

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or a senior manager of the charity with the delivery of projects must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Public Benefit

The trustees confirm that we have referred to the Charity Commission's general guidance on Public Benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set, and we confirm that we comply with our duty as stated in section 17 Charities Act 2011 to have due regard to the guidance to public benefit guidance published by the Charity Commission.

9. Reference & Administrative Information

Registered Charity Name	People Arise Now
Charity Number	1202650
Address	Hill House Community Centre Bishopsford Road Carshalton SM4 6BL
Trustees	Grace Mumba (Chairman) Tendo Mac (Treasurer) Mary Brookes Michael Obebeduo Claudia Okot
Independent Examiner	Joshua Oliech J Maurice Consultancy Ltd Unit A3, Gateway Tower 32 Western Gateway London E16 1YL
Bankers	HSBC PLC 27 Redriff Road SE16 7NA

10. Statement of Trustees' Responsibilities

The Trustees (who are also directors of People Arise Now 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 required trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming & outgoing resources and application of their resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

1. Select suitable accounting policies and then apply them consistently;
2. Comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements;
3. State whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements;
4. Make judgements and estimates that are reasonable and prudent;
5. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Independent Examiners

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. The Trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of any such information.

This Trustees report has been prepared in accordance with the special provision of part 15 of the Companies Act 2006 relating to smaller entities, and Charities Act 2011.

On behalf of the Trustees



Grace Mumba
Chair

11. Report of the Independent Examiners

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PEOPLE ARISE NOW FOR THE YEAR TO 31 MARCH 2025

I report on the accounts of the charity for the year 31 March 2025, which are set out on pages **26 to 35**.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER

The charity's Trustees are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for the year to 31 March 2025 under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an Independent Examination is needed. The charity's income for the year is under £250,000.

Having satisfied myself that the charity is not subject to an audit under part 16 of the Companies Act 2006 and has elected to have an Independent Examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning such matters. The procedures undertaken do not provide all evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters that are set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In the course of my examination no matter has come to my attention:

- a) which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare Accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities 2015, or;
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



31 January 2025

Joshua Oliech MSc. Affiliate, Association of Charity Independent Examiners
Unit A3, Gateway Tower
32 Western Gateway. London E16 1YL

12. Statement of Financial Activities

(Incorporating Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-25 £	Total 2024 £
Income					
Donations and Legacies	2				
Legacies		-	-	-	-
Donations		90,450	-	90,450	5,609
Grants		73,209	73,458	146,667	90,946
<i>Income from Charitable Activities</i>					
Contracts for operational programmes		-	-	-	-
Total income		163,660	73,458	237,117	96,555
Expenditure on:					
Raising Funds		-	-	-	-
Charitable activities: Holistic support for ex-offenders and family members	3	108,779	98,966	207,745	134,754
Total		108,779	98,966	207,745	134,754
Operating surplus/ (deficit)		54,881	(25,509)	29,372	(38,199)
Net income (expenditure) and Net Movement in funds					
		54,881	(25,509)	29,372	(38,199)
Reconciliation of funds					
Total funds brought forward		7,943	29,222	37,165	75,364
Total funds carried forward		62,824	3,713	66,537	37,165

13. Balance Sheet as at 31 March 2025

		31-Mar-25	31-Mar-25	31-Mar-24	31-Mar-24
	Notes	£	£	£	£
Fixed Assets					
Tangible assets	7	-	-	-	-
Current Assets					
Debtors	8	45,564	3,850		
Cash at bank and in hand		39,334	36,877		
		<u>84,899</u>	<u>40,727</u>		
Creditors: Amounts falling due within one year	9	(18,362)	(3,562)		
Net Current Assets			66,537		37,165
Total Assets less Current Liabilities			66,537		37,165
Creditors: Amounts falling due after one year			-		-
NET ASSETS	11		66,537		37,165
Funds					
Restricted funds	10		3,713		29,222
Unrestricted funds:					
Designated funds			-		-
Funds represented by functional fixed assets			-		-
Free reserves			<u>62,824</u>		<u>7,943</u>
Total Unrestricted funds			62,824		7,943
Total Charity Funds	11		66,537		37,165

The Financial Statements were approved by the Trustees and authorised for issue and signed on their behalf by:



Grace Mumba

Chair of the Board of Trustees

Date

31 January 2025

The notes on pages 29 to 35 for part of these financial statements

UK Registered Charity Number:1202650

14. Cash Flow Statement

Cash Flow Statement

	31-Mar-25	31-Mar-24
	£	£
Net cash (Outflow) /inflow from operating activities	2,457	(36,010)
Net Cash inflow from returns on investments		
Bank interest and investment income	-	-
Capital investment		
Purchase of tangible fixed assets	-	-
Increase/(decrease) in cash at bank and on hand	2,457	(36,010)
Cash balance at beginning of the year	36,877	72,887
Cash balance at end of the year	39,334	36,877
Reconciliation of net incoming resources to net cash inflow from charitable activities		
Net incoming/(outgoing) resources	29,372	(38,199)
Bank interest and investment income	-	-
Investment (Loss)/ Gain	-	-
Depreciation	-	-
(Increase)/decrease in debtors	(41,715)	(11)
Increase/(decrease) in creditors	14,800	2,200
Net cash (Outflow) /inflow from operating activities	2,457	(36,010)

15. Accounting Policies & Notes to the Financial Statements

Notes to the accounts:

1 Accounting Policies

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest one thousand pounds.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

b) Going Concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of pressures on donation and investment income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) Income

All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Legacies are recognised following probate and once there is sufficient evidence that receipt is probable and the amount of the legacy receivable can be measured reliably. Where entitlement to a legacy exists but there is uncertainty as to its receipt or the amount receivable, details are disclosed as a contingent asset until the criteria for income recognition are met.

d) Expenditure

Liabilities are 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 expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Accounting Policies continuation

e) Allocation of overhead and support costs

Overhead, support and governance costs are allocated between the cost of raising funds and charitable activities. Overhead, support and governance costs relating to charitable activities have been apportioned between activities.

f) Costs of raising funds

The costs of generating funds consist of investment management fees and the costs of raising funds including an apportionment of overhead, support and governance costs.

g) Charitable activities

Charitable activities are for improving the lives of Ex-offenders and their family members. To advance in life and promote a holistic wellbeing (Physical, Mental and practical) and rehabilitation in the community and through the prison gates.

h) Critical accounting estimates and areas of judgement

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

i) Depreciation

Tangible fixed assets costing more than £500 are capitalised. Depreciation is provided on tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful lives as

Furniture and office equipment:	Over 4 years
---------------------------------	--------------

Assets for use in overseas operational projects are not capitalised but expensed in the period of acquisition.

j) Funds

Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. Within unrestricted funds are free reserves which are funds not earmarked for specific activities, designated funds which are funds earmarked by trustees for essential future spending and fixed asset funds which are funds represented by functional fixed assets.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. They are to be spent in their respective geographical locations and project activity. The aim and use of each fund is set out in the notes to the financial statements.

k) Gifts in Kind

Gifts in kind donated to the charity are not included in income but acknowledged in the fundraising section. Items are valued by the donor at the time of the gift

l) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.



Notes

2 Income

	£	£	31-Mar-25 £
	Unrestricted	Restricted	Total
Donations and Legacies			
Donations & Sundry Income	90,450	-	90,450
Grants:			
Big Lottery		16,242.5	16,243
Community Action Sutton	32,359	42,982	75,341
Community Connect - Sutton			-
Croydon Voluntary Action		4,000	4,000
GROUNDWORK LONDON	3,350		3,350
H&F Giving	10,000		10,000
HF MH Community Grant		9,333	9,333
LLOYDS BANK FOUNDATION	2,500		2,500
NHS North West London CCG		900	900
POSTCODE SOCIETY T	25,000		25,000
Total	163,660	73,458	237,117

	£	£	31-Mar-24 £
	Unrestricted	Restricted	Total
Income			
Donations and Legacies			
Donations & Sundry Income	5,609	-	5,609
Grants:			
LLOYDS BANK FOUNDATION	26,265		26,265
HF MH Community Grant		15,981	15,981
GVEU		1,818	1,818
The National Lottery		16,243	16,243
Sutton Council		4,500	4,500
MOPAC		2,860	2,860
H&F Giving		7,780	7,780
Croydon Voluntary Action		4,000	4,000
London Community Foundation		10,000	10,000
Community Connect - Sutton		1,500	1,500
Total	31,874	64,681	96,555

3 Analysis of Charitable Activities Costs

	Charitable Activities		Total		31-Mar-24	
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted
	£	£	£	£	£	£
Direct Charitable Costs	77,258	91,497	168,755	17,457	76,332	93,789
Apportioned Support Costs	31,521	7,469	38,990	10,907	30,058	40,965
	<u>108,779</u>	<u>98,966</u>	<u>207,745</u>	<u>28,365</u>	<u>106,390</u>	<u>134,754</u>

Analysis of Apportioned Support Costs

	31-Mar-25 £	31-Mar-24 £
Support staff costs	16,546	131
Office costs	15,950	38,029
Communications	950	855
Legal & professional	5,544	1,950
	<u>38,990</u>	<u>40,965</u>

	Governance Costs	Total	Governance Costs	Total
	£	31-Mar-25 £	£	31-Mar-24 £
Independent examination fees	1,000	1,000	900	900
Other	500	500	500	500
	<u>1,500</u>	<u>1,500</u>	<u>1,400</u>	<u>1,400</u>

4 Committee Members

None of the Committee Members (or any persons connected with them) received any remuneration during the year (2024 - £Nil). No trustee was reimbursed travel costs (2024, £Nil)

5 Employees

	31-Mar-25	31-Mar-24
	Number	Number
Number of Employees		
The average number of employees during the year was:		
Projects	8	6
	<u>8</u>	<u>6</u>

	31-Mar-25	31-Mar-24
	£	£
Staff	96,934	73,691
Agency/Consultant	5,318	5,551
	<u>102,252</u>	<u>79,242</u>

There was no employee whose annual emolument was £60,000 or more (2024, none).

Key Personnel consists of the Director, the Operations Manager and the Board of Trustees. The Remuneration for the Key Personnel for the year was **£51,573** (2024, £44,062)

6 Taxation

As the charity operates on a non profit making basis, it is not anticipated that it will be subject to corporation tax.

7 Tangible Fixed Assets

	Computers	Fixtures, Equipment etc. £	Fixtures, Equipment etc. £
Cost			
At 1 April 2024	585	-	585
Additions	-	-	-
At 31 March 2025	<u>585</u>	<u>-</u>	<u>585</u>
Depreciation			
At 1 April 2024	585	-	585
Charge for the year	-	-	-
At 31 March 2025	<u>585</u>	<u>-</u>	<u>585</u>
Net Book Value			
At 1 April 2024	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2025	<u>-</u>	<u>-</u>	<u>-</u>

8 Debtors

	31-Mar-25	31-Mar-24
	£	£
Grants debtors	43,294	-
Other debtors	-	1,568
Prepayments and accrued income	2,271	2,271
	<u>45,564</u>	<u>3,839</u>



9 Creditors: Amounts falling due within one year

	31-Mar-25	31-Mar-24
	£	£
Accruals and other creditors	<u>18,362</u>	<u>3,562</u>
	<u>18,362</u>	<u>3,562</u>

10 Restricted Funds for 2025

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2024	Movement in Funds		Transfers between Funds	Balance at 31-Mar-25
	£	Income £	Expenditure £	£	£
a Clear Path	6,937	9,333	16,270		-
b Community Connect - HF	4,109	900	5,009		-
c Community Connect - Sutton	108	5,000	5,108		-
d Film Food FIFA	1,818	-	1,818		-
e HarmonyWELL	3,256	-	3,256		-
f London Community Foundation	110	-	110		-
g My Wellbeing	1,605	-	1,605		-
h Pathways Cybersecurity	29	-	29		-
i Research Cafe	1,933	4,000	5,933		-
Sutton Community Health & Wellbeing					
j Outreach	1,630	-	1,630		-
k Sutton Youth IAG	2,496	668	3,164		-
l Together United (Big Lottery)	5,190	16,243	21,432		-
m Save It Cook It		36,879	33,166		3,713
n S&S CMG Website		435	435		-
	<u>29,222</u>	<u>73,458</u>	<u>98,966</u>	-	<u>3,713</u>

Notes

- a Clear Path:** Funded by LBHF Mental Health Community Grant (01/04/2022 to 31/03/2023). This grant enabled us to continue supporting ex-offenders and BME community members who have low to medium mental health needs, through practical assistance and counselling.
- b Community Connect - HF:** Funded by donations (31/08/2021 to Present). These funds have allowed us to continue running Community Connect, which provides a safe space for the community to come together, raise issues, and seek help from each other.
- c Community Connect - Sutton:** Funded by the GLA. These funds have allowed us to continue running Community Connect, which provides a safe space for the community to come together, raise issues, and seek help from each other. The Project has a no-cost-extension into the 2024/25 financial year.
- d Film Food FIFA:** Funded by the GVEU. In this project, we supported the GVEU of H&F Council to reduce violence over the Notting Hill Carnival weekend by putting on an engaging alternative youth event to the main Carnival activities.
- e HarmonyWELL:** The Youth Independent Advisory Group (Youth IAG) operated as a platform to empower local young people to share their views on how policing services could be improved and how trust and reassurance could be strengthened within the community. The group brought together a diverse cohort of between 12 and 15 young people who actively participated in regular meetings, providing insight from lived experience and contributing to discussions on policing, crime, and community safety.
- f Together for London:** Funded by the London Community Foundation. This project allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the availability of counselling.
- g My Wellbeing:** Funded by Sutton Council - Rebuild Fund. This project allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the availability of counselling.
- h Pathways Cybersecurity:** Funded by Community Action Sutton - Sutton Innovation Fund. With this project, we were help young disadvantages residents pass introductory courses in Cybersecurity through our CISCO Networking Academy.
- i Research Café:** Led by NHS South West London and funded by NHS England (through Croydon Voluntary Action), the initiative aimed to improve the diversity of participation in mental health research by creating safe, accessible spaces for communities to explore research topics and share lived experiences.
- j Sutton Community Health & Wellbeing Outreach:** Funded by NHS SWL Integrated Care Board (01/04/2022 to 31/03/2023). This project was to facilitate access to early support for marginalised and deprived communities, to benefit their health and wellbeing, particularly with regard to reducing hypertension. The Project has a no-cost-extension into the 2023/24 financial year.
- k Sutton Youth IAG:** This project brought together local marginalised young people and the local police through football activities and informal workshops to build positive, non-contentious relationships and amplify young people's voices. Participants received leadership training and were supported to facilitate at least one session, helping them build confidence to engage with the police on a more equal footing.
- l Together United (Big Lottery):** This project brought together local marginalised young people and the local police through football activities and informal workshops to build positive, non-contentious relationships and amplify young people's voices. Participants received leadership training and were supported to facilitate at least one session, helping them build confidence to engage with the police on a more equal footing. Young people's lived experiences of police interactions were gathered and presented in a short video used in police training to embed learning into future practice.

Note 10 Continuation

Restricted Funds for 2024

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2023 £	Movement in Funds		Transfers between Funds £	Balance at 31-Mar-25 2024 £
		Income £	Expenditure £		
a Clear Path		15,981	9,043		6,937
b Community Connect - HF	1,886	7,780	5,557		4,109
c Community Connect - Sutton		1,500	1,392		108
d Film Food FIFA		1,818	-		1,818
e HarmonyWELL		4,500	1,244		3,256
f London Community Foundation	7,097	10,000	16,988		110
g My Wellbeing	9,028	-	7,423		1,605
h Pathways Cybersecurity	9,194	-	9,165		29
i Research Cafe		4,000	2,067		1,933
Sutton Community Health & Wellbeing					
j Outreach	43,724	-	42,095		1,630
k Sutton Youth IAG		2,860	364		2,496
l Together United (Big Lottery)		16,243	11,053		5,190
	70,930	64,681	106,390	-	29,222

Notes

- a Clear Path:** Funded by LBHF Mental Health Community Grant (01/04/2022 to 31/03/2023). This grant enabled us to continue supporting ex-offenders and BME community members who have low to medium mental health needs, through practical assistance and counselling.
- b Community Connect - HF:** Funded by donations (31/08/2021 to Present). These funds have allowed us to continue running Community Connect, which provides a safe space for the community to come together, raise issues, and seek help from each other.
- c Community Connect - Sutton:** Funded by the GLA (01/09/2022 to 01/03/2023). These funds have allowed us to continue running Community Connect, which provides a safe space for the community to come together, raise issues, and seek help from each other. The Project has a no-cost-extension into the 2023/24 financial
- d Film Food FIFA:** Funded by the GVEU (18/07/2022 to 31/08/2022). In this project, we supported the GVEU of H&F Council to reduce violence over the Notting Hill Carnival weekend by putting on an engaging alternative youth event to the main Carnival activities
- e HarmonyWELL**
- f Together for London:** Funded by the London Community Foundation (12/12/2022 to 30/06/2023). This project allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the availability of counselling.
- g My Wellbeing:** Funded by Sutton Council - Rebuild Fund, (01/03/2022 to 31/05/2023). This project allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the availability of counselling.
- h Pathways Cybersecurity:** Funded by Community Action Sutton - Sutton Innovation Fund (01/06/2022 to 01/06/2023). With this project, we were help young disadvantages residents pass introductory courses in Cybersecurity through our CISCO Networking Academy.
- i Research Café:** Led by NHS South West London and funded by NHS England (through Croydon Voluntary Action), the initiative aimed to improve the diversity of participation in mental health research by creating safe, accessible spaces for communities to explore research topics and share lived experiences.
- j Sutton Community Health & Wellbeing Outreach:** Funded by NHS SWL Integrated Care Board (01/04/2022 to 31/03/2023). This project was to facilitate access to early support for marginalised and deprived communities, to benefit their health and wellbeing, particularly with regard to reducing hypertension. The Project has a no-cost-extension into the 2023/24 financial year.
- k Sutton Youth IAG:** This project brought together local marginalised young people and the local police through football activities and informal workshops to build positive, non-contentious relationships and amplify young people's voices. Participants received leadership training and were supported to facilitate at least one session, helping them build confidence to engage with the police on a more equal footing.
- l Together United (Big Lottery):** This project brought together local marginalised young people and the local police through football activities and informal workshops to build positive, non-contentious relationships and amplify young people's voices. Participants received leadership training and were supported to facilitate at least one session, helping them build confidence to engage with the police on a more equal footing. Young people's lived experiences of police interactions were gathered and presented in a short video used in police training to embed learning into future practice.

11 2025 Analysis of Net Assets between Funds

	Unrestricted Funds £	Restricted Funds £	31-Mar-25 Total £
Fund balances at 31 March 2025 are represented by:			
Current assets	62,824	3,713	66,537
Fixed Assets	-	-	-
	<u>62,824</u>	<u>3,713</u>	<u>66,537</u>

2024 Analysis of Net Assets between Funds

	General Funds £	Restricted Funds £	31-Mar-24 Total £
Fund balances at 31 March 2023 are represented by:			
Current assets	7,943	29,222	37,165
Fixed Assets	-	-	-
	<u>7,943</u>	<u>29,222</u>	<u>37,165</u>

PEOPLE ARISE NOW

England & Wales - Charity number 1202650

Accounts



PEOPLE ARISE NOW
FOR SAFE & THRIVING COMMUNITIES

**TRUSTEES REPORT &
FINANCIAL STATEMENTS**

For the Year Ended
31 March 2024

Charity Number: 1202650

Contents

Introduction from the Chair	3
Trustees' Report	4
Project Reports	6
Future Plans	12
Fundraising Review	14
Financial Review	15
Risks and Uncertainties	17
Structure, Governance & Management	18
Reference & Administrative Information	20
Statement of Trustees' Responsibilities	21
Report of the Independent Examiners	23
Statement of Financial Activities	24
Balance Sheet	25
Cash Flow Statement	26
Accounting Policies & Notes to the Financial Statements	27-31

Introduction from the Chair

Welcome to People Arise Now (PAN) Trustees' Annual Report for 2023/24.

Over the past year, we have been privileged to walk alongside various under-represented local groups and individuals as we have all been affected by the cost-of-living crisis. The positive adaptations made to our services and programmes during that period have been refined through consultation with our beneficiaries, stakeholders, volunteers, and staff, to maximise our support.

Our beneficiaries remain our most evident testament to the continued success of our organisation, as they continue to report some encouraging changes and progress in their lives, including family reunification, new housing, new jobs, employment, lack of re-offending, improved self-esteem, improved mood, improved physical fitness and increased energy among other success stories. We are delighted to report that People Arise Now is still in a great position and is poised to enjoy even more success in this calendar year.

For the 2023/2024 financial year, we received 8 grants from the Greater London Authority, the National Lottery, London Borough of Sutton, London Borough of Hammersmith and Fulham, Worshipful Company of Grocers, and Croydon Voluntary Action. People Arise Now remains very grateful to its Director, Vanessa McCain and her management team together with all the priceless volunteers who make it happen on the ground as they roll our programmes selflessly and diligently even in the most challenging of times. We would not be in such a great position without them. We have further maintained and developed strategic partnerships with the GLA, LB Hammersmith and Fulham, LB Sutton, Community Action Sutton, Sobus, the NHS, and among others. Our governance review shows that we are poised to remain strong and make even further progress despite the global challenges at hand.

Yours faithfully,



Grace Mumba
Chairperson

Trustees' Report

People Arise Now (PAN) is a determined to promote social-economic independence for struggling families, help rehabilitate ex-offenders, support young people, and strengthen communities through our holistic approach and strategic programmes, which include, vocational courses, individual professional counselling, mentoring, workshops, and monthly community meetings.

Vision

To promote safe and thriving communities.

Values

We are committed to the following values:

- 1. Listening:** To allow people to feel comfortable and open up, and for the listener to understand the real issues beyond the words spoken.
- 2. Humility:** To acknowledge that we are all a-work-in-progress and therefore, should approach all interactions with a non-judgemental and compassionate attitude. Empathy is paramount to what we do.
- 3. Confidentiality:** To build trust and a safe environment where sensitive and personal issues can freely be explored without prejudice or fear.
- 4. Inspiration:** To help people believe in themselves and see where they have power to make changes in their lives for the better.
- 5. Accountability:** To ensure good management and have strategic evaluation tools to ensure transparency and the ability to follow all our work through.
- 6. Excellence:** To carry out everything we do with excellence.

STRATEGIC OBJECTIVES: YEAR ENDING 2023-24

- 1. Increase capacity to keep up with demand**
- 2. Broaden work with young people**
- 3. Become a louder voice for the communities we serve**
- 4. Increase income generation**
- 5. Tighten governance and strategy plans and practices**

Project Reports

Community Connect - Hammersmith & Fulham

Donations

31 August 2021 to Present

Community Connect H&F was started in August 2021, to provide a space where people emerging from the Covid lockdowns could find local support for their additional needs.

The monthly in-person meetings enable us to listen to the concerns of our local community and invite local organisations, councillors, and the police to seek solutions together. The element of good culturally appropriate food, contributed by community members, helps to ensure relationships are built and conversations continue long after the meetings' official end time.

Through Community Connect, participants have found jobs, followed up criminal complaints, discovered council support they were entitled to, obtained legal support through the groups' connections, and many other things.

We are grateful to our volunteers and donors for enabling us to continue this project.

Community Connect - Sutton

The Greater London Authority (Civil Society Roots 3 Programme – Development Phase)

14 October 2022 to 01 May 2023

This project, funded by the CSR3 programme, sought to use the Community Connect vehicle to discover issues affecting the diverse local community in Sutton and then choosing one of those issues to develop a solution that amplifies voice and agency for local minoritised residents.

The sessions were attended by a cross section of the borough, including residents, the police, councillors, and local organisations. A number of Somali attendees required the meetings to be interpreted, which we were able to provide via the Access Support Grant. Similarly, the Access Support Grant allowed us to serve culturally appropriate meals.

Arising from these meetings came the opportunity to develop the voice of black and minority youth with the police in meaningful ways, through the development of a Youth/Police football programme. Several officers who completed the programme said engaging with the boys has helped them understand youth culture better, for example in terms of clothing trends and differing cultural norms.

At the end of the programme, the young people and the police co-produced the following priorities for potential future programmes: (1) Seeing each other as individuals (“beyond the uniform” was the phrase the police used), and (2) co-learning to balance power.

In terms of organisational impact, this project has allowed us to build a more strategic relationship with the police, helping lay the groundwork for us to influence policing, decision-making, commissioning, and generally to advocate for marginalised youth at a much higher level.

We are extremely grateful for all the support and meaningful opportunities to effect change that this fund afforded us.

Cybersecurity Courses

The Worshipful Company of Grocers

15 March 2023 to 14 March 2024

This purpose of this project was to support providing free stage 1 cybersecurity courses for young people living in difficult circumstances who have fewer concepts of future opportunities

As a CISCO Networking Academy, we were able to use this grant to provide Cybersecurity training for local young people from a mix of backgrounds.

The young people would come to our office once a week to work through the courses. We would start and end with ice breaker activities to build group cohesion and encourage peer support to build leader skills, community cohesion, and reduce social isolation.

- 85% of participants completed the Introduction to Cybersecurity course
- 60% of participants completed the Cybersecurity Essentials course

The participants who completed courses received a globally recognised certificate and digital badge which they can put on their LinkedIn profiles.

We are very proud of how hard all the participants worked and we are grateful to the Worshipful Company of Grocers for providing the funding for this project.

Clear Path

Hammersmith & Fulham Community Grant

01 April 2023 to 31 October 2023

This extended grant enabled us continue to support already stretched H&F services by filling the gaps in provision for primarily minoritised community members and ex-offenders who

have low to medium mental health needs but struggle to access statutory services due to cultural, social, and technological barriers.

Through our counsellors and caseworkers, we were able to:

1. Support 24 residents who reported improved mental health
2. Provide 2,340 hours of one-to-one counselling from a qualified psychologist
3. Provide 6 in-person group sessions
4. Intensively support 10 beneficiaries through practical support, such as clearing debt and obtaining new housing
5. Provide culturally appropriate therapeutic support and holistic approaches to those residents who have experienced trauma, particularly those whose trauma relates to migration and their first language is not English.

By both supporting the practical needs of beneficiaries on this project and providing interim counselling, we were able to reduce stress and anxiety of 90% of participants.

Sutton Youth IAG

MOPAC

01 August 2023 to Present

To empower local youth to express their opinions on enhancing the quality of policing services and fostering trust and reassurance within our community

Outcomes

1. Increased trust and confidence in the local police - Though the group remained sceptical of the police (likely due to the unique cohort), 100% of the group indicated increased trust and confidence in the police.
2. Increased confidence to raise concerns - 100% of the group said that they had increased confidence to raise concerns and now knew who they could turn to.
3. Increased confidence to challenge partners and others - 100% of the group said they had increased confidence to challenge partners and others, including challenging teachers when they saw racial bias and abuse, challenging each other, and challenging the police.
4. Increased awareness of available services - 100% of the group said they had increased awareness of available services in the borough and nationally through the information given at sessions.

The cohort were unique in that 80% of had attended a PRU, which tended to cause the many conversations and described interactions with the police to be more extreme and not truly representative of Sutton youth. To address the balance going forward, we will work with

members of the Sutton Youth Justice Management board, who have links with schools across the borough. Recruiting through the schools will better ensure a more representative Youth IAG group.

Together United

The National Lottery (Civil Society Roots 3 Programme – Impact Phase)

12 September 2023 to Present

The purpose of this project was to further the work started in the development phase of the CSR3 programme, and to make an impact in Sutton borough by strengthening voice for young black and ethnic minority youth, who experience structural inequality, and to stop the ‘othering’ often experienced by both sides. Further, programme also sought to strengthen our organisation as a whole and therefore make our voice more impactful.

In the development phase of the CSR3 programme, we sought to strengthening the civic relationships of young minoritised people and the police through monthly engagement, led by the young people, culminating in a football tournament. Whilst the project was widely seen as a great success, we received feedback that the young people wanted more engagement with the police. So, in the impact grant we increased leadership training and tasks for the young people to build their confidence and reduce feelings of intimidation when speaking with authority figures.

The young people led topic discussion, breaking down their views of policing, and led the football training sessions in preparation for the tournament.

95% of youth participants reported feeling more able to challenge authority.

Sutton Council took note of the work and asked our charity to take lead on a council wide Youth Race Summit, involving every secondary school in the borough. We will facilitate a youth board, which will include some Together United participants, who will advise on and lead the summit. This board will then report back on recommended school policy changes to the Local Safeguarding Children Partnership (LSCP), Sutton Youth Justice Management Board (SYJMB).

Organisational Outcomes

- We built stronger relationships with our stakeholders
- Our organisation will make more strategic decisions linked to our vision
- Our governance processes have been strengthened
- Our understanding of our communities and their needs has increased
- We can better identify the training and wellbeing needs of our staff and volunteers

We were extremely grateful to the National Lottery for funding this project and we feel privileged to be a part of the CSR3 programme as we benefitted in so many ways. Special thanks to Community Regen and the GLA who also provided support every step of the way.

HarmonyWELL

Sutton Council

01 December 2023 to Present

This purpose of this project was to create a supportive and culturally sensitive space where women from diverse backgrounds can prioritise their health and well-being.

To that end, we created a group called HarmonyWELL, which is a welcoming and inclusive women's fitness group project for Sutton residents, designed to cater to the unique needs and preferences of ethnically and religiously minoritised women.

Weekly sessions were to include yoga and monthly group walks in nature to encourage outdoor exercise. However, upon commencement of the project, the ladies communicated that they preferred to just do the yoga and so we adapted to project to meet their desires. We use an experienced female instructor to meet cultural and religious sensitivities.

The project is ongoing and is currently attended by 18 participants. Early indications show that on average, members of HarmonyWELL have seen a reduction in their blood pressure and BMI.

H&F Winter Support

H&F Giving

15 January 2024 to 31 March 2024

We were so grateful to receive this funding from H&F Giving, which allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the provision of needed white goods.

Local residents age from 1 year to 84 years benefitted from the fund. The cohort included people from various backgrounds including East Africa

- 70+ food parcels delivered
- 39 individuals supported
- 16 households supported
- 74 emergency energy top ups and white goods provided

The funding has been of great help, as it allowed us to have an immediate solution to our beneficiaries' financial problems. Further, we were able to connect with more vulnerable households in need, causing the reach and visibility of our charity to increase, enabling us to build stronger relationships within the community.

Lastly, we were able to gather valuable data on the challenges faced by those struggling with energy bills, which has given us a better understanding of the specific needs of our beneficiaries and will help inform the development of our future projects.

Research Cafe

Croydon Voluntary Action

14 February 2024 to 31 March 2024

We were one of four community organisations who were invited by South West London’s VCSE Alliance to host a Research Café. These cafes were developed the South West London Health Research Collaborative, led by NHS South West London and funded by NHS England and King’s College London, with the purpose to better understand how they could enhance the diversity of participation and involvement in mental health research, by providing safe spaces for diverse groups to explore research and gain knowledge, thereby fostering more inclusive research participation and involvement.

Our Research Café was attended by 26 diverse residents, which made up 35% of the total sample size.

Summary of Barriers and Enablers to Research Participation among Minority Ethnic Groups

Category	Barriers	Enablers
Systemic Racism and Discrimination	Stereotypes, racism, lack of cultural sensitivity and diversity within research settings hinder engagement	Inclusive research teams and community-led research foster trust and comfort
Logistical and Accessibility Challenges	Language barriers, technological access issues, and physical accessibility of venues make participation difficult	Providing translators, accessible venues, and tackling technological barriers enhance participation
Socioeconomic Factors	Childcare responsibilities, economic constraints, and the time required for participation are significant barriers	Providing practical supports like childcare, travel reimbursements, and flexible scheduling encourages participation
Awareness and Information Gaps	Many participants were unaware of existing research opportunities or how to access them	Education initiatives and clear information dissemination improve awareness and engagement
Trust Issues	Past negative experiences and perceived exploitation create mistrust towards healthcare providers and researchers	Transparent communication, follow-ups, and visible community involvement build trust

We are grateful to Croydon Voluntary Action for including us in this project. We felt privileged to play a part in improving mental health research.

Future Plans

Breakdown of Strategic Objectives: 2023/24

1. Increase capacity to keep up with demand

- Increase number of staff and volunteers, skilled in counselling, mentoring, and casework for:
 - struggling families
 - offenders nearing end of sentence
 - ex-offenders
 - youth
- Seek longer term core cost funding to ensure continuity of service
- Increase presence in south London prisons. Prior to lockdown, we worked in:
 - HMP Highdown, HMP Downview, HMP Wormwood Scrubs, HMP Thameside, HMP Wandsworth, HMP ISIS, and HMP Bronzefield
- Increase CPD training for staff and volunteers
- Increase and deepen our strategic partnerships

2. Broaden work with young people

- Incorporate mentoring in work with the Sutton Youth IAG and YOT
- Work closer with YHFF partners regarding youth work in H&F
- Work closer with Sutton Council and youth service providers in Sutton to regarding Sutton youth work
- Continue to identify and fill service gaps

3. Become a more effective voice for the communities we serve

- Use our social media and our status as a 'H&F trusted organisation' to better amplify the voices of marginalised people
- Improve capture of quantitative and qualitative data from marginalised groups and individuals to inform policy decisions
- Use our position on the following boards to advocate for the marginalised:
 - Mental Health Equity Forum (H&F)
 - IAG Youth & Adult (Sutton)
 - YOT (Sutton)
 - Community Action Sutton
 - Race Inequality Forum
 - Community Champions (Sutton)
 - Community Voice (Sutton)

4. Increase income generation

- Develop a fundraising strategy to ensure long-term financial sustainability
- Better utilise our CISCO Academy status to offer paid courses
- Develop practitioner courses and workshops, utilising our skills and experience within the fields of psychology, counselling, mentoring, and restorative justice

5. Tighten governance and strategy plans and practices

- Support and develop our board to ensure good governance
- Maintaining and regularly reviewing a Risk Management Framework
- Ensuring all policies and practices of the charity are relevant, regularly reviewed, and are in line with legislation and good practice

Long Term Goals

One of our major plans moving forward is the acquisition or building of a PAN Centre, where we will not only be able to operate from but offer drop-in facilities for our beneficiaries as well as deliver all our workshops and programs in-house.

We are committed to the ongoing and sustainable development of all our beneficiaries, and we believe that a PAN Centre will go a long way to ensure that our long-term goals and objectives are successfully met.

Fundraising Review

The 2023/24 season was made possible financially by grants from the Greater London Authority, LB Sutton, Community Action Sutton, The Worshipful Company of Grocers, LB Hammersmith and Fulham, The National Lottery, MOPAC, H&F Giving, and Croydon Voluntary Action.

We are extremely grateful that collectively, donors gave us £90,946 in grants during the year. We also received £5,609 in donations and other income during the year. We have, and continue to, put in place, fundraising ventures in order to move beyond sole dependency on grant-funding as this will allow for more access to unrestricted funds, which will make it easier to build our £10,000 free reserve for contingencies and the unexpected. We aim to maintain a stable and sustainable financial base by continuing to source grants and sponsorships as well as develop a more diversified income base as stipulated in our Financial Review below. Most of our fundraising ventures will continue to include Inbound Marketing (Direct Website Giving), selling of our IT courses, Crowdfunding Campaigns, social media and Fundraising Events such as auctions. Our team are constantly looking for ways to adapt to our ever-changing global financial climate and find solutions to the challenges that come with it.

Financial Review

PAN will continue to focus on maintaining a strong and effective control framework to ensure that programmes have the resources necessary to effectively deliver activities. We strive to ensure that resources are deployed efficiently and transparently. The principal financial management policies are explained in Note 1 above. People Arise Now seeks to be responsive to the financial reporting and other requirements of its donors. The Board sets the broad parameters for financial planning and management. Our charity uses an accounting system and chart of accounts that supports fund accounting for monitoring resource utilisation and commitments made to donors. The Board receives monthly management accounts and met 4 times in 2023/24. At each meeting, they reviewed the overall financial performance, position and risks of the organisation. Find here below the methods included in our fundraising strategy to supplement regular grant applications:

Grants and Donations remain our main source of funding and we are determined to put in as many viable applications as possible moving forward. We, however, also seek to diversify into other fundraising avenues such as these listed below:

PAN Fundraising Dinner which we plan to hold once a year at a reasonable cost to the attendees and raffle tickets will also be sold at the event in order to raise extra funds. We will also utilise this event to sign up as many regular donors as possible.

Online & Text Giving will also play a major part in our raising of funds moving forward as we aim to maximise our website's ability to receive funds directly online as well as create a text facility for our donors to be able to give from the comfort of their mobile phone. We have made the giving button on our website a lot more user-friendly and more direct.

Target

We aim to maintain a stable financial base for sustainable growth as a charity. As the need to reach out to our beneficiaries continues to rise, in view of the current economic climate, we have agreed to set our annual budget at £150,000. Our application submissions to donor organisations will continue to be intensified as we still aim to increase our individual donors.

Obstacles

The main obstacles include the restrictions that come with funding timetables and the lack of control over how much actually comes in as it is entirely up to our funders and donors to determine how much they will give us. It is due to this realisation that we have chosen to add proactive fundraising to our financial plan. Also, due to the pandemic, we have not been able to go ahead with planned fundraising ventures set out at the beginning of the financial year and we hope that will change soon.

Key Financial Highlights

PAN was incorporated on 6 April 2023, and the funds from the previous PAN unincorporated were all transferred to the new PAN CIO.

Pan realised an operational deficit of £38,199 774 which was due to a large grant being received just before the previous year end, and the deficit was planned.

We received total grants and donations income of £96,555.

More than ever, we are confident that our fundraising will recover. We spent a total of £134,754 and this was in line with the budgeted expenditure profile.

Reserves

PAN has a Reserves Policy which is reviewed every year and looks at the various financial risks that we are exposed to and how that might impact our cash flow. PAN's Reserves Policy is to ensure that the charity holds sufficient free reserves (excluding tangible fixed assets and other designated funds but including investments) to address the significant risks faced by the organisation, its beneficiaries and its staff. The target for unrestricted reserves is therefore calculated through a detailed assessment of the costs of the likelihood of the specific risks contained in the PAN's Risk Register.

PAN has a team of dedicated volunteers and pro-bono support. PAN recruited a part time staff in 2024. Based on the Risk Register as at 31st March 2024 the target for free reserve was £10,000. The total reserves as at 31 March 2024 was £7,943 which was £2k below the target. The total reserves was £37,165 (£29,222 of which is restricted reserves).

The Trustees have reviewed the current free reserve level against the target and taking account of anticipated risk profile of the organisation has concluded that the reserves held is acceptable although it is below the target. PAN mostly delivers restricted projects which are paid for in advance, and so, the Trustees consider setting free reserves as £10,000 as still being adequate for the organisation in 2024.

Risks & Uncertainties

The following major risks were identified at an organisational level in 2021/22. The below systems have been developed to mitigate those risks identified:

Risk	Mitigating System
<p>Target group Working with ex-offenders carries a greater risk of harm and damage to property</p>	<ul style="list-style-type: none"> • We ensure workers are not alone with ex-offenders • We obtain full details of their offences so that we are aware of the likely type of risk • All of our workers are DBS checked • We have taken appropriate insurance policies
<p>Performance & Results Just having volunteers may lead to commitment issues Under delivery against output/outcome targets</p>	<ul style="list-style-type: none"> • We are seeking to secure long term funding for our key personnel • Monthly reporting to the director • Quarterly reporting to the trustees • Annual project audit and follow up
<p>Unrestricted Income Lack of unrestricted income leads to a going concern risk</p>	<ul style="list-style-type: none"> • Strategy in place to diversify funding streams • Review of Unrestricted Income every quarter
<p>Managing Growth As we are becoming more known, there is more demand for our services</p>	<ul style="list-style-type: none"> • All projects to be signed off by the director • Annual review of protocols • Quarterly update of operational plans and budgets

Structure, Governance & Management

Governing Document

People Arise Now (PAN) was registered as a charity on 10 December 2013 under the number 1154810. It then transitioned to become a CIO on 06 April 2023. The objects and powers of the charity are set out in its Constitution.

Organisational Structure

PAN has a board of trustees made up of five members who meet at least once every quarter. Our trustees come from a variety of backgrounds, they provide a range of experience and expertise necessary to comply with our collective responsibility and seek to reflect the communities they serve. The board of trustees is responsible for setting the strategic direction of PAN and for ensuring our resources are expended in pursuit of its charitable objects. The board of Trustees delegates responsibility for the day-to-day management of the charity to the director and the management team.

Recruitment & Appointment of the Board of Trustees

Individual trustees may stand for re-election. The board of trustees may also appoint any member of the charity to be a trustee, either to fill a vacancy, or to increase their number.

Induction of New Trustees

New trustees have a formal induction with the chair of the board of trustees and the director, during which their role and legal responsibilities are explained and at which they are asked to sign a formal code of practice. New trustees are also provided with a handbook containing PAN policies and procedures, the protocols governing the administration of the board of trustees, and the PAN governing document and financial accounts. All Trustees take part in a skills audit as a part of their induction. Where appropriate, PAN offers training or peer support to build the skills and knowledge of newly recruited Trustees. Established members of the board of trustees are offered collective and individual training throughout their term of office.

Objectives

The main objectives of PAN are:

- To provide stabilising support and to promote the good health of families of prisoners and of ex-offenders, by offering mentoring, practical help, and workshops for physical, emotional, and mental wellbeing, in order to help prevent a cycle of offending and cut down the rates of recidivism.
- To advance in life and promote the rehabilitation of young people in prison and those who have offended and need to be rehabilitated back into society in order to enable them to be independent, mature, responsible individuals and to help prevent them from reoffending by providing advice and assistance in particular in relation to helping

them find employment, improving their physical and mental wellbeing, promoting community cohesion.

We have added to our main objectives, the social-economic empowerment of women and this has been approved by the Charities Commission upon submission by the board of trustees.

Related Parties

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or a senior manager of the charity with the delivery of projects must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Public Benefit

The trustees confirm that we have referred to the Charity Commission's general guidance on Public Benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set, and we confirm that we comply with our duty as stated in section 17 Charities Act 2011 to have due regard to the guidance to public benefit guidance published by the Charity Commission.

Reference & Administrative Information

Registered Charity Name	People Arise Now
Charity Number	1202650
Address	Dawes Road Hub 20 Dawes Road London SW6 7EN
Trustees	Grace Mumba (Chairman) Appointed 6 April 2023 Tendo Mac (Treasurer) Appointed 6 April 2023 Mary Brookes: Appointed 6 April 2023 Michael Obebeduo: Appointed 6 April 2023 Claudia Okot: Appointed 6 April 2023
Independent Examiner	Joshua Oliech J Maurice Consultancy Ltd Unit A3, Gateway Tower 32 Western Gateway London E16 1YL
Bankers	HSBC PLC 27 Redriff Road SE16 7NA

Statement of Trustees' Responsibilities

The Trustees (who are also directors of People Arise Now 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 required trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and the group and of the incoming & outgoing resources and application of their resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- III. Select suitable accounting policies and then apply them consistently;
 - 1. Comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements;
 - 2. State whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements;
 - 3. Make judgements and estimates that are reasonable and prudent;
 - 4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Independent Examiners

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. The Trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of any such information.

This Trustees report has been prepared in accordance with the special provision of part 15 of the Companies Act 2006 relating to smaller entities, and Charities Act 2011.

On behalf of the Trustees on 31 January 2025



Grace Mumba
Chair

Report of the Independent Examiners

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PEOPLE ARISE NOW FOR THE YEAR TO 31 MARCH 2023

I report on the accounts of the charity for the year 31 March 2024, which are set out on pages **24 to 31**.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER

The charity's Trustees are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for the year to 31 March 2024 under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an Independent Examination is needed. The charity's income for the year is under £250,000.

Having satisfied myself that the charity is not subject to an audit under part 16 of the Companies Act 2006 and has elected to have an Independent Examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning such matters. The procedures undertaken do not provide all evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters that are set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In the course of my examination no matter has come to my attention:

- a) which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare Accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities 2015, or;
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



31 January 2025

Joshua Oliech MSc. Affiliate, Association of Charity Independent Examiners
Unit A3, Gateway Tower
32 Western Gateway. London E16 1YL

Statement of Financial Activities for year ended 31 March 2024

(Incorporating Income and Expenditure Account)

		Unrestricted Funds	Restricted Funds	Total 31-Mar-24
	Note:	£	£	£
Income				
Donations and Legacies	2			
Legacies		-	-	-
Donations		5,609	-	5,609
Grants		26,265	64,681	90,946
<i>Income from Charitable Activities</i>				
Contracts for operational programmes		-	-	-
Total income		31,874	64,681	96,555
Expenditure on:				
Raising Funds		-	-	-
Charitable activities: Holistic support for ex-offenders and family members	3	28,365	106,390	134,754
Total		28,365	106,390	134,754
Operating surplus/ (deficit)		3,509	(41,708)	(38,199)
Net income (expenditure) and Net Movement in funds		3,509	(41,708)	(38,199)
Reconciliation of funds				
Total funds Transferred form PAN Unincorporated		4,434	70,930	75,364
Total funds carried forward		7,943	29,222	37,165

Balance Sheet as at 31 March 2024

Balance Sheet as at 31 March 2024

		31-Mar-24	31-Mar-24
	Notes	£	£
Fixed Assets			
Tangible assets	7		-
			<hr/>
			-
Current Assets			
Debtors	8	3,850	
Cash at bank and in hand		<u>36,877</u>	
		<u>40,727</u>	
Creditors: Amounts falling due within one year	9	(3,562.20)	
		<hr/>	
Net Current Assets			37,165
			<hr/>
Total Assets less Current Liabilities			37,165
Creditors: Amounts falling due after one year			-
NET ASSETS	11		<u>37,165</u>
Funds			
Restricted funds	10		29,222
Unrestricted funds:			
Designated funds			-
Funds represented by functional fixed assets			-
Free reserves			<u>7,943</u>
Total Unrestricted funds			7,943
			<hr/>
Total Charity Funds	11		<u>37,165</u>

The Financial Statements were approved by the Trustees and authorised for issue and signed on their behalf by:

Grace Mumba

Chair of the Board of Trustees

Date

31 January 2025

The notes on pages 27 to 31 for part of these financial statements

UK Registered Charity Number: 1154810

Cash Flow Statement

Cash Flow Statement

	31-Mar-24	01-Apr-23
	£	£
		Balance transferred from PAN unincorporated
Net cash (Outflow) /inflow from operating activities	(36,010)	55,436
Net Cash inflow from returns on investments		
Bank interest and investment income	-	-
Capital investment		
Purchase of tangible fixed assets	-	-
Increase/(decrease) in cash at bank and on hand	(36,010)	55,436
Cash balance at beginning of the year	72,887	17,451
Cash balance at end of the year	36,877	72,887
Reconciliation of net incoming resources to net cash inflow from charitable activities		
Net incoming/(outgoing) resources	(38,199)	59,420
Bank interest and investment income	-	-
Investment (Loss)/ Gain	-	-
Depreciation	-	-
(Increase)/decrease in debtors	(11)	(3,839)
Increase/(decrease) in creditors	2,200	(146)
Net cash (Outflow) /inflow from operating activities	(36,010)	55,436

Accounting Policies & Notes to the Financial Statements

Notes to the accounts:

1 Accounting Policies

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest one thousand pounds.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

b) Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of pressures on donation and investment income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) Income

All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Legacies are recognised following probate and once there is sufficient evidence that receipt is probable and the amount of the legacy receivable can be measured reliably. Where entitlement to a legacy exists but there is uncertainty as to its receipt or the amount receivable, details are disclosed as a contingent asset until the criteria for income recognition are met.

d) Expenditure

Liabilities are 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 expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Accounting Policies continuation

e) Allocation of overhead and support costs

Overhead, support and governance costs are allocated between the cost of raising funds and charitable activities. Overhead, support and governance costs relating to charitable activities have been apportioned between activities.

f) Costs of raising funds

The costs of generating funds consist of investment management fees and the costs of raising funds including an apportionment of overhead, support and governance costs.

g) Charitable activities

Charitable activities are for improving the lives of Ex-offenders and their family members. To advance in life and promote a holistic wellbeing (Physical, Mental and practical) and rehabilitation in the community and through the prison gates.

h) Critical accounting estimates and areas of judgement

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

i) Depreciation

Tangible fixed assets costing more than £500 are capitalised. Depreciation is provided on tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful lives as follows:

Furniture and office equipment:	Over 4 years
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Assets for use in overseas operational projects are not capitalised but expensed in the period of acquisition.

j) Funds

Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. Within unrestricted funds are free reserves which are funds not earmarked for specific activities, designated funds which are funds earmarked by trustees for essential future spending and fixed asset funds which are funds represented by functional fixed assets.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. They are to be spent in their respective geographical locations and project activity. The aim and use of each fund is set out in the notes to the financial statements.

k) Gifts in Kind

Gifts in kind donated to the charity are not included in income but acknowledged in the fundraising section. Items are valued by the donor at the time of the gift.

l) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

4 Committee Members

None of the Committee Members (or any persons connected with them) received any remuneration during the year (2023 - £Nil). No trustee was reimbursed travel costs (2023, £Nil)

5 Employees

Number of Employees

The average number of employees during the year was:

Projects	6
	<u>6</u>

Staff
Agency/Consultant

31-Mar-24
Number
31-Mar-24
£
73,691
5,551
<u>79,242</u>

There was no employee whose annual emolument was £60,000 or more (2022, none).

Key Personnel consists of the Director, the Operations Manager and the Board of Trustees. The Remuneration for the Key Personnel for the year was **£44,062**

6 Taxation

As the charity operates on a non profit making basis, it is not anticipated that it will be subject to corporation tax.

7 Tangible Fixed Assets

	Computers	Fixtures, Equipment etc. £	Fixtures, Equipment etc. £
Cost			
At 1 April 2023	585	-	585
Additions	-	-	-
At 5 April 2023	<u>585</u>	<u>-</u>	<u>585</u>
Depreciation			
At 1 April 2023	585	-	585
Charge for the year	-	-	-
At 5 April 2023	<u>585</u>	<u>-</u>	<u>585</u>
Net Book Value			
At 1 April 2023	<u>-</u>	<u>-</u>	<u>-</u>
At 5 April 2023	<u>-</u>	<u>-</u>	<u>-</u>

8 Debtors

	Period to 05 April 2023 £	31-Mar-23 £
Grants debtors	-	-
Other debtors	1,568	1,568
Prepayments and accrued income	<u>2,271</u>	<u>2,271</u>
	<u>3,839</u>	<u>3,839</u>

9 Creditors: Amounts falling due within one year

	31-Mar-24
	£
Accruals and other creditors	3,562
	<u>3,562</u>

10 Restricted Funds for 2023/24

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2023	Movement in Funds		Transfers between Funds	Balance at 31-Mar-25 2024
	£	Income £	Expenditure £	£	£
a Clear Path		15,981	9,043		6,937
b Community Connect - HF	1,886	7,780	5,557		4,109
c Community Connect - Sutton		1,500	1,392		108
d Film Food FIFA		1,818	-		1,818
e HarmonyWELL		4,500	1,244		3,256
f London Community Foundation	7,097	10,000	16,988		110
g My Wellbeing	9,028	-	7,423		1,605
h Pathways Cybersecurity	9,194	-	9,165		29
i Research Cafe		4,000	2,067		1,933
Sutton Community Health & Wellbeing					
j Outreach	43,724	-	42,095		1,630
k Sutton Youth IAG		2,860	364		2,496
l Together United (Big Lottery)		16,243	11,053		5,190
	<u>70,930</u>	<u>64,681</u>	<u>106,390</u>	-	<u>29,222</u>

Notes

- a **Clear Path:** Funded by LBHF Mental Health Community Grant (01/04/2022 to 31/03/2023). This grant enabled us to continue supporting ex-offenders and BME community members who have low to medium mental health needs, through practical assistance and counselling.
- b **Community Connect - HF:** Funded by donations (31/08/2021 to Present). These funds have allowed us to continue running Community Connect, which provides a safe space for the community to come together, raise issues, and seek help from each other.
- c **Community Connect - Sutton:** Funded by the GLA (01/09/2022 to 01/03/2023). These funds have allowed us to continue running Community Connect, which provides a safe space for the community to come together, raise issues, and seek help from each other. The Project has a no-cost-extension into the 2023/24 financial year.
- d **Film Food FIFA:** Funded by the GVEU (18/07/2022 to 31/08/2022). In this project, we supported the GVEU of H&F Council to reduce violence over the Notting Hill Carnival weekend by putting on an engaging alternative youth event to the main Carnival activities
- e **HarmonyWELL**
- f **Together for London:** Funded by the London Community Foundation (12/12/2022 to 30/06/2023). This project allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the availability of counselling.
- g **My Wellbeing:** Funded by Sutton Council - Rebuild Fund, (01/03/2022 to 31/05/2023). This project allowed us to practically help local struggling families with nutritious culturally appropriate food, money for energy bills, and the availability of counselling.
- h **Pathways Cybersecurity:** Funded by Community Action Sutton - Sutton Innovation Fund (01/06/2022 to 01/06/2023). With this project, we were help young disadvantages residents pass introductory courses in Cybersecurity through our CISCO Networking Academy.
- i **Research Cafe**
- j **Sutton Community Health & Wellbeing Outreach:** Funded by NHS SWL Integrated Care Board (01/04/2022 to 31/03/2023). This project was to facilitate access to early support for marginalised and deprived communities, to benefit their health and wellbeing, particularly with regard to reducing hypertension. The Project has a no-cost-extension into the 2023/24 financial
- k **Sutton Youth IAG**
- l **Together United (Big Lottery)**

11 2023/24 Analysis of Net Assets between Funds

	Unrestricted	Restricted	Period to
	Funds	Funds	05 April 2023
	£	£	Total
			£
Fund balances at 5th April 2023 are represented by:			
Current assets	7,943	29,222	37,165
Fixed Assets	-	-	-
	<u>7,943</u>	<u>29,222</u>	<u>37,165</u>

2023 Analysis of Net Assets between Funds

	General	Restricted	31-Mar-23
	Funds	Funds	Total
	£	£	£
Fund balances at 31 March 2023 are represented by:			
Current assets	4,434	70,930	75,364
Fixed Assets	-	-	-
	<u>4,434</u>	<u>70,930</u>	<u>75,364</u>