



PEOPLE ARISE NOW
FOR SAFE & THRIVING COMMUNITIES

TRUSTEES REPORT & FINANCIAL STATEMENTS

**For the Year Ended
31 March 2025**

Charity Number: 1202650

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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.

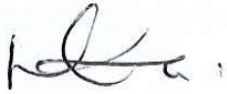
Our beneficiaries continue to be the clearest measure of our success. Many report meaningful and sustained improvements in their lives, including family reunification, access to stable housing, entry into employment, reduced re-offending, improved self-esteem and mood, and better physical health, fitness, 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 DoE 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 who's 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 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.

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)

		Unrestricted Funds	Restricted Funds	Total 31-Mar-25	Total 2024
	Notes	£	£	£	£
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
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			
	Unrestricted	Restricted	31-Mar-25		31-Mar-24	
	£	£	£	£	£	£
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 Number	31-Mar-24 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 **£51573** (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	<u>2,271</u>	<u>2,271</u>
	<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	18,362	3,562
	18,362	3,562

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		-
	29,222	73,458	98,966	-	3,713

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:

		Movement in Funds			
	Balance at 1 April 2023	Income	Expenditure	Transfers between Funds	Balance at 31-Mar-25 2024
	£	£	£	£	£
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>-</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 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>