



The Good Company People CIO

Charity No. 1202836

Trustees' Report

and

Unaudited Accounts

25th April 2023 – 30th April 2024

The Good Company People CIO

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The Good Company People CIO

Legal and Administrative Details

Charity Number 1202836

Trustees

The following trustees served during the year:

B.J. Brooks (Appointed 16 April 2024)

H.M. Goodhew (Resigned 19 March 2024)

D.C.A. Green

S.J. Hinds

A.C. Legros

S.E. Rooke

Registered Office

1 Monastery Gardens, Rotherfield, East Sussex, TN6 3NB

Website

www.thegoodcompanypeople.org

Accountants

Solutions Accountancy & Bookkeeping Ltd

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the charity's trustees

Signed by:

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D.C.A Green

Trustee

1 October 2024

Trustees Report

The Good Company People operated from July 2020 as a Community Interest Company (CIC), registration number 12716516. On 25th April 2023, the organisation converted from a CIC to a Charitable Incorporated Organisation (CIO), registration number 1202836, when the CIO acquired the assets and liabilities of the CIC.

The Trustees of The Good Company People CIO are pleased to present their first annual report together with the financial statements for the period ended 30th April 2024.

This report is prepared in accordance with the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Objects

The objects of the charity are:

to relieve those in need by reason of age, ill health, disability, or other disadvantage, in particular but not limited to those over the age of 65 and those living with dementia or at risk of loneliness and social isolation and their informal carers, through the provision of:

- a) tailored support and care in the community; and
- b) comprehensive support services for their informal carers including training, information, and advice.

Public Benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 and have due regard to the public benefit guidance, “Public Benefit: Running A Charity”. We continue to operate with transparency and accountability, ensuring that the resources entrusted to us are used effectively to maximise the positive impact on the communities we serve.

Principal Activities

What is the problem we are trying to solve?

“the current system is unfair, confusing, demeaning and frightening” and dementia carers are at “the sharp end of a system that isn't working”.

The House of Commons Health and Social Care Select Committee

Loneliness is more likely to kill you than a lifetime of smoking or obesity (Holt-Lunstad, 2010) – and it’s also considered a contributing factor of cognitive decline and dementia (Cacioppo, J.T. and Cacioppo, S., 2014).

By 2025, a million people in the UK will have dementia, one in six over the age of 80. Dementia is more common than cancer, cardiovascular disease and strokes (Alzheimer's UK). In addition, late diagnosis, often due to the stigma and fear associated with the disease, can lead to a worsening of life circumstances with people unable to access timely and appropriate support and treatment and plan for the future.

It's estimated that 1 in 3 of us will care for someone with dementia in our lifetime, but the meagre support available for this critical role is fragmented, inconsistent and wholly inadequate.

By providing unpaid dementia care, the UK Government estimates that families save the UK economy £14.6 billion a year, but the toll to their mental and physical health is devastating.

The Good Company People believe there is a better way

The Good Company People's vision is where older adults at risk of social isolation, many of whom are experiencing cognitive changes or dementia and those who care for them, live healthier, happier, and longer lives in their homes and communities.

The Good Company People's mission is to engage with people as early as possible and co-create Good Company to respond to their changing needs to maximise time spent living independently.

Whether someone is feeling isolated, caring for someone with dementia, experiencing cognitive changes, living with dementia themselves, or simply looking to promote their own wellbeing, The Good Company People is here to support them.

The Good Company People values

We are a values-driven movement. Our values underpin every decision we make and every action we take.

- **Respect and trust** –we build trust and respect, the cornerstone of all relationships.
- **Community** –we harness and deploy the wisdom, experience, and passion of individuals.
- **Always curious** –we explore and discover our members needs and wishes and by doing that we are able to offer personalised support and best advice.
- **No one size fits all** – we celebrate uniqueness of each individual experience, and this contributes to our ability to identify new solutions, innovate pathways for support, and provide personalised support.
- **Everyone welcome** – we are inclusive, embrace diversity, and culturally aware, so everyone feels respected and well served.

The Good Company People approach

- **Prevention:** We strive to engage with people as early as possible and provide a proactive service to help people access services at the earliest opportunity.
- **Safety and Quality:** We ensure a safe, effective, and positive experience for all those who come into contact with our services. We always look to exceed the expectations of people we support.
- **Empowerment:** We always harness talent, skills, knowledge and passions of our community to overcome challenges.
- **Partnerships:** We strive to link with all existing community, health, and social care services to connect and maximise access and impact on people's health and wellbeing.
- **Co-creation:** We innovate and co-create services with people with lived experience and ensure their voice is central to and shapes our services to respond to their unmet needs.
- **Evidence Based:** We use research, evidence, insight, and data to inform all our services.
- **Sustainable:** By harnessing the skills, knowledge, and networks of a voluntary workforce we provide an affordable and sustainable service to our beneficiaries.

Achievements and Performance

“Your organisation is an oasis in my desert of depression and stress. You and your colleagues are inspiring, caring, understanding and good friends”.

- Tom, Carer

This is the first year of our three-year strategy to support 800 beneficiaries across the High Weald Primary Care Network (PCN) in East Sussex which has an over 65 patient population of 14,518.

We are gathering the evidence of the effectiveness, feasibility and acceptability of Good Company and building and refining our model to prepare for scaling up across the 38 PCNs under the NHS Sussex Integrated Care Board.

Ultimately, we are developing a blueprint for the UK so that everyone has Good Company on their doorstep.

Our strategic priorities are:

Priority 1 – Engage

Engage with people who need our service as early as possible to let them know we are here.

Priority 2 – Meeting Needs Together

Co-create solutions with people with lived experience to respond to their changing and unmet needs.

Priority 3 – People

Build a team of valued, diverse, skilled, and compassionate people with a kind core to provide Good Company to Members.

Priority 4 – Strong Foundations

Ensure our organisation is optimised to successfully deliver our 3-year strategy.

Priority 5 – Sustainability

Build meaningful relationships with our supporters to secure a sustainable future for Good Company.

The Trustees are proud to share the progress made against each strategic priority and our plans for next year in the following section.

Priority 1 – Engage more people who need our service as early as possible to let them know we are here.

Our aim is to be the go-to organisation for people experiencing social isolation, cognitive changes or living with dementia and their carers.

Over 12 months we welcomed 104 new members to The Good Company People which made the cumulative number of members 196 of which 72 are living with dementia or cognitive changes, 96 are carers and relatives and 24 are at risk of social isolation.

We have developed a partnership with the local u3a who are a source of volunteers and members who need a little help to continue to pursue their hobbies and interests.

We have anchored ourselves in the local community through over 200 trusted relationships with health, social care and voluntary services including GPs, social prescribers, memory assessment teams, dementia support teams and the community nursing team. As a result of our engagement, 20 professional referrers directed patients and clients to The Good Company People.

The overwhelmingly positive feedback from our members not only resulted in these early adopters referring additional individuals to us but also underscored the impactful nature of our services.

We are part of the Wealden Dementia Action Alliance and Crowborough Dementia Action Alliance, 3VA Older People's Network, and Care For the Carers Voluntary Care Services.

We are very proud of our partnership with the Blue Anchor Pub which provides us a 'normal' space to host our Lunch Club on a weekly basis. The staff have undergone training to understand the needs of our members and every week The Good Company People occupies the restaurant. It's testament to the mutual benefits that can be achieved through public private collaboration.

Furthermore, we work with local businesses that have direct contact with older adults (solicitors' offices, chiropodists, mobile hairdressers, gardeners) who can identify people at risk of social isolation or people who are experiencing cognitive changes or dementia and their carers earlier.

Next year

In year 2, we will continue to develop our partnership with u3a, continue to build relationships with statutory and voluntary services and the community to identify and support 300 members.

At the request of our Lived Experience Advisory Panel, we will be piloting a pop up on Crowborough High Street to test if people feel more comfortable engaging earlier with Good Company if there is a physical presence on their high street.

We will also be building our online and offline media presence to make Good Company the go-to organisation for older adults who need a bit of support to live independently for longer.

We will continue to build partnerships with pubs, cafes and sports clubs to provide more dementia welcoming spaces so people can continue to enjoy their hobbies and experience Good Company in familiar places.

Priority 2 – Meeting Needs Together by co-creating solutions with people with lived experience to respond to their changing and unmet needs.

"Dementia is very dear to my heart and I'm very proud to work with The Good Company People and support them achieve their ambition to get Good Company on everybody's doorstep and transform dementia care across the UK".

Richard Osman
The Thursday Murder Club Author

Good Company Clubs

Our Clubs are inspired by our 'King of Clubs' Richard Osman's best-selling The Thursday Murder Club series. Richard came up with The Good Company People name and has given us the use of The Thursday Murder Club branding. Richard has personal experience of dementia in his family and is passionate about helping older folk live their lives to their fullest potential.

"I value my time with the Good Company so much. I do not have to explain our circumstances. I am able to be "normal", with considerate and caring people who understand yet allow me to be an individual and everyone is so generous with their time. The weekly Lunch Club gives me a real break from my daily routine as a carer. We lunch as a couple, but with support".

- Anne Marie, Carer

Good Company Clubs help older adults to continue to do the hobbies they enjoy, in places they feel comfortable in Good Company. They are based on members' hobbies and the latest scientific evidence that supports, maintains or improves cognition.



We currently host The Tuesday Lunch Club and The Tuesday Art Club on a weekly basis. On a monthly basis we organise The Wednesday Supper Club, The Wednesday Games Club, The Saturday Company Club and The Thursday Walking Club.

Our staff and volunteers provide a supportive environment where Members can relax and meet like-minded people. For family carers, our clubs can be a respite as they receive support and advice while the person they care for is close by enjoying the club activities.

Through The Tuesday Lunch Club, we provided 1173 hours of Good Company to members at risk of social isolation, 1572 hours of respite to carers and 2112 hours of good company to people experiencing cognitive changes or dementia. Making a total of 650 working days of Good Company at Lunch Club.

The monthly Supper, Games and Walking Clubs provided a total of 481 hours of Good Company to members at risk of social isolation, 647 hours of respite to carers and 760 hours of good company to people experiencing cognitive changes or dementia. Making the total of 260 working days of Good Company.

We recognised the need for affordable respite at the Lunch Club and Art Club and provide a paid-for specialist dementia hosting service to give carers a regular break from caring provided by a staff member. In year 1 through the hosting service, we provided 1304 hours of respite.

We could not provide Good Company without a team of 27 professional, committed volunteers who 'host' the Clubs. They are curious, they have a kind core and with a 1:5 ratio they are able to provide 'Good Company' and enable the paid team to provide Concierge support.

Good Company Concierge

"I'm jumping through hoops, but I don't know the size of the hoop, or which hoop I'm jumping

through”

- Carol, Carer

As we grow older, maintaining independence is critical. Staying in your own home, managing daily activities, and staying connected in the community are all crucial ingredients to living a fulfilling life. However, navigating the challenges that come with ageing—such as declining physical health, social isolation or cognitive changes, or accessing services—can be overwhelming.

The Good Company Concierge is free, highly personalised proactive support providing a single point of contact to bridge the gap between individual needs and statutory health and social care services.

Our Concierge service builds the confidence, resilience, self-esteem and wellbeing of our members by responding to their individual needs – from finding purpose, to improving physical and mental health, increasing the know-how to navigate the system, help to manage behaviours associated with dementia, help to take a break, matching people to increase their social connections or being there to help at a critical moment.

Good Company Concierge starts with a Getting to Know You session. We learn about our member’s life story, career, hobbies, interests, personality, needs, and wishes. Together we explore how we can strengthen their ability to live independently in their homes and communities for longer.

Concierge involves regular check-ins over the phone and in person visits or meetings at Clubs to support their changing needs and help them feel safe in the knowledge that they have an advocate to support them throughout their entire journey.

TGCP connects dementia carers who share commonalities (gender, relationship, progression of disease) to share their feelings, experiences and curate peer support groups. We piloted a carers group for wives experiencing the transition of their husband going into care homes.

Next year

In year 2 we will expand our Clubs, Specialist Hosting and Concierge provision to meet our growing membership, to do this we will need to increase our paid team of Concierge workers and double our volunteer capacity.

A physical presence on the High Street will be critical to the success of Good Company to attract people earlier and bring health and social care services to people’s doorsteps.

We will continue to curate and host peer support groups to meet the growing needs, including people living with cognitive changes, carers for husbands who are undergoing a dementia diagnosis and male carers.

Priority 3 – People - Build a team of valued, diverse, skilled, and compassionate people with a kind core to provide Good Company to Members.

Our blended team is the driving force behind Good Company. The leadership has a kind core, aligned with Good Company values, and embraces taking calculated risks to co-create a service which meets the needs of members.

In Year 1 we had one full time employee (CEO) supported by a part time team comprising of a Director of Services, two Concierge Support Workers and an administrator, supported by consultants providing fundraising, communications, quality assurance, bookkeeping and dementia expertise.

We would not be able to deliver our service without the pro bono support of Dr Delia Pop, co-founder and technical advisor who is responsible for Monitoring, Evaluation and Learning and facilitating the Lived Experience Panels, and Nick Warran-Smith who is our Finance Advisor.

Co-creation is at the heart of Good Company and listening to the needs of our members led to the development of our carer 'Lived Experience Advisory Panel' (LEAP). Through in-depth interviews with 15 carers at different stages in their journeys, and a focus group discussion we consolidated our knowledge and understanding of the needs carers have at different stages of their life as carers. The LEAP provided us with an opportunity to gain new insights into challenges and the most significant type of support needed and how to engage early on with our members.

The success of Good Company is down to attracting and retaining volunteers who embody the values of Good Company. In year 1 we have 27 committed volunteers who provided 1789 hours of hosting at Clubs and provided 5717 hours of Good Company to members.

Our staff and volunteer team embody a culture centred around kindness and curiosity and has access to monthly learning sessions to gather new ideas and problem solving which plays a key role in strengthening our blended team.

Next year

To meet the demand for our service, we need to invest in a full time Operations Manager and Administrator, increase the Concierge team and recruit a full time Communications and Fundraising Officer to support the CEO.

Furthermore, with the increase of volunteers we will invest in a dedicated Volunteer Manager to help identify, recruit, onboard, train and supervise the volunteers to underpin our Clubs and Concierge service.

We will continue to meet our carer Lived Experience Advisory Board on a regular basis to help us with the development of The Good Company People and set up a panel of members who are experiencing cognitive changes or living with dementia.

Priority 4 – Strong Foundations to ensure our organisation is optimised to successfully deliver our 3-year strategy.

In year 1 we focused on strengthening our Board and identifying individuals who had the passion, skills and time to help the team realise the vision and mission of The Good Company People.

We continually develop and improve how we work, ensuring we are a well-run organisation that delivers the right outcomes and creating the conditions for scale which includes a robust financial oversight and systems, a commitment to safeguarding which runs through the core of our organisation, developing a digital infrastructure to underpin and streamline service delivery and implement robust Monitoring, Evaluation and Learning to evidence outcomes and impact.

Next year

We will continue to identify Board members who can help us achieve our mission and build upon the foundations to enable us to scale Good Company.

We will bring onboard a technical consultant to help us develop a bespoke database to underpin Good Company People.

We will identify new Board members who have expertise in fundraising and technology to help us develop the tech and secure the funding for scale.

Priority 5 – Sustainability by building meaningful relationships with our supporters to secure a sustainable future for Good Company

In Year 1, we brought onboard a part time fundraising consultant to support the CEO and put the foundations in place to secure the funding required to achieve our 3 year strategy.

The Trustees would like to recognise and thank Richard Osman for his significantly generous personal contributions to help with the development and delivery of The Good Company.

Income was realised thanks to the support of trusts and foundations including Sussex Community Foundation, The Tudor Trust, Gatwick Airport Community Trust, Allen Lane Foundation, National Academy for Social Prescribing, McLay Dementia Trust, Thinking Giving, Utley Foundation, Maria Marina Foundation, Souter Charitable Trust and The Albert Hunt Trust.

Corporate supporters included Norton Rose Fulbright, Aspen Insurance and Waitrose and we gratefully received statutory income from East Sussex County Council, Wealden District Council, Crowborough Town Council who recognise the benefit of our services.

Thanks also goes to our fantastic community of individual and regular supporters and members who made contributions to help towards the running costs.

Next year

We will bring onboard a full time fundraising and communications specialist to support the CEO to raise the funds and visibility to help us double our impact and investment in the infrastructure to scale Good Company.

Financial Review

Income

During the year, The Good Company People recognised income of £287,663, of which £70,289 was a transfer on conversion to a Charity from a Community Interest Company.

Expenditure

During 2023-24, costs amounted to £153,330 of which 70% was on our social purpose activities with 15% on fundraising costs and 15% on other costs.

Movement in funds

The net surplus on all funds for the year was £134,333 being an unrestricted net surplus of £96,702 and a restricted net surplus of £37,631. The movements in the restricted funds are set out in the table below:

Funder	As at 1 May 2023 £	Incoming resources (including other gains/losses) £	Resources expended £	As at 30 April 2024 £
Aspen Insurance	-	20,000	4,389	15,611
Chalk Cliff Trust	-	1,924	1,924	-
Crowborough Town Council	-	2,350	-	2,350
East Sussex Care for the Carers	-	10,000	10,000	-
Gatwick Airport Community Trust	-	3,000	3,000	-
McLay Dementia Trust	-	15,000	3,336	11,664
National Academy of Social Prescribing	-	2,000	-	2,000
Sussex Community Foundation	-	6,888	4,613	2,275
The Allen Lane Foundation	-	8,000	7,124	876
The National Lottery	-	725	725	-
The Souter Charitable Trust	-	2,000	2,000	-
The Tudor Trust	-	51,140	51,140	-
The Utley Foundation	-	28,134	28,134	-
Thinking Giving	-	3,050	3,050	-
Waitrose	-	1,000	1,000	-
Wealden District Council	-	5,870	3,015	2,855
Total	-	161,081	123,450	37,631

Financial position

The Good Company People closed the year with total reserves of £134,333 of which £37,631 was restricted, and £96,702 was unrestricted. The net assets of those funds are represented by fixed assets of £611, cash and bank balances of £140,695 and receivables of £2,356 less liabilities of £9,329.

Reserves Policy

The Trustees have established a reserves policy to ensure that The Good Company People maintain a level of reserves sufficient to safeguard the charity's operational continuity in the face of financial uncertainties.

The Board of Trustees has determined that an appropriate level of reserves for The Good Company People is equivalent to 3-6 months' worth of operational costs, where 3-6 months is determined based on a risk assessment of the charity's financial stability and the volatility of its income streams.

As of 30th April 2024, The Good Company People hold unrestricted reserves of £96,702, which is equivalent to over 5 months of budgeted operating expenditure.

Going Concern

The Trustees have reviewed the financial position and future forecasts for the charity, and they remain confident in its ability to continue as a going concern. Despite the challenging economic environment, we have maintained a robust financial strategy that includes careful monitoring of income and expenditure, as well as prudent reserves management. Our diversified funding streams and continued support from donors and partners provide a stable financial base. Based on this review, the Trustees believe that the charity is well-positioned to meet its obligations and continue delivering its charitable activities for the foreseeable future.

Structure, Governance, and Management

Recruitment, Appointment and Induction of Trustees

The minimum number of trustees is three with no maximum. Potential new trustees are identified by the board for the particular skills, knowledge or experience they can bring to enhance the board's skill set. The induction of new trustees involves interviews and attendance at one or more meetings as an observer prior to co-option, provision of recent minutes, financial reports and other relevant materials. All new trustees are required to read and familiarise themselves with all relevant procedures and policies prior to being registered as a Trustee with the Charity Commission.

Organisational Structure and Decision Making

The trustees meet at least four times a year (in person and by video conference), for board meetings, when they consider the strategic direction, financial performance and governance of The Good Company People. The Board established a Risk Committee who meet before the Board meetings.

In addition, due to the start-up nature of The Good Company People, Trustees attend bi-annual workshops with the management team to undergo a deep dive on programme development, monitoring, evaluation and learning and fundraising.

Management and Staffing

The day-to-day management of The Good Company is delegated to the Chief Executive Officer and supported by a team of 5 part-time staff and 30 volunteers.

Remuneration

The pay of the CEO is set by the Board of Trustees, as represented by the Chair. The CEO sets the pay for other staff members. Staff pay bands are set with regards to salaries for similar positions in similarly situated organisations. Pay for all staff is reviewed annually, alongside performance appraisals and the overall performance of the organisation.

Volunteers

The Board are very grateful for the role of the volunteer 'Hosts'. Volunteers are an integral part of our mission as they help us build a scalable, sustainable, and resilient model by providing a welcoming, inclusive 'good company' at Clubs, helping us with the co-creation of our model as many have their own lived experience of dementia and bring ideas, energy and passion and enable us to continuously improve. Finally, our volunteers enable us to optimise the way we utilise resources and as a result, reducing the financial burden.

Equality, Diversity and Inclusion

The Good Company People is committed to equal opportunities for all. The Good Company People's Equal Opportunities Policy is to ensure no staff members, consultants, volunteers, or members receive less favourable treatment on the grounds of religious belief, political opinion, race (including colour, nationality or ethnic origin), disability, gender, marital status, sexual orientation, having or not having dependents, pregnancy or age.

Risk Management


The Trustees have established a Risk Committee to identify and review the risks to which the charity is exposed and implement systems to mitigate as outlined below.

Key Risks	Mitigation
Team overstretched and burn out	<ul style="list-style-type: none"> • Quarterly team reflections and annual away day. • Team meetings and supervision • Additional team members to be recruited in Yr 2 to ensure adequate workloads.
Failure to recruit and retain suitable team and volunteers	<ul style="list-style-type: none"> • Salaries for the team adjusted up • Identified team member to focus on volunteer recruitment, management and supervision. • Quality Assurance social worker in place to support the team and volunteers with clinical supervision. • Onboarding full time operations manager to oversee programme delivery and staffing.
A member has a poor experience with a staff or volunteer	<ul style="list-style-type: none"> • Comprehensive training, induction and mentoring process in place to ensure Good Company values and code of conduct. • Adequate supervision and regular quality review leading to improving working practice.
Unable to secure funding leads to a cash flow crisis	<ul style="list-style-type: none"> • Budget and monthly management accounts produced • Recruitment of a full time fundraising and comms officer to support CEO.
Poor handling of Safeguarding concern	<ul style="list-style-type: none"> • Comprehensive safeguarding training, process, and regular reviews. • Weekly meeting with the Quality Assurance Specialist reviewing members • Oversight from the Risk Committee.
Breaches of GDPR policy	<ul style="list-style-type: none"> • Policy in place and training for team and volunteers • Document controller record updated to reflect data and regular reviews • Oversight from Risk Committee
Lack of evidence to show good outcomes of Good Company to prove impact of model and scalability	<ul style="list-style-type: none"> • Strong MEL in place including member surveys. • Quarterly learning and reflection sessions • Documentation of qualitative and quantitative outcomes. • Regular reviews to establish which elements of TGCP services and support are fit for scale.

Monitoring, evaluation and research

Our service is underpinned by a robust monitoring and evaluation framework to measure the impact of our services, and the team has KPI's in place to track the impact of our work. As we continue to develop our service, we will do regular surveys and qualitative research to ensure we are responding and designing services to meet the changing needs of our members.

Approved by the Board on 1 October 2024 and signed on its behalf by:

Signed by:

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Duncan Green – Trustee

Independent Examiner's Report to the trustees of The Good Company People CIO

I report to the trustees on my examination of the financial statements of The Good Company People CIO for the period ended 30 April 2024.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by being a qualified member of CPAA.

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

- the accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Signed by:

7972114F5EFC4C6...

Vicky Newham

CPAA

Solutions Accountancy & Bookkeeping
Ltd

1 The Mews, Little Brunswick Street,
Huddersfield, HD1 5JL

1 October 2024

The Good Company People CIO**Statement of Financial Activities****for the period ended 30 April 2024**

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
	Notes			
Income and endowments from:				
Donations and grants	2	113,980	161,381	275,361
Charitable activities	3	12,302	-	12,302
Total		126,282	161,381	287,663
Expenditure on:				
Raising funds	4	6,257	17,497	23,754
Charitable activities	5	14,238	93,069	107,307
Other	6	9,085	13,184	22,269
Total		29,580	123,750	153,330
Net income	7	96,702	37,631	134,333
Net income before other gains/(losses)		96,702	37,631	134,333
Net movement in funds		96,702	37,631	134,333
Reconciliation of funds:				
Total funds carried forward		96,702	37,631	134,333

The Good Company People CIO

Balance Sheet

at 30 April 2024

Charity No. 1202836

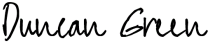
	Notes	2024 £
Fixed assets		
Tangible assets	9	611
		<u>611</u>
Current assets		
Debtors	10	2,356
Cash at bank and in hand		140,695
		<u>143,051</u>
Creditors: Amounts falling due within one year	11	(9,329)
		<u>133,722</u>
Net current assets		
		133,722
Total assets less current liabilities		
		<u>134,333</u>
Net assets		
		<u>134,333</u>
Total net assets		<u><u>134,333</u></u>

The funds of the charity

Restricted funds	12	
Restricted income funds		37,631
		<u>37,631</u>
Unrestricted funds	12	
General funds		96,702
		<u>96,702</u>
Reserves	12	
Total funds		<u><u>134,333</u></u>

Approved by the trustees on 1 October 2024

And signed on their behalf by:

Signed by:

47948918250B4B0...

D.C.A. Green
Trustee
1 October 2024

The Good Company People CIO**Statement of Cash flows****for the period ended 30 April 2024****2024****£****Cash flows from operating activities****Net income per Statement of Financial Activities**

134,333

Adjustments for:

Depreciation of property, plant and equipment

1,344

Other gains/losses

-

Increase in trade and other receivables

(2,356)

Increase in trade and other payables

9,329

Net cash provided by operating activities

142,650

Cash flows from investing activities

Payments for property, plant and equipment

(1,955)

Net cash used in investing activities

(1,955)

Net cash from financing activities

-

Net increase in cash and cash equivalents

140,695

Cash and cash equivalents at the beginning of the period

-

Cash and cash equivalents at the end of the period

140,695

Components of cash and cash equivalents

Cash and bank balances

140,695

140,695

The Good Company People CIO**Notes to the Accounts****for the period ended 30 April 2024****1 Accounting policies****Basis of preparation**

The financial statements have been prepared in accordance with Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
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Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
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Donations and grants	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
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Gift Aid	Gift Aid is included in the SoFA at the time when the reclaimed amount is received.
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Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
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Volunteer help	The value of any volunteer help received is not included in the accounts.
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The Good Company People CIO**Notes to the Accounts****Expenditure**

Recognition of expenditure

Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds

These comprise the costs associated with attracting voluntary income.

Expenditure on charitable activities

These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects.

Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure

These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures, fittings and equipment

25% Straight Line

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Trade and other creditors

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

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

The Good Company People CIO**Notes to the Accounts****2 Income from donations and grants**

	Unrestricted	Restricted	Total 2024
	£	£	£
Donations	70,052	21,000	91,052
Grants - Statutory	255	17,965	18,220
Grants - Trusts and Foundations	20,385	75,415	95,800
Transfer from CIC on Conversion	23,288	47,001	70,289
	<u>113,980</u>	<u>161,381</u>	<u>275,361</u>

The charity converted from CIC to CIO on 25/04/2023. Donations of £70,289 (£23,288 Restricted and £47,001 Unrestricted) represent net funds transferred from the CIC upon conversion to CIO.

3 Income from charitable activities

	Unrestricted	Total 2024
	£	£
Hosting Income	12,302	12,302
	<u>12,302</u>	<u>12,302</u>

4 Expenditure on raising funds

	Unrestricted	Restricted	Total 2024
	£	£	£
<i>Costs of generating voluntary income</i>			
Fundraising Costs	6,257	17,497	23,754
	<u>6,257</u>	<u>17,497</u>	<u>23,754</u>

5 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2024
	£	£	£
<i>Expenditure on charitable activities</i>			
Hosting Costs	9,946	4,542	14,488
Clubs Costs	629	30,396	31,025
Concierge Costs	3,373	58,114	61,487
<i>Governance costs</i>			
Governance Costs	48	-	48
Board Costs	242	17	259
	<u>14,238</u>	<u>93,069</u>	<u>107,307</u>

The Good Company People CIO**Notes to the Accounts****6 Other expenditure**

	Unrestricted	Restricted	Total
	£	£	2024
Employee costs for Admin staff	989	7,301	8,290
Motor and travel costs	183	31	214
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	489	-	489
General administrative costs	6,103	1,737	7,840
Legal and professional costs	1,321	4,115	5,436
	<u>9,085</u>	<u>13,184</u>	<u>22,269</u>

7 Net income before transfers

	2024
This is stated after charging:	£
Depreciation of owned fixed assets	489
Independent Examiner's fee	1,182

8 Staff costs

	2024
	£
Salaries and wages included in Hosting Costs	6,879
Salaries and wages included in Clubs Costs	24,295
Salaries and wages included in Concierge Costs	41,345
Salaries and wages included in Fundraising Costs	11,074
Salaries and wages included in Other Expenditure	8,290
Total Salaries and Wages Costs	<u>91,883</u>

No employee received emoluments in excess of £60,000.

Included in total salaries and wages costs is employer social security costs of £2,248 and employer pension contribution costs of £1,752.

9 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or revaluation		
Additions	1,955	1,955
At 30 April 2024	1,955	1,955
Depreciation and impairment		
Depreciation charge for the year	1,344	1,344
At 30 April 2024	1,344	1,344
Net book values		
At 30 April 2024	611	611

10 Debtors

	2024
	£
Trade debtors	1,275
Prepayments and accrued income	1,081
	2,356

The Good Company People CIO

Notes to the Accounts

11 Creditors:

	2024
Amounts falling due within one year	£
Trade creditors	2,670
Other taxes and social security	2,043
Other creditors	1,433
Accruals	3,183
	<u>9,329</u>

12 Movement in funds

	Incoming resources (including other gains/losses)	Resources expended	At 30 April 2024
	£	£	£
Restricted funds:			
Restricted income funds:			
Restricted Funds	161,381	(123,750)	37,631
<i>Total</i>	<u>161,381</u>	<u>(123,750)</u>	<u>37,631</u>
Unrestricted funds:			
General funds	126,282	(29,580)	96,702
Total funds	<u>287,663</u>	<u>(153,330)</u>	<u>134,333</u>

Purposes and restrictions in relation to the funds:

Restricted Funds See Trustees' Report (page 12) for detailed breakdown.

13 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	611	-	611
Net current assets	96,091	37,631	133,722
	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>

The Good Company People CIO

Notes to the Accounts

	At 30 April 2024	
	Cash flows	
	£	£
14 Reconciliation of net debt		
Cash and cash equivalents	140,695	140,695
	<u>140,695</u>	<u>140,695</u>
Net debt	<u>140,695</u>	<u>140,695</u>

The Good Company People CIO**Detailed Statement of Financial Activities****for the period ended 30 April 2024**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Income and endowments from:			
Donations and Grants			
Donations	70,052	21,000	91,052
Grants - Statutory	255	17,965	18,220
Grants - Trusts and Foundations	20,385	75,415	95,800
Transfer from CIC on Conversion	23,288	47,001	70,289
	<u>113,980</u>	<u>161,381</u>	<u>275,361</u>
Charitable activities			
Hosting Income	12,302	-	12,302
	<u>12,302</u>	<u>-</u>	<u>12,302</u>
Total income and endowments	126,282	161,381	287,663
Expenditure on:			
Costs of generating donations and grants			
Fundraising Costs	6,257	17,497	23,754
	<u>6,257</u>	<u>17,497</u>	<u>23,754</u>
Total of expenditure on raising funds	6,257	17,497	23,754
Charitable activities			
Hosting Costs	9,946	4,542	14,488
Clubs Costs	629	30,396	31,025
Concierge Costs	3,373	58,114	61,487
	<u>13,948</u>	<u>93,052</u>	<u>107,000</u>
Governance costs			
Governance Costs	48	-	48
Board Costs	242	17	259
	<u>290</u>	<u>17</u>	<u>307</u>
Total of expenditure on charitable activities	14,238	93,069	107,307
Employee costs			
Salaries and wages	989	7,301	8,290
	<u>989</u>	<u>7,301</u>	<u>8,290</u>
Motor and travel costs			
Travel and subsistence	183	31	214
	<u>183</u>	<u>31</u>	<u>214</u>

The Good Company People CIO**Detailed Statement of Financial Activities
for the period ended 30 April 2024**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
General administrative costs, including depreciation and amortisation			
Depreciation of Fixtures, fittings and equipment	489	-	489
Subcontractor costs	3,521	810	4,331
Bank charges	35	-	35
Equipment expensed	75	473	548
General insurances	188	-	188
Software, IT support and related costs	1,896	295	2,191
Stationery and printing	67	74	141
Telephone, fax and broadband	321	85	406
	<u>6,592</u>	<u>1,737</u>	<u>8,329</u>
Legal and professional costs			
Audit/Independent examination fees	1,182	-	1,182
Other legal and professional costs	139	4,115	4,254
	<u>1,321</u>	<u>4,115</u>	<u>5,436</u>
Total of expenditure on other costs	<u>9,085</u>	<u>13,184</u>	<u>22,269</u>
Total expenditure	<u>29,580</u>	<u>123,750</u>	<u>153,330</u>
Net income	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>
Net income before other gains/(losses)	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>
Net movement in funds	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>
Reconciliation of funds:			
Total funds brought forward	-	-	-
Total funds carried forward	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>