



The Good Company People

Charity No. 1202836

Trustees' Report

And Unaudited Financial Statements

For the year ended 30 April 2025

Contents

	Pages
Legal and Administrative Details	2
Trustees' Annual Report	3 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Accounts	13 to 22

Legal and Administrative Details

Charity Number 1202836

Trustees

The trustees who served during the year and up to the date of signature of the financial statements were:

B Brooks	
D Green	
A Legros	
S Rooke	
J Williams	(Appointed 18 June 2024)
Professor N Tabet	(Appointed 14 February 2025)
N Tarakeshwar	(Appointed 14 February 2025)
H Bryant	(Appointed 13 May 2025)
K Hewitt	(Appointed 13 May 2025)

Registered Office

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

Website

www.thegoodcompanypeople.org

Accountants

Warner Wilde Limited, 4 Marigold Drive, Bisley, Surrey, GU24 9SF

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



J Williams
18 November 2025

Trustees Report

The Good Company People has been operating since July 2020 as a Community Interest Company (CIC), registration number 12716516. On 25th April 2023, we converted the organisation from a CIC into 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 are pleased to present their second annual report together with the financial statements for the year ended 30th April 2025.

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

Too many people are navigating ageing and caring in isolation. Support often comes too late. Families burn out, and people affected by dementia or cognitive changes are left without the information, companionship or reassurance they need. Older adults face major changes without anyone walking alongside them.

As Professor Naji Tabet, one of our new trustees and a national leader in dementia care, explains:

"One in four people referred to our memory clinic leave without a diagnosis, and without a diagnosis, there is no support. That is where Good Company comes in."

Good Company exists to provide that support early. We do not wait for a crisis or a label. We begin with a conversation and build from there.

Our mission

We help older adults, people living with memory changes or dementia, and those who care for them to stay confident, connected and independent for longer. We work in the space between everyday life and formal care, offering clubs, advice, and someone to talk to who understands.

Our approach

We combine one to one support, welcoming clubs and peer groups shaped by lived experience. Our work is:

- **Relational** - We build human connections, not service transactions
- **Preventative** - We support people early, not just when things go wrong
- **Flexible** - We meet people where they are and adapt to what they need
- **Rooted in community** - We work in local spaces with local people
- **Shaped by lived experience** - We are developed by the members we support underpinned by the latest evidence of ageing well.

Our values

We commit to being good company, not just providing it. That means: respecting and trusting each other, welcoming difference, encouraging kindness, being curious, and helping people grow in confidence and independence. These values shape how we speak, listen and show up for those we support.

Remembering Hazel Buck

The trustees would like to recognise the role of our co-founder Hazel Buck who was the catalyst behind The Good Company People who passed away on 29 September 2024. She shone bright until the end and her legacy will continue helping many others to live the life they choose to live for longer.

Welcoming New Trustees

This year we welcomed James Williams as Chair, together with Professor Naji Tabet and Nalini Tarakeshwar. Their insight and belief in what we are building give us strength and clarity as we enter our next chapter.

The question that sparked Good Company still drives us: ***Why does support come too late, and how can we change that?*** With the right people, the right model and the right values, we believe we are part of the answer.

Achievements and Performance

“The clubs are all working out very well for Gwen. She enjoys them all and is always singing the praises of Good Company. With me being so far away, it has filled a big hole in her life and given me peace of mind. I cannot thank you enough. You have all been so kind and helpful, always replying promptly to my messages and being reliable for Gwen. I have every confidence in you when Gwen is in your hands. We feel very lucky.”
– Relative of a Good Company member

This year was the second of our three-year strategy to support 800 people across the High Weald Primary Care Network in East Sussex, an area with more than 14,000 residents over the age of 65.

We focused on building evidence of the effectiveness and acceptability of Good Company, refining our model and laying the groundwork for scale. Ultimately, our aim is to develop a blueprint that can be used so every community has Good Company on its doorstep.

Our progress was guided by five strategic priorities:

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 first place people over 65 turn when they begin to feel unsure, overwhelmed or disconnected. Whether someone is living with memory changes, supporting a family member or simply seeking more connection, we want them to know Good Company is here.

In Year 2, membership and visibility across the High Weald grew. People now hear about us through friends, family, professionals and clubs, with regular referrals coming from health and social care. We piloted a high street pop-in at Chappells Pharmacy, co-designed with our Lived Experience Advisory Panel, giving people a simple way to drop in for a chat and information without referral.

Partnerships with local venues have been key. The Blue Anchor Pub hosts our weekly Lunch Club, providing a familiar and welcoming setting. Other clubs now run at Crowborough Rugby Club, Artful Grocers and additional cafés and social spaces, making it easier for people to take the first step. Links with the local u3a also continue to bring new volunteers and members.

Good Company is becoming a recognised part of community life for older adults in the High Weald.

Looking ahead

In Year 3, we will grow our reach further, open a permanent headquarters in Crowborough High Street, and continue to build referral routes and local partnerships so people can connect with Good Company before reaching crisis point.

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

We shape support with and alongside those who are living it. Older adults, carers and people with dementia guide what we do, from small changes in a club session to the design of new resources.

Concierge remained a cornerstone in Year 2. We carried out more than 100 discovery sessions and had over 2,600 touchpoints by phone, in person and online. People came to us at turning points such as a hospital discharge or when caring felt overwhelming. We listened, understood what mattered most, and then offered practical and emotional support. A new tracking system helped us follow people's journeys more closely and provide continuity. Alongside this we published a plain English guide to getting a dementia diagnosis and added over 40 Know How articles to help members navigate health and social care.

Peer Circles were another major development. Six groups launched, including Sons and Daughters, Keeping Normal and Together Apart. These small, carefully matched groups gave carers space to speak openly, reduce isolation and feel more confident.

Clubs also grew and diversified. Alongside regular Lunch, Art, Walking, Supper and Saturday Company Clubs, we introduced a Games Club designed in response to feedback from carers. Across the year 157 members attended regularly, taking part in thousands of hours of Good Company. Specialist hosting provided over 1,000 hours of affordable support for people living with dementia who needed extra help.

Our Lived Experience Advisory Panel (LEAP) met monthly to test ideas and guide development. They shaped community standards, advised on Circles, helped design the high street pilot and ensured our work stayed grounded in everyday reality.

Looking ahead

We will expand Concierge and Circles, grow new clubs based on members' interests such as gardening and singing, and continue to use feedback from LEAP to guide our development.

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

Good Company only works because of the people behind it. Staff, volunteers and advisors bring care, consistency and curiosity to every part of our work.

In Year 2 we expanded our team to meet growing demand. Staff included a full time Chief Executive, a Volunteer Manager, an Administrator, Concierge Support Workers and Specialist Hosts. They were supported by freelance and pro bono expertise in fundraising and communications, finance, HR, safeguarding and monitoring and learning. This combination allowed us to deliver regular clubs, peer groups, one to one support and continuous improvement of the model.

Volunteers remained at the heart of Good Company. Forty-four club hosts and three Concierge hosts contributed more than 2,700 hours. Many also helped with transport, fundraising and resource development. Every volunteer completed induction, dementia and safeguarding training, and took part in quarterly learning sessions. Staff also came together monthly for shared supervision and reflection, covering topics such as trauma awareness, behaviour changes and emotional load. This has built a learning culture where feedback is welcomed and change is shaped by lived experience.

Looking ahead

We will continue to invest in volunteers, strengthen supervision and learning, and recruit a communications and fundraising role when resources allow.

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

As Good Company grows, we need strong systems and governance so we can scale without losing what makes us distinctive.

In Year 2 we strengthened the board with new trustees who bring expertise in dementia care, research, finance, communications and governance. This broadened the skills and perspectives around the table and increased our capacity for oversight and strategic thinking.

Internally, we improved how we manage information and measure impact. A bespoke database was developed to track member journeys, referrals, outcomes and volunteer hours. We also created simple dashboards for staff to monitor activity and engagement. Safeguarding processes were embedded more firmly across clubs, Concierge and Circles. Volunteers benefitted from clearer onboarding and training materials, and staff began using improved planning and reporting tools.

Our learning monitoring and evaluation practice at Good Company is deliberately human centered and woven into everyday work rather than added on top of it. We focus on understanding real change in people's lives, their confidence, connections, sense of purpose and the protective factors that help them age well. We combine deep conversations, short experience snapshots, volunteer insights and simple data flows from Circles, Clubs and Concierge to build a live picture of what works and why. This approach helps us spot emerging needs early, adapt quickly and co-create improvements with our members. It ensures our evidence is practical, grounded and directly used to strengthen our model, not simply collected for reporting.

Looking ahead

Next year we will complete the rollout of our database, finalise volunteer training resources, establish board committees for fundraising and programmes, and begin independent evaluation with academic partners.

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

Building a sustainable future for Good Company means growing reliable income and nurturing lasting relationships with those who support us.

In Year 2 we broadened our income base. We received generous donations in memory of our co-founder Hazel, with continued support from Richard Osman raising both awareness and funds. We secured grants from the National Lottery Power of Music Fund through NASP, Violet M Williams Trust, Aspen Foundation and Maria Marina Foundation. Statutory income came from East Sussex County Council and Crowborough Town Council, where we were selected as the Mayor's charity. Alongside this we grew individual giving, including regular and in-memory donations, and began testing local fundraising activities through our clubs.

We also laid important groundwork for the future. A three-year fundraising strategy was developed, regular giving options were introduced on our website, and systems for legacy and in-memory donations were put in place. Work began to establish a fundraising subcommittee at board level and to build the case for a dedicated fundraising and communications role.

Looking ahead

Next year we will strengthen regular giving, support clubs to develop community fundraising, take part in the Big Give Christmas Challenge and deepen relationships with both existing and new funders.

Financial Review

Income

During the year, The Good Company People recognised income of £285,641, including £9,903 of donated goods and services.

Expenditure

During 2024-25, costs amounted to £240,992 of which 94.25% was on our charitable activities with 5.75% on fundraising costs.

Movement in funds

The net surplus on all funds for the year was £44,649 being an unrestricted surplus of £50,658 and a restricted deficit of £6,009. The movements in the restricted funds are set out in note 16 to the accounts.

Financial position

The Good Company People closed the year with total reserves of £178,982 of which £31,622 was restricted, and £147,360 was unrestricted. The net assets of those funds are set out in note 18 to the accounts.

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 2025, The Good Company People hold unrestricted reserves of £147,360, which is equivalent to 4.7 months of forecast operating expenditure for the second half of our 2025-26 financial year.

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 4.2 FTE staff and 48 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 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'. Volunteer hosts 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 volunteer hosts enable us to optimise the way we utilise resources and as a result, reducing the financial burden.

The board are also grateful for HR and financial advice provided by specialist volunteers.

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 outlined below.

Key Risks	Mitigation
Team overstretched and burn out	<ul style="list-style-type: none"> • Team reflections. • Team meetings and supervision • Additional team members to be recruited in Yr 3 to ensure adequate workloads.
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 Fundraising and Comms specialist to support CEO.
Poor handling of Safeguarding concern	<ul style="list-style-type: none"> • Comprehensive safeguarding training, process, and reviews. • Weekly meeting to review members attended by safeguarding lead. • Safeguarding and escalations built into relationship management system.
Breaches of GDPR policy	<ul style="list-style-type: none"> • Policy in place and training for team. • Document controller record updated to reflect data and regular reviews
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. • Lived Experience Panel meet monthly • Documentation of qualitative and quantitative outcomes.

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 18 November 2025 and signed on its behalf by:

James Williams

J Williams, Chair of Trustees

THE GOOD COMPANY PEOPLE CIO

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 (the charity) for the year ended 30 April 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

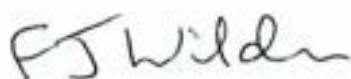
Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 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.



Frances Wilde FCCA DChA

Warner Wilde Limited
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF
Date: 26 November 2025

THE GOOD COMPANY PEOPLE CIO

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 APRIL 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income from:							
Donations and legacies	3	170,581	105,500	276,081	126,492	161,381	287,873
Charitable activities	4	9,560	-	9,560	12,302	-	12,302
Total income		<u>180,141</u>	<u>105,500</u>	<u>285,641</u>	<u>138,794</u>	<u>161,381</u>	<u>300,175</u>
Expenditure on:							
Raising funds	5	5,912	7,962	13,874	6,257	17,497	23,754
Charitable activities	6	123,571	103,547	227,118	35,835	106,253	142,088
Total expenditure		<u>129,483</u>	<u>111,509</u>	<u>240,992</u>	<u>42,092</u>	<u>123,750</u>	<u>165,842</u>
Net income/(expenditure) and movement in funds		50,658	(6,009)	44,649	96,702	37,631	134,333
Reconciliation of funds:							
Fund balances at 1 May 2024		<u>96,702</u>	<u>37,631</u>	<u>134,333</u>	<u>-</u>	<u>-</u>	<u>-</u>
Fund balances at 30 April 2025		<u>147,360</u>	<u>31,622</u>	<u>178,982</u>	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE GOOD COMPANY PEOPLE CIO

BALANCE SHEET

AS AT 30 APRIL 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	12		122		611
Current assets					
Debtors	13	3,283		2,356	
Cash at bank and in hand		184,564		140,695	
		187,847		143,051	
Creditors: amounts falling due within one year	14	(8,987)		(9,329)	
Net current assets			178,860		133,722
Total assets less current liabilities			178,982		134,333
The funds of the charity					
Restricted income funds	16		31,622		37,631
Unrestricted funds	17		147,360		96,702
			178,982		134,333

The financial statements were approved by the trustees on

James Williams

J Williams
Trustee

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 APRIL 2025

1 Accounting policies

Charity information

The Good Company People CIO is a Charitable Incorporated Organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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 £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 APRIL 2025

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	4 year straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 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, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	114,378	70,500	184,878	70,052	21,000	91,052
Grants	46,300	35,000	81,300	20,640	93,380	114,020
Donated goods and services	9,903	-	9,903	12,512	-	12,512
Other	-	-	-	23,288	47,001	70,289
	<u>170,581</u>	<u>105,500</u>	<u>276,081</u>	<u>126,492</u>	<u>161,381</u>	<u>287,873</u>

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

3 Income from donations and legacies

(Continued)

Donated goods and services

The charity received donated goods and facilities valued at £9,903 (excluding general volunteer time) in the year. £12,512 was received during the year ended 30th April 2024. This was not reported in the previous financial statements and has been included for consistency, having been identified in the current account period. The amount is treated as donation income and expenditure and has no impact on the result for the year.

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable activities		
Hosting income	9,560	12,302

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Other fundraising costs	1,065	346	1,411	6,257	6,423	12,680
Staff costs	4,847	7,616	12,463	-	11,074	11,074
	<u>5,912</u>	<u>7,962</u>	<u>13,874</u>	<u>6,257</u>	<u>17,497</u>	<u>23,754</u>

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

6 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	147,552	72,518
Concierge Costs	21,327	15,347
Club Costs	21,638	11,525
Hosting Costs	3,355	7,609
	<u>193,872</u>	<u>106,999</u>
Share of support and governance costs (see note 7)		
Support	30,621	33,100
Governance	2,625	1,989
	<u>227,118</u>	<u>142,088</u>
Analysis by fund		
Unrestricted funds	123,571	35,835
Restricted funds	103,547	106,253
	<u>227,118</u>	<u>142,088</u>

Staff costs relate to the following areas: Concierge: £83,794 (2024: £41,345), Club: £52,301 (2024: £24,295), Hosting £11,457 (2024: £6,879).

7 Support costs allocated to activities

	2025 £	2024 £
Staff costs	9,546	8,290
Depreciation	489	489
Bookkeeping costs	7,598	4,331
Other legal and professional costs	9,513	16,266
Telephone, fax, broadband and IT costs	2,211	2,598
Equipment expensed	34	548
Travel and subsistence	472	214
Stationery and printing	152	141
General insurances	514	188
Bank charges	92	35
Governance costs	2,625	1,989
	<u>33,246</u>	<u>35,089</u>
Analysed between:		
Charitable activities	<u>33,246</u>	<u>35,089</u>

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

7 Support costs allocated to activities (Continued)

	2025 £	2024 £
Governance costs comprise:		
Independent examination	1,500	1,182
Board costs	611	759
Governance costs	514	48
	<u>2,625</u>	<u>1,989</u>

8 Net movement in funds

	2025 £	2024 £
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The net movement in funds is stated after charging/(crediting):

Fees payable for the independent examination of the charity's financial statements	1,500	1,182
Depreciation of owned tangible fixed assets	489	489
	<u>1,500</u>	<u>1,182</u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>7</u>	<u>3</u>

	2025 £	2024 £
Employment costs		
Wages and salaries	158,252	87,883
Social security costs	8,792	2,248
Other pension costs	2,517	1,751
	<u>169,561</u>	<u>91,882</u>

The average head count in the year is split into the following:

	<u>2025</u>	<u>2024</u>
Fundraising	0.30	0.30
Charitable activities	6.52	2.50

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

10 Employees

(Continued)

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	41,542	36,915

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Computers £
Cost	
At 1 May 2024	1,955
At 30 April 2025	1,955
Depreciation and impairment	
At 1 May 2024	1,344
Depreciation charged in the year	489
At 30 April 2025	1,833
Carrying amount	
At 30 April 2025	122
At 30 April 2024	611

13 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	-	1,275
Prepayments and accrued income	3,283	1,081
	3,283	2,356

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	4,466	2,043
Trade creditors	3,021	2,670
Other creditors	-	1,433
Accruals and deferred income	1,500	3,183
	<u>8,987</u>	<u>9,329</u>

15 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>2,517</u>	<u>1,751</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 May 2024 £	Incoming resources £	Resources expended £	At 30 April 2025 £
The Allen Lane Foundation	876	-	(876)	-
Aspen Insurance	15,611	25,000	(29,414)	11,197
McLay Dementia Trust	11,664	-	(11,664)	-
Sussex Community Foundation	2,275	-	(2,275)	-
Crowborough Town Council	2,350	-	(2,350)	-
National Academy of Social Prescribing	2,000	2,000	(2,000)	2,000
The National Lottery	-	20,000	(19,000)	1,000
Wealden District Council	2,855	-	(2,855)	-
East Sussex Care for the Carers	-	10,000	(10,000)	-
Gatwick Airport Community Trust	-	3,000	(3,000)	-
The Violet M Richard Charity	-	45,000	(27,575)	17,425
Mr & Mrs Hawley	-	500	(500)	-
	<u>37,631</u>	<u>105,500</u>	<u>(111,509)</u>	<u>31,622</u>

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

16 Restricted funds

(Continued)

Previous year:	At 1 May 2023	Incoming resources	Resources expended	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	-	28,434	(28,434)	-
Thinking Giving	-	3,050	(3,050)	-
Waitrose	-	1,000	(1,000)	-
Wealden District Council	-	5,870	(3,015)	2,855
	-	161,381	(123,750)	37,631

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 May 2024	Incoming resources	Resources expended	At 30 April 2025
	£	£	£	£
General funds	96,702	180,141	(129,483)	147,360

Previous year:	At 1 May 2023	Incoming resources	Resources expended	At 30 April 2024
	£	£	£	£
General funds	-	138,794	(42,092)	96,702

THE GOOD COMPANY PEOPLE CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2025

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 30 April 2025:			
Tangible assets	122	-	122
Current assets/(liabilities)	147,238	31,622	178,860
	<u>147,360</u>	<u>31,622</u>	<u>178,982</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 April 2024:			
Tangible assets	611	-	611
Current assets/(liabilities)	96,091	37,631	133,722
	<u>96,702</u>	<u>37,631</u>	<u>134,333</u>

19 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).