PEOPLE IN ACTION

England & Wales · Charity number 702885

Details

Other names	NUNEATON AND DISTRICT JOINT HOMES, NUNEATON AND DISTRICT JOINT HOSTELS
Status	Registered
Legal form	Charitable company
Company number	02486564
Registered	1990-05-10
Register	View on the Charity Commission register

Contact

Address	People in Action St. Davids Way Bermuda Park Nuneaton CV10 7SD
Phone	02476643776
Email	socialmedia@people-in-action.co.uk
Website	www.people-in-action.com

Activities

Objects: TO PROMOTE THE RELIEF OF PERSONS OF ALL AGES WITH LEARNING DISABILITIES, ENCOURAGING INDEPENDENCE BY PROMOTING EVERYDAY LIFE EXPERIENCES THROUGH APPROPRIATE SUPPORT.

Activities: We promote relief for adults with learning disabilities who need additional support. We provide a learning experience for people in a variety of environments.We provide registered care homes , operate supported living services and support people in their own homes. We also operate a respire unit and nursery

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Disability, Accommodation/housing, Economic/community Development/employment
- **Who:** Elderly/old People, People With Disabilities, The General Public/mankind

Geography

- Coventry City
- Gloucestershire
- Herefordshire
- Leicestershire
- Solihull
- Staffordshire
- Warwickshire
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£11,401,381	£11,526,722	£5,761,918	365
2024-03-31	£11,224,690	£11,369,574	£5,887,259	379
2023-03-31	£11,173,252	£10,587,999	£6,032,144	388
2022-03-31	£11,565,317	£10,679,015	£5,446,890	417
2021-03-31	£12,165,809	£11,337,194	£4,560,588	471

Trustees

Name	Role	Appointed
JEFFREY WILLIAM HUNT		
Michael Cox		2022-10-25
SUSAN JANET MORRIS		
lynnette ann bonnar		2020-09-08

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PEOPLE IN ACTION

England & Wales - Charity number 702885

Accounts

Company No: 02486564

People in Action

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 March 2025

Muras Baker Jones Limited
Chartered Accountants
Wolverhampton

People in Action

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For the year ended 31 March 2025

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People in Action

REPORT OF THE DIRECTORS

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiaries for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name:	People in Action
Charity number:	702885
Company number:	2486564
Principal Office:	St David's Way Bermuda Park Nuneaton CV10 7SD

DIRECTORS AND TRUSTEES

The company is a registered charity and the directors are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Directors.

The Directors set out below have held office during the whole of the period from 1 April 2025 to the date of this Report unless otherwise stated.

	Mr J W Hunt Ms S J Morris Ms L A Bonnar Mr M J Cox
EXECUTIVE TEAM	D Sumner & R Odedra
SENIOR MANAGEMENT TEAM	C Hardy, C Robbins, A Marchewka, D Page & K Randle
AUDITORS:	Muras Baker Jones Limited Regent House Bath Avenue Wolverhampton WV1 4EG
BANKERS:	Barclays Bank PLC PO Box No 2 25 High Street Coventry CV1 5QZ

REPORT OF THE DIRECTORS continued

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

People in Action is a company incorporated in England, limited by guarantee, governed by its Memorandum and Articles of Association dated 29 March 1990 as amended 26 July 2004. It was registered as a charity with the Charity Commission on 10 May 1990.

The company currently has four members who in the event of the company being wound up are required to contribute an amount not exceeding £25.

Recruitment and appointment of Trustees and induction and training

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Board of Directors (the Board).

The Board can during the year appoint a member to fill a vacancy or as an addition (as long as the maximum number of 13 is not exceeded). Any such Board member shall only hold office until the next general meeting, but shall be eligible for re-election.

At each Annual General Meeting one third of Board members, or the number nearest to one third, shall be subject to retirement by rotation. A Board member who retires at an Annual General Meeting may, if willing, be re-elected. The minimum number of trustees shall not be less than three.

In an effort to maintain a broad mix of skills, the make up of the Board is reviewed at least once a year and individuals will be approached to offer themselves for election or organisations will be asked to consider whether they have an individual who will be willing to do this.

When considering appointing trustees, the Board has regard to the requirements for any specialist skills needed.

New Board members attend an induction meeting to familiarise themselves with the charity, the legal context within which it operates, and their responsibilities.

All Board members are regularly updated with information pertinent to their role as directors and on matters relating to the operation of the charity.

Organisation

People in Action has four volunteer non-executive trustees/directors, who along with the Senior management (as detailed on page 1) are responsible for the overall running of the organisation. This group formulates the policy and direction of the organisation, and are the key management team for the organisation.

Three Operation Managers and a Quality and Development Lead are responsible for the implementation of policy development on new services and the internal monitoring of current services.

Service Managers are directly responsible for managing their individual services on a day to day basis.

Subsidiary companies

People in Action Retail Limited continues operating a café in Bedworth, providing a hub for the local community along with an on-site garden project. The site opened in 2014, serving vegetarian meals and offering volunteering opportunities for those involved with the charity.

REPORT OF THE DIRECTORS continued

Employees

The skill and commitment of our staff is the bedrock to our services users. Development focuses on training and the achievement of qualifications such as NVQ's. With regard to disables persons, the Charity's policy is to give full and fair consideration to applications for employment by disabled people having regard to their particular aptitudes and abilities.

As always, we express our appreciation to all our staff teams and supporters.

Investment Policy

The company reserves are invested in fixed assets funded by bank borrowings. Cash funds to meet day to day expenses are held in UK bank accounts.

OBJECTIVES AND ACTIVITIES

The objects of the Company are to promote relief for adults with learning disabilities and mental health problems who need additional support. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our Trustee meetings. We provide a learning experience for people in a variety of environments. We can provide residential care which includes accommodation, we operate supporting living services where people can be supported in their own homes and tenancies, we offer a respite service where people can take short breaks, as well as community and leisure support. We operate two garden projects where individuals can learn horticultural skills, an assessment service, and services for challenging and multiple disabilities.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

People in Action continues to be affected by the political environment, and being almost wholly Council related work has no leverage on the prices that can be achieved, and even less on cost increases imposed such as Minimum Wage, pensions, National Insurance and regulatory cost increases in the year.

Review of 2024/25

We would like to begin by expressing our sincere gratitude to all our staff members for their continued dedication and efforts in supporting our customers. Their commitment remains the cornerstone of our success.

The financial year 2024/2025 saw the continuation of our work in improving processes and strengthening compliance across the organisation. Over recent years, we have invested significantly in enhancing our technology infrastructure, and this year our teams have successfully embraced these improvements, particularly through the continued adoption of Microsoft 365. Early discussions have also commenced on the full digitalisation of our operations, marking an exciting step forward in our journey toward greater efficiency and innovation.

As an organisation, we remain acutely aware of the growing threats to IT systems globally. In response, we have achieved Cyber Essentials compliance, reinforcing our commitment to safeguarding data and maintaining robust security standards. Following this milestone, we have continued to strengthen our internal systems and processes to ensure resilience and security.

The move of our head office to Nuneaton has been a resounding success, providing improved facilities for staff, training, and day opportunities. Our training department has made significant progress in expanding its offering and is now approved to deliver Level 2 Oliver McGowan Training, a key development in supporting best practice and compliance in care.

REPORT OF THE DIRECTORS continued

Our day opportunities services continue to flourish, offering meaningful engagement and support for those who use our services. Additionally, our café and garden projects remain operational and provide valuable community engagement, though they can be subject to external retail market pressures.

From a care perspective, we are proud that all our services are rated 'Good' by the Care Quality Commission (CQC), with the exception of one service that previously required improvement but has now progressed positively to 'Requires Improvement', reflecting our ongoing focus on quality and continuous improvement.

Our governance and compliance frameworks continue to evolve, ensuring that we meet regulatory requirements and uphold best practices. Like many organisations and care providers, we face challenges such as increases in National Insurance contributions and the National Minimum Wage, all against the backdrop of local authority funding cuts. Despite these pressures, we remain committed to delivering high-quality care and maintaining financial sustainability.

Exploring all opportunities to grow remains a key priority for our Senior Management Team. We are focused on strengthening and building relationships with key stakeholders to ensure long-term sustainability and to create new avenues for collaboration and innovation.

Looking ahead, we will continue to prioritise:

- Digital transformation to streamline operations and enhance customer experience.
- Staff development and wellbeing, recognising the vital role our teams play in achieving our mission.
- Innovation in care delivery, ensuring our services remain responsive to changing needs.
- Robust financial planning, to navigate economic challenges while safeguarding service quality.
- Community engagement projects, such as our café and garden initiatives, to promote inclusion and wellbeing.
- Strategic growth and stakeholder engagement, to strengthen our position and expand our impact.

We thank all our staff teams, customers and stakeholders for their trust and support as we strive to deliver excellence in care and operational performance.

FINANCIAL REVIEW

Details of the financial position of the Charity are set out in the following accounts which have been prepared in accordance with the Charities SORP (FRS 102).
The accounts comply with all the current statutory requirements and with the requirements of the Charity's governing instrument.

Results for the year

For the year ended 31 March 2025 total incoming group resources amounted to £11,401,381 an increase of 1.6% on the previous year. After deducting resources expended of £11,526,722 net outgoing resources amounted to £125,341 (2024 - Net outgoing resources of £144,884).

Other key performance indicators such as occupancy, staff hours and agency hours are continually monitored. This checks actual/agency hours correlate with contracted hours and total income, to ensure best use of resources. Other key indicators are health and well-being indicators and staff retention levels.

REPORT OF THE DIRECTORS continued

People in Action continues to work with vulnerable individuals in a variety of circumstances, from domiciliary support to residential accommodation, day services and work based opportunities in garden centres and our café.

We take pride in offering in house training to all current staff and new starters, and we stand apart from the majority of providers in providing our staff with full employment contracts as opposed to zero hour contracts evident elsewhere. We believe in providing a quality service to all customers and our valued staff and will through strategic analysis and initiatives resume our financial security in the near future.

Reserves policy

Details of General Reserves of the company are shown in Note 19 to the financial statements.

The Trustees have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed. The directors consider that given the high level of funds invested in fixed assets a policy based on free reserves is not appropriate. It is the policy of the charity to maintain a general fund reserve that equates to ten percent of the previous year's income (£1.1 million) to ensure sufficient funds are retained to meet any potential liabilities. Group General Reserves of approximately £4.7 million, excluding revaluations, were held at 31 March 2025.

PLANS FOR FUTURE PERIODS

Looking ahead, we are exploring opportunities to expand our service provision capacity and to adopt digital solutions that have the potential to improve efficiency and strengthen regulatory adherence. While these plans are still under consideration, such initiatives could help reduce administrative burdens on staff, create additional capacity for growth, and support the delivery of higher-quality services across the organisation.

Previous plans to rebrand and relaunch Content Care have been temporarily paused due to the rapidly evolving local and national care landscape. In the interim, the Executive Team, alongside the rest of the Senior Management team is focusing on strengthening the organisation's internal foundations. Key priorities include the introduction of structured routine maintenance programmes, improved processes, and enhanced compliance measures to ensure long-term sustainability and operational resilience.

RISK MANAGEMENT

The company carries out an ongoing review of all major potential risks to which it may be exposed. Senior management meet on an eight week basis in order to discuss any matters that arise, along with quarterly Governance meetings open to various levels within the organisation.

Financial risks are managed by the preparation of budgets and monthly management accounts, together with appropriate control procedures. Other risks are managed by such procedures as health and safety reviews, customer care and best value reviews.

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity and Company Law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In preparing those Financial Statements the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make sound judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;

REPORT OF THE DIRECTORS continued

The Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

TAXATION STATUS

In the opinion of the Directors the charity is exempt from taxation in accordance with the provisions of the Income and Corporation Taxes Act 1988.

AUDITORS

Messrs. Muras Baker Jones Limited have signified their willingness to continue in office and a resolution to re-appoint them as Auditors will be proposed at the forthcoming Annual General Meeting.

Approved by the Board on 17 December 2025
and signed on its behalf by:



J W HUNT
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION

Opinion

We have audited the financial statements of People in Action (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise Consolidated Statement of Financial Activities (including Consolidated Income and Expenditure Account), the Consolidated and Parent Charitable Company Statement of Financial Position, the Consolidated Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2025, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the directors' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the directors' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In planning and designing our audit tests we identify and assess the risks of material misstatement within the financial statements, whether due to fraud or error. Our assessment of these risks includes consideration of the nature of the industry and sector, the control environment and the charity performance along with the results of our enquiries of management about their own identification and assessment of risks and irregularities. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, Charities Act, UK tax legislation and other laws and regulations identified as risk areas identified from our discussions with management.

We communicated relevant identified laws and regulations and potential fraud risks to all engagement team members including internal specialists, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

After consideration of the above risks we then carried out audit procedures including the following:

- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of trustees meetings;
- reviewing correspondence with H M Revenue & Customs;
- enquiring of management and reviewing any correspondence with legal advisors concerning actual and potential litigation and claims;
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

There are inherent limitations in our audit procedures described above. The more removed that the laws and regulations are from financial transactions the less likely it is that we would be aware on non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Oliver Ross BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of
Muras Baker Jones Limited
Chartered Accountants and Statutory Auditors
Regent House
Bath Avenue
Wolverhampton
WV1 4EG

17 December 2025

People in Action
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total funds 2025 £	Total funds 2024 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income:					
Donations and sundry income	4	13,877	-	13,877	49,236
Activities for generating funds:					
Fees for the provision of care and nursing	7a	-	-	-	-
Income from cafe	7b	154,256	-	154,256	144,574
Interest received		42,886	-	42,886	38,095
Incoming resources from Charitable activities:					
Grants and Fees for provision of care and accommodation		11,190,362	-	11,190,362	10,992,785
TOTAL INCOMING RESOURCES		11,401,381	-	11,401,381	11,224,690
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	8	20,747	-	20,747	17,707
Costs for the provision of care services	7a	-	-	-	254
Costs for the operation of cafe	7b	186,079	-	186,079	197,125
Goodwill amortisation	12	-	-	-	-
		206,826	-	206,826	215,086
Charitable activities	8	11,307,778	12,118	11,319,896	11,154,488
TOTAL RESOURCES EXPENDED		11,514,604	12,118	11,526,722	11,369,574

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES continued (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
NET INCOMING/ (OUTGOING) RESOURCES FOR THE YEAR	6	(113,223)	(12,118)	(125,341)	(144,884)
TOTAL FUNDS AT 1 APRIL 2024		4,811,875	27,882	4,851,875	4,996,759
RESERVE TRANSFERS	19	27,882	(27,882)	-	-
TOTAL FUNDS AT 31 March 2025	19	4,726,534	-	4,726,534	4,851,875

The statement of financial activities includes all gains and losses in the year.
The resources and expenditure in relation to the provision of care and nursing derive from discontinuing activities. All other incoming resources and resources expended derive from continuing activities.

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

At 31 March 2025

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		5,342,857		5,211,221
CURRENT ASSETS					
Stocks		1,800		2,500	
Debtors	14	1,003,921		874,016	
Cash at Bank and in Hand	15	1,508,098		1,888,029	
		2,513,819		2,764,545	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	36,155		56,197	
All Other Creditors	17	2,058,603		1,995,880	
		2,094,758		2,052,077	
NET CURRENT ASSETS			419,061		712,468
TOTAL ASSETS LESS CURRENT LIABILITIES			5,761,918		5,923,689
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		-		(36,430)
NET ASSETS			5,761,918		5,887,259
Represented by:					
GENERAL UNRESTRICTED FUND	19		4,726,534		4,811,875
RESTRICTED FUNDS	19		-		40,000
REVALUATION RESERVE	20		1,035,384		1,035,384
			5,761,918		5,887,259

The financial statements were approved by the Board on 17 December 2025 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

People in Action

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION

At 31 March 2025

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		5,342,857		5,210,666
Investment in subsidiary	13		100		-
			5,342,957		5,210,666
CURRENT ASSETS					
Debtors due within one year	14	1,150,690		1,244,912	
Cash at Bank and in Hand		1,454,450		1,842,788	
		2,605,140		3,087,700	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	36,155		56,197	
All Other Creditors	17	2,042,936		2,070,006	
		2,079,091		2,126,203	
NET CURRENT ASSETS			526,049		961,497
TOTAL ASSETS LESS CURRENT LIABILITIES			5,869,006		6,172,163
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		-		(36,430)
NET ASSETS			5,869,006		6,135,733
Represented by:					
RESERVE FUNDS	19		4,833,622		5,060,349
RESTRICTED FUNDS	19		-		40,000
REVALUATION RESERVE	20		1,035,384		1,035,384
			5,869,006		6,135,733

The deficit for the financial year of the parent company was £266,727 (2024: £92,430).

The financial statements were approved by the Board on 17 December 2025 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

People in Action

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Surplus for the year		(125,341)	(144,884)
Adjustments for:			
Depreciation of tangible assets		122,372	84,634
Goodwill amortisation		-	-
Other interest receivable and similar income		(42,886)	(38,095)
Interest payable and similar charges		6,289	7,764
Losses/ (gains) on disposal of tangible assets		(6,000)	-
Accrued (income)/expenses		508,875	(35,168)
Changes in:			
Stocks		700	(1,473)
Trade and other debtors		(527,503)	8,630
Trade and other creditors		(48,554)	108,600
Cash generated from operations		(112,048)	(9,992)
Interest paid		(6,289)	(7,764)
Interest received		42,886	38,095
Net cash from operating activities		(75,450)	20,339
Cash flows from investing activities			
Purchase of tangible assets		(254,008)	(223,809)
Proceeds from sale of tangible assets		6,000	-
Net cash used in investing activities		(248,008)	(223,809)
Cash flows from financing activities			
Repayments of secured bank loans		(56,472)	(50,595)
Net cash from financing activities		(56,472)	(50,595)
Net increase/ (decrease) in cash and cash equivalents		(379,931)	(254,065)
Cash and cash equivalents at beginning of year		1,888,029	2,142,094
Cash and cash equivalents at the year end	15	1,508,098	1,888,029

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

1. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'.

2. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiaries are consolidated on a line by line basis.

People in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

(b) COMPANY STATUS

The charity is a private company, registered in England (company number 02486564), and is limited by guarantee. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £25 per member of the charity.

(c) FUND ACCOUNTING

General Unrestricted Funds comprise accumulated surpluses on General Funds. They are available for use at the discretion of the Directors in furtherance of the charity's objectives.

Designated Funds are those funds allocated from the General Fund for particular purposes or projects at the discretion, and with the approval, of the Directors.

Restricted funds are those funds to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

(d) INCOMING RESOURCES

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related services are provided.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

(e) RESOURCES EXPENDED

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes irrecoverable VAT, which is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

(f) CAPITALISATION AND DEPRECIATION OF TANGIBLE FIXED ASSETS

The company will capitalise items of equipment where their expected useful life is more than one year. Tangible fixed assets are initially recognised at cost which is the purchase price plus any directly attributable costs, and are subsequently measured at cost less accumulated depreciation and impairment.

Depreciation is calculated to write off the cost less estimated residual value of Fixed Assets over their estimated useful lives at the following annual rates:

Motor Vehicles	-	33%	Straight Line
Equipment	-	33%	Straight Line/20%/15%/33% reducing balance
Mobile Home	-	10%	Straight Line

Short leasehold property is depreciated over the lease period.

No depreciation is provided on Freehold or Long Leasehold Properties. It is the policy of the charity to maintain its properties in a continual state of sound repair and to extend and make improvements thereto from time to time. Accordingly, the Directors consider that the lives of such properties are so long and residual values are so high that their depreciation is insignificant and immaterial. Any permanent diminution in the value of such properties is charged to the Profit and Loss Account as appropriate.

(g) GOODWILL

Goodwill arising on the acquisition of subsidiary undertakings, representing the excess of the fair value of the consideration given over the fair value of the identifiable assets and liabilities acquired, is capitalised and written off on a straight line basis over its useful economic life of 5 or 10 years.

(h) IMPAIRMENT OF ASSETS

At each reporting date the Company reviews the carrying value of its 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.

The recoverable amount of an asset is the higher of fair value less costs to sell and value in use. Value in use is the present value of the future cash flows expected to be derived from the asset, or cash generating unit. The present value calculation involves estimating the future cash inflows and outflows to be derived from continuing to use the asset, and from its ultimate disposal, applying an appropriate discount rate to those future cash flows.

Where the recoverable amount of an asset is less that the carrying amount, an impairment loss is recognised immediately in profit or loss. An impairment loss recognised for all assets is reversed in a subsequent period if, and only if, the reasons for the impairment loss have ceased to apply. Impairment losses are charged to profit or loss in administration expenses.

(i) PENSION COSTS

Contributions payable to pension schemes are charged to the Profit and Loss Account in the period to which they relate.

(j) OPERATING LEASES

Rentals payable under Operating Leases are charged on a straight line basis over the terms of the Leases.

3. INCOME

Income arises from:	2025 £	2024 £
Provision of services	10,930,639	10,992,785
Sale of goods	413,979	144,574
Interest received	42,886	38,095
Other operating income	13,877	49,236
	11,401,381	11,224,690

4. OTHER OPERATING INCOME

	2025 £	2024 £
Donations and Sundry income	13,877	9,236
Grant income received	-	40,000

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2025 £	2024 £
On Bank Loans and Overdrafts	6,289	7,764

6. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR

These are stated after charging :	2025 £	2024 £
Depreciation of Owned Tangible Fixed Assets	87,262	40,047
Depreciation of Leasehold Property	35,110	44,587
(Profit)/Loss on disposal of Fixed Assets	(6,000)	-
Auditors' Remuneration and other services	21,700	19,950
Hire of Other Assets - Property Rentals	245,075	339,668
- Vehicles and Equipment	43,929	41,958

7a. INCOME AND COSTS FOR THE PROVISION OF CARE AND NURSING

	2025		2024	
	£	£	£	£
Fees received for the provision of care and nursing		-		-
Other operating income		-		293
				293
Cost of sales		-		-
Administrative expenses		-		254
Expenditure incurred for the provision of care and nursing		-		(254)
Surplus/(Deficit) for the year		-		39

7b. INCOME AND COSTS FOR THE CAFE

	2025		2024	
	£	£	£	£
Café income		154,256		144,575
Other operating income		29		59
		154,285		144,634
Cost of sales	51,609		52,340	
Administrative expenses	134,470		144,786	
Expenditure incurred on:				
Cafe		(186,079)		(197,126)
Deficit for the year		(31,794)		(52,493)

8. ANALYSIS OF RESOURCES EXPENDED

	Voluntary Income £	Charitable activities £	2025 £	2024 £
Staff and Agency Support	6,747	9,771,210	9,777,957	9,472,649
Premises costs	-	494,955	494,955	564,991
Provision and household expenses	-	268,524	268,524	263,858
Legal and Professional	-	77,441	77,441	105,081
Insurance	-	70,236	70,236	57,674
Depreciation, (Profit)/Loss on disposals	-	116,372	116,372	83,677
Motor and Travel costs	-	41,911	41,911	50,042
Bank Interest	-	4,210	4,210	7,764
Telephone	-	53,232	53,232	53,786
Recruitment and Training	-	45,772	45,772	92,399
General Repairs	-	127,246	127,246	164,455
Office and Miscellaneous	14,000	248,806	262,806	256,233
Bad debts	-	(19)	(19)	(414)
	20,747	11,319,896	11,340,643	11,172,195

Staff and agency support costs include £10,120 governance costs included within charitable activities (2024 - £8,560). Legal and professional costs include £20,000 governance costs within charitable activities (2024 - £18,000). Total £30,120 (2024 - £26,560).

Resources expended for the provision of the subsidiaries care services and cafe are detailed separately in notes 7a and 7b.

9. EMPLOYEE INFORMATION

The average number of persons employed by the group during the year was as follows:

	2025	2024
		No
Management and Administration	365	379

The aggregate payroll costs of these persons were as follows:

	2025	2024
	£	£
Wages and Salaries	8,587,300	8,282,485
Social Security Costs	794,850	708,132
Pension Costs	173,924	154,575
	9,556,074	9,145,192

The number of employees receiving emoluments in excess of £60,000 were:-

	2025	2024
		No
Taxable emoluments band:		
£60,000 - £70,000	4	3
£70,000 - £80,000	1	1

The employees whose emoluments exceed £60,000 during the year ended 31 March 2025 also had retirement benefits accruing under a defined benefit pension scheme.

No Director received any remuneration from the charity (2024 - £Nil).

The senior management team disclosed on page 1 received emoluments of £427,092 during the year ended 31 March 2025 (2024 - £415,457).

10. TAXATION

The charitable company is exempt from corporation tax on income and gains falling within section 505 of Taxes Act 1988 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that these applied to the charitable objects. No tax charges have arisen in the charity.

11. TANGIBLE FIXED ASSETS

GROUP	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2024	508,269	5,009,189	72,758	316,253	5,906,469
Additions	-	-	-	254,008	254,008
Disposals	-	-	(32,544)	(14,440)	(46,984)
At 31 March 2025	508,269	5,009,189	40,214	555,821	6,113,493
ACCUMULATED DEPRECIATION:					
At 1 April 2024	381,543	-	72,204	241,501	695,248
Charge for the year	35,110	-	-	87,262	122,372
Disposals	-	-	(32,544)	(14,440)	(46,984)
At 31 March 2025	416,653	-	39,660	314,323	770,636
NET BOOK VALUE:					
At 1 April 2024	126,726	5,009,189	554	74,752	5,211,221
At 31 March 2025	91,616	5,009,189	554	241,498	5,342,857

11. TANGIBLE FIXED ASSETS continued

CHARITABLE COMPANY	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2024	508,269	5,009,189	64,444	313,936	5,895,838
Additions	-	-	-	254,008	254,008
Transfers	-	-	8,314	-	8,314
Disposals	-	-	(32,544)	(14,440)	(46,984)
At 31 March 2025	508,269	5,009,189	40,214	553,504	6,103,416
ACCUMULATED DEPRECIATION:					
At 1 April 2024	381,543	-	64,444	239,185	685,172
Charge for the year	35,110	-	-	87,262	122,372
Transfers	-	-	7,760	-	-
Disposals	-	-	(32,544)	(14,440)	(46,984)
At 31 March 2025	416,653	-	39,660	312,008	760,559
NET BOOK VALUE:					
At 1 April 2024	126,726	5,009,189	554	74,751	5,210,666
At 31 March 2025	91,616	5,009,189	554	241,498	5,342,857

During the year assets held by a subsidiary, Content Care Limited, were transferred to the charitable company.

12. GOODWILL ON CONSOLIDATION

	£
COST	
At 1 April 2024 and 31 March 2025	448,332
AMORTISATION	
At 1 April 2024	448,332
Charge for the year	-
At 31 March 2025	448,332
Charge for the year	-
NET BOOK VALUE	
At 31 March 2024	-
At 31 March 2025	-

The goodwill arose on the acquisition of Charterville Care at Home Limited on 24 February 2012, the acquisition of People in Action Retail Limited (previously known as Core Business & Community Support Ltd) on 7 November 2014 and the acquisition of People in Action Retail Limited on 7 October 2015 (see note 13).

13 INVESTMENTS IN SUBSIDIARY COMPANIES

	Group	Charitable Company
	£	£
COST		
As at 1 April 2024	-	570,900
Additions	-	100
At 31 March 2025	-	570,900
IMPAIRMENT		
At 1 April 2024	-	571,000
Charge for the year	-	-
At 31 March 2025	-	571,000
NET BOOK VALUE		
At 31 March 2024	-	-
At 31 March 2025	-	100

13 INVESTMENTS IN SUBSIDIARY COMPANIES (continued)

The charitable company owns 100% of the share capital of Charterville Care at Home Limited, a company registered in England and Wales (Company No. 04015898). The principal activity of the company was the provision of care services but ceased to trade on 31 March 2024 and is now a dormant entity.

During the year, Charterville Care at Home Limited transferred its investment in Content Care Limited to People in Action and as such the charitable company now directly owns 100% of the share capital in Content Care Limited, a company registered in England and Wales (Company No. 05688399). The principal activity of the company was the provision of care services but ceased to trade on 31 March 2024 and is now a dormant entity.

The charitable company owns 100% of the share capital of People in Action Retail Limited, a company registered in England and Wales (Company No. 02908041). The principal activity of the subsidiary is the running of a café.

The results of the subsidiaries are incorporated into the consolidated financial statements of the group.

14. DEBTORS

	Group		Charitable Company	
	2025	2024	2025	2024
	£	£	£	£
Trade Debtors	904,093	779,274	904,093	779,274
Other Debtors and Prepayments	99,828	94,742	99,075	94,091
Amount due from group undertaking	-	-	147,522	371,547
	1,003,921	874,016	1,150,690	1,244,912

15. CASH AND CASH EQUIVALENTS

	Group	
	2025	2024
Cash and cash equivalents comprise the following:	£	£
Cash at bank and in hand	1,508,098	1,888,029

16. BANK LOANS AND OVERDRAFTS

The charitable company bank loans are secured. The loans total £36,155 (2024 - £92,627).

17. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charitable Company	
	2025	2024	2025	2024
	£	£	£	£
Trade Creditors	186,998	169,856	181,000	165,145
Amount due to group undertaking	-	-	100	86,827
Social Security Costs and Other Taxation	375,975	331,426	375,975	326,335
Other Creditors	725,283	851,657	718,645	851,657
Accruals and deferred income	770,347	642,941	767,216	640,042
	2,058,603	1,995,880	2,042,936	2,070,006

18. CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charitable Company	
	2025	2024	2025	2024
	£	£	£	£
Bank Loans	-	36,430	-	36,430
	-	36,430	-	36,430

Included in the above are the following:

Amounts repayable by instalments but not wholly repayable within five years:	Charitable Company	
	2025	2024
	£	£
Repayable within one to two years	-	36,430
Repayable within two to five years	-	-
Repayable after five years	-	-
	-	36,430

The bank loan is secured and interest is charged at a fixed rate of 1½% above the bank base rate. It is wholly repayable within five years.

19. RESERVE FUNDS

GROUP	General funds	Restricted funds	Total
	£	£	£
At 1 April 2024	4,811,875	40,000	4,851,875
Income	11,401,381	-	11,401,381
Expenditure	(11,514,604)	(12,118)	(11,526,722)
Transfers in / (out)	27,882	(27,882)	-
At 31 March 2025	4,726,534	-	4,726,534

CHARITABLE COMPANY	General funds	Restricted funds	Total
	£	£	£
At 1 April 2024	5,060,349	40,000	5,100,349
Income	11,248,478	-	11,248,478
Expenditure	(11,503,087)	(12,118)	(11,515,205)
Transfers in / (out)	27,882	(27,882)	-
At 31 March 2025	4,833,622	-	4,833,622

The restricted funds received in the prior year were to improve the provision of Day Opportunities.
The grant was fully spent during the year ended 31 March 2025. The amounts transferred to general funds, noted above, represent the net book value of the assets purchased during the refurbishment.

20. REVALUATION RESERVE

The charities freehold properties are included at deemed cost of £3,575,000 based on a market valuation at 10 June 2016. This is £1,035,384 greater than the original cost of acquisition.

	£
At 1 April 2024 and 31 March 2025	1,035,384

21. CAPITAL COMMITMENTS

At 31 March 2025 the group had no capital commitments (2024 - none).

22. CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2025 (2024 – none).

23. OTHER FINANCIAL COMMITMENTS

At 31 March 2025 the group was committed to making the following payments under non-cancellable operating leases:

	Land and buildings		Other	
	2025	2024	2025	2024
	£	£	£	£
Operating Leases which expire:				
Within one year	36,667	38,500	11,763	11,763
Within two to five years	54,792	91,458	10,802	22,565
After five years	-	-		-
	91,459	129,958	22,565	34,328

24. PENSION COMMITMENTS

The company contributes to personal pension schemes, the local government pension scheme, and the NHS Pensions Agency. The assets of the schemes are held separately from those of the company in independently administered funds. The pension cost charge detailed in Note 8 represents contributions payable by the company to the schemes. At 31 March 2025 contributions totalling £76,379 were outstanding to the funds (2024 - £70,544).

25. RELATED PARTY TRANSACTIONS

Indemnity insurance was taken out during the year in respect of directors and officers. The cost of this insurance was £4,870 (2024 - £4,870).

Amounts due to/from People in Action from/to group undertakings are disclosed in note 14 and 17. £1,043,765 (2024 - £1,129,765) is due from Charterville Care at Home Limited against which a provision of £1,043,765 was made at 31 March 2025. £320,818 (2024 - £284,282) is due from People in Action Retail Limited against which a provision of £173,296 was made at 31 March 2025. In addition, £100 is due to Content Care Limited (2024 - £86,827).

26. ULTIMATE CONTROL

The ultimate control of the charitable company rests with its members.

PEOPLE IN ACTION

England & Wales - Charity number 702885

Accounts

Company No: 02486564

People in Action

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 March 2024

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COMPANIES HOUSE

Muras Baker Jones Limited
Chartered Accountants
Wolverhampton

People in Action

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For the year ended 31 March 2024

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People in Action

REPORT OF THE DIRECTORS

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiaries for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name:	People in Action
Charity number:	702885
Company number:	2486564
Principal Office:	St David's Way Bermuda Park Nuneaton CV10 7SD

DIRECTORS AND TRUSTEES

The company is a registered charity and the directors are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Directors.

The Directors set out below have held office during the whole of the period from 1 April 2024 to the date of this Report unless otherwise stated.

	Mr J W Hunt Ms S J Morris Ms J Seton (resigned 12 August 2023) Ms L A Bonnar Mr M J Cox Mrs Y Hunter (resigned 8 August 2023)
COMPANY SECRETARY	J Reeson (resigned 12 August 2023)
SENIOR MANAGEMENT TEAM	D Sumner, R Odedra, J Reeson, C Hardy, C Robbins, A Marchewka, D Page & K Randle
AUDITORS:	Muras Baker Jones Limited Regent House Bath Avenue Wolverhampton WV1 4EG
BANKERS:	Barclays Bank PLC PO Box No 2 25 High Street Coventry CV1 5QZ

REPORT OF THE DIRECTORS continued

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

People in Action is a company incorporated in England, limited by guarantee, governed by its Memorandum and Articles of Association dated 29 March 1990 as amended 26 July 2004. It was registered as a charity with the Charity Commission on 10 May 1990.

The company currently has four members who in the event of the company being wound up are required to contribute an amount not exceeding £25.

Recruitment and appointment of Trustees and induction and training

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Board of Directors (the Board).

The Board can during the year appoint a member to fill a vacancy or as an addition (as long as the maximum number of 13 is not exceeded). Any such Board member shall only hold office until the next general meeting, but shall be eligible for re-election.

At each Annual General Meeting one third of Board members, or the number nearest to one third, shall be subject to retirement by rotation. A Board member who retires at an Annual General Meeting may, if willing, be re-elected. The minimum number of trustees shall not be less than three.

In an effort to maintain a broad mix of skills, the make up of the Board is reviewed at least once a year and individuals will be approached to offer themselves for election or organisations will be asked to consider whether they have an individual who will be willing to do this.

When considering appointing trustees, the Board has regard to the requirements for any specialist skills needed.

New Board members attend an induction meeting to familiarise themselves with the charity, the legal context within which it operates, and their responsibilities.

All Board members are regularly updated with information pertinent to their role as directors and on matters relating to the operation of the charity.

Organisation

People in Action has four volunteer non-executive trustees/directors, who along with the Senior management (as detailed on page 1) are responsible for the overall running of the organisation. This group formulates the policy and direction of the organisation, and are the key management team for the organisation.

Three Operation Managers and a Quality and Development Lead are responsible for the implementation of policy development on new services and the internal monitoring of current services.

Service Managers are directly responsible for managing their individual services on a day to day basis.

Subsidiary companies

People in Action Retail Limited continues operating a café in Bedworth, providing a hub for the local community along with an on-site garden project. The site opened in 2014, serving vegetarian meals and offering volunteering opportunities for those involved with the charity.

REPORT OF THE DIRECTORS continued

Employees

The skill and commitment of our staff is the bedrock to our services users. Development focuses on training and the achievement of qualifications such as NVQ's. With regard to disables persons, the Charity's policy is to give full and fair consideration to applications for employment by disabled people having regard to their particular aptitudes and abilities.

As always, we express our appreciation to all our staff teams and supporters.

Investment Policy

The company reserves are invested in fixed assets funded by bank borrowings. Cash funds to meet day to day expenses are held in UK bank accounts.

OBJECTIVES AND ACTIVITIES

The objects of the Company are to promote relief for adults with learning disabilities and mental health problems who need additional support. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our Trustee meetings. We provide a learning experience for people in a variety of environments. We can provide residential care which includes accommodation, we operate supporting living services where people can be supported in their own homes and tenancies, we offer a respite service where people can take short breaks, as well as community and leisure support. We operate two garden projects where individuals can learn horticultural skills, an assessment service, and services for challenging and multiple disabilities.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

People in Action continues to be affected by the political environment, and being almost wholly Council related work has no leverage on the prices that can be achieved, and even less on cost increases imposed such as Minimum Wage, pensions, National Insurance and regulatory cost increases in the year.

Review of 2023/24

Once again we would like to thank all members of staff for their continued support and efforts, which enable us to continue to support our customers.

Following on from two years of various COVID impacted operations, the 22/23 financial year saw People in Action improve internal processes and compliance. Following on from an inspection of one of our properties in February 2022, our regulator (The CQC) published their report in May 2022 rating one of our services as "Inadequate" and placing it in special measures. Consequently, the organisation was in constant communication with various stakeholders with the sole aim of addressing issues and concerns. This took several months with support internally from multiple staff members, and external bodies/agencies. Following a re-inspection the CQC were satisfied with the changes implemented and rated the service as "requires improvement" and lifted any measures in place. The organisation took a pragmatic approach and reviews systems and processes across the business. Resources were put towards ensuring our services and properties were in line with compliance and a full overhaul of internal processes was undertaken with the sole aim of compliance and transparency.

During this financial year we moved from our long-standing Head Office in Bedworth to a new building in Nuneaton, which was purchased outright in March 2023. The move was one we envisaged due to rising rental costs, and the purchase of the building on St Davids Way ensures People in Action's operational viability for years to come. With tight moving deadlines in place, work was completed in a matter of months and in August 2023, with acknowledgement to all staff teams involved in the move, we had fully moved over into our new Head Office.

REPORT OF THE DIRECTORS continued

Following an organisational restructure, efficiencies have been made in our day to day operations by job role absorption within the Senior management team, allowing us to further improve our working methods. Further developments in rota management systems have taken place and will continue in the future, where People in Action fully embrace technology to keep us at the forefront as an innovative care provider.

Our training department saw an overhaul of current systems, moving towards a blended learning approach embracing online training solutions.

Our Day Opportunities continue to thrive. Our increased capacity for sessions at our new office aiding, along with a National Lottery grant of £40,000 to improve our offerings.

Our day to day care provisions continued, and following on from a number of years of restrictions various activities, day trips and holidays for our customers which were not previously possible were achieved during this financial year.

FINANCIAL REVIEW

Details of the financial position of the Charity are set out in the following accounts which have been prepared in accordance with the Charities SORP (FRS 102).
The accounts comply with all the current statutory requirements and with the requirements of the Charity's governing instrument.

Results for the year

For the year ended 31 March 2024 total incoming group resources amounted to £11,224,690 a marginal increase on the previous year. After deducting resources expended of £11,369,574 net outgoing resources amounted to £144,884 (2023 - Net incoming resources of £585,253).

Other key performance indicators such as occupancy, staff hours and agency hours are continually monitored. This checks actual/agency hours correlate with contracted hours and total income, to ensure best use of resources. Other key indicators are health and well-being indicators and staff retention levels.

People in Action continues to work with vulnerable individuals in a variety of circumstances, from domiciliary support to residential accommodation, day services and work based opportunities in garden centres and our café.

We take pride in offering in house training to all current staff and new starters, and we stand apart from the majority of providers in providing our staff with full employment contracts as opposed to zero hour contracts evident elsewhere. We believe in providing a quality service to all customers and our valued staff and will through strategic analysis and initiatives resume our financial security in the near future.

Reserves policy

Details of General Reserves of the company are shown in Note 19 to the financial statements.

The Trustees have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed. The directors consider that given the high level of funds invested in fixed assets a policy based on free reserves is not appropriate. It is the policy of the charity to maintain a general fund reserve that equates to ten percent of the previous year's income (£1.1 million) to ensure sufficient funds are retained to meet any potential liabilities. Group General Reserves of approximately £4.8 million, excluding revaluations, were held at 31 March 2024.

REPORT OF THE DIRECTORS continued

PLANS FOR FUTURE PERIODS

The Trustees along with the Director Team continue to explore all opportunities for future growth and development of the organisation, which fit into the ethos of providing a quality service to those we support and the organisations strategy to attract, retain, develop, and promote the best people.
Plans to rebrand and relaunch Content Care to enable us to capture new opportunities have been put on hold for the time being, as the landscape of care locally and nationally are ever changing.

Continuing investment into our services and staff teams is crucial for the organisation. The purchase of a new office building represents financial due diligence which will allow our office based staff teams to work more efficiently and grow our day opportunities and training programmes.

RISK MANAGEMENT

The company carries out an ongoing review of all major potential risks to which it may be exposed. Senior management meet on an eight week basis in order to discuss any matters that arise, along with quarterly Governance meetings open to various levels within the organisation.

Financial risks are managed by the preparation of budgets and monthly management accounts, together with appropriate control procedures. Other risks are managed by such procedures as health and safety reviews, customer care and best value reviews.

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity and Company Law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In preparing those Financial Statements the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make sound judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;

The Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

TAXATION STATUS

In the opinion of the Directors the charity is exempt from taxation in accordance with the provisions of the Income and Corporation Taxes Act 1988.

REPORT OF THE DIRECTORS continued

AUDITORS

Messrs. Muras Baker Jones Limited have signified their willingness to continue in office and a resolution to re-appoint them as Auditors will be proposed at the forthcoming Annual General Meeting.

Approved by the Board on 16 December 2024
and signed on its behalf by:



J W HUNT
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION

Opinion

We have audited the financial statements of People in Action (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise Consolidated Statement of Financial Activities (including Consolidated Income and Expenditure Account), the Consolidated and Parent Charitable Company Statement of Financial Position, the Consolidated Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2024, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the directors' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the directors' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In planning and designing our audit tests we identify and assess the risks of material misstatement within the financial statements, whether due to fraud or error. Our assessment of these risks includes consideration of the nature of the industry and sector, the control environment and the charity performance along with the results of our enquiries of management about their own identification and assessment of risks and irregularities. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, Charities Act, UK tax legislation and other laws and regulations identified as risk areas identified from our discussions with management.

We communicated relevant identified laws and regulations and potential fraud risks to all engagement team members including internal specialists, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

After consideration of the above risks we then carried out audit procedures including the following:

- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;

- reading minutes of trustees meetings;
- reviewing correspondence with H M Revenue & Customs;
- enquiring of management and reviewing any correspondence with legal advisors concerning actual and potential litigation and claims;
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

There are inherent limitations in our audit procedures described above. The more removed that the laws and regulations are from financial transactions the less likely it is that we would be aware on non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Oliver Ross BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of
Muras Baker Jones Limited
Chartered Accountants and Statutory Auditors
Regent House
Bath Avenue
Wolverhampton
WV1 4EG

16 December 2024

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total funds 2024 £	Total funds 2023 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income:					
Donations and sundry income	4	9,236	40,000	49,236	34,648
Activities for generating funds:					
Fees for the provision of care and nursing	7a	-	-	-	-
Income from cafe	7b	144,574	-	144,574	167,858
Interest received		38,095	-	38,095	20,538
Incoming resources from Charitable activities:					
Grants and Fees for provision of care and accommodation		10,992,785	-	10,992,785	10,950,208
TOTAL INCOMING RESOURCES		11,184,690	40,000	11,224,690	11,173,252
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	8	17,707	-	17,707	16,428
Costs for the provision of care services	7a	254	-	254	29,390
Costs for the operation of cafe	7b	197,125	-	197,125	199,810
Goodwill amortisation	12	-	-	-	51,158
		215,086	-	215,086	296,786
Charitable activities	8	11,154,488	-	11,154,488	10,291,213
TOTAL RESOURCES EXPENDED		11,369,574	-	11,369,574	10,587,999

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES continued (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
NET INCOMING/ (OUTGOING) RESOURCES FOR THE YEAR	6	(184,884)	40,000	(144,884)	585,253
TOTAL FUNDS AT 1 APRIL 2023		4,996,759	-	4,996,759	4,411,506
RESERVE TRANSFERS		-	-	-	-
TOTAL FUNDS AT 31 March 2024	19	4,811,875	40,000	4,851,875	4,996,759

The statement of financial activities includes all gains and losses in the year.
The resources and expenditure in relation to the provision of care and nursing derive from discontinuing activities. All other incoming resources and resources expended derive from continuing activities.

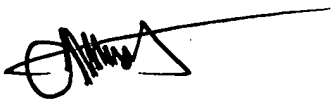
People in Action

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

At 31 March 2024

	Note	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		5,211,221		5,072,046
CURRENT ASSETS					
Stocks		2,500		1,026	
Debtors	14	874,016		867,357	
Cash at Bank and in Hand	15	1,888,029		2,142,094	
		2,764,545		3,010,477	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	56,197		50,862	
All Other Creditors	17	1,995,880		1,907,158	
		2,052,077		1,958,020	
NET CURRENT ASSETS			712,468		1,052,457
TOTAL ASSETS LESS CURRENT LIABILITIES			5,923,689		6,124,503
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(36,430)		(92,360)
NET ASSETS			5,887,259		6,032,143
Represented by:					
GENERAL UNRESTRICTED FUND	19		4,811,875		4,996,759
RESTRICTED FUNDS	19		40,000		-
REVALUATION RESERVE	20		1,035,384		1,035,384
			5,887,259		6,032,144

The financial statements were approved by the Board on 16 December 2024 and signed on its behalf by:



J W HUNT - Director

Company Registration No. 02486564

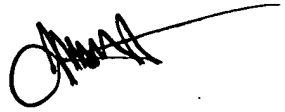
People in Action

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION

At 31 March 2024

	Note	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		5,210,666		5,070,534
Investment in subsidiary	13		-		-
			5,210,666		5,070,534
CURRENT ASSETS					
Debtors due within one year	14	1,244,912		1,302,592	
Cash at Bank and in Hand		1,842,788		1,931,476	
		3,087,700		3,234,068	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	56,197		50,862	
All Other Creditors	17	2,070,006		1,933,217	
		2,126,203		1,984,079	
NET CURRENT ASSETS			961,497		1,249,989
TOTAL ASSETS LESS CURRENT LIABILITIES			6,172,163		6,320,523
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(36,430)		(92,360)
NET ASSETS			6,135,733		6,228,163
Represented by:					
RESERVE FUNDS	19		5,060,349		5,192,779
RESTRICTED FUNDS	19		40,000		-
REVALUATION RESERVE	20		1,035,384		1,035,384
			6,135,733		6,228,163

The financial statements were approved by the Board on 16 December 2024 and signed on its behalf by:



J W HUNT - Director

Company Registration No. 02486564

People in Action

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Surplus for the year		(144,884)	585,253
Adjustments for:			
Depreciation of tangible assets		84,634	42,159
Goodwill amortisation		-	51,158
Other interest receivable and similar income		(38,095)	(20,538)
Interest payable and similar charges		7,764	9,378
Losses/ (gains) on disposal of tangible assets		-	-
Accrued (income)/expenses		(35,168)	(67,775)
Changes in:			
Stocks		(1,473)	989
Trade and other debtors		8,630	54,270
Trade and other creditors		108,600	12,394
Cash generated from operations		(9,992)	667,288
Interest paid		(7,764)	(9,378)
Interest received		38,095	20,538
Net cash from operating activities		20,339	678,448
Cash flows from investing activities			
Purchase of tangible assets		(223,809)	(1,303,695)
Proceeds from sale of tangible assets		-	-
Net cash used in investing activities		(223,809)	(1,303,695)
Cash flows from financing activities			
Repayments of secured bank loans		(50,595)	(49,054)
Net cash from financing activities		(50,595)	(49,054)
Net increase/ (decrease) in cash and cash equivalents		(254,065)	(674,301)
Cash and cash equivalents at beginning of year		2,142,094	2,816,395
Cash and cash equivalents at the year end	15	1,888,029	2,142,094

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2024

1. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'.

2. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiaries are consolidated on a line by line basis.

People in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

(b) COMPANY STATUS

The charity is a private company, registered in England (company number 02486564), and is limited by guarantee. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £25 per member of the charity.

(c) FUND ACCOUNTING

General Unrestricted Funds comprise accumulated surpluses on General Funds. They are available for use at the discretion of the Directors in furtherance of the charity's objectives.

Designated Funds are those funds allocated from the General Fund for particular purposes or projects at the discretion, and with the approval, of the Directors.

Restricted funds are those funds to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

(d) INCOMING RESOURCES

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related services are provided.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

(e) RESOURCES EXPENDED

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes irrecoverable VAT, which is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

(f) CAPITALISATION AND DEPRECIATION OF TANGIBLE FIXED ASSETS

The company will capitalise items of equipment where their expected useful life is more than one year. Tangible fixed assets are initially recognised at cost which is the purchase price plus any directly attributable costs, and are subsequently measured at cost less accumulated depreciation and impairment.

Depreciation is calculated to write off the cost less estimated residual value of Fixed Assets over their estimated useful lives at the following annual rates:

Motor Vehicles	-	33%	Straight Line
Equipment	-	33%	Straight Line/20%/15%/33% reducing balance
Mobile Home	-	10%	Straight Line

Short leasehold property is depreciated over the lease period.

No depreciation is provided on Freehold or Long Leasehold Properties. It is the policy of the charity to maintain its properties in a continual state of sound repair and to extend and make improvements thereto from time to time. Accordingly, the Directors consider that the lives of such properties are so long and residual values are so high that their depreciation is insignificant and immaterial. Any permanent diminution in the value of such properties is charged to the Profit and Loss Account as appropriate.

(g) GOODWILL

Goodwill arising on the acquisition of subsidiary undertakings, representing the excess of the fair value of the consideration given over the fair value of the identifiable assets and liabilities acquired, is capitalised and written off on a straight line basis over its useful economic life of 5 or 10 years.

(h) IMPAIRMENT OF ASSETS

At each reporting date the Company reviews the carrying value of its 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.

The recoverable amount of an asset is the higher of fair value less costs to sell and value in use. Value in use is the present value of the future cash flows expected to be derived from the asset, or cash generating unit. The present value calculation involves estimating the future cash inflows and outflows to be derived from continuing to use the asset, and from its ultimate disposal, applying an appropriate discount rate to those future cash flows.

Where the recoverable amount of an asset is less that the carrying amount, an impairment loss is recognised immediately in profit or loss. An impairment loss recognised for all assets is reversed in a subsequent period if, and only if, the reasons for the impairment loss have ceased to apply. Impairment losses are charged to profit or loss in administration expenses.

(i) PENSION COSTS

Contributions payable to pension schemes are charged to the Profit and Loss Account in the period to which they relate.

(j) OPERATING LEASES

Rentals payable under Operating Leases are charged on a straight line basis over the terms of the Leases.

3. INCOME

Income arises from:	2024 £	2023 £
Provision of services	10,992,785	10,950,208
Sale of goods	144,574	167,858
Interest received	38,095	20,538
Other operating income	49,236	34,648
	11,224,690	11,173,252

4. OTHER OPERATING INCOME

	2024	2023
	£	£
Donations and Sundry income	9,236	34,648
Grant income received	40,000	-

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2024	2023
	£	£
On Bank Loans and Overdrafts	7,764	9,378

6. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR

	2024	2023
These are stated after charging :	£	£
Depreciation of Owned Tangible Fixed Assets	40,047	2,733
Depreciation of Leasehold Property	44,587	39,426
(Profit)/Loss on disposal of Fixed Assets	-	-
Auditors' Remuneration and other services	19,950	24,500
Hire of Other Assets - Property Rentals	339,668	453,057
- Vehicles and Equipment	41,958	56,055

7a. INCOME AND COSTS FOR THE PROVISION OF CARE AND NURSING

	2024		2023	
	£	£	£	£
Fees received for the provision of care and nursing		-		-
Other operating income		293		2,191
		293		2,191
Cost of sales	-		-	
Administrative expenses	254		29,390	
Expenditure incurred for the provision of care and nursing		(254)		(29,390)
Surplus/(Deficit) for the year		39		(27,199)

7b. INCOME AND COSTS FOR THE CAFE

	2024		2023	
	£	£	£	£
Café income		144,574		167,858
Other operating income		59		12
		144,633		167,870
Cost of sales	52,339		60,058	
Administrative expenses	144,786		139,752	
Expenditure incurred on:				
Cafe		(197,125)		(199,810)
Deficit for the year		(52,492)		(31,940)

8. ANALYSIS OF RESOURCES EXPENDED

	Voluntary Income £	Charitable activities £	2024 £	2023 £
Staff and Agency Support	5,707	9,466,942	9,472,649	8,818,552
Premises costs	-	564,991	564,991	617,894
Provision and household expenses	-	263,858	263,858	253,816
Legal and Professional	-	105,081	105,081	60,748
Insurance	-	57,674	57,674	51,698
Depreciation, (Profit)/Loss on disposals	-	83,677	83,677	41,140
Motor and Travel costs	-	50,042	50,042	70,619
Bank Interest	-	7,764	7,764	6,035
Telephone	-	53,786	53,786	46,489
Recruitment and Training	-	92,399	92,399	60,877
General Repairs	-	164,455	164,455	101,934
Office and Miscellaneous	12,000	244,233	256,233	239,354
Bad debts	-	(414)	(414)	(61,515)
	17,707	11,154,488	11,172,195	10,307,641

Staff and agency support costs include £8,560 governance costs included within charitable activities (2023 - £9,642). Legal and professional costs include £18,000 governance costs within charitable activities (2023 - £17,000). Total £26,560 (2023 - £26,642).

Resources expended for the provision of the subsidiaries care services and cafe are detailed separately in notes 7a and 7b.

9. EMPLOYEE INFORMATION

The average number of persons employed by the group during the year was as follows:

	2024	2023
		No
Management and Administration	379	388

The aggregate payroll costs of these persons were as follows:

	2024	2023
	£	£
Wages and Salaries	8,282,485	7,795,401
Social Security Costs	708,132	655,439
Other Pension Costs	154,575	139,601
	9,145,192	8,590,441

The number of employees receiving emoluments in excess of £60,000 were:-

	2024	2023
		No
Taxable emoluments band:		
£60,000 - £70,000	3	3
£70,000 - £80,000	1	-

The employees whose emoluments exceed £60,000 during the year ended 31 March 2024 also had retirement benefits accruing under a defined benefit pension scheme.

No Director received any remuneration from the charity (2023 - £Nil).

The senior management team disclosed on page 1 received emoluments of £415,457 during the year ended 31 March 2024 (2023 - £368,818).

10. TAXATION

The charitable company is exempt from corporation tax on income and gains falling within section 505 of Taxes Act 1988 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that these applied to the charitable objects. No tax charges have arisen in the charity.

11. TANGIBLE FIXED ASSETS

GROUP	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2023	575,470	4,897,508	72,758	231,032	5,776,768
Additions	-	111,681	-	112,128	223,809
Disposals	(67,201)	-	-	(26,907)	(94,108)
At 31 March 2024	508,269	500,189	72,758	316,253	5,906,469
ACCUMULATED DEPRECIATION:					
At 1 April 2023	404,157	-	72,019	228,546	704,722
Charge for the year	44,587	-	185	39,862	84,634
Disposals	(67,201)	-	-	(26,907)	(94,108)
At 31 March 2024	381,543	-	72,204	241,501	695,248
NET BOOK VALUE:					
At 1 April 2023	171,313	4,897,508	739	2,486	5,072,046
At 31 March 2024	126,726	5,009,189	554	74,752	5,211,221

11. TANGIBLE FIXED ASSETS continued

CHARITABLE COMPANY	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2023	575,470	4,897,508	64,444	228,715	5,766,137
Additions	-	111,681	-	112,128	223,809
Disposals	(67,201)	-	-	(26,907)	(94,108)
At 31 March 2024	508,269	5,009,189	64,444	313,936	5,895,838
ACCUMULATED DEPRECIATION:					
At 1 April 2023	404,157	-	64,444	227,002	695,603
Charge for the year	44,587	-	-	39,090	83,677
Disposals	(67,201)	-	-	(26,907)	(94,108)
At 31 March 2024	381,543	-	64,444	239,185	685,172
NET BOOK VALUE:					
At 1 April 2023	171,313	4,897,508	-	1,713	5,070,534
At 31 March 2024	126,726	5,009,189	-	74,751	5,210,666

12. GOODWILL ON CONSOLIDATION

	£
COST	
At 1 April 2023 and 31 March 2024	448,332
AMORTISATION	
At 1 April 2023	448,332
Charge for the year	-
At 31 March 2024	448,332
NET BOOK VALUE	
At 31 March 2023	-
At 31 March 2024	-

The goodwill arose on the acquisition of Charterville Care at Home Limited on 24 February 2012, the acquisition of Core Business & Community Support Ltd on 7 November 2014 and the acquisition of People in Action Retail Limited on 7 October 2015 (see note 13).

13. INVESTMENT IN SUBSIDIARY COMPANIES

13A CHARTERVILLE CARE AT HOME LIMITED

The Investment at 31 March 2024 in part represents the whole of the Issued Share Capital of Charterville Care at Home Limited. The company is registered in England (company number 04015898) and has its registered office at St Davids Way, Bermuda Park, Nuneaton, CV10 7SD. The subsidiary was acquired on 24 February 2012, and was primarily used for the provision of care services in Oxfordshire. The company has now ceased trading.

Goodwill of £187,812 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £480,900 (see note 12). Net book value in note 12 at 31 March 2024 is £nil (2023 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2024 is included in note 7a together with income and expenditure of its own subsidiary, Content Care Limited. Both companies ceased trading during the previous year. A summary of the balance sheet of Charterville Care at Home Limited at 31 March 2024 is shown below:

	2024 £	2023 £
Assets	86,000	172,304
Liabilities	(1,129,765)	(1,216,005)
	(1,043,765)	(1,043,701)
Represented by:		
Share capital	1,002	1,002
Profit and loss account	(1,044,767)	(1,044,703)
Net liabilities	(1,043,765)	(1,044,703)

13B PEOPLE IN ACTION RETAIL LIMITED

The investment at 31 March 2024 also includes the whole of the issued share capital of People in Action Retail Limited. The company is registered in England (company number 02908041) and has its registered office at St Davids Way, Bermuda Park, Nuneaton, CV10 7SD. The subsidiary was acquired on 7 November 2014 and was used for the provision of consultancy services to facilitate care at home in Haddenham. The company ceased providing these services during 2019 and instead undertook to run the Café in Bedworth which had been established by People in Action.

Goodwill of £89,998 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £90,000 (see note 12). Net book value in note 12 at 31 March 2024 is £nil (2023 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2024 is included in note 7b. A summary of the balance sheet of the subsidiary at 31 March 2024 is shown below:

	2024 £	2023 £
Assets	48,393	62,184
Liabilities	(296,984)	(258,282)
	(248,591)	(196,098)
Represented by:		
Share capital	2	2
Profit and loss account	(248,593)	(196,100)
Net liabilities	(248,591)	(196,098)

13C CONTENT CARE LIMITED

During the year ended 31 March 2016, one of the Charity's subsidiaries, Charterville Care at Home Limited, purchased the whole of the issued share capital of Content Care Limited. The company is registered in England (company number 05688399) and has its registered office at St Davids Way, Bermuda Park, Nuneaton, CV10 7SD. The subsidiary was acquired on 7 October 2015 and was primarily used for the provision of care services in Oxfordshire. The company has now ceased trading.

Goodwill of £170,522 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £263,725 (see note 12). Net book value in note 12 at 31 March 2024 is £nil (2023 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2024 is included in note 7a aggregated with that of Charterville Care at Home Limited. A summary of the balance sheet of the subsidiary at 31 March 2024 is shown below:

	2024 £	2023 £
Assets	87,382	104,043
Liabilities	-	(16,763)
	87,382	87,280
Represented by:		
Share capital	100	100
Profit and loss account	87,282	87,180
Net assets	87,382	87,280

13D **CHARITABLE COMPANY**

	£
COST	
At 1 April 2023 and 31 March 2024	570,900
IMPAIRMENT	
At 1 April 2023	570,900
Charge for the year	-
At 31 March 2024	570,900
NET BOOK VALUE	
At 31 March 2023	-
At 31 March 2024	-

14. DEBTORS

	Group		Charitable Company	
	2024	2023	2024	2023
	£	£	£	£
Trade Debtors	779,274	745,209	779,274	745,209
Other Debtors and Prepayments	94,742	122,148	94,091	126,150
Amount due from group undertaking	-	-	371,547	431,233
	874,016	867,357	1,244,912	1,302,592

15. CASH AND CASH EQUIVALENTS

	Group	
	2024	2023
Cash and cash equivalents comprise the following:	£	£
Cash at bank and in hand	1,888,029	2,142,094

16. BANK LOANS AND OVERDRAFTS

The charitable company bank loans are secured. The loans total £92,627 (2023 - £143,222).

17. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charitable Company	
	2024	2023	2024	2023
	£	£	£	£
Trade Creditors	169,856	199,950	165,145	191,318
Amount due to group undertaking	-	-	86,827	-
Social Security Costs and Other Taxation	331,426	303,806	326,335	303,806
Other Creditors	851,657	805,758	851,657	805,758
Accruals	642,941	597,644	640,042	632,335
	1,995,880	1,907,158	2,070,006	1,933,217

18. CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charitable Company	
	2024	2023	2024	2023
	£	£	£	£
Bank Loans	36,430	92,360	36,430	92,360
	36,430	92,360	36,430	92,360

Included in the above are the following:

Amounts repayable by instalments but not wholly repayable within five years:	Charitable Company	
	2024	2023
	£	£
Repayable within one to two years	36,430	50,862
Repayable within two to five years	-	41,498
Repayable after five years	-	-
	92,627	92,360

The bank loan is secured and interest is charged at a fixed rate of 1½% above the bank base rate. It is wholly repayable within five years.

19. RESERVE FUNDS

GROUP	General funds £	Designated funds £	Restricted funds £	Total £
At 1 April 2023	4,996,759	-	-	4,996,759
Surplus/(deficit) for the year	(184,884)	-	40,000	(144,884)
At 31 March 2024	4,811,875	-	40,000	4,851,875

CHARITABLE COMPANY	General funds £	Designated funds £	Restricted funds £	Total £
At 1 April 2023	5,192,779	-	-	5,192,779
Surplus/(deficit) for the year	(132,430)	-	40,000	(92,430)
At 31 March 2024	5,060,349	-	40,000	5,100,349

The restricted funds were received to improve the provision of Day Opportunities.

20. REVALUATION RESERVE

The charities freehold properties are included at deemed cost of £3,575,000 based on a market valuation at 10 June 2016. This is £1,035,384 greater than the original cost of acquisition.

	£
At 1 April 2023 and 31 March 2024	1,035,384

21. CAPITAL COMMITMENTS

At 31 March 2024 the group had no capital commitments (2023 - none).

22. CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2023.

23. OTHER FINANCIAL COMMITMENTS

At 31 March 2024 the group was committed to making the following payments under non-cancellable operating leases:

	Land and buildings		Other	
	2024	2023	2024	2023
	£	£	£	£
Operating Leases which expire:				
Within one year	38,500	59,500	11,763	11,763
Within two to five years	91,458	129,959	22,565	34,328
After five years	-	-	-	-
	129,958	189,459	34,328	46,091

24. PENSION COMMITMENTS

The company contributes to personal pension schemes, the local government pension scheme, and the NHS Pensions Agency. The assets of the schemes are held separately from those of the company in independently administered funds. The pension cost charge detailed in Note 8 represents contributions payable by the company to the schemes. At 31 March 2024 contributions totalling £70,544 were outstanding to the funds (2023 - £61,410).

25. RELATED PARTY TRANSACTIONS

Indemnity insurance was taken out during the year in respect of directors and officers. The cost of this insurance was £4,870 (2023 - £6,710).

Amounts due to/from People in Action from/to group undertakings are disclosed in note 14 and 17. £1,129,765 (2023 - £1,216,005) is due from Charterville Care at Home Limited against which a provision of £1,042,500 was made at 31 March 2024 and £284,282 (2023 - £242,861) is due from People in Action Retail Limited. In addition, £86,827 is due to Content Care Limited (2023 - £14,868 due from).

26. ULTIMATE CONTROL

The ultimate control of the charitable company rests with its members.

PEOPLE IN ACTION

England & Wales - Charity number 702885

Accounts

Company No: 02486564

People in Action

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 March 2023



Muras Baker Jones Limited
Chartered Accountants
Wolverhampton

People in Action

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For the year ended 31 March 2023

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People in Action

REPORT OF THE DIRECTORS

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiaries for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name:	People in Action
Charity number:	702885
Company number:	2486564
Principal Office:	St David's Way Bermuda Park Nuneaton CV10 7SD

DIRECTORS AND TRUSTEES

The company is a registered charity and the directors are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Directors.

The Directors set out below have held office during the whole of the period from 1 April 2023 to the date of this Report unless otherwise stated.

	Mr J W Hunt Ms S J Morris Ms L A Bonnar Mr M J Cox Mrs Y Hunter
COMPANY SECRETARY	J Reeson (resigned 12 August 2023)
SENIOR MANAGEMENT TEAM	C Hardy, R Odedra, D Page, J Reeson, C Robins and D Sumner.
AUDITORS:	Muras Baker Jones Limited Regent House Bath Avenue Wolverhampton WV1 4EG
BANKERS:	Barclays Bank PLC PO Box No 2 25 High Street Coventry CV1 5QZ

REPORT OF THE DIRECTORS continued

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

People in Action is a company incorporated in England, limited by guarantee, governed by its Memorandum and Articles of Association dated 29 March 1990 as amended 26 July 2004. It was registered as a charity with the Charity Commission on 10 May 1990.

The company currently has six members who in the event of the company being wound up are required to contribute an amount not exceeding £25.

Recruitment and appointment of Trustees and induction and training

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Board of Directors (the Board).

The Board can during the year appoint a member to fill a vacancy or as an addition (as long as the maximum number of 13 is not exceeded). Any such Board member shall only hold office until the next general meeting, but shall be eligible for re-election.

At each Annual General Meeting one third of Board members, or the number nearest to one third, shall be subject to retirement by rotation. A Board member who retires at an Annual General Meeting may, if willing, be re-elected. The minimum number of trustees shall not be less than three.

In an effort to maintain a broad mix of skills, the make up of the Board is reviewed at least once a year and individuals will be approached to offer themselves for election or organisations will be asked to consider whether they have an individual who will be willing to do this.

When considering appointing trustees, the Board has regard to the requirements for any specialist skills needed.

New Board members attend an induction meeting to familiarise themselves with the charity, the legal context within which it operates, and their responsibilities.

All Board members are regularly updated with information pertinent to their role as directors and on matters relating to the operation of the charity.

Organisation

People in Action has five volunteer non-executive trustees/directors, who along with the Senior management (as detailed on page 1) are responsible for the overall running of the organisation. This group formulates the policy and direction of the organisation, and are the key management team for the organisation.

Three operation managers and a quality manager are responsible for the implementation of policy development on new services and the internal monitoring of current services.

Service Managers are directly responsible for managing their individual services on a day to day basis.

Subsidiary companies

With the changing landscape of Social Care in the Oxfordshire region People in Action re-evaluated strategies and operations within Oxfordshire. This subsequently resulted in Charterville Care seeing out the contract with Oxfordshire County council and exiting the care market in Oxfordshire.

Whilst Content Care was not contractually bound by any Council, the identical decision was taken by the board of Trustee's. Once stability re-emerges in the Social Care sector, Content Care may look to resume operations in the private sector of the care market areas to be decided.

People in Action Retail Limited continues operating a café in Bedworth and has resumed operations with no restrictions in place following the Covid-19 pandemic. The Mayor's Café works hand in hand with our on-site Garden Project.

REPORT OF THE DIRECTORS continued

Employees

The skill and commitment of our staff is the bedrock to our services users. Development focuses on training and the achievement of qualifications such as NVQ's. With regard to disables persons, the Charity's policy is to give full and fair consideration to applications for employment by disabled people having regard to their particular aptitudes and abilities.

As always, we express our appreciation to all our staff teams and supporters.

Investment Policy

The company reserves are invested in fixed assets funded by bank borrowings. Cash funds to meet day to day expenses are held in UK bank accounts.

OBJECTIVES AND ACTIVITIES

The objects of the Company are to promote relief for adults with learning disabilities and mental health problems who need additional support. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our Trustee meetings. We provide a learning experience for people in a variety of environments. We can provide residential care which includes accommodation, we operate supporting living services where people can be supported in their own homes and tenancies, we offer a respite service where people can take short breaks, as well as community and leisure support. We operate two garden projects where individuals can learn horticultural skills, an assessment service, and services for challenging and multiple disabilities.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

People in Action continues to be affected by the political environment, and being almost wholly Council related work has no leverage on the prices that can be achieved, and even less on cost increases imposed such as Minimum Wage, pensions, National Insurance and regulatory cost increases in the year.

Review of 2022/23

Following on from an organisational restructure and absorption of senior job roles from the previous year(s), the organisation has been able to move forward in making efficiencies in the way it operates as well as re-investing in its services, infrastructure, and staff teams. We have been able to offer an increased hourly rate for those staff members who hold an NVQ 2 Qualification in Health and Social Care further demonstrating our aim to be competitive in the Health and Social care recruitment market.

With a new role introduced into People in Action, reinvestment into our properties and services will continue working with our refurbishment plan for current and future periods.

As referenced above, external factors and the socio-economic climate will constantly impact People in Action. Our Head Office, which has been our main operating base for over 20 years, the lease to this building will expire in August 2023. Unfortunately, an agreement with our private landlord has not been reached, as the rent increase year on year over a 10-year period would impact the Charity's financial position. Thankfully the organisation has pre emptied this and kept a close eye on the commercial market. As such we have been able to outright purchase an office building in Nuneaton, two miles from our current building, by using our reserves which will futureproof the Charity for years to come. The purchase was authorised by the Board of Trustees and permitted by the Charity Commission. Over the coming months a full refurbishment of the building along with a relocation and surrender of current premises will take place.

REPORT OF THE DIRECTORS continued

Once again, we would like to thank all of our staff teams for a positive year and we look forward to continuing our strides of progress for years to come.

FINANCIAL REVIEW

Details of the financial position of the Charity are set out in the following accounts which have been prepared in accordance with the Charities SORP (FRS 102).
The accounts comply with all the current statutory requirements and with the requirements of the Charity's governing instrument.

Results for the year

For the year ended 31 March 2023 total incoming group resources amounted to £11,173,252 a decrease of 3% on the previous year. After deducting resources expended of £10,587,999 net incoming resources amounted to £585,253 (2022 £886,302).

Other key performance indicators such as occupancy, staff hours and agency hours are continually monitored. This checks actual/agency hours correlate with contracted hours and total income, to ensure best use of resources. Other key indicators are health and well-being indicators and staff retention levels.

People in Action continues to work with vulnerable individuals in a variety of circumstances, from domiciliary support to residential accommodation, day services and work based opportunities in garden centres and our café.

We take pride in offering in house training to all current staff and new starters, and we stand apart from the majority of providers in providing our staff with full employment contracts as opposed to zero hour contracts evident elsewhere. We believe in providing a quality service to all customers and our valued staff and will through strategic analysis and initiatives resume our financial security in the near future.

Reserves policy

Details of General Reserves of the company are shown in Note 20 to the financial statements.

The Trustees have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed. The directors consider that given the high level of funds invested in fixed assets a policy based on free reserves is not appropriate. It is the policy of the charity to maintain a general fund reserve that equates to ten percent of the previous year's income (£1.2 million) to ensure sufficient funds are retained to meet any potential liabilities. Group General Reserves of approximately £4.9 million, excluding revaluations, were held at 31 March 2023.

PLANS FOR FUTURE PERIODS

The Trustees along with the Director Team continue to explore all opportunities for future growth and development of the organisation, which fit into the ethos of providing a quality service to those we support and the organisations strategy to attract, retain, develop, and promote the best people.
Plans to rebrand and relaunch Content Care to enable us to capture new opportunities have been put on hold for the time being, as the landscape of care locally and nationally are ever changing.

Continuing investment into our services and staff teams is crucial for the organisation. The purchase of a new office building with a move later in the year represents financial due diligence which will allow our office based staff teams to work more efficiently and grow our day opportunities and training programmes.

REPORT OF THE DIRECTORS continued

RISK MANAGEMENT

The company carries out an ongoing review of all major potential risks to which it may be exposed. Senior management meet on a six weekly basis in order to discuss any matters that arise.

Financial risks are managed by the preparation of budgets and monthly management accounts, together with appropriate control procedures. Other risks are managed by such procedures as health and safety reviews, customer care and best value reviews.

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity and Company Law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In preparing those Financial Statements the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make sound judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;

The Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

TAXATION STATUS

In the opinion of the Directors the charity is exempt from taxation in accordance with the provisions of the Income and Corporation Taxes Act 1988.

AUDITORS

Messrs. Muras Baker Jones Limited have signified their willingness to continue in office and a resolution to re-appoint them as Auditors will be proposed at the forthcoming Annual General Meeting.

Approved by the Board on 20 December 2023
and signed on its behalf by:



J W HUNT
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION

Opinion

We have audited the financial statements of People in Action (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise Consolidated Statement of Financial Activities (including Consolidated Income and Expenditure Account), the Consolidated and Parent Charitable Company Statement of Financial Position, the Consolidated Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2023, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the directors' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the directors' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In planning and designing our audit tests we identify and assess the risks of material misstatement within the financial statements, whether due to fraud or error. Our assessment of these risks includes consideration of the nature of the industry and sector, the control environment and the charity performance along with the results of our enquiries of management about their own identification and assessment of risks and irregularities. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, Charities Act, UK tax legislation and other laws and regulations identified as risk areas identified from our discussions with management.

We communicated relevant identified laws and regulations and potential fraud risks to all engagement team members including internal specialists, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

After consideration of the above risks we then carried out audit procedures including the following:

- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;

- reading minutes of trustees meetings;
- reviewing correspondence with H M Revenue & Customs;
- enquiring of management and reviewing any correspondence with legal advisors concerning actual and potential litigation and claims;
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

There are inherent limitations in our audit procedures described above. The more removed that the laws and regulations are from financial transactions the less likely it is that we would be aware on non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Oliver Ross BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of
Muras Baker Jones Limited
Chartered Accountants and Statutory Auditors
Regent House
Bath Avenue
Wolverhampton
WV1 4EG

20 December 2023

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2023

	Notes	Total funds all unrestricted 2023 £	Total funds all unrestricted 2022 £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income:			
Donations and sundry income	4	34,648	33,596
Grants received	4	-	277,783
Activities for generating funds:			
Fees for the provision of care and nursing	7a	-	506,022
Income from cafe	7b	167,858	160,633
Interest received		20,538	646
Incoming resources from Charitable activities:			
Grants and Fees for provision of care and accommodation		10,950,208	10,586,637
TOTAL INCOMING RESOURCES		11,173,252	11,565,317
RESOURCES EXPENDED			
Costs of generating funds			
Costs of generating voluntary income	8	16,428	14,580
Costs for the provision of care services	7a	29,390	554,794
Costs for the operation of cafe	7b	199,810	184,751
Goodwill amortisation	12	51,158	17,052
		296,786	771,177
Charitable activities	8	10,291,213	9,907,838
TOTAL RESOURCES EXPENDED		10,587,999	10,679,015

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES continued (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2023

	Notes	Total Funds all unrestricted 2023 £	Total Funds all unrestricted 2022 £
NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR	6	585,253	886,302
TOTAL FUNDS AT 1 APRIL 2022		4,411,506	3,525,204
RESERVE TRANSFERS			-
TOTAL FUNDS AT 31 March 2023	19	4,996,759	4,411,506

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

There was no restricted fund income or expenditure during the year ended 31 March 2023. All funds relate to unrestricted funds.

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

At 31 March 2023

	Note	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		5,072,046		3,810,510
INTANGIBLE ASSETS					
Goodwill	12		-		51,158
			5,072,046		3,861,668
CURRENT ASSETS					
Stocks		1,026		2,016	
Debtors	14	867,357		853,135	
Cash at Bank and in Hand	15	2,142,094		2,816,395	
		3,010,477		3,671,546	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	50,862		49,583	
All Other Creditors	17	1,907,158		1,894,048	
		1,958,020		1,943,631	
NET CURRENT ASSETS			1,052,457		1,727,915
TOTAL ASSETS LESS CURRENT LIABILITIES			6,124,503		5,589,583
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(92,360)		(142,693)
NET ASSETS			6,032,143		5,446,890
Represented by:					
RESERVE FUNDS	19		4,996,759		4,411,506
REVALUATION RESERVE	20		1,035,384		1,035,384
			6,032,144		5,446,890

The financial statements were approved by the Board on 20 December 2023 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

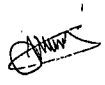
People in Action

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION

At 31 March 2023

	Note	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		5,070,534		3,807,979
Investment in subsidiary	13		-		-
			5,070,534		3,807,979
CURRENT ASSETS					
Debtors due within one year	14	1,302,592		1,302,744	
Debtors due after one year	14	-		-	
Cash at Bank and in Hand		1,931,476		2,565,595	
		3,234,068		3,868,339	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	50,862		49,583	
All Other Creditors	17	1,933,217		1,858,929	
		1,984,079		1,908,512	
NET CURRENT ASSETS			1,249,989		1,959,827
TOTAL ASSETS LESS CURRENT LIABILITIES			6,320,523		5,767,806
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(92,360)		(142,693)
NET ASSETS			6,228,163		5,625,113
Represented by:					
RESERVE FUNDS	19		5,192,779		4,589,729
REVALUATION RESERVE	20		1,035,384		1,035,384
			6,228,163		5,625,113

The financial statements were approved by the Board on 20 December 2023 and signed on its behalf by:



J W HUNT - Director

Company Registration No. 02486564

People in Action

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Surplus for the year		585,253	886,302
Adjustments for:			
Depreciation of tangible assets		42,159	42,776
Goodwill amortisation		51,158	17,052
Other interest receivable and similar income		(20,538)	(646)
Interest payable and similar charges		9,378	31,742
Losses/(gains) on disposal of tangible assets		-	4,906
Accrued (income)/expenses		(67,775)	5,240
Changes in:			
Stocks		989	(1,077)
Trade and other debtors		54,270	72,925
Trade and other creditors		12,394	9,595
Cash generated from operations		667,288	1,068,816
Interest paid		(9,378)	(31,742)
Interest received		20,538	646
Net cash from operating activities		678,448	1,037,720
Cash flows from investing activities			
Purchase of tangible assets		(1,306,695)	(7,458)
Proceeds from sale of tangible assets		-	-
Net cash used in investing activities		(1,303,695)	(7,458)
Cash flows from financing activities			
Repayments of secured bank loans		(49,054)	(1,078,550)
Net cash from financing activities		(49,054)	(1,078,550)
Net increase/(decrease) in cash and cash equivalents		(674,301)	(48,288)
Cash and cash equivalents at beginning of year		2,816,395	2,864,683
Cash and cash equivalents at the year end	15	2,142,094	2,816,395

1. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'.

2. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiaries are consolidated on a line by line basis.

People in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

(b) COMPANY STATUS

The charity is a private company, registered in England (company number 02486564), and is limited by guarantee. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £25 per member of the charity.

(c) FUND ACCOUNTING

General Unrestricted Funds comprise accumulated surpluses on General Funds. They are available for use at the discretion of the Directors in furtherance of the charity's objectives.

Designated Funds are those funds allocated from the General Fund for particular purposes or projects at the discretion, and with the approval, of the Directors.

Restricted funds are those funds to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

(d) INCOMING RESOURCES

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related services are provided.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

(e) RESOURCES EXPENDED

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes irrecoverable VAT, which is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

(f) CAPITALISATION AND DEPRECIATION OF TANGIBLE FIXED ASSETS

The company will capitalise items of equipment where their expected useful life is more than one year. Tangible fixed assets are initially recognised at cost which is the purchase price plus any directly attributable costs, and are subsequently measured at cost less accumulated depreciation and impairment.

Depreciation is calculated to write off the cost less estimated residual value of Fixed Assets over their estimated useful lives at the following annual rates:

Motor Vehicles	-	33%	Straight Line
Equipment	-	33%	Straight Line/20%/15%/33% reducing balance
Mobile Home	-	10%	Straight Line

Short leasehold property is depreciated over the lease period.

No depreciation is provided on Freehold or Long Leasehold Properties. It is the policy of the charity to maintain its properties in a continual state of sound repair and to extend and make improvements thereto from time to time. Accordingly, the Directors consider that the lives of such properties are so long and residual values are so high that their depreciation is insignificant and immaterial. Any permanent diminution in the value of such properties is charged to the Profit and Loss Account as appropriate.

(g) GOODWILL

Goodwill arising on the acquisition of subsidiary undertakings, representing the excess of the fair value of the consideration given over the fair value of the identifiable assets and liabilities acquired, is capitalised and written off on a straight line basis over its useful economic life of 5 or 10 years.

(h) IMPAIRMENT OF ASSETS

At each reporting date the Company reviews the carrying value of its 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.

The recoverable amount of an asset is the higher of fair value less costs to sell and value in use. Value in use is the present value of the future cash flows expected to be derived from the asset, or cash generating unit. The present value calculation involves estimating the future cash inflows and outflows to be derived from continuing to use the asset, and from its ultimate disposal, applying an appropriate discount rate to those future cash flows.

Where the recoverable amount of an asset is less that the carrying amount, an impairment loss is recognised immediately in profit or loss. An impairment loss recognised for all assets is reversed in a subsequent period if, and only if, the reasons for the impairment loss have ceased to apply. Impairment losses are charged to profit or loss in administration expenses.

(i) PENSION COSTS

Contributions payable to pension schemes are charged to the Profit and Loss Account in the period to which they relate.

(j) OPERATING LEASES

Rentals payable under Operating Leases are charged on a straight line basis over the terms of the Leases.

3. INCOME

Income arises from:	2023	2022
	£	£
Provision of services	10,950,208	10,815,238
Sale of goods	167,858	437,964
Interest received	20,538	646
Donations/sundry income	34,648	33,596
Government grants received	-	277,783
	11,173,252	11,565,317

4. OTHER OPERATING INCOME

	2023 £	2022 £
Donations and Sundry income	34,648	33,596
Grant income received	-	277,783

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2023 £	2022 £
On Bank Loans and Overdrafts	9,378	31,742

6. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR

These are stated after charging :	2023 £	2022 £
Depreciation of Owned Tangible Fixed Assets	2,733	3,350
Depreciation of Leasehold Property	39,426	39,426
(Profit)/Loss on disposal of Fixed Assets	-	4,906
Auditors' Remuneration and other services	24,500	24,000
Hire of Other Assets - Property Rentals	453,057	374,411
- Vehicles and Equipment	62,429	62,429

7a. INCOME AND COSTS FOR THE PROVISION OF CARE AND NURSING

	2023		2022	
	£	£	£	£
Fees received for the provision of care and nursing		-		506,022
Other operating income		2,191		29,241
		2,191		535,263
Cost of sales	-		398,307	
Administrative expenses	29,390		156,487	
Expenditure incurred for the provision of care and nursing		29,390		554,794
Surplus/(Deficit) for the year		(27,199)		(19,531)

7b. INCOME AND COSTS FOR THE CAFE

	2023		2022	
	£	£	£	£
Café income		167,858		160,633
Other operating income		12		9,738
		167,870		170,371
Cost of sales	60,058		56,133	
Administrative expenses	139,752		128,618	
Expenditure incurred on:				
Cafe		(199,810)		(184,751)
Deficit for the year		(31,940)		(14,380)

8. ANALYSIS OF RESOURCES EXPENDED

	Voluntary income £	Charitable activities £	2023 £	2022 £
Staff and Agency Support	6,428	8,812,124	8,818,552	8,375,725
Premises costs	-	617,894	617,894	551,494
Provision and household expenses	-	253,816	253,816	293,004
Legal and Professional	-	60,748	60,748	55,301
Insurance	-	51,698	51,698	80,980
Depreciation, (Profit)/Loss on disposals	-	41,140	41,140	41,182
Motor and Travel costs	-	70,619	70,619	62,982
Bank Interest	-	6,035	6,035	31,742
Telephone	-	46,489	46,489	41,672
Recruitment and Training	-	60,877	60,877	61,372
General Repairs	-	101,934	101,934	122,005
Office and Miscellaneous	10,000	229,354	239,354	213,861
Bad debts	-	(61,515)	(61,515)	(8,902)
	16,428	10,291,213	10,307,641	9,922,418

Staff and agency support costs include £9,642 governance costs included within charitable activities (2022 - £9,870). Legal and professional costs include £17,000 governance costs within charitable activities (2022 £15,000). Total £26,642 (2022 - £24,870).

Resources expended for the provision of the subsidiaries care services and cafe are detailed separately in notes 7a and 7b.

9. EMPLOYEE INFORMATION

The average number of persons employed by the group during the year was as follows:

	2023 No	2022 No
Management and Administration	388	417

The aggregate payroll costs of these persons were as follows:

	2023 £	2022 £
Wages and Salaries	7,795,401	7,826,532
Social Security Costs	655,439	639,974
Other Pension Costs	139,601	142,616
	8,590,441	8,609,122

The number of employees receiving emoluments in excess of £60,000 were:-

	2023 No	2022 No
Taxable emoluments band:		
£60,000 - £70,000	3	-

The employees whose emoluments exceed £60,000 during the year ended 31 March 2023 also had retirement benefits accruing under a defined benefit pension scheme.

No Director received any remuneration from the charity (2022 - £Nil).

The Key management team disclosed on page 1 received emoluments of £368,818 during the year ended 31 March 2023.

10. TAXATION

The charitable company is exempt from corporation tax on income and gains falling within section 505 of Taxes Act 1988 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that these applied to the charitable objects. No tax charges have arisen in the charity.

11. TANGIBLE FIXED ASSETS

GROUP	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2022	575,470	3,593,813	72,758	231,032	4,473,073
Additions	-	1,303,695	-	-	1,303,695
Disposals	-	-	-	-	-
At 31 March 2023	575,470	4,897,508	72,758	231,032	5,776,768
ACCUMULATED DEPRECIATION:					
At 1 April 2021	364,731	-	71,772	226,060	662,563
Charge for the year	39,426	-	247	2,486	42,159
Disposals	-	-	-	-	-
At 31 March 2023	404,157	-	72,019	228,546	704,722
NET BOOK VALUE:					
At 1 April 2022	210,739	3,593,813	986	4,972	3,810,510
At 31 March 2023	171,313	4,897,508	739	2,486	5,072,046

11. TANGIBLE FIXED ASSETS continued

CHARITABLE COMPANY	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2022	575,470	3,593,813	64,444	228,715	4,462,442
Additions	-	1,303,695	-	-	1,303,695
Disposals	-	-	-	-	-
At 31 March 2023	575,470	4,897,508	64,444	228,715	5,766,137
ACCUMULATED DEPRECIATION:					
At 1 April 2022	364,731	-	64,444	225,288	654,463
Charge for the year	39,426	-	-	1,714	41,140
Disposals	-	-	-	-	-
At 31 March 2023	404,157	-	64,444	227,002	695,603
NET BOOK VALUE:					
At 1 April 2022	210,739	3,593,813	-	3,427	3,807,979
At 31 March 2023	171,313	4,897,508	-	1,713	5,070,534

12. GOODWILL ON CONSOLIDATION

	£
COST	
At 1 April 2022 and 31 March 2023	448,332
AMORTISATION	
At 1 April 2022	397,174
Charge for the year	51,158
At 31 March 2023	448,332
NET BOOK VALUE	
At 31 March 2022	51,158
At 31 March 2023	-

The goodwill arose on the acquisition of Charterville Care at Home Limited on 24 February 2012, the acquisition of Core Business & Community Support Ltd on 7 November 2014 and the acquisition of People in Action Retail Limited on 7 October 2015 (see note 13).

13. INVESTMENT IN SUBSIDIARY COMPANIES

13A CHARTERVILLE CARE AT HOME LIMITED

The Investment at 31 March 2023 in part represents the whole of the Issued Share Capital of Charterville Care at Home Limited. The company is registered in England (company number 04015898) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 24 February 2012, and was primarily used for the provision of care services in Oxfordshire. Goodwill of £187,812 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £480,900 (see note 12). Net book value in note 12 at 31 March 2023 is £nil (2022 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2023 is included in note 7a together with income and expenditure of its own subsidiary, Content Care Limited. Both companies ceased trading during the year. A summary of the balance sheet of Charterville Care at Home Limited at 31 March 2023 is shown below:

	2023 £	2022 £
Assets	172,304	202,402
Liabilities	(1,216,005)	(1,218,176)
	(1,043,701)	(1,015,774)
Represented by:		
Share capital	1,002	1,002
Profit and loss account	(1,044,703)	(1,016,776)
Net liabilities	(1,044,703)	(1,015,774)

13B PEOPLE IN ACTION RETAIL LIMITED

The investment at 31 March 2023 also includes the whole of the issued share capital of People in Action Retail Limited. The company is registered in England (company number 02908041) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 7 November 2014 and was used for the provision of consultancy services to facilitate care at home in Haddenham. The company ceased providing these services during 2019 and instead undertook to run the Café in Bedworth which had been established by People in Action.

Goodwill of £89,998 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £90,000 (see note 12). Net book value in note 12 at 31 March 2023 is £nil (2022 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2023 is included in note 7b. A summary of the balance sheet of the subsidiary at 31 March 2023 is shown below:

	2023	2022
	£	£
Assets	62,184	45,257
Liabilities	(258,282)	(209,416)
	(196,098)	(164,159)
Represented by:		
Share capital	2	2
Profit and loss account	(196,100)	(164,161)
Net liabilities	(196,098)	(164,159)

13C CONTENT CARE LIMITED

During the year ended 31 March 2016, one of the Charity's subsidiaries, Charterville Care at Home Limited, purchased the whole of the issued share capital of Content Care Limited. The company is registered in England (company number 05688399) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 7 October 2015 and is primarily used for the provision of care services in Oxfordshire.

Goodwill of £170,522 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £263,725 (see note 12). Net book value in note 12 at 31 March 2023 is £nil (2022 - £51,158).

Income and expenditure of the subsidiary for the year ended 31 March 2023 is included in note 7a aggregated with that of Charterville Care at Home Limited. A summary of the balance sheet of the subsidiary at 31 March 2022 is shown below:

	2023 £	2022 £
Assets	104,043	104,367
Liabilities	(16,763)	(17,815)
	87,280	86,552
Represented by:		
Share capital	100	100
Profit and loss account	87,180	86,452
Net assets	87,280	86,522

13D **CHARITABLE COMPANY**

	£
COST	
At 1 April 2022 and 31 March 2023	570,900
IMPAIRMENT	
At 1 April 2022	570,900
Charge for the year	-
At 31 March 2023	570,900
NET BOOK VALUE	
At 31 March 2022	-
At 31 March 2023	-

14. DEBTORS

	Group		Charitable Company	
	2023	2022	2023	2022
	£	£	£	£
Trade Debtors	745,209	734,953	745,209	731,953
Other Debtors and Prepayments	122,147	118,182	126,150	110,503
Amount due from group undertaking	-	-	431,233	460,288
	867,356	853,135	1,302,592	1,302,744

15. CASH AND CASH EQUIVALENTS

	Group	
	2023	2022
Cash and cash equivalents comprise the following:	£	£
Cash at bank and in hand	2,142,094	2,816,395

16. BANK LOANS AND OVERDRAFTS

The charitable company bank loans are secured. The loans total £143,222 (2022 - £192,276).

17. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charitable Company	
	2023	2022	2023	2022
	£	£	£	£
Trade Creditors	199,950	239,018	191,318	229,575
Social Security Costs and Other Taxation	303,806	338,600	303,806	329,974
Other Creditors	805,758	734,019	805,758	729,913
Accruals	597,644	582,411	632,335	569,467
	1,907,158	1,894,048	1,933,217	1,858,929

18. CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charitable Company	
	2023	2022	2023	2022
	£	£	£	£
Bank Loans	92,360	142,693	92,360	142,693
	92,360	142,693	92,360	142,693

Included in the above are the following:

Amounts repayable by instalments but not wholly repayable within five years:	Charitable Company 2023 £	2022 £
Repayable within one to two years	50,862	50,862
Repayable within two to five years	41,498	91,831
Repayable after five years	-	-
	92,360	142,693

The bank loan is secured and interest is charged at a fixed rate of 1½% above the bank base rate. It is wholly repayable within five years.

19. RESERVE FUNDS

GROUP	General funds £	Designated funds £	Restricted funds £	Total £
At 1 April 2022	4,411,506	-	-	4,411,506
Surplus for the year	585,253	-	-	585,253
At 31 March 2023	4,996,759	-	-	4,996,759

CHARITABLE COMPANY	General funds £	Designated funds £	Restricted funds £	Total £
At 1 April 2022	4,589,729	-	-	4,589,729
Surplus for the year	603,050	-	-	603,050
At 31 March 2023	5,192,779	-	-	5,192,779

20. REVALUATION RESERVE

The charities freehold properties are included at deemed cost of £3,575,000 based on a market valuation at 10 June 2016. This is £1,035,384 greater than the original cost of acquisition.

	£
At 1 April 2022 and 31 March 2023	1,035,384

21. CAPITAL COMMITMENTS

At 31 March 2023 the group had no capital commitments (2022 - none).

22. CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2022.

23. OTHER FINANCIAL COMMITMENTS

At 31 March 2023 the group was committed to making the following payments under non-cancellable operating leases:

	Land and buildings		Other	
	2023	2022	2023	2022
	£	£	£	£
Operating Leases which expire:				
Within one year	59,500	115,900	1,526	1,700
Within two to five years	150,125	463,600	-	1,526
After five years	53,667	204,392	-	-
	263,292	783,892	1,526	3,226

24. PENSION COMMITMENTS

The company contributes to personal pension schemes, the local government pension scheme, and the NHS Pensions Agency. The assets of the schemes are held separately from those of the company in independently administered funds. The pension cost charge detailed in Note 8 represents contributions payable by the company to the schemes. At 31 March 2023 contributions totalling £61,410 were outstanding to the funds (2022 - £50,956).

25. RELATED PARTY TRANSACTIONS

Indemnity insurance was taken out during the year in respect of directors and officers. The cost of this insurance was £6,710 (2022 - £2,415).

Amounts due to People in Action from group undertakings are disclosed in note 14. £1,216,005 (2022 - £1,205,673) is due from Charterville Care at Home Limited against which a provision of £1,042,500 was made at 31 March 2023; £242,861 (2022 - £189,747) from People in Action Retail Limited and £14,868 (2022 - £14,868) from Content Care Limited.

26. ULTIMATE CONTROL

The ultimate control of the charitable company rests with its members.

PEOPLE IN ACTION

England & Wales - Charity number 702885

Accounts

Company No: 02486564

People in Action

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 March 2022

Muras Baker Jones Limited
Chartered Accountants
Wolverhampton

People in Action

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For the year ended 31 March 2022

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People in Action

REPORT OF THE DIRECTORS

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiaries for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name:	People In Action
Charity number:	702885
Company number:	2486564
Principal Office:	White Lion Chambers 44 High Street Bedworth Warwickshire CV12 8NF

DIRECTORS AND TRUSTEES

The company is a registered charity and the directors are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Directors.

The Directors set out below have held office during the whole of the period from 1 April 2021 to the date of this Report unless otherwise stated.

J W Hunt
Ms S J Morris
J Seton (resigned December 2022)
Ms R Frankel (resigned 13 April 2021)
Ms L A Bonnar

Mr M J Broad Cox and Mrs Y Hunter were appointed directors on 25 October 2022

COMPANY SECRETARY	J Reeson
SENIOR MANAGEMENT TEAM	C Hardy, R Odedra, D Page, J Reeson, C Robins and D Sumner.
AUDITORS:	Muras Baker Jones Limited Regent House Bath Avenue Wolverhampton WV1 4EG
BANKERS:	Barclays Bank PLC PO Box No 2 25 High Street Coventry CV1 5QZ

REPORT OF THE DIRECTORS continued

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

People in Action is a company incorporated in England, limited by guarantee, governed by its Memorandum and Articles of Association dated 29 March 1990 as amended 26 July 2004. It was registered as a charity with the Charity Commission on 10 May 1990.

The company currently has six members who in the event of the company being wound up are required to contribute an amount not exceeding £25.

Recruitment and appointment of Trustees and induction and training

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Board of Directors (the Board).

The Board can during the year appoint a member to fill a vacancy or as an addition (as long as the maximum number of 13 is not exceeded). Any such Board member shall only hold office until the next general meeting, but shall be eligible for re-election.

At each Annual General Meeting one third of Board members, or the number nearest to one third, shall be subject to retirement by rotation. A Board member who retires at an Annual General Meeting may, if willing, be re-elected. The minimum number of trustees shall not be less than three.

In an effort to maintain a broad mix of skills, the make up of the Board is reviewed at least once a year and individuals will be approached to offer themselves for election or organisations will be asked to consider whether they have an individual who will be willing to do this.

When considering appointing trustees, the Board has regard to the requirements for any specialist skills needed.

New Board members attend an induction meeting to familiarise themselves with the charity, the legal context within which it operates, and their responsibilities.

All Board members are regularly updated with information pertinent to their role as directors and on matters relating to the operation of the charity.

Organisation

People in Action has four volunteer non-executive trustees/directors, who along with the Senior management (as detailed on page 1) are responsible for the overall running of the organisation. This group formulates the policy and direction of the organisation, and are the key management team for the organisation.

Three operation managers and a manager of training are responsible for the implementation of policy development on new services and the internal monitoring of current services.

Service Managers are directly responsible for managing their individual services on a day to day basis.

Subsidiary companies

With the changing landscape of Social Care in the Oxfordshire region, along with the impacts COVID-19 pandemic resulted in People in Action re-evaluating strategies and operations within Oxfordshire. This subsequently resulted in Charterville Care seeing out the contract with Oxfordshire County council and exiting the care market in Oxfordshire.

Whilst Content Care was not contractually bound by any Council, the identical decision was taken by the board of Trustee's. Once stability re-emerges in the Social Care sector, Content Care may look to resume operations in the private sector of the care market areas to be decided.

People in Action Retail Limited continues operating a café in Bedworth and after being severely impacted by Covid restrictions in 2020 and 2021, looks to resume operations fully with no restrictions in place.

REPORT OF THE DIRECTORS continued

Employees

The skill and commitment of our staff is the core to our service users. Development focuses on training and achievement of NVQ's/OCF'S qualifications. Regarding disabled persons, the charity's policy is to give full and fair consideration to applications for employment by disabled people having regard to their particular aptitudes and abilities.

We express our appreciation to all our staff members and volunteers for their commitment to the organisation.

Investment Policy

The company reserves are invested in fixed assets funded by bank borrowings. Cash funds to meet day to day expenses are held in UK bank accounts. In 2021 a loan taken out previously to fund the development of a new independent living facility had been repaid due to a change of strategy.

OBJECTIVES AND ACTIVITIES

The objects of the Company are to promote relief for adults with learning disabilities who need additional support. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our directors meetings. We provide a learning experience for people in a variety of environments. We can provide residential care which includes accommodation, we operate supporting living services where people can be supported in their own homes and tenancies, we offer a respite service where people can take short breaks, as well as community and leisure support. We also operate a large garden nursery where people can learn horticultural skills and gain NVQ accreditations, an assessment service, and services for challenging and multiple disabilities.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

People in Action continues to be affected by the political environment, and being almost wholly Council related work has no leverage on the prices that can be achieved, and even less on cost increases imposed such as Minimum Wage, pensions, National Insurance and regulatory cost increases in the year.

Charterville Care have been unable to take advantage of a reduction in competing providers within Oxfordshire. Charterville Care saw out their contractual obligations and exited the care market within Oxfordshire in August 2021.

People in Action Retail Limited continues to operate a café in Bedworth and after being severely impacted by covid restrictions in 2020 and 2021, looks to resume operations fully with no restrictions in place.

Review of 2021/22

This year once again was impacted with Covid-19, with multiple strains and variants affecting operations. Our primary priority was ensuring the vulnerable individuals we support, and our staff teams were always kept safe throughout periods of guidance, and once these measures had been lifted. There were countless stories of members of our staff teams going above and beyond in providing support where and when required, and those desk based within our office adopting to a new working routine.

With an organizational restructure taking place, we have looked to make efficiencies in the way we operate on a daily basis. Several job roles within the top of the organisation have been absorbed, and this will allow us to improve our working methods. A new rota management system has been highlighted for a number of our services and upon successful integration we will look to roll this out

REPORT OF THE DIRECTORS continued

across all our services, moving us forward with technology and keep us at the forefront as an innovative care provider.

We have also abandoned plans for a new 23 bed supported living facility. This has been due in part to the spiralling costs of materials and the planning application process. We in turn will look to renovate the existing site and conduct a review of all our properties which will assist us in conducting a refurbishment plan for the next financial year.

FINANCIAL REVIEW

For the year ended 31 March 2022 total incoming group resources amounted to £11,565,317 a decrease of 5% on the previous year. After deducting resources expended of £10,679,015 net incoming resources amounted to £886,302 (2021 £828,615).

Other key performance indicators such as occupancy, staff hours and agency hours are continually monitored. This checks actual/agency hours correlate with contracted hours and total income, to ensure best use of resources. Other key indicators are health and well-being indicators and staff retention levels.

People in Action continues to work with vulnerable people in a variety of circumstances, from domiciliary support to residential accommodation, day services and work based opportunities in garden centres and our café. In all these enterprises every service has received a Good or better rating from CQC and council inspections.

Our staff are the best trained of any of our peer competitors where we work, and we stand apart from the majority in providing our staff with full employment contracts as opposed to zero hour contracts evident elsewhere.

We believe in providing a quality service to all customers and our valued staff and will through strategic analysis and initiatives resume our financial security in the near future.

Reserves policy

Details of General Reserves of the company are shown in Note 20 to the financial statements.

The directors have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed. The directors consider that given the high level of funds invested in fixed assets a policy based on free reserves is not appropriate. It is the policy of the charity to maintain a general fund reserve that equates to ten percent of the previous year's income (£1.2 million) to ensure sufficient funds are retained to meet any potential liabilities. Group General Reserves of approximately £4.4 million, excluding revaluations, were held at 31 March 2022.

PLANS FOR FUTURE PERIODS

The trustees continue to explore all opportunities for future growth and development of the organisation, which fit into the ethos of providing a quality service to those we support and the organisations strategy to attract, retain, develop, and promote the best people. A decision has been made to appoint 3 Directors of the organisation who are responsible for the oversight and making key decisions on a day to day basis. The Director's will report to the Trustees of the organisation and update the board on all matters at six weekly meeting.

Plans to rebrand and relaunch Content Care to enable us to capture new opportunities have been put on hold for the time being, as the landscape of care locally and nationally are ever changing.

REPORT OF THE DIRECTORS continued

Along with investing in our services, the board of trustees have also approved several I.T infrastructure updates. Updating our current platform to Microsoft 365 will put us at the forefront of working methods, providing benefit to in field staff and those desk based alike, along with providing further efficiencies. We are also trialling a new rota management system within a select few services and as mentioned above, this will streamline our operations and provide further efficiencies which can then be reinvested into the organisation.

RISK MANAGEMENT

The company carries out an ongoing review of all major potential risks to which it may be exposed. Senior management meet on a six weekly basis in order to discuss any matters that arise.

Financial risks are managed by the preparation of budgets and monthly management accounts, together with appropriate control procedures. Other risks are managed by such procedures as health and safety reviews, customer care and best value reviews.

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity and Company Law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In preparing those Financial Statements the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make sound judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;

The Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

TAXATION STATUS

In the opinion of the Directors the charity is exempt from taxation in accordance with the provisions of the Income and Corporation Taxes Act 1988.

AUDITORS

Messrs. Muras Baker Jones Limited have signified their willingness to continue in office and a resolution to re-appoint them as Auditors will be proposed at the forthcoming Annual General Meeting.

Approved by the Board on 3 February 2023
and signed on its behalf by:

J W HUNT
Director



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION

Opinion

We have audited the financial statements of People in Action (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise Consolidated Statement of Financial Activities (including Consolidated Income and Expenditure Account), the Consolidated and Parent Charitable Company Statement of Financial Position, the Consolidated Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the directors' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the directors' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In planning and designing our audit tests we identify and assess the risks of material misstatement within the financial statements, whether due to fraud or error. Our assessment of these risks includes consideration of the nature of the industry and sector, the control environment and the charity performance along with the results of our enquiries of management about their own identification and assessment of risks and irregularities. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, Charities Act, UK tax legislation and other laws and regulations identified as risk areas identified from our discussions with management.

We communicated relevant identified laws and regulations and potential fraud risks to all engagement team members including internal specialists, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

After consideration of the above risks we then carried out audit procedures including the following:

- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;

- reading minutes of trustees meetings;
- reviewing correspondence with H M Revenue & Customs;
- enquiring of management and reviewing any correspondence with legal advisors concerning actual and potential litigation and claims;
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

There are inherent limitations in our audit procedures described above. The more removed that the laws and regulations are from financial transactions the less likely it is that we would be aware on non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Oliver Ross BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of
Muras Baker Jones Limited
Chartered Accountants and Statutory Auditors
Regent House
Bath Avenue
Wolverhampton
WV1 4EG

3 February 2023

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2021

	Notes	Total funds all unrestricted 2022 £	Total funds all unrestricted 2021 £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income:			
Donations and sundry income	4	33,596	3,629
Grants received	4	277,783	579,918
Activities for generating funds:			
Fees for the provision of care and nursing	7a	506,022	1,281,975
Income from cafe	7b	160,633	71,377
Interest received		646	448
Incoming resources from Charitable activities:			
Grants and Fees for provision of care and accommodation		10,586,637	10,228,462
TOTAL INCOMING RESOURCES		11,565,317	12,165,809
RESOURCES EXPENDED			
Costs of generating funds			
Costs of generating voluntary income	8	14,580	11,585
Costs for the provision of care services	7a	554,794	1,416,901
Costs for the operation of cafe	7b	184,751	124,918
Goodwill amortisation	12	17,052	17,052
		771,177	1,570,456
Charitable activities	8	9,907,838	9,766,738
TOTAL RESOURCES EXPENDED		10,679,015	11,337,194

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES continued (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2022

	Notes	Total Funds all unrestricted 2022 £	Total Funds all unrestricted 2021 £
NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR	6	886,302	828,615
TOTAL FUNDS AT 1 APRIL 2021		3,525,204	2,696,589
RESERVE TRANSFERS			-
TOTAL FUNDS AT 31 March 2022	19	4,411,506	3,525,204

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

There was no restricted fund income or expenditure during the year ended 31 March 2022. All funds relate to unrestricted funds.

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

At 31 March 2022

	Note	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		3,810,510		3,850,734
INTANGIBLE ASSETS					
Goodwill	12		51,158		68,210
			3,861,668		3,918,944
CURRENT ASSETS					
Stocks		2,016		939	
Debtors	14	853,135		922,991	
Cash at Bank and in Hand	15	2,816,395		2,864,683	
		3,671,546		3,788,613	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	49,583		130,730	
All Other Creditors	17	1,894,048		1,876,144	
		1,943,631		2,006,874	
NET CURRENT ASSETS			1,727,915		1,781,739
TOTAL ASSETS LESS CURRENT LIABILITIES			5,589,583		5,700,683
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(142,693)		(1,140,095)
NET ASSETS			5,446,890		4,560,588
Represented by:					
RESERVE FUNDS	19		4,411,506		3,525,204
REVALUATION RESERVE	20		1,035,384		1,035,384
			5,446,890		4,560,588

The financial statements were approved by the Board on 3 February 2023 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

People in Action

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION

At 31 March 2022

	Note	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		3,807,979		3,844,020
Investment in subsidiary	13		-		-
			3,807,979		3,844,020
CURRENT ASSETS					
Debtors due within one year	14	1,112,744		1,173,676	
Debtors due after one year	14	-		-	
Cash at Bank and in Hand		2,565,595		2,620,900	
		3,678,339		3,794,576	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	49,583		130,730	
All Other Creditors	17	1,858,929		1,679,718	
		1,908,512		1,810,448	
NET CURRENT ASSETS			1,769,827		1,984,128
TOTAL ASSETS LESS CURRENT LIABILITIES			5,577,806		5,828,148
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(142,693)		(1,140,096)
NET ASSETS			5,435,113		4,688,052
Represented by:					
RESERVE FUNDS	19		4,399,729		3,652,668
REVALUATION RESERVE	20		1,035,384		1,035,384
			5,435,113		4,688,052

The financial statements were approved by the Board on 3 February 2023 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

People in Action

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Surplus for the year		886,302	828,615
Adjustments for:			
Depreciation of tangible assets		42,776	41,962
Goodwill amortisation		17,052	17,052
Other interest receivable and similar income		(646)	(448)
Interest payable and similar charges		31,742	31,574
Losses/(gains) on disposal of tangible assets		4,906	124
Accrued (income)/expenses		5,241	(49,589)
Changes in:			
Stocks		(1,077)	(939)
Trade and other debtors		72,925	95,699
Trade and other creditors		9,595	(176,679)
Cash generated from operations		1,068,816	787,371
Interest paid		(31,742)	(31,574)
Interest received		646	448
Net cash from operating activities		1,037,720	756,245
Cash flows from investing activities			
Purchase of tangible assets		(7,458)	(18,813)
Proceeds from sale of tangible assets		-	500
Net cash used in investing activities		(7,458)	(18,313)
Cash flows from financing activities			
Repayments of secured bank loans		(1,078,550)	(131,498)
Net cash from financing activities		(1,078,550)	(131,498)
Net increase / (decrease) in cash and cash equivalents		(48,288)	606,434
Cash and cash equivalents at beginning of year		2,864,683	2,258,249
Cash and cash equivalents at the year end	15	2,816,395	2,864,683

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

1. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'.

2. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiaries are consolidated on a line by line basis.

People in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

(b) COMPANY STATUS

The charity is a private company, registered in England (company number 02486564), and is limited by guarantee. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £25 per member of the charity.

(c) FUND ACCOUNTING

General Unrestricted Funds comprise accumulated surpluses on General Funds. They are available for use at the discretion of the Directors in furtherance of the charity's objectives.

Designated Funds are those funds allocated from the General Fund for particular purposes or projects at the discretion, and with the approval, of the Directors.

Restricted funds are those funds to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

(d) INCOMING RESOURCES

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related services are provided.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

(e) RESOURCES EXPENDED

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes irrecoverable VAT, which is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

(f) CAPITALISATION AND DEPRECIATION OF TANGIBLE FIXED ASSETS

The company will capitalise items of equipment where their expected useful life is more than one year. Tangible fixed assets are initially recognised at cost which is the purchase price plus any directly attributable costs, and are subsequently measured at cost less accumulated depreciation and impairment.

Depreciation is calculated to write off the cost less estimated residual value of Fixed Assets over their estimated useful lives at the following annual rates:

Motor Vehicles	-	33%	Straight Line
Equipment	-	33%	Straight Line/20%/15%/33% reducing balance
Mobile Home	-	10%	Straight Line

Short leasehold property is depreciated over the lease period.

No depreciation is provided on Freehold or Long Leasehold Properties. It is the policy of the charity to maintain its properties in a continual state of sound repair and to extend and make improvements thereto from time to time. Accordingly, the Directors consider that the lives of such properties are so long and residual values are so high that their depreciation is insignificant and immaterial. Any permanent diminution in the value of such properties is charged to the Profit and Loss Account as appropriate.

(g) GOODWILL

Goodwill arising on the acquisition of subsidiary undertakings, representing the excess of the fair value of the consideration given over the fair value of the identifiable assets and liabilities acquired, is capitalised and written off on a straight line basis over its useful economic life of 5 or 10 years.

(h) IMPAIRMENT OF ASSETS

At each reporting date the Company reviews the carrying value of its 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.

The recoverable amount of an asset is the higher of fair value less costs to sell and value in use. Value in use is the present value of the future cash flows expected to be derived from the asset, or cash generating unit. The present value calculation involves estimating the future cash inflows and outflows to be derived from continuing to use the asset, and from its ultimate disposal, applying an appropriate discount rate to those future cash flows.

Where the recoverable amount of an asset is less that the carrying amount, an impairment loss is recognised immediately in profit or loss. An impairment loss recognised for all assets is reversed in a subsequent period if, and only if, the reasons for the impairment loss have ceased to apply. Impairment losses are charged to profit or loss in administration expenses.

(i) PENSION COSTS

Contributions payable to pension schemes are charged to the Profit and Loss Account in the period to which they relate.

(j) OPERATING LEASES

Rentals payable under Operating Leases are charged on a straight line basis over the terms of the Leases.

3. INCOME

Income arises from:	2022 £	2021 £
Provision of services	10,815,328	11,296,968
Sale of goods	437,964	284,846
Interest received	646	448
Donations / sundry income	33,596	3,629
Government grants received	277,783	579,918
	11,565,317	12,165,809

4. OTHER OPERATING INCOME

	2022 £	2021 £
Donations and Sundry Income	33,596	3,629
Grant income received	277,783	579,918

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2022 £	2021 £
On Bank Loans and Overdrafts	31,742	31,574

6. NET INCOMING / (OUTGOING) RESOURCES FOR THE YEAR

These are stated after charging :	2022 £	2021 £
Depreciation of Owned Tangible Fixed Assets	3,350	2,536
Depreciation of Leasehold Property	39,426	39,426
(Profit) / Loss on disposal of Fixed Assets	4,906	124
Auditors' Remuneration and other services	24,000	23,700
Hire of Other Assets - Property Rentals	374,411	352,119
- Vehicles and Equipment	62,429	69,618

7a. INCOME AND COSTS FOR THE PROVISION OF CARE AND NURSING

	2022		2021	
	£	£	£	£
Fees received for the provision of care and nursing		506,022		1,281,975
Other operating income		29,241		235,539
		535,263		1,517,514
Cost of sales	398,307		1,165,716	
Administrative expenses	156,487		251,185	
Expenditure incurred for the provision of care and nursing		554,794		1,416,901
Surplus / (Deficit) for the year		(19,531)		100,613

7b. INCOME AND COSTS FOR THE CAFE

	2022		2021	
	£	£	£	£
Café income		160,633		71,377
Other operating income		9,738		4,000
		170,371		75,377
Cost of sales	56,133		29,127	
Administrative expenses	128,618		95,791	
Expenditure incurred on: Cafe		(184,751)		(124,918)
Deficit for the year		(14,380)		(49,541)

8. ANALYSIS OF RESOURCES EXPENDED

	Voluntary income £	Charitable activities £	2022 £	2021 £
Staff and Agency Support	6,580	8,369,145	8,375,725	8,338,685
Premises costs	-	551,494	551,494	499,469
Provision and household expenses	-	293,004	293,004	268,017
Legal and Professional	-	55,301	55,301	57,182
Insurance	-	80,980	80,980	55,506
Depreciation, (Profit)/Loss on disposals	-	41,182	41,182	39,566
Motor and Travel costs	-	62,982	62,982	78,833
Bank Interest	-	31,742	31,742	31,574
Telephone	-	41,672	41,672	44,583
Recruitment and Training	-	61,372	61,372	45,189
General Repairs	-	122,005	122,005	64,215
Office and Miscellaneous	8,000	205,861	213,861	254,903
Bad debts	-	(8,902)	(8,902)	601
	14,580	9,907,838	9,922,418	9,778,323

Staff and agency support costs include £9,870 governance costs included within charitable activities (2021 - £6,878). Legal and professional costs include £15,000 governance costs within charitable activities (2021 £14,000). Total £24,870 (2021 - £20,878).

Resources expended for the provision of the subsidiaries care services and cafe are detailed separately in notes 7a and 7b.

9. EMPLOYEE INFORMATION

The average number of persons employed by the group during the year was as follows:

	2022 No	2021 No
Management and Administration	417	471

The aggregate payroll costs of these persons were as follows:

	2022 £	2021 £
Wages and Salaries	7,826,532	8,588,329
Social Security Costs	639,974	675,783
Other Pension Costs	142,616	214,673
	8,609,122	9,478,785

The number of employees receiving emoluments in excess of £60,000 were:-

	2022 No	2021 No
Taxable emoluments band: £100,000 - £110,000	-	1

The employee whose emoluments exceed £100,000 during the year ended 31 March 2021 also had retirement benefits accruing under a defined benefit pension scheme.

No Director received any remuneration from the charity (2021 - £Nil).

The key/senior management team disclosed on page 1 received emoluments of £271,000 during the year ended 31 March 2022.

10. TAXATION

The charitable company is exempt from corporation tax on income and gains falling within section 505 of Taxes Act 1988 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that these applied to the charitable objects. No tax charges have arisen in the charity.

11. TANGIBLE FIXED ASSETS

GROUP	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2021	575,470	3,593,813	95,558	531,273	4,796,114
Additions	-	-	-	7,458	7,458
Disposals	-	-	(22,800)	(307,699)	(330,499)
At 31 March 2022	575,470	3,593,813	72,758	231,032	4,473,073
ACCUMULATED DEPRECIATION:					
At 1 April 2021	325,305	-	94,243	525,832	945,380
Charge for the year	39,426	-	329	3,021	42,776
Disposals	-	-	(22,800)	(302,793)	(325,593)
At 31 March 2022	364,731	-	71,772	226,060	662,563
NET BOOK VALUE:					
At 1 April 2021	250,165	3,593,813	1,315	5,441	3,850,734
At 31 March 2022	210,739	3,593,813	986	4,972	3,810,510

11. TANGIBLE FIXED ASSETS continued

CHARITABLE COMPANY	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2021	575,470	3,593,813	87,244	491,549	4,748,076
Additions	-	-	-	5,141	5,141
Disposals	-	-	(22,800)	(267,975)	(290,775)
At 31 March 2022	575,470	3,593,813	64,444	228,715	4,462,442
ACCUMULATED DEPRECIATION:					
At 1 April 2021	325,305	-	87,244	491,507	904,056
Charge for the year	39,426	-	-	1,714	41,140
Disposals	-	-	(22,800)	(267,933)	(290,733)
At 31 March 2022	364,731	-	64,444	225,288	654,463
NET BOOK VALUE:					
At 1 April 2021	250,165	3,593,813	-	42	3,844,020
At 31 March 2022	210,739	3,593,813	-	3,427	3,807,979

12. GOODWILL ON CONSOLIDATION

	£
COST	
At 1 April 2021 and 31 March 2022	448,332
AMORTISATION	
At 1 April 2021	380,122
Charge for the year	17,052
At 31 March 2022	397,174
NET BOOK VALUE	
At 31 March 2021	68,210
At 31 March 2022	51,158

The goodwill arose on the acquisition of Charterville Care at Home Limited on 24 February 2012, the acquisition of Core Business & Community Support Ltd on 7 November 2014 and the acquisition of People in Action Retail Limited on 7 October 2015 (see note 13).

13. INVESTMENT IN SUBSIDIARY COMPANIES

13A CHARTERVILLE CARE AT HOME LIMITED

The Investment at 31 March 2022 in part represents the whole of the Issued Share Capital of Charterville Care at Home Limited. The company is registered in England (company number 04015898) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 24 February 2012, and was primarily used for the provision of care services in Oxfordshire. Goodwill of £187,812 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £480,900 (see note 12). Net book value in note 12 at 31 March 2022 is £nil (2021 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2022 is included in note 7a together with income and expenditure of its own subsidiary, Content Care Limited. Both companies ceased trading during the year. A summary of the balance sheet of Charterville Care at Home Limited at 31 March 2022 is shown below:

	2022 £	2021 £
Assets	202,402	305,683
Liabilities	(1,218,176)	(1,294,976)
	(1,015,774)	(989,293)
Represented by:		
Share capital	1,002	1,002
Profit and loss account	(1,016,776)	(990,295)
Net liabilities	(1,015,774)	(989,293)

13B PEOPLE IN ACTION RETAIL LIMITED

The investment at 31 March 2022 also includes the whole of the issued share capital of People in Action Retail Limited. The company is registered in England (company number 02908041) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 7 November 2014 and was used for the provision of consultancy services to facilitate care at home in Haddenham. The company ceased providing these services during 2019 and instead undertook to run the Café in Bedworth which had been established by People in Action.

Goodwill of £89,998 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £90,000 (see note 12). Net book value in note 12 at 31 March 2022 is £nil (2021 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2022 is included in note 7b. A summary of the balance sheet of the subsidiary at 31 March 2022 is shown below:

	2022 £	2021 £
Assets	45,257	72,739
Liabilities	(209,416)	(222,718)
	(164,159)	(149,979)
Represented by:		
Share capital	2	2
Profit and loss account	(164,161)	(149,981)
Net liabilities	(164,159)	(149,979)

13C CONTENT CARE LIMITED

During the year ended 31 March 2016, one of the Charity's subsidiaries, Charterville Care at Home Limited, purchased the whole of the issued share capital of Content Care Limited. The company is registered in England (company number 05688399) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 7 October 2015 and is primarily used for the provision of care services in Oxfordshire.

Goodwill of £170,522 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £263,725 (see note 12). Net book value in note 12 at 31 March 2022 is £51,158 (2021 - £68,210).

Income and expenditure of the subsidiary for the year ended 31 March 2022 is included in note 7a aggregated with that of Charterville Care at Home Limited. A summary of the balance sheet of the subsidiary at 31 March 2022 is shown below:

	2022 £	2021 £
Assets	104,367	123,966
Liabilities	(17,815)	(30,368)
	86,552	93,598
Represented by:		
Share capital	100	100
Profit and loss account	86,452	93,498
Net assets	86,552	93,598

13D **CHARITABLE COMPANY**

	£
COST	
At 1 April 2021 and 31 March 2022	570,900
IMPAIRMENT	
At 1 April 2021	570,900
Charge for the year	-
At 31 March 2022	570,900
NET BOOK VALUE	
At 31 March 2021	-
At 31 March 2022	-

14. DEBTORS

	Group		Charitable Company	
	2022	2021	2022	2021
	£	£	£	£
Trade Debtors	734,953	775,188	731,953	670,151
Other Debtors and Prepayments	118,182	147,803	110,503	101,890
Amount due from group undertaking	-	-	270,288	401,635
	853,135	922,991	1,112,744	1,173,676

15. CASH AND CASH EQUIVALENTS

	Group	
	2022	2021
Cash and cash equivalents comprise the following:	£	£
Cash at bank and in hand	2,816,395	2,864,683

16. BANK LOANS AND OVERDRAFTS

The charitable company bank loans are secured. The loans total £192,276 (2021 - £1,270,825).

17. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charitable Company	
	2022	2021	2022	2021
	£	£	£	£
Trade Creditors	239,018	281,321	229,575	228,156
Social Security Costs and Other Taxation	338,600	340,449	329,974	302,852
Other Creditors	734,019	633,512	729,913	547,043
Accruals	582,411	620,862	569,467	601,667
	1,894,048	1,876,144	1,858,929	1,679,718

18. CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charitable Company	
	2022	2021	2022	2021
	£	£	£	£
Bank Loans	142,693	1,140,095	142,693	1,140,096
	142,693	1,140,095	142,693	1,140,096

Included in the above are the following:

Amounts repayable by instalments but not wholly repayable within five years:	Charitable Company	
	2022	2021
	£	£
Repayable within one to two years	50,862	134,098
Repayable within two to five years	91,831	411,527
Repayable after five years	-	594,470
	142,693	1,140,095

The bank loan is secured and interest is charged at a fixed rate of 1½% above the bank base rate. It is wholly repayable within five years.

19. RESERVE FUNDS

GROUP	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
At 1 April 2021	3,525,204	-	-	3,525,204
Surplus for the year	886,302	-	-	886,302
At 31 March 2022	4,411,506	-	-	4,411,506

CHARITABLE COMPANY	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
At 1 April 2021	3,652,668	-	-	3,652,668
Surplus for the year	747,061	-	-	747,061
At 31 March 2022	4,399,729	-	-	4,399,729

20. REVALUATION RESERVE

The charities freehold properties are included at deemed cost of £3,575,000 based on a market valuation at 10 June 2016. This is £1,035,384 greater than the original cost of acquisition.

	£
At 1 April 2021 and 31 March 2022	1,035,384

21. CAPITAL COMMITMENTS

At 31 March 2022 the group had no capital commitments (2021 - none).

22. CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2022.

23. OTHER FINANCIAL COMMITMENTS

At 31 March 2022 the group was committed to making the following payments under non-cancellable operating leases:

	Land and buildings		Other	
	2022	2021	2022	2021
	£	£	£	£
Operating Leases which expire:				
Within one year	115,900	168,988	1,700	3,744
Within two to five years	463,600	463,600	1,526	3,226
After five years	204,392	320,292	-	-
	783,892	952,880	3,226	6,970

24. PENSION COMMITMENTS

The company contributes to personal pension schemes, the local government pension scheme, and the NHS Pensions Agency. The assets of the schemes are held separately from those of the company in independently administered funds. The pension cost charge detailed in Note 8 represents contributions payable by the company to the schemes. At 31 March 2022 contributions totalling £50,956 were outstanding to the funds (2021 - £52,492).

25. RELATED PARTY TRANSACTIONS

Indemnity insurance was taken out during the year in respect of directors and officers. The cost of this insurance was £2,415 (2021 - £1,725).

Amounts due to People in Action from group undertakings are disclosed in note 14. £1,205,673 (2021 - £1,147,202) is due from Charterville Care at Home Limited against which a provision of £950,000 was made at 31 March 2021 and a further provision of £90,000 made at 31 March 2022; £189,747 (2021 - £189,565) from People in Action Retail Limited against which a provision of £100,000 was made at 31 March 2022, and £14,868 (2021 - £14,868) from Content Care Limited.

26. ULTIMATE CONTROL

The ultimate control of the charitable company rests with its members.

PEOPLE IN ACTION

England & Wales - Charity number 702885

Accounts

Company No: 02486564

People in Action

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 March 2021

Muras Baker Jones Limited
Chartered Accountants
Wolverhampton

People in Action

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For the year ended 31 March 2021

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People in Action

REPORT OF THE DIRECTORS

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiaries for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective 1 January 2015).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name:	People in Action
Charity number:	702885
Company number:	2486564
Principal Office:	White Lion Chambers 44 High Street Bedworth Warwickshire CV12 8NF

DIRECTORS AND TRUSTEES

The company is a registered charity and the directors are its trustees for the purpose of charity law and throughout this report are collectively referred to as the Directors.

The Directors set out below have held office during the whole of the period from 1 April 2020 to the date of this Report unless otherwise stated.

J W Hunt
Ms S J Morris
J Seton
Ms R Frankel (retired 13 April 2021)
Ms L A Bonnar (appointed 12 November 2020)

COMPANY SECRETARY J Reeson

SENIOR MANAGEMENT TEAM J S Rigby

AUDITORS:
Muras Baker Jones Limited
Regent House
Bath Avenue
Wolverhampton
WV1 4EG

BANKERS:
Barclays Bank PLC
PO Box No 2
25 High Street
Coventry
CV1 5QZ

REPORT OF THE DIRECTORS continued

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

People in Action is a company incorporated in England, limited by guarantee, governed by its Memorandum and Articles of Association dated 29 March 1990 as amended 26 July 2004. It was registered as a charity with the Charity Commission on 10 May 1990.

The company currently has four members who in the event of the company being wound up are required to contribute an amount not exceeding £25.

Recruitment and appointment of Trustees and induction and training

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Board of Directors (the Board).

The Board can during the year appoint a member to fill a vacancy or as an addition (as long as the maximum number of 13 is not exceeded). Any such Board member shall only hold office until the next general meeting, but shall be eligible for re-election.

At each Annual General Meeting one third of Board members, or the number nearest to one third, shall be subject to retirement by rotation. A Board member who retires at an Annual General Meeting may, if willing, be re-elected. The minimum number of trustees shall not be less than three.

In an effort to maintain a broad mix of skills, the make up of the Board is reviewed at least once a year and individuals will be approached to offer themselves for election or organisations will be asked to consider whether they have an individual who will be willing to do this.

When considering appointing trustees, the Board has regard to the requirements for any specialist skills needed.

New Board members attend an induction meeting to familiarise themselves with the charity, the legal context within which it operates, and their responsibilities.

All Board members are regularly updated with information pertinent to their role as directors and on matters relating to the operation of the charity.

Organisation

People in Action has four volunteer non-executive trustees/directors, who along with the Senior management (as detailed on page 1) are responsible for the overall running of the organisation. This group formulates the policy and direction of the organisation, and are the key management team for the organisation.

Three operation managers and a manager of training are responsible for the implementation of policy development on new services and the internal monitoring of current services.

Service Managers are directly responsible for managing their individual services on a day to day basis.

Subsidiary companies

Charterville Care at Home Limited was purchased by People in Action during February 2012. The company was seen as an ideal acquisition for development over the coming years, its core business being wholly complimentary to our own. During October 2015 Charterville Care at Home Limited purchased 100% of the share capital of Content Care Limited a company which provides care services in Oxfordshire. Unfortunately the landscape of Social Care in the Oxfordshire region, along with the COVID-19 pandemic meant that our efforts in Oxfordshire were reevaluated. This subsequently resulted in Charterville Care seeing out the contract with Oxfordshire County council and exiting the care market in Oxfordshire.

Whilst Content Care was not contractually bound by any Council, the identical decision was taken by the board of Trustee's. Once stability re-emerges in the Social Care sector, Content Care may look to resume operations in the private sector of the care market areas to be decided.

People in Action Retail Limited began operating a café in Bedworth at the beginning of 2020 which had previously been established and operated by People in Action.

REPORT OF THE DIRECTORS continued

Employees

The skill and commitment of our staff is the bedrock to our service users. Development focuses on training and achievement of NVQ's. With regard to disabled persons, the charity's policy is to give full and fair consideration to applications for employment by disabled people having regard to their particular aptitudes and abilities.

We express our appreciation to all our staff and supporters.

Investment Policy

The company reserves are invested in fixed assets funded by bank borrowings. Cash funds to meet day to day expenses are held in UK bank accounts.

OBJECTIVES AND ACTIVITIES

The objects of the Company are to promote relief for adults with learning disabilities who need additional support. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our directors meetings. We provide a learning experience for people in a variety of environments. We can provide residential care which includes accommodation, we operate supporting living services where people can be supported in their own homes and tenancies, we offer a respite service where people can take short breaks, as well as community and leisure support. We also operate a large garden nursery where people can learn horticultural skills and gain NVQ accreditations, an assessment service, and services for challenging and multiple disabilities.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

People in Action continues to be affected by the political environment, and being almost wholly Council related work has no leverage on the prices that can be achieved, and even less on cost increases imposed such as Minimum Wage, pensions, National Insurance and regulatory cost increases in the year.

Charterville Care have been unable to take advantage of a reduction in competing providers within Oxfordshire. Charterville Care saw out their contractual obligations and exited the care market within Oxfordshire in August 2021.

People in Action Retail Limited continues to operate a café in Bedworth but this has been serverely affected by Covid restrictions during 2020 and 2021.

FINANCIAL REVIEW

Details of the financial position of the Charity are set out in the following accounts which have been prepared in accordance with the Charities SORP (FRS 102).

The accounts comply with all the current statutory requirements and with the requirements of the Charity's governing instrument.

On the 11th March 2020, the World Health Organisation declared the outbreak of COVID-19 a pandemic. As a result of this, restrictions were placed on businesses in the United Kingdom which had an impact on the operations of the organisation. The company has successfully managed its way through two waves of Coronavirus, however the continuation or a "third wave" provides wide ranging risks to health and social care businesses

REPORT OF THE DIRECTORS continued

Results for the year

For the year ended 31 March 2021 total incoming group resources amounted to £12,165,809 an increase of 6% on the previous year. After deducting resources expended of £11,337,194 net incoming resources amounted to £828,615.

Other key performance indicators such as occupancy, staff hours and agency hours are continually monitored. This checks actual/agency hours correlate with contracted hours and total income, to ensure best use of resources. Other key indicators are health and well-being indicators and staff retention levels.

People in Action continues to work with vulnerable people in a variety of circumstances, from domiciliary support to residential accommodation, day services and work based opportunities in garden centres and our café. In all these enterprises every service has received a Good or better rating from CQC and council inspections.

Our staff are the best trained of any of our peer competitors where we work, and we stand apart from the majority in providing our staff with full employment contracts as opposed to zero hour contracts evident elsewhere.

We believe in providing a quality service to all customers and our valued staff and will through strategic analysis and initiatives resume our financial security in the near future.

Reserves policy

Details of General Reserves of the company are shown in Note 20 to the financial statements.

The directors have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed. The directors consider that given the high level of funds invested in fixed assets a policy based on free reserves is not appropriate. It is the policy of the charity to maintain a general fund reserve that equates to ten percent of the previous year's income (£1.22 million) to ensure sufficient funds are retained to meet any potential liabilities. Group General Reserves of approximately £3.5 million, excluding revaluations, were held at 31 March 2021.

PLANS FOR FUTURE PERIODS

The directors continue to explore all opportunities for future growth and development of the organisation, which fit into the ethos of providing a quality service to those we support and the organisations strategy to attract, retain, develop and promote the best people.

Plans for a new 23 bed independent living facility in Nuneaton has been submitted to the local council. This has taken place later than anticipated due to various factors including COVID-19, and the time taken liaising with key stakeholders.

Plans to rebrand and relaunch Content Care to enable us to capture new opportunities have been put on hold for the time being, as the landscape of care locally and nationally are ever changing.

RISK MANAGEMENT

The company carries out an ongoing review of all major potential risks to which it may be exposed. Senior management meets on a monthly basis in order to discuss any matters that arise.

Financial risks are managed by the preparation of budgets and monthly management accounts, together with appropriate control procedures.
Other risks are managed by such procedures as health and safety reviews, customer care and best value reviews.

REPORT OF THE DIRECTORS continued

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity and Company Law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In preparing those Financial Statements the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make sound judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business;

The Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

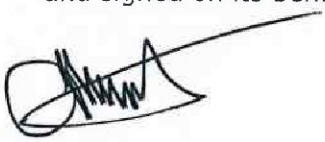
TAXATION STATUS

In the opinion of the Directors the charity is exempt from taxation in accordance with the provisions of the Income and Corporation Taxes Act 1988.

AUDITORS

Messrs. Muras Baker Jones Limited have signified their willingness to continue in office and a resolution to re-appoint them as Auditors will be proposed at the forthcoming Annual General Meeting.

Approved by the Board on 20 December 2021
and signed on its behalf by:



J W HUNT
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION

Opinion

We have audited the financial statements of People in Action (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise Consolidated Statement of Financial Activities (including Consolidated Income and Expenditure Account), the Consolidated and Parent Charitable Company Statement of Financial Position, the Consolidated Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2021, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the directors' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the directors' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In planning and designing our audit tests we identify and assess the risks of material misstatement within the financial statements, whether due to fraud or error. Our assessment of these risks includes consideration of the nature of the industry and sector, the control environment and the charity performance along with the results of our enquiries of management about their own identification and assessment of risks and irregularities. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, Charities Act, UK tax legislation and other laws and regulations identified as risk areas identified from our discussions with management.

We communicated relevant identified laws and regulations and potential fraud risks to all engagement team members including internal specialists, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

After consideration of the above risks we then carried out audit procedures including the following:

- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;

- reading minutes of trustees meetings;

- reviewing correspondence with H M Revenue & Customs;

- enquiring of management and reviewing any correspondence with legal advisors concerning actual and potential litigation and claims;

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;

- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

There are inherent limitations in our audit procedures described above. The more removed that the laws and regulations are from financial transactions the less likely it is that we would be aware on non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Oliver Ross BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of
Muras Baker Jones Limited
Chartered Accountants and Statutory Auditors
Regent House
Bath Avenue
Wolverhampton
WV1 4EG

20 December 2021

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2021

	Notes	Total funds all unrestricted 2021 £	Total funds all unrestricted 2020 £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income:			
Donations and sundry income	4	3,629	111,526
Grants received	4	579,918	-
Activities for generating funds:			
Fees for the provision of care and nursing	7a	1,281,975	1,689,841
Income from cafe	7b	71,377	20,827
Interest received		448	6,599
Incoming resources from Charitable activities:			
Grants and Fees for provision of care and accommodation		10,228,462	9,629,686
TOTAL INCOMING RESOURCES		12,165,809	11,458,479
RESOURCES EXPENDED			
Costs of generating funds			
Costs of generating voluntary income	8	11,585	11,534
Costs for the provision of care services	7a	1,416,901	1,819,366
Costs for the operation of cafe	7b	124,918	42,897
Goodwill amortisation	12	17,052	92,178
		1,570,456	1,965,975
Charitable activities	8	9,766,738	10,164,543
TOTAL RESOURCES EXPENDED		11,337,194	12,130,518

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES continued (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2021

	Notes	Total Funds all unrestricted 2021 £	Total Funds all unrestricted 2020 £
NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR	6	828,615	(672,039)
TOTAL FUNDS AT 1 APRIL 2020		2,696,589	3,368,628
RESERVE TRANSFERS			-
TOTAL FUNDS AT 31 March 2021	19	3,525,204	2,696,589

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

There was no restricted fund income or expenditure during the year ended 31 March 2021. All funds relate to unrestricted funds.

People in Action

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

At 31 March 2021

	Note	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		3,850,734		3,874,506
INTANGIBLE ASSETS					
Goodwill	12		68,210		85,262
			3,918,944		3,959,768
CURRENT ASSETS					
Stocks		939		-	
Debtors	14	922,991		974,337	
Cash at Bank and in Hand	15	2,864,683		2,258,249	
		3,788,613		3,232,586	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	130,730		130,194	
All Other Creditors	17	1,876,144		2,058,058	
		2,006,874		2,188,252	
NET CURRENT ASSETS			1,781,739		1,044,334
TOTAL ASSETS LESS CURRENT LIABILITIES			5,700,683		5,004,102
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(1,140,095)		(1,272,129)
NET ASSETS			4,560,588		3,731,973
Represented by:					
RESERVE FUNDS	19		3,525,204		2,696,589
REVALUATION RESERVE	20		1,035,384		1,035,384
			4,560,588		3,731,973

The financial statements were approved by the Board on 20 December 2021 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

People in Action

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION

At 31 March 2021

	Note	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	11		3,844,020		3,865,273
Investment in subsidiary	13		-		-
			3,844,020		3,865,273
CURRENT ASSETS					
Debtors due within one year	14	1,173,676		1,022,357	
Debtors due after one year	14	-		1,000,000	
Cash at Bank and in Hand		2,620,900		2,009,730	
		3,794,576		4,032,087	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
Bank Loans & Overdrafts	16	130,730		130,194	
All Other Creditors	17	1,679,718		1,651,474	
		1,810,448		1,781,668	
NET CURRENT ASSETS			1,984,128		2,250,419
TOTAL ASSETS LESS CURRENT LIABILITIES			5,828,148		6,115,692
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(1,140,096)		(1,272,129)
NET ASSETS			4,688,052		4,843,563
Represented by:					
RESERVE FUNDS	19		3,652,668		3,808,179
REVALUATION RESERVE	20		1,035,384		1,035,384
			4,688,052		4,843,563

The financial statements were approved by the Board on 20 December 2021 and signed on its behalf by:

J W HUNT - Director

Company Registration No. 02486564

People in Action

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Surplus / (deficit) for the year		828,615	(672,039)
Adjustments for:			
Depreciation of tangible assets		41,962	53,712
Goodwill amortisation		17,052	92,178
Other interest receivable and similar income		(448)	(6,599)
Interest payable and similar charges		31,574	42,591
Losses/(gains) on disposal of tangible assets		124	(100)
Accrued (income)/expenses		(49,589)	38,861
Changes in:			
Stocks		(939)	-
Trade and other debtors		95,699	434,287
Trade and other creditors		(176,679)	396,578
Cash generated from operations		787,371	379,469
Interest paid		(31,574)	(42,591)
Interest received		448	6,599
Net cash from operating activities		756,245	343,477
Cash flows from investing activities			
Purchase of tangible assets		(18,813)	-
Proceeds from sale of tangible assets		500	100
Net cash used in investing activities		(18,313)	100
Cash flows from financing activities			
Repayments of secured bank loans		(131,498)	(118,534)
Receipt of secured bank loan		-	150,000
Net cash from financing activities		(131,498)	31,466
Net increase in cash and cash equivalents		606,434	375,043
Cash and cash equivalents at beginning of year		2,258,249	1,883,206
Cash and cash equivalents at the year end	15	2,864,683	2,258,249

1. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'.

2. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiaries are consolidated on a line by line basis.

People in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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

(b) COMPANY STATUS

The charity is a private company, registered in England (company number 02486564), and is limited by guarantee. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £25 per member of the charity.

(c) FUND ACCOUNTING

General Unrestricted Funds comprise accumulated surpluses on General Funds. They are available for use at the discretion of the Directors in furtherance of the charity's objectives.

Designated Funds are those funds allocated from the General Fund for particular purposes or projects at the discretion, and with the approval, of the Directors.

Restricted funds are those funds to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

(d) INCOMING RESOURCES

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related services are provided.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

(e) RESOURCES EXPENDED

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes irrecoverable VAT, which is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

(f) CAPITALISATION AND DEPRECIATION OF TANGIBLE FIXED ASSETS

The company will capitalise items of equipment where their expected useful life is more than one year. Tangible fixed assets are initially recognised at cost which is the purchase price plus any directly attributable costs, and are subsequently measured at cost less accumulated depreciation and impairment.

Depreciation is calculated to write off the cost less estimated residual value of Fixed Assets over their estimated useful lives at the following annual rates:

Motor Vehicles	-	33%	Straight Line
Equipment	-	33%	Straight Line/20%/15%/33% reducing balance
Mobile Home	-	10%	Straight Line

Short leasehold property is depreciated over the lease period.

No depreciation is provided on Freehold or Long Leasehold Properties. It is the policy of the charity to maintain its properties in a continual state of sound repair and to extend and make improvements thereto from time to time. Accordingly, the Directors consider that the lives of such properties are so long and residual values are so high that their depreciation is insignificant and immaterial. Any permanent diminution in the value of such properties is charged to the Profit and Loss Account as appropriate.

(g) AMORTISATION OF INTANGIBLE FIXED ASSETS

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value over the useful economic life of that asset as follows:

Software costs	33%	Straight line

(h) GOODWILL

Goodwill arising on the acquisition of subsidiary undertakings, representing the excess of the fair value of the consideration given over the fair value of the identifiable assets and liabilities acquired, is capitalised and written off on a straight line basis over its useful economic life of 5 or 10 years.

(i) IMPAIRMENT OF ASSETS

At each reporting date the Company reviews the carrying value of its 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.

The recoverable amount of an asset is the higher of fair value less costs to sell and value in use. Value in use is the present value of the future cash flows expected to be derived from the asset, or cash generating unit. The present value calculation involves estimating the future cash inflows and outflows to be derived from continuing to use the asset, and from its ultimate disposal, applying an appropriate discount rate to those future cash flows.

Where the recoverable amount of an asset is less that the carrying amount, an impairment loss is recognised immediately in profit or loss. An impairment loss recognised for all assets is reversed in a subsequent period if, and only if, the reasons for the impairment loss have ceased to apply. Impairment losses are charged to profit or loss in administration expenses.

(j) PENSION COSTS

Contributions payable to pension schemes are charged to the Profit and Loss Account in the period to which they relate.

(k) OPERATING LEASES

Rentals payable under Operating Leases are charged on a straight line basis over the terms of the Leases.

3. INCOME

Income arises from:	2021 £	2020 £
Provision of services	11,296,968	10,973,847
Sale of goods	284,846	366,507
Interest received	448	6,599
Donations / sundry income	3,629	111,526
Government grants received	579,918	-
	12,165,809	11,458,479

4. OTHER OPERATING INCOME

	2021 £	2020 £
Donations and Sundry income	3,629	111,526
Grant income received	579,918	-

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2021 £	2020 £
On Bank Loans and Overdrafts	31,574	42,591

6. NET INCOMING / (OUTGOING) RESOURCES FOR THE YEAR

These are stated after charging :	2021 £	2020 £
Depreciation of Owned Tangible Fixed Assets	2,536	14,286
Depreciation of Leasehold Property	39,426	39,426
(Profit) / Loss on disposal of Fixed Assets	124	(100)
Auditors' Remuneration and other services	23,700	23,000
Hire of Other Assets - Property Rentals	352,119	448,496
- Vehicles and Equipment	69,618	99,539

7a. INCOME AND COSTS FOR THE PROVISION OF CARE AND NURSING

	2021		2020	
	£	£	£	£
Fees received for the provision of care and nursing		1,281,975		1,689,841
Other operating income		235,539		-
		1,517,514		1,689,841
Cost of sales	1,165,716		1,476,319	
Administrative expenses	251,185		343,048	
Expenditure incurred for the provision of care and nursing		1,416,901		1,819,367
Surplus/(Deficit) for the year		100,613		(129,526)

7b. INCOME AND COSTS FOR THE CAFE

	2021		2020	
	£	£	£	£
Café income		71,377		20,420
Other operating income		4,000		407
		75,377		20,827
Cost of sales	29,127		10,757	
Administrative expenses	95,791		32,140	
Expenditure incurred on: Cafe		(124,918)		(42,897)
Deficit for the year		(49,541)		(22,070)

8. ANALYSIS OF RESOURCES EXPENDED

	Voluntary income £	Charitable activities £	2021 £	2020 £
Staff and Agency Support	4,585	8,334,100	8,338,685	8,611,274
Premises costs	-	499,469	499,469	577,604
Provision and household expenses	-	268,017	268,017	293,178
Legal and Professional	-	57,182	57,182	70,338
Insurance	-	55,506	55,506	60,380
Depreciation, (Profit)/Loss on disposals	-	39,566	39,566	50,828
Motor and Travel costs	-	78,833	78,833	106,808
Bank Interest	-	31,574	31,574	42,592
Telephone	-	44,583	44,583	41,876
Recruitment and Training	-	45,189	45,189	44,339
Residents Activities, Day Care etc.	-	72	72	1,073
General Repairs	-	64,215	64,215	63,275
Office and Miscellaneous	7,000	247,831	254,831	212,512
Bad debts	-	601	601	-
	11,585	9,766,738	9,778,323	10,176,077

Staff and agency support costs include £6,878 governance costs included within charitable activities (2020 - £6,800). Legal and professional costs include £14,000 governance costs within charitable activities (2020 £13,000). Total £20,878 (2020 - £19,800).

Resources expended for the provision of the subsidiaries care services and cafe are detailed separately in notes 7a and 7b.

9. EMPLOYEE INFORMATION

The average number of persons employed by the group during the year was as follows:

	2021 No	2020 No
Management and Administration	471	466

The aggregate payroll costs of these persons were as follows:

	2021 £	2020 £
Wages and Salaries	8,588,329	8,822,443
Social Security Costs	675,783	700,048
Other Pension Costs	214,673	247,931
	9,478,785	9,770,422

The number of employees receiving emoluments in excess of £60,000 were:-

	2021 No	2020 No
Taxable emoluments band:		
£100,000 - £110,000	1	-
£120,000 - £130,000	-	1

The employee whose emoluments exceed £100,000 has retirement benefits accruing under a defined benefit pension scheme.

No Director received any remuneration from the charity (2020 - £Nil). Key management team, the chief executive, received remuneration within the salary band disclosed above.

10. TAXATION

The charitable company is exempt from corporation tax on income and gains falling within section 505 of Taxes Act 1988 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that these applied to the charitable objects. No tax charges have arisen in the charity.

11. TANGIBLE FIXED ASSETS

GROUP	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2020	575,470	3,575,000	109,558	534,123	4,794,151
Additions	-	18,813	-	-	18,813
Disposals	-	-	(14,000)	(2,850)	(16,850)
At 31 March 2021	575,470	3,593,813	95,558	531,273	4,796,114
ACCUMULATED DEPRECIATION:					
At 1 April 2020	285,878	-	107,804	525,963	919,645
Charge for the year	39,427	-	439	2,096	41,962
Disposals	-	-	(14,000)	(2,227)	(16,227)
At 31 March 2021	325,305	-	94,243	525,832	945,380
NET BOOK VALUE:					
At 1 April 2020	289,592	3,575,000	1,754	8,160	3,874,506
At 31 March 2021	250,165	3,593,813	1,315	5,441	3,850,734

Freehold property of the group as held at 1 April 2020 was valued at £3,575,000 on 10 June 2016 and this valuation was incorporated into the 2016 accounts as deemed cost. The historic cost of the freehold property is £2,539,615 before 2020/21 additions.

11. TANGIBLE FIXED ASSETS continued

CHARITABLE COMPANY	Short leasehold property £	Freehold property £	Motor vehicles & mobile home £	Equipment £	Total £
COST:					
At 1 April 2020	575,470	3,575,000	101,244	491,549	4,743,263
Additions	-	18,813	-	-	18,813
Disposals	-	-	(14,000)	-	(14,000)
At 31 March 2021	575,470	3,593,813	87,244	491,549	4,748,076
ACCUMULATED DEPRECIATION:					
At 1 April 2020	285,879	-	101,244	490,867	877,990
Charge for the year	39,426	-	-	640	40,066
Disposals	-	-	(14,000)	-	(14,000)
At 31 March 2021	325,305	-	87,244	491,507	904,056
NET BOOK VALUE:					
At 1 April 2020	289,591	3,575,000	-	682	3,865,273
At 31 March 2021	250,165	3,593,813	-	42	3,844,020

Freehold property of the charity as held at 1 April 2020 was valued at £3,575,000 on 10 June 2016 and this valuation was incorporated into the 2016 accounts as deemed cost. The historic cost of the freehold property is £2,539,615 before 2020/21 additions.

12. GOODWILL ON CONSOLIDATION

	£
COST	
At 1 April 2020 and 31 March 2021	448,332
AMORTISATION	
At 1 April 2020	363,070
Charge for the year	17,052
At 31 March 2021	380,122
NET BOOK VALUE	
At 31 March 2020	85,262
At 31 March 2021	68,210

The goodwill arose on the acquisition of Charterville Care at Home Limited on 24 February 2012, the acquisition of Core Business & Community Support Ltd on 7 November 2014 and the acquisition of People in Action Retail Limited on 7 October 2015 (see note 13).

13. INVESTMENT IN SUBSIDIARY COMPANIES

13A CHARTERVILLE CARE AT HOME LIMITED

The Investment at 31 March 2021 in part represents the whole of the Issued Share Capital of Charterville Care at Home Limited. The company is registered in England (company number 04015898) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 24 February 2012, and is primarily used for the provision of care services in Oxfordshire. Goodwill of £187,812 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £480,900 (see note 12). Net book value in note 12 at 31 March 2021 is £nil (2020 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2021 is included in note 7a together with income and expenditure of its own subsidiary, Content Care Limited. A summary of the balance sheet of Charterville Care at Home Limited at 31 March 2021 is shown below:

	2021 £	2020 £
Assets	305,683	527,312
Liabilities	(1,294,976)	(1,448,417)
	(989,293)	(921,105)
Represented by:		
Share capital	1,002	1,002
Profit and loss account	(990,295)	(922,107)
Net liabilities	(989,293)	(921,105)

13B PEOPLE IN ACTION RETAIL LIMITED

The investment at 31 March 2021 also includes the whole of the issued share capital of People in Action Retail Limited. The company is registered in England (company number 02908041) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 7 November 2014 and was used for the provision of consultancy services to facilitate care at home in Haddenham. The company ceased providing these services during 2019 and instead undertook to run the Café in Bedworth which had been established by People in Action.

Goodwill of £89,998 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £90,000 (see note 12). Net book value in note 12 at 31 March 2021 is £nil (2020 - £nil).

Income and expenditure of the subsidiary for the year ended 31 March 2021 is included in note 7b. A summary of the balance sheet of the subsidiary at 31 March 2021 is shown below:

	2021 £	2020 £
Assets	72,739	43,462
Liabilities	(222,718)	(143,902)
	(149,979)	(100,440)
Represented by:		
Share capital	2	2
Profit and loss account	(149,981)	(100,442)
Net liabilities	(149,979)	(100,440)

13C CONTENT CARE LIMITED

During the year ended 31 March 2016, one of the Charity's subsidiaries, Charterville Care at Home Limited, purchased the whole of the issued share capital of Content Care Limited. The company is registered in England (company number 05688399) and has its registered office at White Lion Chambers, 44 High Street, Bedworth, Warwickshire, CV12 8NF. The subsidiary was acquired on 7 October 2015 and is primarily used for the provision of care services in Oxfordshire.

Goodwill of £170,522 arose on consolidation between the fair value of the fixed assets acquired and the purchase price of £263,725 (see note 12). Net book value in note 12 at 31 March 2021 is £68,210 (2020 - £85,262).

Income and expenditure of the subsidiary for the year ended 31 March 2021 is included in note 7a aggregated with that of Charterville Care at Home Limited. A summary of the balance sheet of the subsidiary at 31 March 2021 is shown below:

	2021 £	2020 £
Assets	123,966	115,680
Liabilities	(30,368)	(80,987)
	93,598	34,693
Represented by:		
Share capital	100	100
Profit and loss account	93,498	34,593
Net assets	93,598	34,693

13D **CHARITABLE COMPANY**

	£
COST	
At 1 April 2020 and 31 March 2021	570,900
IMPAIRMENT	
At 1 April 2020	570,900
Charge for the year	-
At 31 March 2021	570,900
NET BOOK VALUE	
At 31 March 2020	-
At 31 March 2021	-

14. DEBTORS

	Group		Charitable Company	
	2021	2020	2021	2020
	£	£	£	£
Trade Debtors	775,188	838,857	670,151	724,519
Other Debtors and Prepayments	147,803	135,480	101,890	94,664
Amount due from group undertaking	-	-	401,635	1,203,174
	922,991	974,337	1,173,676	2,022,357

Charitable company amounts due from group undertakings include amounts recoverable after more than one year of nil (2020 - £1,000,000).

15. CASH AND CASH EQUIVALENTS

	Group	
	2021	2020
Cash and cash equivalents comprise the following:	£	£
Cash at bank and in hand	2,864,683	2,258,249

16. BANK LOANS AND OVERDRAFTS

The charitable company bank loans are secured by Commercial Mortgages on five of the charitable company's Freehold Properties. The loans total £1,270,825 (2020 - £1,402,323) and represent 50.7% of the market value per the Accounts of these Secured Properties (2020 – 56.0%).

17. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charitable Company	
	2021	2020	2021	2020
	£	£	£	£
Trade Creditors	281,321	474,121	228,156	235,475
Social Security Costs and Other Taxation	340,449	456,118	302,852	406,294
Other Creditors	633,512	559,564	547,043	454,472
Accruals	620,862	568,255	601,667	555,233
	1,876,144	2,058,058	1,679,718	1,651,474

18. CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charitable Company	
	2021	2020	2021	2020
	£	£	£	£
Bank Loans	1,140,095	1,272,129	1,140,096	1,272,129
	1,140,095	1,272,129	1,140,096	1,272,129

Included in the above are the following:

Amounts repayable by instalments but not wholly repayable within five years:	Charitable Company	
	2021	2020
	£	£
Repayable within one to two years	134,098	133,394
Repayable within two to five years	411,527	363,903
Repayable after five years	594,470	774,832
	1,140,095	1,272,129

Bank loans bear interest at both fixed and floating rates. The smaller loan £242,619 has a fixed rate is 1½% above Barclays Bank Plc base rate which was 0.1% at 31 March 2021. The floating rate loan of £1,028,207 at 31 March 2021 had a rate of 2.55%. Details of security given are as shown in Note 16.

19. RESERVE FUNDS

GROUP	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
At 1 April 2020	2,696,589	-	-	2,696,589
Surplus/(deficit) for the year	828,615	-	-	828,615
Transfer revaluation reserve	-	-	-	-
At 31 March 2021	3,525,204	-	-	3,525,204

CHARITABLE COMPANY	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
At 1 April 2020	3,808,179	-	-	3,808,179
(Deficit) for the year	(155,511)	-	-	(155,511)
Transfer revaluation reserve	-	-	-	-
At 31 March 2021	3,652,668	-	-	3,652,668

20. REVALUATION RESERVE

The charities freehold properties are included at deemed cost of £3,575,000 based on a market valuation at 10 June 2016. This is £1,035,384 greater than the original cost of acquisition.

	£
At 1 April 2020 and 31 March 2021	1,035,384

21. CAPITAL COMMITMENTS

At 31 March 2021 the group had no capital commitments (2020 - none).

22. CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2021.

23. OTHER FINANCIAL COMMITMENTS

At 31 March 2021 the group was committed to making the following payments under non-cancellable operating leases:

	Land and buildings		Other	
	2021	2020	2021	2020
	£	£	£	£
Operating Leases which expire:				
Within one year	168,988	168,988	3,744	3,744
Within two to five years	463,600	516,688	3,226	6,970
After five years	320,292	436,192	-	-
	952,880	1,121,868	6,970	10,714

24. PENSION COMMITMENTS

The company contributes to personal pension schemes, the local government pension scheme, and the NHS Pensions Agency. The assets of the schemes are held separately from those of the company in independently administered funds. The pension cost charge detailed in Note 8 represents contributions payable by the company to the schemes. At 31 March 2021 contributions totalling £52,492 were outstanding to the funds (2020 - £53,133).

25. RELATED PARTY TRANSACTIONS

Indemnity insurance was taken out during the year in respect of directors and officers. The cost of this insurance was £1,725 (2020 - £1,932).

The company incurred charges of £11,071 during the year from Cherville Limited, a company in which R Darlaston was a director and shareholder. The charge relates to the provision of consultancy services, and associated expenses, by the directors of People in Action, in addition to honorarium payments. At the year end no amounts were owed to Cherville Limited.

Amounts due to People in Action from group undertakings are disclosed in note 14. £1,147,202 (2020 - £1,004,319) is due from Charterville Care at Home Limited against which a provision of £950,000 has been made; £189,565 (2020 - £127,430) from People in Action Retail Limited and £14,868 (2020 - £71,425) from Content Care Limited.

26. ULTIMATE CONTROL

The ultimate control of the charitable company rests with its members.