

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

People in Action

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 Trustees. 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.

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 severely 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

People in Action

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.

People in Action

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.

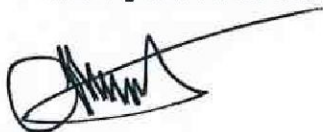
TAXATION STATUS

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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION CONTINUED

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;

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION CONTINUED

- 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 of 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

People in Action

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

For the year ended 31 March 2021

		Total Funds all unrestricted 2021 £	Total Funds all unrestricted 2020 £
	Notes		
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
			<u>3,918,944</u>		<u>3,959,768</u>
CURRENT ASSETS					
Stocks		939		-	
Debtors	14	922,991		974,337	
Cash at Bank and in Hand	15	2,864,683		2,258,249	
		<u>3,788,613</u>		<u>3,232,586</u>	
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	
		<u>2,006,874</u>		<u>2,188,252</u>	
NET CURRENT ASSETS			<u>1,781,739</u>		<u>1,044,334</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>5,700,683</u>		<u>5,004,102</u>
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		<u>(1,140,095)</u>		<u>(1,272,129)</u>
NET ASSETS			<u><u>4,560,588</u></u>		<u><u>3,731,973</u></u>
Represented by:					
RESERVE FUNDS	19		3,525,204		2,696,589
REVALUATION RESERVE	20		1,035,384		1,035,384
			<u><u>4,560,588</u></u>		<u><u>3,731,973</u></u>

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

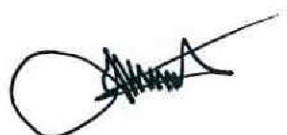
People in Action

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		-		-	
			<u>3,844,020</u>		<u>3,865,273</u>	
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		
		<u>3,794,576</u>		<u>4,032,087</u>		
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		
		<u>1,810,448</u>		<u>1,781,668</u>		
NET CURRENT ASSETS			<u>1,984,128</u>		<u>2,250,419</u>	
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>5,828,148</u>		<u>6,115,692</u>	
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18		(1,140,096)		(1,272,129)	
NET ASSETS			<u>4,688,052</u>		<u>4,843,563</u>	
Represented by:						
RESERVE FUNDS	19		3,652,668		3,808,179	
REVALUATION RESERVE	20		1,035,384		1,035,384	
			<u>4,688,052</u>		<u>4,843,563</u>	

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)
<i>Adjustments for:</i>			
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
<i>Changes in:</i>			
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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

(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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

(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 than 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	-
	<u>12,165,809</u>	<u>11,458,479</u>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

4.	OTHER OPERATING INCOME	2021 £	2020 £
	Donations and Sundry income	3,629	111,526
	Grant income received	579,918	-
		<hr/>	<hr/>
5.	INTEREST PAYABLE AND SIMILAR CHARGES	2021 £	2020 £
	On Bank Loans and Overdrafts	31,574	42,591
		<hr/>	<hr/>
6.	NET INCOMING / (OUTGOING) RESOURCES FOR THE YEAR	2021 £	2020 £
	These are stated after charging :		
	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
		<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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		-
		<u>1,517,514</u>		<u>1,689,841</u>
Cost of sales	1,165,716		1,476,319	
Administrative expenses	251,185		343,048	
	<u></u>		<u></u>	
Expenditure incurred for the provision of care and nursing		1,416,901		1,819,367
		<u></u>		<u></u>
Surplus/(Deficit) for the year		<u>100,613</u>		<u>(129,526)</u>

7b. INCOME AND COSTS FOR THE CAFE

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	575,470	3,593,813	95,558	531,273	4,796,114
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
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)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	325,305	-	94,243	525,832	945,380
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
NET BOOK VALUE:					
At 1 April 2020	289,592	3,575,000	1,754	8,160	3,874,506
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	250,165	3,593,813	1,315	5,441	3,850,734
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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)

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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)
	<hr/>	<hr/>
	(149,979)	(100,440)
	<hr/>	<hr/>
Represented by:		
Share capital	2	2
Profit and loss account	(149,981)	(100,442)
	<hr/>	<hr/>
Net liabilities	(149,979)	(100,440)
	<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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)
	<hr/>	<hr/>
	93,598	34,693
	<hr/>	<hr/>
Represented by:		
Share capital	100	100
Profit and loss account	93,498	34,593
	<hr/>	<hr/>
Net assets	93,598	34,693
	<hr/>	<hr/>

13D CHARITABLE COMPANY

	£
COST	
At 1 April 2020 and 31 March 2021	570,900
	<hr/>
IMPAIRMENT	
At 1 April 2020	570,900
Charge for the year	-
	<hr/>
At 31 March 2021	570,900
	<hr/>
NET BOOK VALUE	
At 31 March 2020	-
	<hr/>
At 31 March 2021	-
	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 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
	<u>922,991</u>	<u>974,337</u>	<u>1,173,676</u>	<u>2,022,357</u>

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	<u>2,864,683</u>	<u>2,258,249</u>

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
	<u>1,876,144</u>	<u>2,058,058</u>	<u>1,679,718</u>	<u>1,651,474</u>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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

	Group 2021 £	2020 £	Charitable Company 2021 £	2020 £
Bank Loans	1,140,095	1,272,129	1,140,096	1,272,129
	<u>1,140,095</u>	<u>1,272,129</u>	<u>1,140,096</u>	<u>1,272,129</u>

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
	<u>1,140,095</u>	<u>1,272,129</u>

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	-	-	-	-
	<u>3,525,204</u>	<u>-</u>	<u>-</u>	<u>3,525,204</u>
At 31 March 2021	3,525,204	-	-	3,525,204
	<u>3,525,204</u>	<u>-</u>	<u>-</u>	<u>3,525,204</u>
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	-	-	-	-
	<u>3,652,668</u>	<u>-</u>	<u>-</u>	<u>3,652,668</u>
At 31 March 2021	3,652,668	-	-	3,652,668
	<u>3,652,668</u>	<u>-</u>	<u>-</u>	<u>3,652,668</u>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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).

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

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.