

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

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 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.

People in Action

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 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.

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-empted 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.

People in Action

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.

People in Action

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.

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 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.

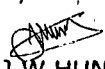
People in Action

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
		<u>5,072,046</u>	<u>3,861,668</u>
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
		<u>3,010,477</u>	<u>3,671,546</u>
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
		<u>1,958,020</u>	<u>1,943,631</u>
NET CURRENT ASSETS		<u>1,052,457</u>	<u>1,727,915</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>6,124,503</u>	<u>5,589,583</u>
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18	(92,360)	(142,693)
NET ASSETS		<u><u>6,032,143</u></u>	<u><u>5,446,890</u></u>
Represented by:			
RESERVE FUNDS	19	4,996,759	4,411,506
REVALUATION RESERVE	20	1,035,384	1,035,384
		<u><u>6,032,144</u></u>	<u><u>5,446,890</u></u>

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

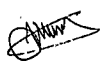
People in Action

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	-	-
		<u>5,070,534</u>	<u>3,807,979</u>
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
		<u>3,234,068</u>	<u>3,868,339</u>
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
		<u>1,984,079</u>	<u>1,908,512</u>
NET CURRENT ASSETS		<u>1,249,989</u>	<u>1,959,827</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>6,320,523</u>	<u>5,767,806</u>
CREDITORS - AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	18	(92,360)	(142,693)
NET ASSETS		<u>6,228,163</u>	<u>5,625,113</u>
Represented by:			
RESERVE FUNDS	19	5,192,779	4,589,729
REVALUATION RESERVE	20	1,035,384	1,035,384
		<u>6,228,163</u>	<u>5,625,113</u>

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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 2023

(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 2023

(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 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.

(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
	<hr/>	<hr/>
	11,173,252	11,565,317
	<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

4. OTHER OPERATING INCOME

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

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2023 £	2022 £
On Bank Loans and Overdrafts	9,378	31,742
	<hr/>	<hr/>

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

	2023 £	2022 £
These are stated after charging :		
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
	<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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
		<u>2,191</u>		<u>535,263</u>
Cost of sales		-		398,307
Administrative expenses	29,390		156,487	
	<u>29,390</u>		<u>156,487</u>	
Expenditure incurred for the provision of care and nursing		29,390		554,794
		<u>29,390</u>		<u>554,794</u>
Surplus/(Deficit) for the year		<u>(27,199)</u>		<u>(19,531)</u>

7b. INCOME AND COSTS FOR THE CAFE

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	575,470	4,897,508	72,758	231,032	5,776,768
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
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	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	404,157	-	72,019	228,546	704,722
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
NET BOOK VALUE:					
At 1 April 2022	210,739	3,593,813	986	4,972	3,810,510
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	171,313	4,897,508	739	2,486	5,072,046
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	575,470	4,897,508	64,444	228,715	5,766,137
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
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	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	404,157	-	64,444	227,002	695,603
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
NET BOOK VALUE:					
At 1 April 2022	210,739	3,593,813	-	3,427	3,807,979
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	171,313	4,897,508	-	1,713	5,070,534
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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)

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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)
	<hr/>	<hr/>
	(196,098)	(164,159)
	<hr/>	<hr/>
Represented by:		
Share capital	2	2
Profit and loss account	(196,100)	(164,161)
	<hr/>	<hr/>
Net liabilities	(196,098)	(164,159)
	<hr/>	<hr/>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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)
	<hr/>	<hr/>
	87,280	86,552
	<hr/>	<hr/>
Represented by:		
Share capital	100	100
Profit and loss account	87,180	86,452
	<hr/>	<hr/>
Net assets	87,280	86,522
	<hr/>	<hr/>

13D CHARITABLE COMPANY

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

14. DEBTORS

	Group 2023 £	2022 £	Charitable Company 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
	<u>867,356</u>	<u>853,135</u>	<u>1,302,592</u>	<u>1,302,744</u>

15. CASH AND CASH EQUIVALENTS

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

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 2023 £	2022 £	Charitable Company 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
	<u>1,907,158</u>	<u>1,894,048</u>	<u>1,933,217</u>	<u>1,858,929</u>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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

	Group 2023 £	2022 £	Charitable Company 2023 £	2022 £
Bank Loans	92,360	142,693	92,360	142,693
	<u>92,360</u>	<u>142,693</u>	<u>92,360</u>	<u>142,693</u>

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	-	-
	<u>92,360</u>	<u>142,693</u>

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	<u>4,996,759</u>	<u>-</u>	<u>-</u>	<u>4,996,759</u>
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	<u>5,192,779</u>	<u>-</u>	<u>-</u>	<u>5,192,779</u>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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	-	-
	<u>263,292</u>	<u>783,892</u>	<u>1,526</u>	<u>3,226</u>

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).

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

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.