

People in Action
REPORT AND CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 March 2025

Muras Baker Jones Limited
Chartered Accountants
Wolverhampton

People in Action

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For the year ended 31 March 2025

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People in Action

REPORT OF THE DIRECTORS

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

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

REFERENCE AND ADMINISTRATIVE DETAILS

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

DIRECTORS AND TRUSTEES

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

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

Mr J W Hunt
Ms S J Morris
Ms L A Bonnar
Mr M J Cox

EXECUTIVE TEAM

D Sumner & R Odedra

SENIOR MANAGEMENT TEAM

C Hardy, C Robbins, A Marchewka,
D Page & K Randle

AUDITORS:

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

BANKERS:

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

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

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

Subsidiary companies

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

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 2024/25

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

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

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

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

People in Action

REPORT OF THE DIRECTORS continued

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

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

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

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

Looking ahead, we will continue to prioritise:

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

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

FINANCIAL REVIEW

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

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

Results for the year

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

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

People in Action

REPORT OF THE DIRECTORS continued

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

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

Reserves policy

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

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

PLANS FOR FUTURE PERIODS

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

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

RISK MANAGEMENT

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

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

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

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

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

People in Action

REPORT OF THE DIRECTORS continued

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

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

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

TAXATION STATUS

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

AUDITORS

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

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

A handwritten signature in black ink, appearing to be 'J W HUNT', written over a circular stamp or seal.

J W HUNT
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE IN ACTION

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

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.

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

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

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

There are inherent limitations in our audit procedures described above. The more removed that the laws and regulations are from financial transactions the less likely it is that we would be aware 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

17 December 2025

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

For the year ended 31 March 2025

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

People in Action

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

For the year ended 31 March 2025

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

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


People in Action

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

At 31 March 2025

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

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



J W HUNT - Director

Company Registration No. 02486564

People in Action

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION

At 31 March 2025

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

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

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



J W HUNT - Director

Company Registration No. 02486564

People in Action

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2025

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

1. STATEMENT OF COMPLIANCE

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

2. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

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

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

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

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

(b) COMPANY STATUS

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

(c) FUND ACCOUNTING

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

(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.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

4. OTHER OPERATING INCOME

	2025	2024
	£	£
Donations and Sundry income	13,877	9,236
Grant income received	-	40,000
	<u>13,877</u>	<u>49,236</u>

5. INTEREST PAYABLE AND SIMILAR CHARGES

	2025	2024
	£	£
On Bank Loans and Overdrafts	6,289	7,764
	<u>6,289</u>	<u>7,764</u>

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

	2025	2024
	£	£
These are stated after charging :		
Depreciation of Owned Tangible Fixed Assets	87,262	40,047
Depreciation of Leasehold Property	35,110	44,587
(Profit)/Loss on disposal of Fixed Assets	(6,000)	-
Auditors' Remuneration and other services	21,700	19,950
Hire of Other Assets - Property Rentals	245,075	339,668
- Vehicles and Equipment	43,929	41,958
	<u>397,076</u>	<u>486,110</u>

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

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

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

7b. INCOME AND COSTS FOR THE CAFE

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

8. ANALYSIS OF RESOURCES EXPENDED

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

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

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

9. EMPLOYEE INFORMATION

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

	2025	2024 No
Management and Administration	365	379

The aggregate payroll costs of these persons were as follows:

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

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

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

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

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

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

10. TAXATION

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

11. TANGIBLE FIXED ASSETS

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

11. TANGIBLE FIXED ASSETS continued

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

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

12. GOODWILL ON CONSOLIDATION

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

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

13. INVESTMENTS IN SUBSIDIARY COMPANIES

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

13 INVESTMENTS IN SUBSIDIARY COMPANIES (continued)

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

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

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

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

14. DEBTORS

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

15. CASH AND CASH EQUIVALENTS

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

16. BANK LOANS AND OVERDRAFTS

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

17. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

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

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

	Group		Charitable Company	
	2025	2024	2025	2024
	£	£	£	£
Bank Loans	-	36,430	-	36,430
	<u>-</u>	<u>36,430</u>	<u>-</u>	<u>36,430</u>

Included in the above are the following:
Amounts repayable by instalments but not wholly repayable within five years:

	Charitable Company	
	2025	2024
	£	£
Repayable within one to two years	-	36,430
Repayable within two to five years	-	-
Repayable after five years	-	-
	<u>-</u>	<u>36,430</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.

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

19. RESERVE FUNDS

GROUP	General funds £	Restricted funds £	Total £
At 1 April 2024	4,811,875	40,000	4,851,875
Income	11,401,381	-	11,401,381
Expenditure	(11,514,604)	(12,118)	(11,526,722)
Transfers in / (out)	27,882	(27,882)	-
	<hr/>	<hr/>	<hr/>
At 31 March 2025	4,726,534	-	4,726,534
	<hr/>	<hr/>	<hr/>
CHARITABLE COMPANY	General funds £	Restricted funds £	Total £
At 1 April 2024	5,060,349	40,000	5,100,349
Income	11,248,478	-	11,248,478
Expenditure	(11,503,087)	(12,118)	(11,515,205)
Transfers in / (out)	27,882	(27,882)	-
	<hr/>	<hr/>	<hr/>
At 31 March 2025	4,833,622	-	4,833,622
	<hr/>	<hr/>	<hr/>

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

The grant was fully spent during the year ended 31 March 2025. The amounts transferred to general funds, noted above, represent the net book value of the assets purchased during the refurbishment.

20. REVALUATION RESERVE

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

	£
At 1 April 2024 and 31 March 2025	1,035,384
	<hr/>

21. CAPITAL COMMITMENTS

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

22. CONTINGENT LIABILITIES

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

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

23. OTHER FINANCIAL COMMITMENTS

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

	Land and buildings		Other	
	2025	2024	2025	2024
	£	£	£	£
Operating Leases which expire:				
Within one year	36,667	38,500	11,763	11,763
Within two to five years	54,792	91,458	10,802	22,565
After five years	-	-	-	-
	<u>91,459</u>	<u>129,958</u>	<u>22,565</u>	<u>34,328</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 2025 contributions totalling £76,379 were outstanding to the funds (2024 - £70,544).

People in Action

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

25. RELATED PARTY TRANSACTIONS

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

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

26. ULTIMATE CONTROL

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