

# PEOPLE POTENTIAL POSSIBILITIES

England & Wales · Charity number 703163

## Details

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Other names	THE GOOD SHEPHERD TRUST, P3, P3 THE SOCIAL INCLUSION CHARITY, The Rugby Portobello Trust
Status	Registered
Legal form	Charitable company
Company number	<a href="#">02495423</a>
Registered	1990-07-24
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website [www.p3charity.com](http://www.p3charity.com)

## Activities

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**Objects:** TO PROMOTE SOCIAL INCLUSION FOR THE BENEFIT OF THE PUBLIC BY THE PROVISION OF ADVICE, EDUCATION, EMPLOYMENT AND HOUSING SERVICES FOR YOUNG PEOPLE AND THOSE WHO ARE HOMELESS;THE ADVANCEMENT OF HEALTH; ANDTHE RELIEF AND CARE OF THE POOR INCLUDING THE HOMELESS AND SOCIALLY EXCLUDED PERSONS

**Activities:** Direct access hostels; youth services;floating support services;prison link worker scheme;mental health supported housing; advice services for young people; job seeking support young people;housing young people; street outreach;adults chronic exclusion work;education services;

## Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Accommodation/housing, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups

## Geography

- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£39,119,840	£37,728,522	£16,900,076	838
2024-03-31	£36,356,179	£34,828,554	£15,508,758	813
2023-03-31	£30,834,116	£29,798,419	£13,981,133	778
2022-03-31	£29,683,705	£26,753,456	£12,945,436	722
2021-03-31	£32,069,167	£27,843,845	£10,015,187	763

## Trustees

Name	Role	Appointed
<b>Adam Jonathan Patrick Hackett</b>	Chair	2014-12-21
David James Morris		2023-11-29
Gill Anne Moy		2025-11-25
Nancy Scott		2021-01-14
Omid Shiraji		2023-11-29
Richard John Bowley		2021-11-17
Samantha Kay Hart		2026-06-02
Sarah Helen Appleby		2021-11-17
William Richard John Cock		2021-01-14
Yvonne Mary Thomas		2021-09-24

**PEOPLE POTENTIAL POSSIBILITIES**

England & Wales - Charity number 703163

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# Accounts

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People  
Potential  
Possibilities

## **P3 Charity Group**

**P3 (the operating name of People Potential Possibilities,  
a company limited by guarantee)**

Group Report and Financial Statements for the year ended 31 March 2025

Company number 02495423

Charity number 703163

## Contents

Legal and Administrative Information.....	1
Trustees' Report (incorporating Directors' and Strategic Report) .....	2
Independent Auditors Report .....	33
Consolidated Statement of Financial Activities .....	38
Consolidated Balance Sheet.....	39
Charity Balance Sheet .....	40
Consolidated Statement of Cash Flows.....	41
Notes Forming Part of the Financial Statement.....	42

People Potential Possibilities  
 Legal and Administrative Information  
 For the year ended 31 March 2025

P3 Charity Trustees	A Hackett (Chair of Trustees, appointed 21 December 2014) D Lane (Appointed 19 October 2015) C Carter (Appointed 26 September 2017) W Cock (Appointed 14 January 2021) A Lindo-Cozzella (Appointed 14 January 2021) N Scott (Appointed 14 January 2021) Y Thomas (Appointed 24 September 2021) S Appleby (Appointed 17 November 2021) R Bowley (Appointed 17 November 2021) D Morris (Appointed 29 November 2023) O Shiraji (Appointed 29 November 2023) T Hinde (Appointed 17 November 2021, Resigned 27 November 2024)
Company Registered Number	02495423
Charity Registered Number	703163
Registered Office	Eagle House, Cotmanhay Road, Ilkeston, Derbyshire, DE7 8HU
Company Secretary	Jack Michael Buckler (Appointed 29 January 2024)
Chief Executive Officer	Mark Simms
Auditors	Price Bailey LLP Dashwood House 69 Old Broad Street London EC2M 1QS
Bankers	Lloyds Bank plc 89 Church Street, Bilston, Wolverhampton, WV14 0BJ  CAF Bank Limited Kings Hill, West Malling, Kent, ME19 4JQ
Solicitors	Chattertons, Markel Law LLP Devonshires and Nelsons

The Trustees, who are the Directors for the purposes of the Companies Act 2006, present their report and financial statements for People Potential Possibilities ('the Charity' / 'P3') for the year ending 31 March 2025. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019).

### **Summary from Adam Hackett, Chair of the P3 Board of Trustees**

This year has demanded a lot from all of us: trustees, staff, volunteers and the communities we serve. The ongoing cost-of-living crisis, the pressure on public services and an increasingly complex funding environment have shaped our decisions and tested our resilience. Yet, as ever, P3 has risen to the challenge with integrity, courage and creativity.

At the heart of it all is our belief in people – not just the people we support, but the people who power this organisation. I want to start by expressing my deep thanks to our colleagues and volunteers across the country. Every single day, you show up with commitment, compassion and clarity of purpose. You represent the very best of P3.

#### *Staying True to Our Purpose*

As trustees, we are acutely aware of our responsibility to ensure that P3 stays focused on its mission, not just delivering services, but creating meaningful opportunities for people to belong, grow and thrive.

This year we have supported P3's Executive Team in responding quickly and strategically to financial pressures. Through open, honest and at times difficult conversations with commissioners, we have maintained delivery across the vast majority of our services. We have avoided knee-jerk cuts, choosing instead to work collaboratively, review service models and find sustainable solutions wherever possible. That approach has served us and the people we work alongside, extremely well.

#### *Governing in Challenging Times*

As Chair, I am proud of the maturity and rigour with which our Board has carried out its responsibilities. Across all our sub-committees, we have prioritised strong governance, fair pay, inclusive leadership, robust financial oversight and the safety and wellbeing of our people.

As trustees, we recognise that one of our most important responsibilities is to build and maintain public trust and confidence, not just in P3, but in the wider charity sector, and we have done so by ensuring that every decision we make is rooted in delivering our purpose with integrity, transparency and impact.

We have also made meaningful progress in ensuring our approach to remuneration and pensions aligns with our values, supports recruitment and retention and looks after those who look after others.

We have embedded new responsibilities across our committees – from reviewing environmental impact to embedding co-production in decision-making. I am particularly proud of the calibre and commitment of our trustees and committee members, and I want to thank each of them for their wisdom, challenge and good humour.

### *Investing in the Future*

It is easy in difficult times to scale back ambition, but at P3 we've chosen a different path. We have invested wisely in people, infrastructure and leadership. The launch of our Aspiring Leaders development programme, our Data-Driven Professionals programme and the expansion of our apprenticeship and leadership pathways show our long-term commitment to building the skills and confidence our people need to drive change.

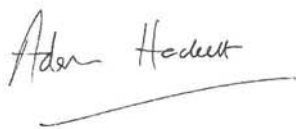
We have welcomed new services in Rotherham and Wolverhampton: clear evidence of our reputation for delivering high-quality, person-centred support. We have grown without overstretching, strengthened our financial position and built a stronger, smarter, more sustainable charity.

### *A Final Word*

As Chair of this remarkable organisation, I often have a front-row seat to some of the most transformational work happening in our communities. Whether it is meeting young people in Wolverhampton, hearing from parents supported through our family services in London or reading letters from people we have helped into safe housing all across the country, I am continually reminded of why P3 exists and of how much more we are capable.

P3 is a charity rooted in its values but unafraid to adapt, evolve and lead. That is down to the extraordinary people who make this organisation what it is, from our CEO and Executive Team to our front-line teams, volunteers, partners and of course the people who walk through our doors.

Thank you for your continued trust, your challenge and your belief in the work we do.



**Adam Hackett**

P3 Charity, Chair of Trustees

## About P3

P3 is a national charity that has been supporting people to be valued, connected members of the communities in which they live since 1972, though some parts of the organisation date back to the 1800s.

We believe in **people**, we believe in the power of **potential** and we believe that – with the right support – anyone can create new **possibilities** for themselves.

We provide vital support, opportunities and a sense of belonging, and in the last year we supported over 22,068 people directly through our programmes and we fielded 59,777 calls through the Derbyshire Mental Health Helpline. People were supported through a wide range of services, including:

- Housing advice and support
- Budgeting and financial guidance
- Children's and youth programmes
- Family support services
- Mental health support
- Access to stable housing

From April 2024 to March 2025, P3 Charity supported 22,068 people, some through long-term support and others through one-off advice sessions. A further 59,777 people were supported through our Derbyshire Mental Health Helpline, run in partnership with the NHS.

Our work is made possible through funding from central and local governments, the NHS and the generosity of local businesses, donors and community partners. Behind it all, a dedicated team of hundreds of staff and volunteers make a real difference every day.

At P3, we believe that every person's experience is unique, and the support we provide must reflect that. Our work is built on two key principles: Psychologically Informed Environments (PIE) and Trauma-Informed Care (TIC). By embedding PIE and TIC into everything we do, we ensure that P3 is a place where people feel safe, understood and empowered to take control of their futures.

"It gave me so much comfort to know he had people around him who cared for him in his darkest days. There are professionals who work with people who just do their job and go home, then there are people like [the team] at P3 who really care and made such a massive difference to Stephen's life, and also to ours."

*-Sister of someone supported by P3 in Derbyshire*

All our services put people first, working to create opportunities and positive life chances for vulnerable people. We work alongside people to overcome the challenges that the public sector can no

longer tackle alone: transforming the lives of people experiencing social injustice or people who have nowhere to call home and supporting those experiencing mental ill-health or who are in contact with criminal justice services.

Our vision is to act as the catalyst in the development and delivery of services that are linked up across whole systems, such as health, housing, social care, criminal justice, employment, education and training. That means services that are centred on the needs of the people who use them, services that deliver solutions and a positive way forward to a better life. We are focused on outcomes, impact and achieving a good Social Return on Investment.

## **Our Year**

### **Responding to the Cost-of-Living Crisis through Strategic Collaboration**

The cost-of-living crisis and rising National Insurance contributions have placed immense strain on both individuals and the social sector at large. At P3, these pressures have translated into increased operational costs – everything from utilities and staff expenses to supply chains – at a time when demand for our services continues to rise. In response, we took decisive and proactive steps to maintain service continuity without compromising our quality or values.

Central to our approach has been working in close partnership with local commissioners across the country. Rather than absorbing unsustainable costs or reducing service provision, we initiated open conversations with our partners about the real cost of delivering person-centred, impactful support in today's economy. This collaboration has allowed us to secure revised contract values in some regions, create flexible delivery models and, where necessary, co-design new approaches that meet local need while remaining financially viable.

We've approached this challenge as an opportunity to rethink how we deliver for communities. By leveraging our entrepreneurial mindset, we've engaged in joint problem-solving with commissioning teams, shifting the focus from transactional funding arrangements to strategic partnership. These discussions have led to positive outcomes, enabling continued delivery in key areas, safeguarding frontline jobs and protecting the wellbeing of people who rely on our services.

Importantly, we've ensured that these funding realignments are underpinned by robust data and clear outcomes. We provide commissioners with evidence of need, cost analysis and stories of real-life impact, enabling informed decision-making on both sides. Our transparency and flexibility have reinforced trust with partners and opened new doors for future collaboration.

In some areas, we've also supported commissioners in identifying additional funding streams, unlocking social value from new developments or working with voluntary sector consortia to co-bid for aligned

services. By thinking innovatively and maintaining our commitment to co-production, we've been able to stretch resources further while preserving the integrity of what we do.

"I went through a low time when I was living [with P3], but the staff really supported me and made me feel so much better."

*-Someone supported by P3 in Gloucestershire*

Internally, we've worked hard to keep our colleagues supported. We've enhanced our employee assistance provision, introduced new wellbeing initiatives and maintained a strong focus on retention and engagement, recognising that the rising cost of living affects our teams as well as the people we serve.

Ultimately, P3 has used the challenges of this year to strengthen our relationships, sharpen our strategic thinking and build even greater resilience into the way we operate. Our commitment remains to the people and communities we serve and we are proud of how we have navigated this period with integrity, collaboration and purpose.

### **Building Skills for the Future: investing in data and leadership at P3**

At P3, we recognise that the strength of our organisation lies in our people and, to meet the demands of an evolving sector, we must continuously invest in the development of our team. Over the past year, we've taken bold steps to enhance our leadership pipeline and foster a culture of data confidence and digital capability across the organisation.

A key milestone in this journey was the launch of our Data-Driven Professional programme, delivered in partnership with Imperial College London and Corndel. With generous support from Securitas UK, who gifted £228,000 from their Apprenticeship Levy, we enrolled 18 colleagues onto this Level 3 course. The programme equips staff with critical data skills such as data interpretation, analysis and ethical use of information that are essential for informed decision-making and service design.

Our goal is not just to gather more data, but to use it meaningfully: to shape strategy, improve outcomes and better understand the needs of the people we support. Embedding data literacy at all levels of the organisation is enabling us to shift from reactive to proactive service delivery, identifying trends, targeting resources more effectively and evidencing impact with confidence.

Alongside our focus on data, we've scaled up our leadership development offer. Across P3, team members are now undertaking qualifications such as the ILM Level

5 in Leadership and Management, the Level 7 Senior People Professional and the Level 7 Senior Leader apprenticeship. These programmes are developing future leaders who understand not only how to manage teams, but how to lead with integrity, vision and impact.

Investing in our people in this way reflects our long-term commitment to sustainability. In a sector often marked by high turnover and burnout, we are deliberately building a culture where colleagues feel supported to grow, stay and shape the future of P3. We are proud that many of our leaders today started in frontline roles, and our focus on upskilling is designed to keep that progression pathway alive.

As we look ahead, our ambition is to be a learning organisation – one that thrives on curiosity, innovation and insight. Whether through formal qualifications, data-led transformation or grassroots leadership initiatives, we are equipping our people with the skills to meet future challenges with confidence and compassion.

This year has shown us that investing in capability is not a luxury, it is essential to delivering on our mission and achieving meaningful, lasting impact for the communities we serve.

## **New Services**

In December 2024 we launched a new service supporting people in Rotherham, South Yorkshire. This service – Rotherham Housing Related Support for Single People and Families – was commissioned by Rotherham Metropolitan Borough Council to give short-term support to families and single people aged 18 and over to maintain their tenancy and independence and to avoid prevent homelessness.

This programme supports 60 to 80 families at any one time and we expect to have supported 480 people and families within the first 12 months of the programme.

This programme will be looking to preventing repeat homelessness through holistic support that addresses the root cause of the problem; reduce people's time in temporary accommodation through a personalised, collaborative, multi-agency approach; reduce risk of tenancy failure by building partnerships and comprehensive assessments and support planning; provide a positive experience for people within temporary and emergency accommodation, ensuring they are engaged in the process of securing a positive and sustainable move on; and ensure people with support needs, vulnerabilities and complexities are safe and well while in temporary or emergency accommodation and when moving on to a more permanent home.

In 2024-25 we also launched a new young people's service in Wolverhampton, West Midlands. This service – supporting young people aged 16 to 25 who are experiencing or at risk of homelessness – helps young people prepare for independent living by supporting them to develop their confidence; develop

independent living skills, such as cooking, personal hygiene and the principles of good tenancy; develop emotional and mental resilience; get support with access to education and employment; and get support with long-term housing through advice and sign-posting.

### **Organisational Growth**

Today we run 80 (2024: 79) services, where we are highly regarded by commissioning partners, aligned organisations and the people we work alongside. P3 is financially stable, our revenue covers all our operational costs and our fundraised income is used to 'add value' to services.

P3 is one of the largest and most successful charities and social enterprises in our field. We continue to deliver service excellence against a framework of industry-standard benchmarks, drawing on best practice and quality models from across the charity, social enterprise and housing sectors. We have worked to retain our existing services and extended our reputation to secure a service in Rotherham, Yorkshire and Wolverhampton, West Midlands.

### **From Isolation to Empowerment: A demonstration of the impact of P3's hoarding support**

When we first met Alice\*, a 51-year-old woman living alone in the home she inherited from her parents, her life was shaped by isolation, health challenges and a home environment that had gradually become unsafe and unmanageable. Living with type 2 diabetes and recovering from a recent hospital stay due to a leg ulcer, Alice had been sleeping in her late mother's wheelchair in the front room. For over four years, she had been unable to access her own bed upstairs.

The front room, filled with belongings and memories too painful or overwhelming to face, had a clutter rating of 8 (on a scale of 1-9). There was no clear space to sit, relax or even move freely. The kitchen, while slightly less cluttered, posed a significant fire risk, especially around the gas hob. Most of the house was without functioning electrical sockets, and the boiler hadn't been used in some time. For basic washing, Alice relied on a kettle.

This situation didn't come from laziness or neglect – it came from a life lived with loss, trauma and limited support. What Alice needed wasn't a 'clearance service' or a quick fix, but consistent, patient and compassionate wellbeing support.

We began slowly, not with bin bags, but with conversations. We met Alice in a local P3 space over warm drinks, away from the pressures of her home. In that safe environment, she began to open up, and we listened. Together, we set gentle, achievable goals not focused on 'decluttering', but focusing on regaining comfort, safety and control.

Over time, with Alice deciding the pace, we helped clear a safe path upstairs and into her bedroom. The moment she slept in her own bed for the first time in four years was a milestone, not just in terms of space, but in her sense of self-worth and progress. Since then, Alice has continued to maintain that space and now sleeps in her bed every night.

From there, the momentum grew. Alice began clearing a space on her sofa, hoping to sit and enjoy TV again. Where once she declined a fire risk assessment, she soon welcomed one, not because we pushed, but because trust made it possible. She's even begun thinking about what needs to be done so tradespeople can enter her home to carry out electrical repairs: a step that would have felt unimaginable at the beginning.

Alice's story is not one of instant transformation. It's a story of steady change, made possible through patience, empathy and a commitment to long-term wellbeing. As with every P3 service or programmes, we're not looking for quick fixes, but support and systems that create long-term, meaningful change that allows people to reclaim their dignity and their futures.

*\*Name changed to protect privacy*

## Structure, Governance and Management

### Constitution

The Charity is a charitable company limited by guarantee and was set up by a Memorandum of Association on 24 April 1990. People Potential Possibilities, known on a day-to-day basis as P3 and P3 Charity, has no share capital and is a registered Charity with the Charity Commission.

### Method of Appointment or Election of Trustees

P3 is governed by a Board of Trustees, comprising a Chair and 11 Trustees. The Chair is appointed by the Board from the existing Trustees. Trustees are recruited with relevant skills, experience, knowledge and Qualifications, with regard to the balance on the existing Board. As well as looking for individuals with business, health/social care and governance backgrounds, we aim to include people who have lived experience of accessing services and carers. Prior to inviting nominations and applications for Board Membership, a skills audit review of existing members is undertaken to identify prospective members with the required experience, skills and knowledge.

The Board of Trustees meets a minimum of four times a year and is responsible for the overall direction and control of P3's activities. The Board also has an annual Away Day and sub-committees of the Board (with delegated authority) meet regularly to review and agree performance in key areas of operation. The Board is responsible for taking decisions on the strategic direction of the Charity, approving major expenditure, major developments and through the Chair giving support and supervision to the Chief Executive.

### Policies Adopted for the Induction and Training of Trustees

On appointment, each Trustee signs a code of conduct and completes a register of interests. They are given a Trustee Induction Pack that includes the Charities Governing Document (Memorandum and Articles of Association) and a range of relevant policies and procedures (including conflict of interest and other guidance). The pack contains a Trustee job description and a copy of Charity Commission Guidance Leaflet CC3, *The Essential Trustee: what you need to know*. New Trustees meet with the Chair and Chief Executive to discuss:

- The Trustee's role and responsibilities
- Key documents, including the Memorandum and Articles of Association and the P3 Strategic Plan
- Funding, including the latest published accounts and current position
- The organisation's focus on outcomes
- Safeguarding
- Future plans

Trustees are invited to an induction tour of projects and services, and Trustee training needs are assessed and training provided as appropriate.

### **Organisational Structure and Decision Making**

The Chief Executive leads the day-to-day management of P3 on authority delegated by the Board of Trustees. He and the Executive Officers of the Charity form the Executive Leadership Team and each has clearly defined areas of responsibility and accountability. The Executive Leadership Team meet every other week to discuss and implement strategic and operational issues and to monitor and control the performance of the Charity against the Strategic Plan and Strategy Implementation Plan. This work is reported on at General Meetings of the Board.

### **Summary of the Work of Sub-Committees 2024-25**

#### *1.0 Summary of Activities: Audit, Risk and Assurance Sub-Committee*

##### Members:

- Sarah Appleby (Chair)
- William Cock
- Richard Bowley

The Audit, Risk and Assurance sub-committee appointed David Morris as a member in April 2024. Over the course of the 24-25 financial year, the Audit, Risk and Assurance sub-committee has continued to regularly review and scrutinise the corporate risk register, including mitigations against emerging or high-level risks. The sub-committee has overseen and reviewed the progress of P3's external internal auditor in the completion of their three audits over the financial year. Additionally, the committee has reviewed the scope of the third year of the external internal audit 25-26.

The sub-committee has continued to review progress against the recommendations set out in the management letter from P3's previous external audit on a quarterly basis and reviewed action points from external internal audits. The sub-committee has scrutinised all serious incidents reported to the Charity Commission and reviewed the P3 Group's insurance and legal advice arrangements. The sub-committee has overseen P3's compliance to its contractual KPIs through a quarterly review of its operational reporting to commissioners and has agreed a new Terms of Reference for 25-26 to incorporate review of Ofsted regulatory requirements.

## *2.0 Summary of Activities: Finance and General Purposes Sub-Committee*

### Members:

- Richard Bowley (Chair)
- Adam Hackett
- Yvonne Thomas
- David Morris (Joined 1 April 2024)
- Thea Hinde (Retired 27 November 2024)

The Finance and General Purposes (F&GP) sub-committee welcomed David Morris as a member, in anticipation of the retirement of Thea Hinde as a trustee of P3 Charity in November 2024. Over the course of the 2024/2025 financial year, the F&GP sub-committee has continued to oversee implementation of P3's Financial Strategy particularly to invest in the improvement of its existing properties and acquisition of additional properties to further the organisation's charitable objects. The sub-committee also recommended the 2025/2026 budget to the Board of Trustees following review by the chair and members.

The sub-committee has reviewed the financial policies of P3 Charity and overseen the management accounts of the organisation. It has recommended the management accounts to the Board and ensured that financial reporting and compliance regulations are satisfied. The committee continues to review the management accounts to ensure that the appropriate financial information is being presented to trustees in an accessible way. The sub-committee has reviewed and scrutinised all bids and tenders for contracts made by P3 Charity to ensure business development remains a priority for the charity and new contracts align with its charitable objects.

Additionally, the sub-committee has reviewed and updated its Terms of Reference to expand its remit to include the review of progress against P3's environmental strategy and commitments, appraise P3's fundraising activities on a quarterly basis, and to work collaboratively with P3 Housing's newly established Finance, Audit, Risk and Assurance sub-committee.

### *3.0 Summary of Activities: Human Resources, EDI and Safeguarding Sub-Committee*

#### Members:

- William Cock (Chair, joined 5 April 2024)
- Nancy Scott
- Aquilla Lindo
- Omid Shiraji (Joined 5 April 2024)
- Thea Hinde (Retired 27 November 2024)

Over the course of the 24-25 financial year, the Human Resources, Equality, Diversity and Inclusion and Safeguarding sub-committee welcomed two new members in April 2024: William Cock and Omid Shiraji, in anticipation of the retirement of Thea Hinde in November 2024. William Cock was appointed as the committee's Chair at the invitation of the Board.

The committee has continued to oversee the implementation of the P3 People Strategy, which guides the work of People and Culture and our operational departments. The sub-committee has reviewed all HR and safeguarding policies to ensure they are in date and appropriate policies are in place. The committee has overseen and approved the enhancement of P3's maternity, adoption and paternity benefits for colleagues. It has also supported and advised on the enrolment of two cohorts of P3 staff on Level 3 Data Technician apprenticeships, which were funded by a levy transfer.

The committee has reviewed all serious safeguarding incidents and trends on a quarterly basis. It has also reviewed all Serious Incident Reports made to the Charity Commission relating to safeguarding incidents in 24-25. Sub-committee members have also advised the executive on sensitive Employee Relations issues. Members have also provided support and advice to the Executive on P3's Data Transformation Strategy.

Additionally, the sub-committee has reviewed and made recommendations on the formation on P3's creation of an EDI Steering Group and provided guidance as P3 completes an external benchmarking exercise of its current EDI offer to colleagues and the people we work alongside.

#### *4.0. Summary of Activities: Governance, Remuneration and Nominations Sub-Committee*

##### Members:

- Carol Carter (Chair)
- William Cock
- Omid Shiraji
- Yvonne Thomas

Over the course of 24-25, the Governance, Remuneration and Nominations Committee has continued to review progress against P3 Charity's action plan to ensure compliance against the Charity Governance. As part of this action plan, the sub-committee approved an internal governance review to be held, which included a board effectiveness assessment that all trustees completed.

Additionally, the sub-committee has overseen the conclusion of an external governance review, led by Devonshires Solicitors, focusing on the relationship between P3 Charity and P3 Housing, resulting in both organisations entering into an intra-group agreement in June 2024. Members of the sub-committee have undertaken benchmarking of staff salaries to be submitted to the Chair of Trustees for consideration and recommendation to the sub-committee, with the aim to pay in the upper quartile, in line with P3's Pay and Reward policy. The sub-committee has also approved the delegation of P3's policies to respective sub-committees for review and scrutiny on an annual basis.

The Governance, Remuneration and Nominations Committee has also overseen opening of a new pension scheme for P3 Charity staff in March 2025. The sub-committee undertook the project following a market review conducted by Pension Advisors Second-Sight, ensuring P3's new pension plan meets our Carbon Reduction Plan ambitions and continues to provide the best possible outcomes for colleagues contributing to the scheme.

#### *5.0 Summary of Activities: People Board*

##### Members:

- Dorothy Lane (Chair)

Over the course of 24-25, the People Board sub-committee has continued to oversee and review the implementation of P3's 'People Standards' across the organisation. It has overseen the recruitment of 15 peer reviewers, the training of 38 people we work alongside in recruitment and selection to participate on P3 interview panels and 233 P3 staff trained in customer service by the People Shaping P3 Team.

Additionally, the People Board have seen 33 people trained in Mystery Shopping, with their feedback of P3's services reviewed on a quarterly basis.

The People Board has approved the People Shaping P3 Strategy to embed co-production and people involvement across P3 Charity to improve outcomes across our services. The strategy's progress against desired outcomes is reviewed quarterly. The People Board has also been successful in recruiting an additional four people we work alongside to sit as members and has reported its progress to the Board of Trustees.

## Objectives and Activities

### Mission

To tackle social exclusion by creating opportunities for vulnerable and disadvantaged people: "We work alongside people to improve lives and communities, to unlock potential and open up new possibilities."

### Objectives

The objectives of P3 are:

- To promote social inclusion for the benefit of the public through the provision of advice, education, employment and housing services for young people and those who are homeless;
- The advancement of health; and
- The relief and care of people experiencing economic hardship, including people who are homeless and socially excluded.

### Strategies for Achieving Objectives

Responsive strategic planning meant trustees approved a new five-year strategy in 2021 rather than remain tied to a strategic cycle that didn't reflect the operational challenges posed by a post-pandemic society facing economic uncertainty.

Our new strategy and 'theory of change' is centred upon: Somewhere to live, someone to love and something to do.

- Somewhere to live: Somewhere safe to live has an evidenced positive impact on all life outcomes.
- Someone to love: We know that being part of a community and healthy relationships are the key building blocks to improved wellbeing.
- Something to do: Access to education, developing skills for employment and volunteering can all improve life chances and wellbeing.

P3 has 11 strategic priorities: 5 that focus on our impact for people and 6 that enable us to achieve this in line with our values.

Our impact priorities are:

1. We will ensure that P3 is for everyone, promoting inclusion and equity of access.
2. We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside.
3. We will increase the number of homes P3 provides and the number of places to stay that we manage.
4. We will provide activities and programmes that promote and support wellbeing and encourage people to take their own action.
5. We will work right across the different sectors of the community to learn from and with each other.

Our impact enabling priorities are:

6. We will provide a quality offer.
7. We will work with transparency.
8. We will work with a focus on the experiences of the people we work alongside.
9. We will excel in both digital and offline services so that everyone can access our support.
10. We will recognise that the risks to the environment, the world and its population are both real and immediate.
11. We will set a strong example in how we use our assets and how we behave.

All the above objectives are undertaken with the aim of enabling P3 to provide more high-quality services for socially excluded people.

### **Activities for Achieving Objectives**

Current activities include:

- Direct access homeless accommodation
- Supported accommodation for people with mental ill-health
- Complex and chaotic needs service
- Floating support for people with mental ill-health
- Floating support services to help people keep their home
- Floating support services for people with addiction issues
- Hospital discharge support for people with mental ill-health
- Street outreach work
- Mental health crisis accommodation for women
- Navigator general advice services for young people
- JobShop training/job advice services for young people
- Registered Social Landlord

- Supported accommodation for young homeless people
- Link worker services to people with chaotic lifestyles and complex needs
- Youth services including youth clubs and mentoring
- After school and play services
- Family support services, including skills development
- Specialist hoarding support
- 24-hour mental health helpline support for people
- Out-of-hours helpline support for people who are homeless

## **Public Benefit**

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 and given their careful consideration to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives for the year. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Board has agreed that the best way to meet the needs of the people we work alongside is through contracting for specialist services while also influencing the way that services are provided and shaped through our expertise and knowledge. To this end, we continue to maintain our independence as an organisation in relation to public policy issues that are relevant to the people who are accessing our services and we will continue to put forward our views on how services could be improved.

## **Strategic Report**

### **Achievements and Performances**

Over the last financial year, P3 has again become a bigger, stronger and more diverse organisation. In 2024-25, across the group, an average of 838 (2024: 813) staff and 107 (2024: 300) regular volunteers supported 81,845 (2024: 33,000) people (59,777 through our Derbyshire Mental Health Healthline) across towns and cities over 7 regions in England – the South East, the South West, London, East Midlands, West Midlands, Yorkshire and the North West – helping people to achieve their goals and aspirations.

These are some of the main achievements that have helped take us to where we are today. Many of them cross over two or more objectives.

## Our Impact Priorities

At P3 we know what we are doing is impactful, however we want to reach more people and a broader range of people.

Our impact is greatest when we develop deeper relationships with people, so our services are only ever relational, focussed on the person, and never transactional.

Our quality is good, but we believe it can be developed, particularly in areas where the positive impact is incidental, accidental and at a lesser scale.

*Objective 1: We will ensure that P3 is for everyone, promoting inclusion and equity of access:*

- Operating in 17 (2024: 17) counties
- Offering programmes and services in 57 (2024: 53) local districts and boroughs
- Working with 55 (2024: 50) different commissioners
- Offering 80 (2024: 79) services across the country
- 71 per cent (2024: 73 per cent) of our staff are female, 29 per cent (27 per cent) of our staff are male and our average mean gender pay gap is -.19 per cent (1.97 per cent).
- We began our work on the redevelopment of our brand and website, striving for WCAG 2.0 accessibility to ensure we're accessible to everyone, including those with visual impairment and neurodiversity.

*Objective 2: We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside:*

- Through the Apprenticeship Levy Gifting scheme and a partnership with Securitas UK, P3 was able to support seven colleagues to complete the Data-Driven Professional Level 3 programme, one colleague to complete a ILM Level 5, three colleagues to complete a Senior Leadership Level 7 training and one colleague to complete a Senior People Professional Level 7 qualification.
- We have continued to refine our values-based recruitment processes—recruiting for values and training for skill—ensuring our colleagues are dedicated and committed.
- We have continued our partnership with the Employers Network for Equality and Inclusion (ENEI) to continue the development of our EDI (equity, diversity and inclusion) strategy, which in 2024-25 saw the formation of our Senior Leadership EDI Committee and the launch of our EDI Steering Group, made up of 13 colleagues from diverse backgrounds who are passionate about helping us shape the future of equity and inclusivity at P3.

*Objective 3: We will increase the number of homes P3 provides and the number of places to stay that we manage:*

- We now offer 678 (2024: 601) places to stay through our Registered Social Landlord (RSL), P3 Housing.
- P3 has progressed the transfer plan to move leased properties from our Charity portfolio into the RSL, as well as increasing the properties included in the Service Level Agreement with the Charity, with the final 35 units due to be transferred before April 2026.
- P3 has disposed of properties that no longer meet our requirements or standards, moving away from shared places to stay and replacing them with self-contained or ensuite accommodation, with landlord services managed by the RSL.

*Objective 4: We will provide activities and programmes that promote and support wellbeing and encourage people to take their own action:*

- Our relatively new service in Nottingham City has been works with people who have experience of or who are at risk of rough sleeping, focusing on those who are most at risk or have extensive experience of rough sleeping. Our team works incredibly hard to build trust and relationships that facilitate positive change for the people supported, helping them to sustain stable accommodation.
- Our Cambridgeshire older people's support service has provided support and intervention to help people retain their homes, empowering them to make informed choices, increasing their sense of independence and control.
- In the summer we took on a young people's supported accommodation service in the West Midlands that needed significant improvement. To do this, the young people were consulted on whether they wanted to move into other P3 accommodation while the building was brought up to P3 standard, how they wanted the interiors to look and full input into how their support should look and feel. As a result, they young people reported feeling much more supported, listened to and in control of their lives.
- In Hillingdon we partnered with the local authority to deliver accommodation for young people aged 18-25 who are most at risk of homelessness. This service offers support to help young people develop independent living skills, manage their finances, reduce social isolation and improve access to education, training and employment.
- RPT held its annual summer residential at Nethercott Farm in Devon. This gave young people an opportunity to experience life from a very different perspective, with some having never left their local borough until this trip. The children experienced lots of countryside activities, participated in team

- building events and embraced what the trip and team had to offer. Parents reported a change in their children's wellbeing and overall attitude upon their return.
- We successfully became Ofsted registered to provide accommodation, in line with new legislation, to care leavers aged 16-17. As part of the process, lots of our young people were consulted on how their support and accommodation should look, which influenced changes at service level, resulting in an enhanced quality framework and steps taken to create a Youth Voice Committee.

*Objective 5: We will work right across the different sectors of the community to learn from and with each other:*

- P3's Calderdale service has been closely engaged with the police and local public health team to work on a strategic delivery plan around the street-use of drugs and alcohol and related deaths. As a result, two P3 complex need workers work directly with a local housing provider that has been flagged as poor quality and high risk—including being a source of significant anti-social behaviour that has led to several drug-related deaths. The impact of our work and collaboration has been recognised as one of solution-focused, trauma-informed best practice.
- Warwickshire services were redeveloped as a result of commissioning, redesigned to support people facing homelessness and who may also have learning disabilities. We have worked in partnership with Mencap to develop a bespoke training package for staff to ensure we are equipped to offer the best possible support to people within that service.
- Our mental health service manager and Leicester has worked closely with local faith groups to ensure we make our services accessible and open to everyone from all communities. This has been well received and we continue to identify and remove barriers to support for communities that may not traditionally access structured support.

*Objective 6: We will provide a quality offer:*

- We expanded our Executive Team to five (2024: four) members.
- Finance Team came runner up in the East Midlands finance team of the year.
- We were also runner up in the Accounts Payable Society awards for Collaboration. A joint award for Comms, IT and Finance.

Feedback from a Social Worker with the Family and Adolescent Support Team East team:

"I have been working with [P3] for over four years now and I have to say it has been absolute pleasure, you have supported so many young people and given them second chances when other people wouldn't. This just shows your dedication to supporting the many young people who have been through so much loss. You have always gone above and beyond for the young people you support... You always return phone calls regardless of how busy you are and you keep that on-going communication between us open. Given the amount of young people you care for, it's remarkable how you always have a smile on your face and always willing to help."

Feedback from the Mansfield and Ashfield Young Parents' Service review:

"P3's accommodation is of a good standard, feeling welcoming and inviting to young people. Staff are knowledgeable and professional in their roles and responsibilities. Management and staff were knowledgeable of the needs of the young people and were passionate about the service P3 offer. Support plans are person-centred...[and] young people fed back that they felt supported and safe within their homes at P3."

Feedback from the Public Health Partnerships Manager, Calderdale, Yorkshire:

"I just want to say thank you for the support from P3 with regards to Union St and your unput as part of the Drug and Alcohol Strategic Board...P3 has stepped up this year to really be a responsive and trauma informed service – we are very lucky in Calderdale."

*Objective 7: We will work with transparency:*

- P3 CEO Mark Simms continued as a member of the Board of the Charity Commission for England and Wales, where he has championed compliance and best practice since 2023.
- We have an effective governance structure; the P3 Board of Trustees work closely with our Executive Leadership Team to oversee the Charity's strategic performance, management and administration.
- Our Board meet regularly and are clear about our charitable purpose, working to ensure these aims are being delivered with the values, integrity and organisational culture to achieve public benefit.
- Our Board continues to champion and develop our Board Shadowing Programme, which will create a formal route for members of People Board to join the P3 Board of Trustees
- We are a trusted UK Charity, with a reputation spanning over 50 years (more than 140 years in London) and we are aware of the importance of the public's confidence and trust in P3. Our Trustees, Executive Leadership Team and wider staff group are all trained to undertake their duties accordingly.
- Our work is guided and informed by best practice, and we are committed to being a learning organisation where our services are informed by the experiences of the people we work alongside not remote processes.

*Objective 8: We will work with a focus on the experiences of the people we work alongside:*

- Our P3 People Board continues to be engaged in two-way communication with all areas of P3: the people we work alongside, the staff delivering our services and the Trustee Board. It delivers affirmative change, it is properly resourced and enables P3 to deliver distinctive, effective, award-winning services, shaped by people who have accessed those services.
- We have continued to work in equal partnership with the people we work alongside by actively involving them in People Shaping P3 (PSP3), a programme developed to champion co-production and a learning culture. This group enables people who have accessed P3 services to inform appropriate elements of planning, auditing, training, development, policy review and consultation, providing a continuous cycle of service improvement, impact and growth.
- The People Board sub-committee has continued to oversee and review the implementation of P3's 'People Standards' across the organisation and has overseen the recruitment of 15 (2024: 8) peer reviewers and completed 27 (2024: 18) peer reviews.

- We have trained 38 people we work alongside in recruitment and selection to participate on P3 interview panels and 233 P3 staff were trained in customer service by the People Shaping P3 Team.
- Additionally, the People Board has approved the People Shaping P3 Strategy to embed co-production and people involvement across P3 to improve outcomes across our services. The People Board reviews progress against the strategy's desired outcomes quarterly and has been successful in recruiting four people we work alongside to sit as members of the People Board and has reported its progress and fed into the Board of Trustees.
- People Shaping P3 have consulted on several topics for services and tenders, including:
  - CTTV in communal spaces (Ofsted services)
  - Young people's handbooks
  - Video tours of young people's services
  - Support plans
  - House expectations
  - P3 website and brand redevelopment
  - Reducing Co2 emissions in services
  - Professional boundaries
  - Rewards, recognition, and incentives
  - Policies and procedures
  - Staff training
  - The move-in process
  - Rugby Portobello Trust children's and young people's feedback consultations

*Objective 9: We will excel in both digital and offline services so that everyone can access our support:*

- We have continued to refine and develop our digital offer across the P3 Charity Group, capitalising on how digital technology can help us to meet the support needs of people at greater risk or in more vulnerable circumstances.
- We were certified as meeting the Cyber Essentials Plus requirements for data security across the charity's IT systems, having the appropriate, robust ICT defences to withstand cyber-attack, which enables us to bid for government contracts where handling of financial or personal data is involved.
- We have continued to develop our internal digital intranet – the 'P3 Hub' – adding to recruitment, wellbeing, environment and communications data for colleagues to access information, policies and procedures.
- We have donated refurbished devices (mobiles and tablets) to people accessing P3's services, helping to overcome digital poverty and remove barriers to support and personal development.
- We unveiled our online booking tool for our Cambridgeshire Warwickshire, Nottinghamshire and Hillingdon services.

*Objective 10: We will recognise the risks to the environment and to the world and its population are both real and immediate:*

- We have updated our net-zero Carbon Reduction Plan to become a three-year strategy – rather than one-year – to enable us to monitor and learn from our operations to implement improvements to ensure we can meet our 2050 target, including. This strategy includes all key carbon reduction projects.
- We continue to work on achieving organisation-wide carbon reduction targets and since April 2022, we have reduced our carbon emissions by 14.3 per cent (2024: 12.9 per cent).
- We have introduced a Supplier Code of Conduct requiring our suppliers to adhere to a set of mandatory environmental standards.
- Our Group electricity contract now provides 100% renewable energy.
- We have partnered with a global tree planting organisation TreeApp (B Corp Certified) to plant one tree for every new employee; to date we have planted 175 trees, providing the equivalent of two workdays for local communities.

*Objective 11: We will set a strong example in how we use our assets and how we behave.*

- We work strategically to maximise our resources and reserves management.
- We continue to employ robust and financially efficient asset management processes.
- We work closely with our Trustees to assess the Board's effectiveness with an internal governance review and to recruit new Trustees to meet identified skills gaps.
- We continue to ensure strategic clarity informs our business development and operational processes.
- We have an agile corporate structure, prudent financial management and all of our core systems and services are focussed on the delivering social value to fulfil our charitable purpose.
- We have robust, regulatory financial compliance and governance.

## Viability Statement

The Executives have assessed the prospects of the Charity up to 31 March 2027 . We believe that this period is appropriate for P3 since it reflects the fact that the Charity has limited visibility of contract bidding opportunities beyond this time frame and that approximately 40% per cent of current year revenue relates to contracts where the contract term comes to an end within three years.

During the year, we continuously examined the principal risks facing the Charity, including those that would threaten the execution of its strategy, business model, future performance, solvency and liquidity.

Management and mitigations of those principal risks have been included when considering the future viability of the Charity. The Charity's principal risk review considers the impact of these principal risks and the mitigating controls that are in place.

In forecasting our financial results, we assume that contracts will end at their contractual date. What we actually experience is 85% per cent contract renewal rates and frequent contract extensions. Our projections are therefore the most prudent possible.

The Charity is delivering on the strategic priorities it set out and continues to embed these into the organisation. Our base projections indicate that our cash levels, debt facilities and projected headroom are adequate to support the Charity over the next three years.

The Charity's financial plan has been stress-tested against severe but plausible scenarios, on their own and in combination, to evaluate the future viability of the Charity. It is highly unlikely, but not impossible, that the crystallisation of a single risk would test the future viability of the Charity; however, it is possible to construct scenarios where either multiple occurrences of the same risk or single occurrences of different significant risks, could put pressure on the Charity's ability to meet its financial obligations.

At this point, the Charity would look to address the issue by exploring a range of options including, amongst others; cost saving restructuring of central teams, disposals of parts of the Charity's operations to reduce net debt; and/or raising additional capital in the form of equity, subordinated debt or other such instruments.

Subject to these qualifications, and on the basis of the analysis undertaken, the Executives have a reasonable expectation that the Charity will be able to continue in operation and meet its liabilities as they fall due over the three-year period of their assessment. In doing so, it is recognised that such future assessments are subject to a level of uncertainty that increases with time, and therefore, future outcomes cannot be guaranteed or predicted with certainty.

The Executive have made the following key assumptions in connection with this assessment:

- There is no significant unexpected contract attrition and bid conversion rates are not significantly lower than anticipated.
- The Charity is able to execute its new strategy and deliver the forecast margin.
- The Charity is not subject to any material penalties or direct and indirect costs and/or losses.

## Reserves Policy

The Trustees have examined the Charity's requirements for reserves considering the main risks to the organisation. They are committed to generating sufficient reserves to support current organisational activities/growth and to meet the following requirements:

- Maintaining the organisation's assets in a good state of repair;
- Investing in new property to improve the standard of our estate and grow the organisation;
- Providing a financial cushion against risk and future uncertainties; and
- Resourcing the research and development of new services and initiatives.

Designated reserves are held by the Charity that represent the net book value of the tangible fixed assets after deducting loans in respect of freehold properties. Designated reserves that have been used to meet a specific liability would not need to be replenished, having served the purpose for which they were originally established.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. Our General Fund Reserves are £14.8m (2024: £13.6m), these reserves are sufficient to mitigate against potential financial risk to the organisation. Our capital investment program is £522k (2024: £651k), leaving £4.3m (2024: £3.9m) in free reserves.

## Financial Review

The consolidated financial statements comprise the results of the charity together with those of the wholly owned subsidiary P3 Housing Limited. The consolidated Statement of Financial Activities is set out on page 37.

Total income for the year was £39.1m (2024: £36.4m). Total expenditure for the year was £37.7m (2024: £34.8m). Net income for the year was £1.4 (2024: £1.5m). At 31 March 2025, the net assets shown in the Consolidated Balance Sheet amounted to £16.m (2024: £15.5m).

P3's primary funding stream is the former Supporting People budget that passed over to Local Authority control from the Department of Communities and Local Government. Since its inception in 2003, the Supporting People programme has been the subject of a series of reviews and seemingly on-going consultations as to its future course, purpose and level of funding. P3 aims to continue to provide services funded by Supporting People while at the same time looking to attract alternative complementary funding streams for our services in order to develop a balanced financial portfolio.

The Charity also continues to seek out more collaborative working partnerships with other compatible like-minded organisations.

## Future Developments

As the social, economic, and political landscape continues to evolve, so too do the needs of the people and communities we support. At P3, we remain committed to responding with agility, compassion, and innovation, drawing on our values, experience, and strong foundations to shape services that deliver lasting impact.

Moving forward, we are strengthening our focus on data, digital transformation, and strategic innovation to ensure we remain a future-ready organisation. Our Data Transformation Programme will lay the foundation for more efficient, insight-led service delivery improving data quality, enabling real-time decision-making, and freeing up staff time to focus on people. Alongside this, we are exploring AI-enabled tools and automation to enhance frontline delivery, with specific focus areas such as older people's services and administrative streamlining.

We will develop our People and Culture offer, bringing renewed energy to areas including wellbeing, equity and inclusion, workforce development, and leadership progression. This investment in our people is vital as we continue to deliver high-quality services in a challenging external environment.

Demand for our services continues to rise. We are actively engaged in tendering for new opportunities that align with our mission and expand our reach in health,

housing, education, and social care. At the same time, we remain realistic about the impact of public sector financial pressures and are working with commissioners to redesign services in ways that are both cost-effective and person-centred.

We will continue to prioritise access to safe and secure homes for those who need them most. Working in partnership with P3 Housing and a network of socially responsible landlords, we are also actively pursuing new opportunities to raise funds through social investment to acquire additional properties. Our aim is to ensure people have a solid foundation from which they can live, grow, and thrive.

Looking ahead, we will continue to build P3's capacity to adapt, lead, and deliver, ensuring we offer real solutions to complex social challenges today and into the future.

## **Risk Management and Mitigation**

The Board and Executive Leadership Team actively review the risks that the Charity is exposed to across seven broad areas:

- Strategic planning and direction
- Operational
- Finance
- Legal
- Human resources
- Reputation
- Information management and information technology

Through the P3 Business Continuity Team, an annual review process assesses all identified risks for likelihood of occurring and potential impact using a risk assessment matrix. This work informs the development of an annual Risk Management Statement. The statement pays particular attention to updating and extending existing controls in the case of known risks becoming more serious, as well as managing and controlling newly emerging risks and where possible anticipating and mitigating future risks. The key risks are shown in the table below:

<b>Risk</b>	<b>Mitigation</b>
Impact of Government legislation changes on income	Presence on and at key government forums, regulatory bodies and conferences to try to influence policymaking
Loss of income- impact on cash flow	Diversification plans to minimise reliance on any one income stream
Compliance with legislation and regulations	Robust auditing of services, activities, policies and environment to ensure compliance with latest legislation and regulations
Mobilisation costs impacting on cash flow	Strong reporting mechanisms to identify impact on existing cash flow forecasts
Impact on reputation from activities	Implementation of robust monitoring and reporting of activities to minimise risk to reputation

The Risk Management Statement informs the development of the P3 Strategic Plan and the development of the annual targets over the five-year cycle of the Strategy Implementation Plan.

In relation to P3's financial control procedures, the Charity maintains a comprehensive business planning system with an Annual Budget Exercise producing an Annual Budget for approval by the Board of Trustees. Actual results against budget are reported to Board meetings, together with updated year-end projections, which the Executive Leadership Team review regularly. The Charity's day-to-day financial processes are governed by financial regulations through a system of financial controls and delegated authorities approved and monitored by the Board.

### **Key Management Personnel**

The Governance, Remuneration and Nominations Committee meets three times each financial year to cover the following areas relating to Key Management Personnel:

- Nominations Policy and Strategy
- Remuneration Policy and Strategy
- Pension arrangements
- Employee incentive plans
- Performance evaluations for the Chief Executive and Trustees

The remuneration of the Key Management Personnel will be set in line with market guidelines to ensure the organisation remains competitive in the sector.

## **Statement of Trustees' Responsibilities**

The Trustees (who are also directors of People Potential Possibilities for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees are aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## Charities Governance Code

The Trustees are working towards the Charities Governance Code (2024). We have taken the decision to integrate these into the organisational strategy and delivery plan. These are routinely reviewed by the Trustees.

## Serious Incident Reporting

The Trustees have made three (2024: three) serious incident reports to the Charity Commission this year:

- Incident one was reported on 31 May 2024, concerning a safeguarding matter.
- Incident two was reported on 23 October 2024, concerning a safeguarding matter.
- Incident three was reported on 24 February 2025, concerning a safeguarding matter.

These incidents are all closed with the Charity Commission.

## Fundraising Standards

P3 has adopted and implemented in full the Fundraising Code of Practice and are registered with the Fundraising Regulator.

P3 raises some funds from the public and we are committed to good fundraising practice:

Charities Act 2011 Section 162A:

- a) P3 undertakes fundraising through internal resources and we do not commission an external fundraiser or commercial participator for these activities.
- b) P3 is not subject to an undertaking to be bound by any voluntary scheme for regulating fundraising, or voluntary standard for fundraising in respect of activities on behalf of the charity.
- c) P3 monitors fundraising activities via a Board Sub-Committee (Finance and General Purposes) and via the fundraising board report.
- d) P3 received no (2024: None) complaints about activities for the purpose of fundraising.

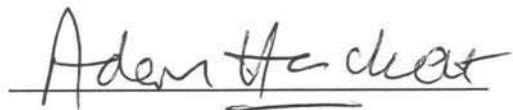
- e) P3 has adopted principals of GDPR legislation and has safeguarding policies to protect the data of vulnerable people and other members of the public from:
- Unreasonable intrusion on a person's privacy.
  - Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
  - Placing undue pressure on a person to give money or other property.

### **Auditors**

The auditors Price Bailey will be proposed for re appointment in accordance with Section 485 of the companies act 2006

### **Approval**

This Trustees' Report, incorporating the Strategic Report, was approved by the Trustees on 16th September 2025 and signed on its behalf by:



**Adam Hackett**

**Chair of Trustees**

## **Independent Auditors Report to the Members of People Potential Possibilities for the year ended 31 March 2025**

### **Independent Auditor's Report to the Members of People Potential Possibilities**

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including 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.

### **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 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 trustees' 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 group and parent charitable 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 trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, 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 included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the 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 or the directors' report.

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

- adequate 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 trustees' 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 trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the parent 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 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 parent charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor responsibilities for the audit of the financial statements**

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:

We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of journal entries and other adjustments for appropriateness.

We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.

We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.

We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.

We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.



**Suzanne Goldsmith FCA**  
**Senior Statutory Auditor**

For and on behalf of Price Bailey LLP  
Tennyson House  
Cambridge Business Park  
Cambridge  
CB4 0WZ

Date: 29 October 2025

People Potential Possibilities  
Consolidated Statement of Financial Activities  
(Incorporating Income and Expenditure Account)  
For the year ended 31 March 2025

		Restricted Funds 2025	Unrestricted Funds 2025	Total Funds 2025	Total Funds 2024
	Note	£	£	£	£
<b>INCOME FROM</b>					
<i>Donations</i>	2	522,695	55,578	578,273	518,637
<i>Other trading activities</i>	3	499,338	164,779	664,117	528,894
<i>Investments</i>		-	2,945	2,945	997
Social Inclusion	4	2,095,319	35,635,237	37,730,556	35,154,859
Other	5	-	143,949	143,949	152,792
<b>TOTAL</b>		<b>3,117,352</b>	<b>36,002,488</b>	<b>39,119,840</b>	<b>36,356,179</b>
<b>EXPENDITURE ON</b>					
<b><i>Raising Funds</i></b>					
Costs of generating voluntary income		-	122,972	122,972	88,331
		-	122,972	122,972	88,331
<b><i>Charitable expenditure:</i></b>					
Social Inclusion	8	2,878,886	34,726,664	37,605,550	34,740,223
<b>TOTAL</b>		<b>2,878,886</b>	<b>34,849,636</b>	<b>37,728,522</b>	<b>34,828,554</b>
Net income before gains on investments		238,466	1,152,852	1,391,318	1,527,625
<b>NET MOVEMENT IN FUNDS</b>		<b>238,466</b>	<b>1,152,852</b>	<b>1,391,318</b>	<b>1,527,625</b>
<b>RECONCILIATION OF FUNDS</b>					
TOTAL FUNDS BROUGHT FORWARD	17	1,893,828	13,614,930	15,508,758	13,981,133
Movement In Funds	17	(80,656)	80,656	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>£ 2,051,638</b>	<b>£ 14,848,438</b>	<b>£ 16,900,076</b>	<b>£ 15,508,758</b>

All of the above results are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year.

<b>P3 CHARITY</b>	Income	33,672,285	33,017,069
	Expenditure	32,673,736	31,334,149
	Surplus	£ 998,549	£ 1,682,920

The notes on pages 42 to 61 form part of these financial statements.

People Potential Possibilities  
Consolidated Balance Sheet  
For the year ended 31 March 2025

	Note	2025		2024	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	11	20,243,114	20,243,114	20,618,335	20,618,335
<b>CURRENT ASSETS</b>					
Debtors	13	3,635,344		4,430,762	
Cash at Bank		<u>8,417,018</u>		<u>6,535,679</u>	
		12,052,362		10,966,441	
<b>CREDITORS: amounts falling due within one year</b>	14	<u>(5,230,953)</u>	<u>6,821,409</u>	<u>(5,094,108)</u>	<u>5,872,333</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			27,064,523		26,490,668
<b>CREDITORS: amounts falling due after more than one year</b>	16		<u>(10,164,447)</u>		<u>(10,981,910)</u>
<b>NET ASSETS</b>			<u>£ 16,900,076</u>		<u>£ 15,508,758</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	17		2,051,637		1,893,828
Unrestricted Funds	17		14,848,439		13,614,930
			<u>£ 16,900,076</u>		<u>£ 15,508,758</u>

The financial statements were approved by the trustees and authorised for issue on 16<sup>th</sup> September 2025 and signed on their behalf by:

  
Adam Hackett  
Chair of Trustees

The notes on pages 42 to 61 form part of these financial statements.

People Potential Possibilities  
Charity Balance Sheet  
For the year ended 31 March 2025

	Note	2025		2024	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	11	18,786,662		19,176,508	
			18,786,662		19,176,508
<b>CURRENT ASSETS</b>					
Debtors	13	3,265,300		4,099,881	
Cash at Bank		<u>7,984,247</u>		<u>6,376,578</u>	
		11,249,547		10,476,459	
<b>CREDITORS: amounts falling due within one year</b>	14	<u>(5,134,535)</u>		<u>(4,932,379)</u>	
			6,115,012		5,544,080
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			24,901,674		24,720,588
<b>CREDITORS: amounts falling due after more than one year</b>	16		<u>(10,164,447)</u>		<u>(10,981,910)</u>
<b>NET ASSETS</b>			<u>£ 14,737,227</u>		<u>£ 13,738,678</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	17		1,386,933		1,208,940
Unrestricted Funds	17		13,350,294		12,529,738
			<u>£ 14,737,227</u>		<u>£ 13,738,678</u>

The financial statements were approved by the trustees and authorised for issue on 16<sup>th</sup> September 2025 and signed on their behalf by:

  
Adam Hackett  
Chair of Trustees

The notes on pages 42 to 61 form part of these financial statements.

People Potential Possibilities  
Consolidated Statement of Cash Flows  
For the year ended 31 March 2025

	Note	2025 £	2024 £
<b>Cash from operating activities</b>		<b>2,895,832</b>	<b>1,620,694</b>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	(663,434)	(4,099,192)
Proceeds from the sale of tangible fixed assets		468,866	360,972
<b>Net cash (used in) investing activities</b>		<b>(194,568)</b>	<b>(3,738,220)</b>
<b>Cash flows from financing activities:</b>			
Repayment of borrowings		(456,266)	(143,039)
Cash (Outflows) inflows from new borrowing		(363,659)	900,000
<b>Net cash (used in) provided by financing activities</b>		<b>(819,925)</b>	<b>756,961</b>
<b>Increase (decrease) in cash and cash equivalents in the reporting period</b>		<b>1,881,339</b>	<b>(1,360,565)</b>
Cash and cash equivalents at the beginning of the reporting period		6,535,679	7,896,244
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>8,417,018</b>	<b>6,535,679</b>
<b>Reconciliation of net movement in funds to cash flow from operating activities</b>			
		<b>2025 £</b>	<b>2024 £</b>
Net movement in funds		1,391,318	1,527,625
Depreciation of tangible fixed assets	11	699,944	663,656
Surplus on disposal of tangible fixed assets	5	(130,155)	(122,822)
Decrease / (Increase) in debtors		795,419	(350,759)
Increase / (decrease) to creditors		136,844	(90,257)
Other Operating Activities		2,462	(6,749)
<b>Net cash flow from operating activities</b>		<b>2,895,832</b>	<b>1,620,694</b>
<b>Analysis of cash and cash equivalents</b>			
		<b>2025 £</b>	<b>2024 £</b>
Cash in hand		8,417,018	6,535,679
<b>Total cash and cash equivalents</b>		<b>8,417,018</b>	<b>6,535,679</b>

The notes on pages 42 to 61 form part of these financial statements.

## **Accounting Policies**

### **Statement of Compliance**

The financial statements are prepared under the historical cost convention as modified to include the revaluation of investments. The format of the financial statements has been presented to comply with the Companies Act 2006, Charities Act 2011, FRS102 the Financial Reporting Standard applicable in the UK and Ireland and the Statement of Recommended Practice Accounting and Reporting by Charities ("SORP 2019"). The charity is a Public Benefit Entity as defined by FRS 102.

The Trustees are satisfied that the charity has sufficient reserves to continue as a going concern for the foreseeable future.

### **Basis of Consolidation**

The financial statements consolidate the results of the charity and its wholly controlled subsidiary, P3 Housing Limited, on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

### **Income**

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated are included at valuation and recognised as income when they are provided. Donated facilities are included at the value to P3 where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Dividend income is accounted for in the statement of financial activities in the period in which the charity is entitled to receipt.

## **Expenditure**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable salaries are allocated on an actual basis to the key areas of activity.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of charitable activities.

Support costs are those costs incurred directly in support of expenditure on the objects of P3 and are allocated on the basis of staff costs.

Governance costs are those incurred in connection with enabling P3 to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties. Governance costs are now allocated in line with other support costs.

## **Company Status**

People Potential Possibilities (P3) is a company limited by guarantee. The members of the charitable company are the Trustee members named on page 1. In the event of P3 being wound up, the liabilities in respect of the guarantee is limited to £1 per member of P3.

## **Fund Accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of P3 and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by P3 for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

### Capital Grants

Grants for capital purposes are credited to income in full when received. A designated or restricted fund is set up to match the asset value and an amount is charged each year against the designated fund representing the annual charge to depreciation over the life of the asset.

### Tangible Fixed Assets and Depreciation

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value over their expected useful lives on the following bases:

Freehold property	50 years, straight line
Long-term leasehold property	3 to 5 years, straight line (see also note 10)
Small-medium property	10 years, straight line
Motor vehicle	3 years, straight line
Furniture, fixtures and fittings	3 years, straight line

### Investment Assets

All investments in shares and securities were valued at their market value at the year end.

Both realised and unrealised gains and losses on the disposal and/or revaluation of the investment assets are included in the Statement of Financial Activities.

### Leasing and Hire Purchase

Assets obtained under finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the least term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the SOFA so as to produce a constant period rate of charge on the net obligation outstanding in each period.

### Pensions

P3 offers a defined contribution stakeholder pension scheme to its staff and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

## **VAT**

The charity is registered for VAT due to taxable supplies between our organisations exceeding allowable thresholds. This is under constant review and we will seek to deregister if appropriate.

## **Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

## **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## **Cash at Bank and In-Hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments.

## **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

## **Employee Benefits: Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

## **Employee Benefits: Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

## **Key Accounting Estimates and Judgements Policy – None**

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

**2 INCOME FROM DONATIONS, GRANTS AND CORE FUNDING**

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Funds 2025 £	Funds 2024 £
Donations	522,695	55,578	578,273	518,637
Donations 2024 Comparative	511,719	6,918	518,637	
<b>3 Other Trading Activities</b>				
			£	£
Fundraising events	403,443	14,816	418,259	440,428
Hire income	71,269	-	71,269	65,959
Rental income	-	15,193	15,193	22,507
Other Income - Reimbursement Of Security	-	42,508	42,508	-
Other Income-Contribution To Redundancy	24,626	-	24,626	-
Other Income-Damages	-	75,083	75,083	-
Other Income-Hotels	-	15,874	15,874	-
Other Income-Housing Costs	-	1,305	1,305	-
	499,338	164,779	664,117	528,894
<b>4 SOCIAL INCLUSION</b>				
			£	£
Grant Income/SLA	473,446	406,282	879,728	1,519,711
Supporting People/Housing Benefit	638,305	31,511,911	32,150,216	29,193,205
Play Session Income	29,533	422,311	451,844	317,536
Tenant Charges	-	987,918	987,918	918,926
Personalisation budgets	-	839,815	839,815	769,676
Sandwell NHS Trust Income	136,138	-	136,138	130,233
NHS Trust Income	574,219	1,438,570	2,012,789	1,612,759
NHS Trust Income Personalisation	-	1,000	1,000	10,188
Rugby Portobello Trust Grants	223,369	-	223,369	227,531
Hoarding Services	-	27,430	27,430	1,972
Capital Grants	20,309	-	20,309	453,122
	£ 2,095,319	£ 35,635,237	£ 37,730,556	£ 35,154,859

During the year the charity received £1,225,336 (2024: £1,843,897) in government Grants. There were no unfulfilled conditions at the year end and £82,905 (2024: £NIL) is recognised in funds carried forward as shown in note 16

<b>4 SOCIAL INCLUSION 2023 COMPARITVE</b>	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Funds 2024 £
Grant Income/SLA	610,389	909,322	1,519,711
Supporting People/Housing Benefit	894,682	28,298,523	29,193,205
Play Session Income	27,899	289,637	317,536
Tenant Charges	-	918,926	918,926
Personalisation budgets	9,893	759,783	769,676
Sandwell NHS Trust Income	130,233	-	130,233
NHS Trust Income	181,682	1,431,077	1,612,759
NHS Trust Income Personalisation	-	10,188	10,188
Rugby Portobello Trust Grants	227,531	-	227,531
Hoarding Services	1,972	-	1,972
Capital Grants	453,122	-	453,122
	£ 2,537,403	£ 32,617,456	£ 35,154,859

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

	2025	2024
	£	£
<b>5 OTHER INCOME</b>		
Other income	13,794	29,970
Profit on disposal	130,155	122,822
	<u>£ 143,949</u>	<u>£ 152,792</u>

Other Income consists of £Nil (2024 £7,640) of restricted income

**6 NET MOVEMENT IN FUNDS**

This is stated after charging:

	2025	2024
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	646,950	601,750
- owned by Subsidiaries	52,994	61,906
Auditor's remuneration - Parent Company	31,200	23,100
- Subsidiaries	21,300	17,374
Operating Leases - Parent Company	3,838,461	4,606,333
- Subsidiaries	1,497,350	2,117,659
Profits on Sale of Assets - Parent Company	130,155	122,822
Pension costs	<u>761,578</u>	<u>679,100</u>

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

### 7 P3 GROUP STAFF COSTS AND NUMBERS

Staff costs were as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	21,336,540	19,670,731
Social security costs	1,809,553	1,546,499
Pension costs	761,578	679,100
Settlements Paid In Year	118,723	86,517
Redundancies Paid In Year	85,677	66,707
Settlement & Redundancies Accred Prior Year	(108,299)	(87,605)
Settlement & Redundancies Accred at year End	103,150	108,299
	<u>£ 24,106,922</u>	<u>£ 22,070,248</u>

The number of staff in receipt of Redundancy & Settlements in the year was 30 (2024:7)  
The Redundancies in Year relate to the end of one contract, the termination of one contract, the remodelling of one contract and incoming TUPE

	<b>2025</b>	<b>2024</b>
	<b>No.</b>	<b>No.</b>
The average number of employees during the year was		
Social Inclusion	780	757
Support	53	51
Governance	5	5
	<u>838</u>	<u>813</u>

The number of higher paid employees for the Charity was:

In the band £60,001 - £70,000	4	1
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	2	1
In the band £110,001 - £120,000	1	-
In the band £120,001 - £130,000	-	1
In the band £130,001 - £140,000	1	-
	<u>11</u>	<u>5</u>

The key management personnel of the Group comprise of 6 members (2024: 5). The total employee benefits of the key management personnel of the Group were 695,992 (2024: £561,752)

During the year no trustees received any remunerations (2024 - Nil)

During the year no trustees received any benefits in kind (2024 - Nil)

During the year 10 (2024 - 8) trustees were reimbursed travel expenses amounting to £3,519 (2024 - £3,356)

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

<b>8 SOCIAL INCLUSION</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Salaries and pension	20,129,678	18,755,965
Other staff costs	669,067	833,885
Premises/Property costs	5,000,633	4,549,625
Office Costs	1,559,255	1,404,232
Vehicle Costs	375,625	289,695
Catering and Welfare	136,398	122,041
Depreciation	661,997	636,880
Insurance	282,514	227,022
Equipment Repairs and servicing	1,726,408	1,511,276
Redundancy Cost	163,610	100,131
Legal and professional costs	220,592	188,999
Bad debt provision	57,015	(7,587)
Bad debts written off	296,101	187,414
Supporting People Costs	-	-
Other Social Inclusion costs	433,285	593,117
National Citizenship Programme Delivery	-	-
Inter Company Grant	-	-
Support costs allocation (Note 8)	5,871,261	5,283,103
Irrecoverable VAT	22,110	64,161
Write Off Provision For Irrecoverable VAT	-	-
Taxation	-	264
<b>Total</b>	<b>£ 37,605,550</b>	<b>£ 34,740,223</b>

<b>9 SUPPORT COSTS COMPRISE OF:</b>	<b>Social Inclusion</b>	<b>Governance (see Note 10)</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries and pension	3,749,700	89,681	3,839,381	3,201,396
Other staff costs	438,470	-	438,470	394,358
Premises/property costs	189,853	-	189,853	179,508
Office costs	192,930	-	192,930	287,658
Vehicle costs	361,811	-	361,811	397,151
Catering and welfare	24,141	-	24,141	18,728
Depreciation	37,947	-	37,947	26,775
Insurance	1,156	-	1,156	911
Equipment repairs and servicing	485,345	-	485,345	443,705
Legal and professional costs	89,909	61,800	151,709	161,825
Other costs	56,858	-	56,858	74,165
Redundancy Cost	35,641	-	35,641	53,093
Auditor's fees	-	52,500	52,500	40,474
Trustees expenses reimbursed	-	3,519	3,519	3,356
Corporation Tax	-	-	-	0
<b>Total</b>	<b>5,663,761</b>	<b>207,500</b>	<b>5,871,261</b>	<b>5,283,103</b>

Support costs, which includes governance costs, are allocated on the basis of staff costs

<b>9a COMPARATIVE 2024 SUPPORT COSTS</b>	<b>Social Inclusion</b>	<b>Governance (see Note 10)</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Salaries and pension	3,125,096	76,300	3,201,396
Other staff costs	394,358	-	394,358
Premises/property costs	179,508	-	179,508
Office costs	287,658	-	287,658
Vehicle costs	397,151	-	397,151
Catering and welfare	18,728	-	18,728
Depreciation	26,775	-	26,775
Insurance	911	-	911
Equipment repairs and servicing	443,705	-	443,705
Legal and professional costs	100,554	61,271	161,825
Other costs	74,165	-	74,165
Redundancy Cost	53,093	-	53,093
Auditor's fees	-	40,474	40,474
Trustees expenses reimbursed	-	3,356	3,356
Corporation Tax	-	-	-
<b>Total</b>	<b>5,101,702</b>	<b>181,401</b>	<b>5,283,103</b>

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

10 GOVERNANCE	2025	2024
	£	£
Auditors fees	52,500	40,474
Legal and Professional fees	61,800	61,271
Trustees expenses reimbursed	3,519	3,356
Salaries and pensions	89,681	76,300
	<u>£ 207,500</u>	<u>£ 181,401</u>

11 TANGIBLE FIXED ASSETS GROUP	Freehold Property	L/Term Leashold Property	Motor Vehicles	Furniture, fittings and equipment	Capital Projects	Housing Stock	Total
	£	£	£	£	£		£
<b>Cost</b>							
At 1st April 2024	21,803,264	563,460	99,516	1,380,515	-	-	23,846,755
Additions	386,549	102,049	-	137,627	19,944	17,265	663,434
Disposals	(508,467)	(3,123)	(14,227)	(157,323)	-	-	(683,140)
At 31st March 2025	<u>21,681,346</u>	<u>662,386</u>	<u>85,289</u>	<u>1,360,819</u>	<u>19,944</u>	<u>17,265</u>	<u>23,827,049</u>
<b>Depreciation</b>							
At 1st April 2024	1,701,897	524,364	98,465	903,694	-	-	3,228,420
Charge for the year	374,168	42,447	1,049	279,510	2,770	-	699,944
On disposals	(171,559)	(3,123)	(14,227)	(155,520)	-	-	(344,429)
At 31st March 2025	<u>1,904,506</u>	<u>563,688</u>	<u>85,287</u>	<u>1,027,684</u>	<u>2,770</u>	<u>-</u>	<u>3,583,935</u>
<b>Net Book Value</b>							
At 31st March 2025	<u>19,776,840</u>	<u>98,698</u>	<u>2</u>	<u>333,135</u>	<u>17,174</u>	<u>17,265</u>	<u>20,243,114</u>
At 31 March 2024	<u>20,101,367</u>	<u>39,096</u>	<u>1,051</u>	<u>476,821</u>	<u>-</u>	<u>-</u>	<u>20,618,335</u>

11a TANGIBLE FIXED ASSETS CHARITY	Freehold Property	L/Term Leashold Property	Motor Vehicles	Furniture, fittings and equipment	Capital Projects	Housing Stock	Total
	£	£	£	£	£		£
<b>Cost</b>							
At 1st April 2024	20,328,268	554,954	99,516	1,285,581	-	-	22,268,319
Additions	355,573	70,171	0	132,862	19,944	17,265	595,815
Disposals	(508,467)	(3,123)	(14,227)	(155,057)	-	-	(680,874)
At 31st March 2025	<u>20,175,374</u>	<u>622,002</u>	<u>85,289</u>	<u>1,263,386</u>	<u>19,944</u>	<u>17,265</u>	<u>22,183,260</u>
<b>Depreciation</b>							
At 1st April 2024	1,636,597	523,498	98,465	833,251	-	-	3,091,811
Charge for the year	348,825	32,145	1,049	262,161	2,770	-	646,950
On disposals	(171,559)	(3,123)	(14,227)	(153,254)	-	-	(342,163)
At 31st March 2025	<u>1,813,863</u>	<u>552,520</u>	<u>85,287</u>	<u>942,158</u>	<u>2,770</u>	<u>-</u>	<u>3,396,598</u>
<b>Net Book Value</b>							
At 31st March 2025	<u>18,361,511</u>	<u>69,482</u>	<u>2</u>	<u>321,228</u>	<u>17,174</u>	<u>17,265</u>	<u>18,786,662</u>
At 31 March 2024	<u>18,691,671</u>	<u>31,456</u>	<u>1,051</u>	<u>452,330</u>	<u>-</u>	<u>-</u>	<u>19,176,508</u>

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

**12 SUBSIDIARY UNDERTAKINGS**

The charity has two wholly owned and fully controlled subsidiaries, The Academy of Youth Limited (now in liquidation) and P3 Housing Limited, both of which are incorporated in the Great Britain. The registered office of both organisations is the same as that of the charity.

The principal activities of The Academy of Youth are focussed on transforming learning through leadership opportunities available to young people.

The principal activity of P3 Housing Limited is the provision of social rent accommodation to people in need.

<b>P3 Housing Limited</b>	<b>2025</b>	<b>2024</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	5,742,562	3,912,013
Expenditure	(5,329,609)	(4,029,414)
<b>Retained profit / (Loss)</b>	<b>412,953</b>	<b>(117,401)</b>
Reserves brought forward	1,085,193	1,202,594
<b>Reserves carried forward</b>	<b>1,498,146</b>	<b>1,085,193</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	1,456,452	1,441,827
Current Assets	975,299	664,487
Current Liabilities	(933,605)	(1,021,121)
<b>Total net assets</b>	<b>1,498,146</b>	<b>1,085,193</b>

**13 DEBTORS**

	<b>Group</b>		<b>Charity</b>	
	2025 £	2024 £	2025 £	2024 £
<b>Due within one year</b>				
Trade debtors	1,741,163	2,782,077	1,672,367	2,781,249
Other debtors	707,930	357,702	660,558	322,570
Housing Debtor	277,773	568,721	142,186	359,648
Prepayments	908,478	722,262	790,189	636,414
	<b>£ 3,635,344</b>	<b>£ 4,430,762</b>	<b>£ 3,265,300</b>	<b>£ 4,099,881</b>

**14 CREDITORS:**

	<b>Group</b>		<b>Charity</b>	
	2025 £	2024 £	2025 £	2024 £
Bank Loans	141,513	143,975	141,513	143,975
Trade creditors	1,275,069	1,003,270	1,149,667	913,570
Other Creditors	317,464	124,704	317,464	124,704
Social security and other taxes	443,030	398,759	443,030	398,759
Accruals	2,531,933	2,673,122	2,388,433	2,426,590
Deferred income	521,944	750,278	521,944	750,277
Inter Company Creditor	-	-	172,484	174,504
	<b>£ 5,230,953</b>	<b>£ 5,094,108</b>	<b>£ 5,134,535</b>	<b>£ 4,932,379</b>

Income is Deferred where income relates to activity in a future period, this includes projects with vacant posts and personalisation funds.

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

15 Deferred income reconciliation	Group		Charity	
	2025	Restated 2024	2025	Restated 2024
	£	£	£	£
Brought Forward	750,278	964,180	750,278	964,180
Amount deferred in year	386,943	750,273	386,943	750,273
Amounts Released	(615,277)	(964,175)	(615,277)	(964,175)
	<u>521,944</u>	<u>750,278</u>	<u>521,944</u>	<u>750,278</u>

16 CREDITORS:

Amounts falling due after more than one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Long Term Creditors due after more than one year	8,304,988	8,668,647	8,304,988	8,668,647
Bank Loans falling due after more than one year	1,859,459	2,313,263	1,859,459	2,313,263
	<u>10,164,447</u>	<u>10,981,910</u>	<u>10,164,447</u>	<u>10,981,910</u>

Creditors include amounts not wholly repayable within five years as follows:-

Repayable by instalments	<u>9,593,891</u>	<u>10,409,743</u>	<u>9,593,891</u>	<u>10,409,743</u>
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Loans reconciliation

Lender	Maturity Date	Annual Interest Charge	Balance 31/03/2025	Due 1 Year	Due 1 to 5 Years		
					Due 1 Year	Due Over 5 Years	
Lloyds	16/11/2032	2,829	44,856	4,472	17,891	22,493	
Lloyds	31/03/2031	4,579	71,347	10,398	41,597	19,352	
Lloyds	22/08/2031	1,599	25,025	3,103	12,410	9,512	
Lloyds	17/10/2031	2,775	43,504	5,231	20,923	17,350	
Lloyds	28/02/2033	15,437	245,712	23,561	94,246	127,905	
Lloyds	10/12/2032	3,049	48,250	4,739	18,956	24,555	
Lloyds	26/10/2034	1,591	21,967	1,556	6,220	14,191	
Lloyds	25/03/2035	3,136	(87)	(87)	-	-	
Lloyds	23/03/2035	2,961	39,630	2,611	10,443	26,576	
Future Builders	30/11/2036	3,030	49,256	3,419	13,678	32,159	
Future Builders	31/01/2036	3,592	58,519	3,753	15,009	39,757	
Future Builders	30/09/2035	31,236	384,454	24,436	97,744	262,274	
Future Builders	31/07/2034	23,863	292,073	22,107	88,423	181,543	
Social & Sustainable Capital	25/02/2031	-	2,784,733	-	-	2,784,733	
Social & Sustainable Capital	18/07/2031	-	1,855,750	-	-	1,855,750	
Social & Sustainable Capital	13/07/2030	-	1,954,391	-	-	1,954,391	
Lloyds	31/03/2038	54,484	677,466	33,214	133,015	511,237	
Social & Sustainable Capital	18/01/2032	-	1,710,113	-	-	1,710,113	
			<u>162,647</u>	<u>10,306,959</u>	<u>142,513</u>	<u>570,555</u>	<u>9,593,891</u>

There are 12 loans, provided by Lloyds Bank PLC and Futurebuilders England Ltd, secured by fixed and floating charges on the charity's properties. In addition, fixed and floating charges are held over a Rental account for proceeds from Rental Properties in relation to 4 loans from Social & Sustainable Capital.

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2025  
P3 Group

	Balance at 1 April 2024	Income	Expenditure	Transfers in(out) and investment gains	Balance at 31 March 2025
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	8,050,626	-	-	430,080	8,480,706
Fixed assets fund P3 Housing	1,441,825	-	-	14,626	1,456,451
Hardship fund - Staff	86,345	-	4,900	-	81,445
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	9,697,993	-	4,900	444,706	10,137,799
<b>GENERAL FUNDS</b>					
People Potential Possibilities	4,273,575	30,554,935	29,789,951	(369,608)	4,668,951
P3 Housing	1,085,195	5,742,562	5,329,809	-	1,498,148
Academy Of Youth Limited	(6)	-	-	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing	(364,845)	-	-	-	(364,845)
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support	(527,871)	(274,825)	-	-	(802,696)
P3 Housing - Designated fund	(1,441,827)	-	-	(14,626)	(1,456,453)
P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity	384,845	-	-	-	384,845
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support	527,871	-	(274,825)	-	802,696
P3 Housing Capital Projects	-	(20,184)	-	20,184	-
General Funds	3,916,937	36,002,488	34,844,735	(364,050)	4,710,640
Total unrestricted funds	13,614,930	36,002,488	34,849,635	80,656	14,848,439

**RESTRICTED FUNDS**

	Brought Forward	Income	Expenditure	Transfers in(out)	Carried Forward
	£	£	£	£	£
<b>P3H Capital Projects</b>					
P3 Housing - Homes England Grant - Acorn House	76,701	-	-	(10,804)	65,897
P3 Housing - Homes England Grant - NSAP	187,620	-	-	(3,031)	184,589
P3 Housing - Homes England Grant - RSAP	199,036	-	-	(2,654)	196,382
P3 Housing WLDC Capital Grant - RSAP	38,302	-	-	(796)	37,506
P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds	183,229	-	-	(2,899)	180,330
Total Capital Adjustments - P3 Housing	684,888	-	-	(20,184)	664,704

The movement in restricted funds relates to Prior Year Income recognition on Homes England Capital Projects.

**Restricted Funds P3 Charity**

Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service	-	54,590	54,590	-	-
Black Country Healthcare NHS Foundation Trust-WM Hospital Discharge Black Country	-	7,192	4,387	-	2,805
Cheshire East Council - Care & Asylum Support	-	261,680	261,680	-	-
Chesterfield Borough Council-Mental Health Homelessness Prevention	-	95,188	82,347	-	12,841
Department of Health & Social Care-Children and Young People Mental Health Early Intervention Hubs	-	207,359	185,076	-	42,283
Erewash Voluntary Action - CVS-Mental Health Small Grants Scheme	-	1,650	1,650	-	-
Hyde Charitable Trust-P3 Tenancy Sustainment Support Project Hyde	-	8,500	8,500	-	-
John Lyon's Charity-SHAF - RPT Summer 2024	-	5,000	5,000	-	-
Leicester City Council-Leicester Community Engagement Grant	-	1,800	1,800	-	-
Lidl Toy Bank Grant-Neighbourly Fund	-	280	280	-	-
Lincolnshire Partnership NHS Foundation Trust.-Provision of Assisted Accommodation with Housing Related Support Service	-	30,078	30,078	-	-
Macclesfield Town Council-Grant	-	245	245	-	-
Milton Keynes City Council-MHCLG Rough Sleeper Winter Pressures Grant	-	4,377	4,377	-	-
Milton Keynes Community Foundation Grant	-	874	874	-	-
NHS North West London ICB-Emotional Health Wellbeing Early Intervention Services for Children and Young People	-	65,054	65,054	-	-
NHS North West London ICB-Hillingdon Wellbeing Service	-	209,946	199,731	-	10,215
North East Derbyshire District Council.-Derbyshire Winter Provision 2025	-	2,621	2,621	-	-
North East Derbyshire District Council.-Homelessness Prevention	-	76,442	63,600	-	12,842
Nottinghamshire County Council-Young Parents Accommodation and Support Service	-	259,975	259,975	-	-
Paradigm Housing Group-Buckinghamshire Hoarding Service	-	16,335	16,335	-	-
Prestbury United Charities Grant	-	4,364	4,364	-	-
Rotherham MBC-Homelessness Resettlement Service	-	46,797	46,797	-	-
Sandwell MBC - Housing Related Support	-	135,658	135,658	-	-
Sandwell MBC - SWEF Admissions	-	480	480	-	-
Small Grants For People We Work Alongside	-	59,941	59,941	-	-
Social & Sustainable Capital - Gainsborough	-	7,938	-	(7,938)	-
Social & Sustainable Capital - Gloucester & Lincoln	-	3,674	-	(3,674)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar	-	2,860	-	(2,860)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Property manager	-	36,000	-	(36,000)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Set Up Costs	-	10,000	-	(10,000)	-
Social & Sustainable Capital - Wolves	-	4,186	4,186	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	24,000	24,000	-	-
South Derbyshire DC-Homelessness Prevention Service	-	14,927	14,927	-	-
Stoke City Council - Household Support Fund 2024	-	10,000	10,000	-	-
Stoke City Council - Winter Food & Essential Supplies Fund 23/24	-	1,834	1,834	-	-
Warwick District Council-Rough Sleepers Initiative	-	57,396	57,396	-	-
Warwickshire county council-Household support fund	-	4,300	4,300	-	-
Warwickshire county council-Household Support Grant Nov 24	-	3,500	3,500	-	-
West Midlands Combined Authority-Rough Sleeper Initiative 2024/2025	-	7,000	7,000	-	-
West Midlands Combined Authority-Rough Sleeping Initiative 2023-24	-	3,500	3,500	-	-
Wolverhampton City Council-Adult Social Care Discharge Fund	-	22,759	22,759	-	-
Wolverhampton City Council-Generic Housing and Preventative Floating Support Service	-	15,321	13,402	-	1,919
Wolverhampton City Council-Sandwell Mental Health Crisis Beds / Hospital Patient Service	-	16,257	16,257	-	-
Wolverhampton City Council-Sandwell SWEF provision	-	1,148	1,148	-	-
Wolverhampton City Council-Wolverhampton Tuberculosis Enhanced Housing and Support Service	-	15,516	15,516	-	-
Young K&C-RBKC - HAF	-	23,100	23,100	-	-
Zendes UK Ltd-Zendes - Tech for Good Impact Award	-	772	772	-	-
Subtotal	-	1,842,414	1,699,037	(60,472)	82,905

The movement out of restricted funds relate to the agreed retention of unspent Capital Funds from SASC, these funds contribute to the expenditure incurred by P3 through unrestricted funds.

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2025  
P3 Group Continued

**P3C Restricted Donations**

Donations-Core	-	1,475	1,475	-	-
Donations-Hillingdon Fundraising	-	869	869	-	-
Donations - MACE Hillingdon YP 2024	-	(5,000)	(5,000)	-	-
Donations-Play: Avondale Play Centre	-	5,949	5,949	-	-
	-	3,293	3,293	-	-

**P3C Fundraising**

General Donations - MACE Hillingdon YP 2024	-	5,000	5,000	-	-
General Donations - MACE Hillingdon YP	-	5,460	4,966	-	494
	-	10,460	9,966	-	494

**P3C - Other Restricted Income**

St Basils-Contribution to Redundancy	-	5,727	5,727	-	-
Together for Mental Wellbeing-Contribution to Redundancy	-	18,899	18,899	-	-
	-	24,626	24,626	-	-

**Restricted Funds Rugby Portobello Trust**

<b>Grants</b>					
Apple - Beats Project	217	22,832	22,935	-	114
Child Hood Trust - Champions For Children	-	13,728	13,728	-	-
Childhood Trust - Summer 2024	-	9,986	9,986	-	-
Childhood Trust - Winter 2024	-	2,959	2,959	-	-
Greater London Authority - Young Londoners Fund	6,715	-	6,715	-	-
Grove Trust-RPT Future Ready	-	13,658	1,279	-	12,379
Harrow Club-NKYC Project	-	5,200	5,200	-	-
Harrow Club-RPT 140th Community Event	-	2,500	2,500	-	-
Julia & Hans Rausing Trust	-	3,699	3,699	-	-
Kensington & Chelsea Foundation-Reducing Educational Inequalities	-	9,981	9,981	-	-
Lightbulb Trust	7,281	26,144	7,066	-	26,359
Linder Foundation - Man cave	7,311	13,637	17,540	-	3,408
London Community Foundation	4,651	-	4,651	-	-
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,381	16,806	10,110	-	10,077
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	215	9,835	9,850	-	-
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	7,524	7,524	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	1,831	-	123	-	1,708
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	3,126	1,910	-	1,216
Royal Borough Of Kensington & Chelsea-Future Neighbourhoods Fund - Phase 2	-	16,000	16,000	-	-
Satellite Club	64	2,416	385	-	2,095
West London Zone	-	6,480	3,408	-	3,072
Subtotal	31,666	223,369	194,607	-	60,428

**Fundraising**

Brain Game	27,979	30,279	27,366	-	30,872
Challenge Events	16,957	7,814	7,863	-	16,908
Christmas Fair	151,683	95,345	68,220	-	178,808
Football Academy	-	492	492	-	-
Opera	6,004	20,681	26,685	-	-
Opera Holland Gala	8,065	-	8,065	-	-
Portobello Diner	699,758	222,093	244,418	-	677,433
RPT Core Services	-	14,316	14,316	-	-
RPT Events	-	1,964	1,964	-	-
Subtotal	910,446	392,984	399,409	-	904,021

**Donations**

Hollick Family Foundation-RPT Football Academy	-	7,514	7,514	-	-
Individual Donations - Athena	7,578	-	7,578	-	-
Individual Donations - Big Give	716	-	716	-	-
Individual Donations - Brain Game	-	5,253	-	-	5,253
Individual Donations - Challenge Events	3,960	18,319	-	-	22,279
Individual Donations - Christmas Fair	15,860	16,713	-	-	32,573
Individual Donations - Football Academy	-	25,560	25,560	-	-
Individual Donations - Future Ready Plus	20,100	-	-	-	20,100
Individual Donations - Homework Club	500	-	500	-	-
Individual Donations - Junior Club Club	16,302	24,869	34,264	-	6,907
Individual Donations - Magic Mums	-	22,104	22,104	-	-
Individual Donations - Man Cave	50,540	1,080	131	-	51,489
Individual Donations - Opera	320	26,559	24,376	-	2,503
Individual Donations - Portobello Diner	4,719	181,014	-	-	185,733
Individual Donations - RPT	87,345	179,817	267,162	-	-
Individual Donations - RPT Fundraising	-	4,488	4,488	-	-
Individual Donations - RPT Youth	46,640	1,113	47,753	-	-
Portmore Charitable Trust-RPT Magic Mums	-	5,000	5,000	-	-
Subtotal	254,580	519,403	447,146	-	326,837

**RPT - Other Restricted Income**

West London Zone - Man Cave	12,248	-	-	-	12,248
Room Hire	-	71,269	71,269	-	-
Play Sessions	-	29,533	29,533	-	-
	12,248	100,802	100,802	-	12,248

**TOTAL Rugby Portobello Trust Restricted Funds**

	1,208,940	1,236,558	1,141,964	-	1,303,534
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**TOTAL Restricted Funds**

	1,893,828	3,117,351	2,878,886 <sup>F</sup>	(80,656)	2,051,637
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**Total of Funds**

	15,508,758	39,119,839	37,728,521	-	16,900,076
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
Designated Funds	9,697,993	- <sup>F</sup>	4,900	444,706	10,137,799
General Funds	3,916,937	36,002,488	34,844,735	(364,050)	4,710,640
Subtotal	13,614,930	36,002,488	34,849,635	80,656	14,848,439
Restricted Funds	1,893,828	3,117,351	2,878,886	(80,656)	2,051,637
Total of Funds	15,508,758	39,119,839	37,728,521	-	16,900,076

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2024  
P3 Group

	Balance at 1 April 2024	Income	Expenditure	Transfers in/(out) and investment gains	Balance at 31 March 2024
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	5,568,919	-	-	2,481,707	8,050,626
Fixed assets fund P3 Housing	1,462,260	-	-	(20,433)	1,441,825
Hardship fund - Staff	94,025	-	7,680	-	86,345
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	7,244,401	-	7,680	2,461,274	9,697,993
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,330,663	29,463,028	28,415,989	(2,104,127)	4,273,575
P3 Housing	1,202,598	3,912,013	4,029,416	-	1,085,195
Academy Of Youth Limited	(6)	-	-	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing	(97,207)	(267,638)	-	-	(364,845)
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support	(260,500)	(267,371)	-	-	(527,871)
P3 Housing - Designated fund	(1,462,260)	-	-	20,433	(1,441,827)
P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity	97,207	-	(267,638)	-	364,845
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support	260,500	-	(267,371)	-	527,871
P3 Housing Capital Projects	-	(37,894)	-	37,894	-
General Funds	5,070,995	32,802,138	31,910,399	(2,045,800)	3,916,937
Total unrestricted funds	12,315,396	32,802,138	31,918,077	415,474	13,614,930
<b>RESTRICTED FUNDS</b>					
	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
<b>P3H Capital Projects</b>					
P3 Housing - Homes England Grant - Acom House	97,969	-	-	(21,268)	76,701
P3 Housing - Homes England Grant - NSAP	190,576	-	-	(2,956)	187,620
P3 Housing - Homes England Grant - RSAP	202,442	-	-	(3,406)	199,036
P3 Housing WLDC Capital Grant - RSAP	38,905	-	-	(603)	38,302
P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds	192,890	-	-	(9,661)	183,229
Total Capital Adjustments - P3 Housing	722,782	-	-	(37,894)	684,888
<b>Restricted Funds P3 Charity</b>					
Alternative Giving - Wolverhampton	-	2,000	2,000	-	-
Alternative Giving - Wolverhampton Peter Bilson House	-	3,500	3,500	-	-
Black Country Healthcare NHS Foundation Trust	-	130,233	130,233	-	-
Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service	-	131,581	131,581	-	-
Cash For Kids	-	800	800	-	-
Cheshire East Council - Care & Asylum Support	-	274,966	274,966	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	51,620	51,620	-	-
Chesterfield Borough Council - Derbyshire Rough Sleeper Service	-	96,937	96,937	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	3,318	3,318	-	-
Derbyshire County Council - Warm Spaces Programme	-	3,500	3,500	-	-
Department of Work & Pensions - Kick Start Project	-	1,560	1,560	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	680	680	-	-
Gloucestershire City Council - Enhanced Housing Support Service	-	345,750	345,750	-	-
Hyde Charitable Trust - Foundation Business Grant	-	26,292	26,292	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	26,970	26,970	-	-
Lincolnshire Partnership NHS Foundation Trust - Personalisation	-	9,893	9,893	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Navigator Plus	-	20,000	20,000	-	-
National Grid - Cosy Club	-	476	476	-	-
National Hoarding Service	-	1,972	1,972	-	-
NHS Derby & Derbyshire ICB - Capital Grant	-	300,000	4,500	(295,500)	-
NHS Hillingdon CCG - Navigator Plus	-	23,131	23,131	-	-
North East Derbyshire DC - Cost Of Living Project	-	772	772	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	47,891	47,891	-	-
North West Leicestershire Council - Support Grant	-	10,646	10,646	-	-
Paradigm Housing Group - Hoarding Service	-	12,480	12,480	-	-
Places For People - Cambridge	-	1,315	1,315	-	-
Places For People - Touchstone Fund	-	3,000	3,000	-	-
Prestbury United Charities	-	1,851	1,851	-	-
Sandwell MBC - Housing Related Support	-	267,022	267,022	-	-
Sandwell MBC - SWEF Admissions	-	9,420	9,420	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	11,671	11,671	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	3,500	3,500	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	5,678	5,678	-	-
South Derbyshire District Council - Mental Health Officer	-	49,385	49,385	-	-
Stoke City Council - Winter Food & Essentials Fund	-	3,166	3,166	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	3,767	3,767	-	-
Warwickshire County Council - Hardship Fund	-	3,200	3,200	-	-
West Lindsey District Council - Rough Sleeper Initiative	-	60,674	60,674	-	-
West Lindsey District Council - Gainsborough Viable Housing Project	-	132,274	50,194	(82,080)	-
West Midlands Combined Authority - Spot Purchase Fund	-	3,500	3,500	-	-
Young K&C - Holiday Activities	-	24,168	24,168	-	-
Small Grants For People We Work Alongside	-	86,589	86,589	-	-
Zendesk - Accesible I.T Equipment	-	7,142	7,142	-	-
Subtotal	-	2,275,031	1,897,451	(377,580)	-

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

STATEMENT OF FUNDS 2024 Group continued	Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
<b>P3C Restricted Donations</b>					
General Donations	-	12	12	-	-
General Donations - MACE Hillingdon YP	-	5,000	5,000	-	-
Rotary Trust - Avondale Play	-	8,566	8,566	-	-
	-	13,578	13,578	-	-
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Grants</b>					
Apple - Beats	-	1,648	1,429	-	217
The Child Hood Trust - Champions For Children	-	6,288	6,288	-	-
Greater London Authority - Young Londoners Fund	6,979	24,324	24,598	-	6,715
The Harrow Club	4,522	-	4,522	-	-
Hollick Family Foundation - Magic Mums	-	15,000	15,000	-	-
Hollick Family Foundation - Football Academy	-	6,253	6,253	-	-
John Lyon's Charity - RPT School Activities	-	5,000	5,000	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Kensington & Chelsea Foundation - Community Spirit Small Grant	-	1,000	1,000	-	-
Lightbulb Trust	-	8,651	1,370	-	7,281
Linder Foundation - Man cave	2,796	17,095	12,590	-	7,311
London Community Foundation	3,502	11,507	10,358	-	4,651
Prism Charitable Trust	-	6,944	6,944	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	37	3,075	1,281	-	1,831
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	10,212	22,409	29,240	-	3,381
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	10,956	9,635	20,376	-	215
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	18,058	18,058	-	-
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	458	458	-	-
Satalife Club	29	177	142	-	64
TBAP Foundation - Residentials	-	1,882	1,882	-	-
West London Zone	-	2,750	2,750	-	-
Young K&C - Young Adult MH Pathway	-	2,262	2,262	-	-
Subtotal	39,033	234,474	241,841	-	31,666
<b>Fundraising</b>					
Brain Game	20,224	29,852	22,097	-	27,979
Christmas Fair	138,028	56,052	40,397	-	151,683
Football Academy	-	460	460	-	-
Challenge Events	18,596	2,376	4,015	-	16,957
Magic Mums	-	973	973	-	-
Opera	8,808	-	2,804	-	6,004
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	596,125	322,735	134,134	(84,968)	699,758
RPT Core Services	-	24,574	24,574	-	-
RPT Events	-	1,138	75,681	74,543	-
Subtotal	787,846	438,160	305,135	(10,425)	910,446
<b>Donations</b>					
Cameron House	-	87,400	55	-	87,345
Individual Donations - RPT	2,622	169,478	164,522	-	7,578
Individual Donations - Athena	-	1,750	1,034	-	716
Individual Donations - Big Give	-	29,702	29,702	-	-
Individual Donations - Brain Game	3,491	469	-	-	3,960
Individual Donations - Challenge Events	-	15,860	-	-	15,860
Individual Donations - Christmas Fair	6,974	39,666	-	-	46,640
Individual Donations - RPT Youth	-	595	70,190	69,595	-
Individual Donations - Football Academy	-	15,853	32,983	17,130	-
Individual Donations - Future Ready	-	20,100	-	-	20,100
Individual Donations - Future Ready Plus	-	500	-	-	500
Individual Donations - Homework Club	15,992	310	-	-	16,302
Individual Donations - Junior Club Club	-	10,980	29,179	18,199	-
Individual Donations - Magic Mums	59,284	8,553	17,297	-	50,540
Individual Donations - Man Cave	-	1,439	12,330	10,891	-
Individual Donations - Mikes Lab	841	-	521	-	320
Individual Donations - Opera	4,416	303	-	-	4,719
Individual Donations - Portobello Dinner	10,208	95,182	-	(105,390)	-
Subtotal	103,828	498,140	357,813	10,425	254,580
<b>RPT - Other Restricted Income</b>					
Room Hire	-	66,182	66,182	-	-
Play Sessions	-	27,899	27,899	-	-
Other Income	-	577	577	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
	12,248	94,658	94,658	-	12,248
<b>TOTAL Rugby Portobello Trust Restrict ed Funds</b>	942,955	1,265,432	999,447	-	1,208,940
<b>TOTAL Restricted Funds P3 Charity</b>	942,955	3,554,041	2,910,476	(377,580)	1,208,940
<b>TOTAL Restricted Funds P3 Group</b>	1,865,737	3,554,041	2,910,476	(415,474)	1,893,828
Total of Funds	13,981,133	36,356,179	34,828,553	-	15,508,758

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS	Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
Designated Funds	7,244,401	-	7,680	2,461,274	9,697,993
General Funds	5,070,995	32,802,138	31,910,396	(2,045,800)	3,916,937
Subtotal	12,315,396	32,802,138	31,918,076	415,474	13,614,930
Restricted Funds	1,665,737	3,554,041	2,910,476	(415,474)	1,893,828
Total of Funds	13,981,133	36,356,179	34,828,552	-	15,508,758

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2025  
P3 CHARITY

	Balance at 1 April 2024	Income	Expenditure	Transfers in(out) and investment gains	Balance at 31 March 2025
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	8,050,624	-	-	429,079	8,479,703
Hardship fund - Staff	86,345	-	4,900	-	81,445
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	8,256,166	0	4,900	429,079	8,680,345
<b>GENERAL FUNDS</b>					
People Potential Possibilities	4,273,572	30,554,934	29,789,950	(368,607)	4,669,949
General Funds	4,273,572	30,554,934	29,789,950	(368,607)	4,669,949
Total unrestricted funds	12,529,738	30,554,934	29,794,850	60,472	13,350,294

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward	Income	Expenditure	Transfers in(out)	Carried Forward
	£	£	£	£	£
Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service	-	54,590	54,590	-	-
Black Country Healthcare NHS Foundation Trust-WM Hospital Discharge Black Country	-	7,192	4,387	-	2,805
Cheshire East Council - Care & Asylum Support	-	261,680	261,680	-	-
Chesterfield Borough Council-Mental Health Homelessness Prevention	-	95,188	82,347	-	12,841
Department of Health & Social Care-Children and Young People Mental Health Early Intervention Hubs	-	207,359	165,076	-	42,283
Erewash Voluntary Action - CVS-Mental Health Small Grants Scheme	-	1,650	1,650	-	-
Hyde Charitable Trust-P3 Tenancy Sustainment Support Project Hyde	-	8,500	8,500	-	-
John Lyon's Charly-SHAF - RPT Summer 2024	-	5,000	5,000	-	-
Leicester City Council-Leicester Community Engagement Grant	-	1,800	1,800	-	-
Lidl Toy Bank Grant-Neighbourly Fund	-	280	280	-	-
Lincolnshire Partnership NHS Foundation Trust.-Provision of Assisted Accommodation with Housing Related Support Service	-	30,078	30,078	-	-
Macclesfield Town Council-Grant	-	245	245	-	-
Milton Keynes City Council-MHCLG Rough Sleeper Winter Pressures Grant	-	4,377	4,377	-	-
Milton Keynes Community Foundation Grant	-	874	874	-	-
NHS North West London ICB-Emotional Health Wellbeing Early Intervention Services for Children and Young People	-	65,054	65,054	-	-
NHS North West London ICB-Hillingdon Wellbeing Service	-	209,946	199,731	-	10,215
North East Derbyshire District Council.-Derbyshire Winter Provision 2025	-	2,821	2,821	-	-
North East Derbyshire District Council.-Homelessness Prevention	-	78,442	63,600	-	12,842
Nottinghamshire County Council-Young Parents Accommodation and Support Service	-	259,975	259,975	-	-
Paradigm Housing Group-Buckinghamshire Hoarding Service	-	16,335	16,335	-	-
Prestbury United Charities Grant	-	4,364	4,364	-	-
Rotherham MBC-Homelessness Resettlement Service	-	46,797	46,797	-	-
Sandwell MBC - Housing Related Support	-	135,658	135,658	-	-
Sandwell MBC - SWEF Admissions	-	480	480	-	-
Small Grants For People We Work Alongside	-	59,941	59,941	-	-
Social & Sustainable Capital - Gainsborough	-	7,938	-	(7,938)	-
Social & Sustainable Capital - Gloucester & Lincoln	-	3,674	-	(3,674)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar	-	2,860	-	(2,860)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Property manager	-	36,000	-	(36,000)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Set Up Costs	-	10,000	-	(10,000)	-
Social & Sustainable Capital - Wolves	-	4,188	4,188	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	24,000	24,000	-	-
South Derbyshire DC-Homelessness Prevention Service	-	14,927	14,927	-	-
Stoke City Council - Household Support Fund 2024	-	10,000	10,000	-	-
Stoke City Council - Winter Food & Essential Supplies Fund 23/24	-	1,834	1,834	-	-
Warwick District Council-Rough Sleepers Initiative	-	57,396	57,396	-	-
Warwickshire county council-Household support fund	-	4,300	4,300	-	-
Warwickshire county council-Household Support Grant Nov 24	-	3,500	3,500	-	-
West Midlands Combined Authority-Rough Sleeper Initiative 2024/2025	-	7,000	7,000	-	-
West Midlands Combined Authority-Rough Sleeping Initiative 2023-24	-	3,500	3,500	-	-
Wolverhampton City Council-Adult Social Care Discharge Fund	-	22,759	22,759	-	-
Wolverhampton City Council-Generic Housing and Preventative Floating Support Service	-	15,321	13,402	-	1,919
Wolverhampton City Council-Sandwell Mental Health Crisis Beds / Hospital Patient Service	-	16,257	16,257	-	-
Wolverhampton City Council-Sandwell SWEF provision	-	1,148	1,148	-	-
Wolverhampton City Council-Wolverhampton Tuberculosis Enhanced Housing and Support Service	-	15,516	15,516	-	-
Young K&C-RBKC - HAF	-	23,100	23,100	-	-
Zendes UK Ltd-Zendes - Tech for Good Impact Award	-	772	772	-	-
Subtotal	-	1,842,414	1,699,037	(60,472)	82,905

**P3C Restricted Donations**

Donations-Core	-	1,475	1,475	-	-
Donations-Hillingdon Fundraising	-	869	869	-	-
Donations - MACE Hillingdon YP 2024	-	(5,000)	(5,000)	-	-
Donations-Play: Avondale Play Centre	-	5,949	5,949	-	-
Subtotal	-	3,293	3,293	-	-

**P3C Fundraising**

General Donations - MACE Hillingdon YP 2024	-	5,000	5,000	-	-
General Donations - MACE Hillingdon YP	-	5,460	4,966	-	494
Subtotal	-	10,460	9,966	-	494

**P3C - Other Restricted Income**

St Basils-Contribution to Redundancy	-	5,727	5,727	-	-
Together for Mental Wellbeing-Contribution to Redundancy	-	18,899	18,899	-	-
Subtotal	-	24,626	24,626	-	-

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2025 (CONTINUED)  
P3 CHARITY

Restricted Funds Rugby Portobello Trust

Grants

Apple - Beats Project	217	22,832	22,935	-	114
Child Hood Trust - Champions For Children	-	13,726	13,726	-	-
Childhood Trust - Summer 2024	-	9,986	9,986	-	-
Childhood Trust - Winter 2024	-	2,959	2,959	-	-
Greater London Authority - Young Londoners Fund	6,715	-	6,715	-	-
Grove Trust-RPT Future Ready	-	13,658	1,279	-	12,379
Harrow Club-NKYC Project	-	5,200	5,200	-	-
Harrow Club-RPT 140th Community Event	-	2,500	2,500	-	-
Julia & Hans Rausing Trust	-	3,699	3,699	-	-
Kensington & Chelsea Foundation-Reducing Educational Inequalities	-	9,981	9,981	-	-
Lightbulb Trust	7,281	26,144	7,066	-	26,359
Linder Foundation - Man cave	7,311	13,637	17,540	-	3,408
London Community Foundation	4,651	-	4,651	-	-
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,381	16,806	10,110	-	10,077
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	215	9,635	9,650	-	-
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	7,524	7,524	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	1,831	-	123	-	1,708
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	3,126	1,910	-	1,216
Royal Borough Of Kensington & Chelsea-Future Neighbourhoods Fund - Phase 2	-	16,000	16,000	-	-
Satellite Club	64	2,416	385	-	2,095
West London Zone	-	6,480	3,408	-	3,072
Subtotal	31,666	223,369	194,607	-	60,428

Fundraising

Brain Game	27,979	30,279	27,366	-	30,872
Challenge Events	16,957	7,814	7,863	-	16,908
Christmas Fair	151,683	95,345	68,220	-	178,808
Football Academy	-	492	492	-	0
Opera	6,004	20,681	26,665	-	0
Opera Holland Gala	8,065	-	8,065	-	0
Portobello Diner	699,758	222,093	244,418	-	677,433
RPT Core Services	-	14,316	14,316	-	0
RPT Events	-	1,964	1,964	-	0
Subtotal	910,446	392,984	399,409	-	604,021

Donations

Hollick Family Foundation-RPT Football Academy	-	7,514	7,514	-	-
Individual Donations - Athena	7,578	-	7,578	-	-
Individual Donations - Big Give	716	-	716	-	-
Individual Donations - Brain Game	-	5,253	-	-	5,253
Individual Donations - Challenge Events	3,960	18,319	-	-	22,279
Individual Donations - Christmas Fair	15,860	16,713	-	-	32,573
Individual Donations - Football Academy	-	25,560	25,560	-	-
Individual Donations - Future Ready Plus	20,100	-	-	-	20,100
Individual Donations - Homework Club	500	-	500	-	-
Individual Donations - Junior Club Club	16,302	24,969	34,264	-	6,907
Individual Donations - Magic Mums	-	22,104	22,104	-	-
Individual Donations - Man Cave	50,540	1,080	131	-	51,469
Individual Donations - Opera	320	26,559	24,376	-	2,503
Individual Donations - Portobello Dinner	4,719	161,014	-	-	165,733
Individual Donations - RPT	87,345	179,817	267,162	-	-
Individual Donations - RPT Fundraising	-	4,488	4,488	-	-
Individual Donations - RPT Youth	46,640	1,113	47,753	-	-
Portmore Charitable Trust-RPT Magic Mums	-	5,000	5,000	-	-
Subtotal	254,580	519,403	447,146	-	326,637

RPT - Other Restricted Income

West London Zone - Man Cave	12,248	-	-	-	12,248
Room Hire	-	71,269	71,269	-	-
Play Sessions	-	29,533	29,533	-	-
Subtotal	12,248	100,802	100,802	-	12,248

**TOTAL Rugby Portobello Trust Restriced Funds**

1,208,940 1,236,558 1,141,964 - 1,303,534

**TOTAL Restricted Funds**

1,208,940 3,117,351 2,878,886 (60,472) 1,386,933

Total of Funds

13,738,678 33,672,285 32,673,736 - 14,737,227

The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
Designated Funds	8,256,166	-	4,900	429,079	8,680,345
General Funds	4,273,572	30,554,934	29,789,950	(368,607)	4,669,949
Subtotal	12,529,738	30,554,934	29,794,850	60,472	13,350,294
Restricted Funds	1,208,940	3,117,351	2,878,886	(60,472)	1,386,933
Total of Funds	13,738,678	33,672,285	32,673,736	-	14,737,227

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2024  
P3 CHARITY

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/(out) and investment gains £	Balance at 31 March 2024 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	5,568,918	-	-	2,481,706	8,050,624
Hardship fund - Staff	94,025	-	7,680	-	86,345
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	5,782,140	-	7,680	2,481,706	8,256,166
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,330,663	29,463,028	28,415,993	(2,104,126)	4,273,572
General Funds	5,330,663	29,463,028	28,415,993	(2,104,126)	4,273,572
Total unrestricted funds	11,112,803	29,463,028	28,423,673	377,580	12,529,739
<b>RESTRICTED FUNDS</b>					
<b>Restricted Funds P3 Charity</b>					
	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Alternative Giving - Wolverhampton	-	2,000	2,000	-	-
Alternative Giving - Wolverhampton Peter Bilson House	-	3,500	3,500	-	-
Black Country Healthcare NHS Foundation Trust	-	130,233	130,233	-	-
Black Country Healthcare NHS Foundation Trust - Sandwell Mental Health & Hospital Patient Service	-	131,581	131,581	-	-
Cash For Kids	-	800	800	-	-
Cheshire East Council - Care & Asylum Support	-	274,966	274,966	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	51,620	51,620	-	-
Chesterfield Borough Council - Derbyshire Rough Sleeper Service	-	96,937	96,937	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	3,318	3,318	-	-
Derbyshire County Council - Warm Spaces Programme	-	3,500	3,500	-	-
Department of Work & Pensions - Kick Start Project	-	1,560	1,560	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	680	680	-	-
Gloucestershire City Council - Enhanced Housing Support Service	-	345,750	345,750	-	-
Hyde Charitable Trust - Foundation Business Grant	-	26,292	26,292	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	26,970	26,970	-	-
Lincolnshire Partnership NHS Foundation Trust - Personalisation	-	9,893	9,893	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Navigator Plus	-	20,000	20,000	-	-
National Grid - Cosy Club	-	476	476	-	-
National Hoarding Service	-	1,972	1,972	-	-
NHS Derby & Derbyshire ICB - Capital Grant	-	300,000	4,500	(295,500)	-
NHS Hillingdon CCG - Navigator Plus	-	23,131	23,131	-	-
North East Derbyshire DC - Cost Of Living Project	-	772	772	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	47,891	47,891	-	-
North West Leicestershire Council - Support Grant	-	10,646	10,646	-	-
Paradigm Housing Group - Hoarding Service	-	12,480	12,480	-	-
Places For People - Cambridge	-	1,315	1,315	-	-
Places For People - Touchstone Fund	-	3,000	3,000	-	-
Prestbury United Charities	-	1,851	1,851	-	-
Sandwell MBC - Housing Related Support	-	267,022	267,022	-	-
Sandwell MBC - SWEP Admissions	-	9,420	9,420	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	11,671	11,671	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	3,500	3,500	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	5,678	5,678	-	-
South Derbyshire District Council - Mental Health Officer	-	49,385	49,385	-	-
Stoke City Council - Winter Food & Essentials Fund	-	3,166	3,166	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	3,767	3,767	-	-
Warwickshire County Council - Hardship Fund	-	3,200	3,200	-	-
West Lindsey District Council - Rough Sleeper Initiative	-	60,674	60,674	-	-
West Lindsey District Council - Gainsborough Value Housing Project	-	132,274	50,194	(82,080)	-
West Midlands Combined Authority - Spot Purchase Fund	-	3,500	3,500	-	-
Young K&C - Holiday Activities	-	24,168	24,168	-	-
Small Grants For People We Work Alongside	-	86,589	86,589	-	-
Zendesk - Accessible I.T Equipment	-	7,142	7,142	-	-
Subtotal	-	2,275,031	1,897,451	(377,580)	-
<b>P3C Restricted Donations</b>					
General Donations	-	12	12	-	-
General Donations - MACE Hillingdon YP	-	5,000	5,000	-	-
Rotary Trust - Avondale Play	-	8,566	8,566	-	-
	-	13,578	13,578	-	-

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2024 (CONTINUED)  
P3 CHARITY

**Restricted Funds Rugby Portobello Trust Grants**

Apple - Beats	-	1,646	1,429	-	217
The Child Hood Trust - Champions For Children	-	6,288	6,288	-	-
Greater London Authority - Young Londoners Fund	6,979	24,324	24,588	-	6,715
The Harrow Club	4,522	-	4,522	-	-
Hollick Family Foundation - Magic Mums	-	15,000	15,000	-	-
Hollick Family Foundation - Football Academy	-	6,253	6,253	-	-
John Lyon's Charity - RPT School Activities	-	5,000	5,000	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Kensington & Chelsea Foundation - Community Spirit Small Grant	-	1,000	1,000	-	-
Lightbulb Trust	-	8,651	1,370	-	7,281
Linder Foundation - Man cave	2,796	17,095	12,580	-	7,311
London Community Foundation	3,502	11,507	10,358	-	4,651
Prism Charitable Trust	-	6,944	6,944	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	37	3,075	1,281	-	1,831
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	10,212	22,409	29,240	-	3,381
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	10,956	9,635	20,376	-	215
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	18,058	18,058	-	-
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	458	458	-	-
Satalite Club	29	177	142	-	64
TBAP Foundation - Residentials	-	1,882	1,882	-	-
West London Zone	-	2,750	2,750	-	-
Young K&C - Young Adult MH Pathway	-	2,262	2,262	-	-
<b>Subtotal</b>	<b>39,033</b>	<b>234,474</b>	<b>241,841</b>	<b>-</b>	<b>31,666</b>

**Fundraising**

Brain Game	20,224	29,852	22,097	-	27,979
Christmas Fair	136,028	56,052	40,397	-	151,683
Football Academy	-	460	460	-	-
Challenge Events	18,596	2,376	4,015	-	16,957
Magic Mums	-	973	973	-	-
Opera	8,808	-	2,804	-	6,004
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	596,125	322,735	134,134	(84,968)	699,758
RPT Core Services	-	24,574	24,574	-	-
RPT Events	-	1,138	75,681	74,543	-
<b>Subtotal</b>	<b>787,846</b>	<b>438,160</b>	<b>305,135</b>	<b>(10,425)</b>	<b>910,446</b>

**Donations**

Cameron House	-	87,400	55	-	87,345
Individual Donations - RPT	2,622	169,478	164,522	-	7,578
Individual Donations - Athena	-	1,750	1,034	-	716
Individual Donations - Big Give	-	29,702	29,702	-	-
Individual Donations - Brain Game	3,491	469	-	-	3,960
Individual Donations - Challenge Events	-	15,860	-	-	15,860
Individual Donations - Christmas Fair	6,974	39,666	-	-	46,640
Individual Donations - RPT Youth	-	595	70,190	69,595	-
Individual Donations - Football Academy	-	15,853	32,983	17,130	-
Individual Donations - Future Ready	-	20,100	-	-	20,100
Individual Donations - Future Ready Plus	-	500	-	-	500
Individual Donations - Homework Club	15,992	310	-	-	16,302
Individual Donations - Junior Club Club	-	10,980	29,179	18,199	-
Individual Donations - Magic Mums	59,284	8,553	17,297	-	50,540
Individual Donations - Man Cave	-	1,439	12,330	10,891	-
Individual Donations - Mikes Lab	841	-	521	-	320
Individual Donations - Opera	4,416	303	-	-	4,719
Individual Donations - Portobello Dinner	10,208	95,182	-	(105,390)	-
<b>Subtotal</b>	<b>103,828</b>	<b>498,140</b>	<b>357,813</b>	<b>10,425</b>	<b>254,580</b>

**RPT - Other Restricted Income**

Room Hire	-	66,182	66,182	-	-
Play Sessions	-	27,899	27,899	-	-
Other Income	-	577	577	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
<b>Subtotal</b>	<b>12,248</b>	<b>94,658</b>	<b>94,658</b>	<b>-</b>	<b>12,248</b>

**TOTAL Rugby Portobello Trust Restricted Funds**

<b>942,955</b>	<b>1,265,432</b>	<b>999,447</b>	<b>-</b>	<b>1,208,940</b>
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**TOTAL Restricted Funds**

<b>942,955</b>	<b>3,554,041</b>	<b>2,910,476</b>	<b>(377,580)</b>	<b>1,208,940</b>
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**Total of Funds**

<b>12,055,758</b>	<b>33,017,069</b>	<b>31,334,149</b>	<b>-</b>	<b>13,738,679</b>
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
Designated Funds	5,782,140	-	7,680	2,481,706	8,256,166
General Funds	5,330,663	29,463,028	28,415,993	(2,104,126)	4,273,572
<b>Subtotal</b>	<b>11,112,803</b>	<b>29,463,028</b>	<b>28,423,673</b>	<b>377,580</b>	<b>12,529,738</b>
<b>Restricted Funds</b>	<b>942,955</b>	<b>3,554,041</b>	<b>2,910,476</b>	<b>(377,580)</b>	<b>1,208,940</b>
<b>Total of Funds</b>	<b>12,055,758</b>	<b>33,017,069</b>	<b>31,334,149</b>	<b>-</b>	<b>13,738,678</b>

People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

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**20 PENSION COMMITMENTS**

**Pension Commitments - People Potential Possibilities**

The charity operates a defined contribution pension scheme. It has no obligations other than the contributions payable in year.

P3 contributed £761,578 (2024: £679,100) into the scheme.

The Value included in Other Creditors for the Pension Scheme at Year End is £248,351

**21 CAPITAL COMMITMENTS**

The Group have no Capital Commitments at Year End.

**PEOPLE POTENTIAL POSSIBILITIES**

England & Wales - Charity number 703163

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# Accounts

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**P3 Charity Group**

**P3 (THE OPERATING NAME OF PEOPLE POTENTIAL POSSIBILITIES)  
(A company limited by guarantee)**

**GROUP REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**

**Company No: 02495423**

**Charity No: 703163**

# **PEOPLE POTENTIAL POSSIBILITIES**

**YEAR ENDED 31 MARCH 2024**

<b>CONTENTS</b>	<b>Page</b>
<b>Legal and Administrative information</b>	<b>1</b>
<b>Trustees' report</b>	<b>2 - 33</b>
<b>Independent auditor's report</b>	<b>34</b>
<b>Consolidated statement of financial activities</b>	<b>38</b>
<b>Consolidated Balance Sheet</b>	<b>39</b>
<b>Charity Balance Sheet</b>	<b>40</b>
<b>Consolidated statement of cash flows</b>	<b>41</b>
<b>Notes forming part of the financial statements</b>	<b>42 - 61</b>

**PEOPLE POTENTIAL POSSIBILITIES**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**FOR THE YEAR ENDED 31 MARCH 2024**

**Trustees**

AJP Hackett (Chair of Trustees)  
CA Carter (Appointed 26 September 2017)  
D Lane (Appointed 19 October 2015)  
W RJ Cock (Appointed 14 January 2021)  
A Lindo-Cozzella (Appointed 14 January 2021)  
N Scott (Appointed 14 January 2021)  
Y Thomas (Appointed 15 September 2021)  
R Bowley (Appointed 17 November 2021)  
T Hinde (Appointed 17 November 2021)  
S Appleby (Appointed 17 November 2021)  
DJ Morris (Appointed 29 November 2023)  
O Shiraji (Appointed 29 November 2023)

**Company Registered Number**

02495423

**Charity Registered Number**

703163

**Registered Office**

Eagle House  
Cotmanhay Road  
Ilkeston  
Derbyshire  
DE7 8HU

**Company Secretary**

Jack Michael Buckler (Appointed 29 January 2024)  
Kathryn Kozlowski (Resigned 29 January 2024)

**Chief Executive Officer**

Mark Simms

**Auditors**

Price Bailey Chartered Accountants  
24 Old Bond Street  
London  
W1S 4AP

**Bankers**

Lloyds Bank plc  
89 Church Street  
Bilston  
Wolverhampton, WV14 0BJ

CAF Bank Limited  
Kings Hill  
West Malling  
Kent, ME19 4JQ

**Solicitors**

Freeth Cartwright LLP  
2nd Floor, West Point  
Cardinal Square  
10 Nottingham Road  
Derby, DE1 3QT

Bates Wells Braithwaite  
10 Queen Street Place  
London, EC4R 1BE

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

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The Trustees, who are the Directors for the purposes of the Companies Act 2006, present their report and financial statements for People Potential Possibilities (“the Charity”/ “P3”) for the year ending 31 March 2024. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity’s governing document and the provisions of the Statement of Recommended Practice “Accounting and Reporting by Charities” (SORP 2019).

#### **SUMMARY FROM ADAM HACKETT, CHAIR OF THE P3 BOARD OF TRUSTEES**

“P3 Charity continues to influence and implement social change to address the widening gap in the standard of living, income and opportunities—access to education, employment and volunteering—for the people we work alongside. Never has the growth and need for the charity’s services been more pressing and prescient.

P3 at its core is all about people, whether we are expanding our commissioned services, housing stock or educational support for young people, our services are there to ensure people and their communities have what they need to live and thrive. It is that simple.

Once again, my colleagues and our volunteers have performed extraordinarily over the last twelve months. There have been internal promotions, training opportunities and team building programmes, all with the same purpose: to continuously improve the lives of the people we work alongside.

P3’s overall performance remains robust. We have continued to grow our services where there is an identified need and our commissioning relationships are strong. Our charitable purpose continues to run throughout our strategy and service delivery, overseen by a group of active and committed Trustees, outstanding leadership and devoted staff. I am utterly confident that we will continue to deliver our objective to transform people’s lives.”

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**ABOUT P3**

**Founded over 50 years ago in 1972, P3: People, Potential, Possibilities is a national Charity and social enterprise operating across the UK and delivering services for socially excluded and vulnerable people.**

P3 is a 'people first' organisation; our mission is to work alongside people to improve lives and communities: to unlock potential and open up new possibilities. We are committed to sustainable transformation and work to establish the trust needed to facilitate genuine and lasting change for the long-term.

**From April 2023 to March 2024, the P3 Group — worked alongside 33,180 (29,830) people.**

**Right across England someone, somewhere talks to a P3 worker every 10 (13) seconds.**

P3 specialises in homelessness services, bespoke support for people living with a hoarding disorder, supported housing, preventative support for people experiencing and recovering from mental ill-health, advice and community support, helpline support and services for young people.

Our vision is for every person to be recognised as a valued member of society, where social injustice no longer exists. It's that simple!

**OUR YEAR**

Our financial performance remained strong throughout 2023/24.

This continued to be guided by our five-year strategy; developed through the work delivered post-pandemic, it responds to the ongoing impact of government austerity, the cost-of-living crisis, fuel crisis and the increase in levels of poverty and people experiencing homelessness across the UK communities we serve.

As ever, our purpose is not monetary—yet we do need sufficient financial strength to allow us to make the right strategic choices to help us reach more people who are struggling financially, emotionally and educationally.

It is a purpose which continues to draw on over 50 years of charitable experience and strategically aspires for everyone to have a safe home to live in, positive relationships in their lives and something meaningful to do.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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**Together we enabled 2,508 (2,818) people experiencing homelessness across England to exit the streets and access safe and comfortable temporary accommodation.**

- *P3 strategy continues to develop advice and support solutions for people going through a tough time with service expansion into new areas including West Yorkshire and Redditch.*

**P3 advice services offered life changing advice and support to 14,138 (11,622) people.**

- *Our advice services have been expanded to offer a new Housing and Homelessness Floating Support Service for people in housing need, or at risk of homelessness in Calderdale, West Yorkshire.*
- *P3 children and young people services in Hillingdon are set to benefit from further Department of Health and Social Care (DHSC) funding for preventative mental health support and wellbeing services.*

Our ongoing strategy remains vital: *Somewhere to Live, Someone to Love and Something to Do* has mobilised P3's core strengths and continues to steer the organisation as we navigate the crises and broader challenges posed by the external operating environment.

Organisationally we are undaunted, we are a Charity and Social Enterprise made up of passionate people, who care about people and we have continued with the confidence to achieve even more! It is this resilience and dedication, plus the sheer graft of the P3 team which enables us to weather such uncertain times.

Colleagues' tireless energy has been mobilised yet again to grow our reputation and trust in P3 through partnership working, service expansion and prestigious sector awards. We remain the preferred services partner for multiple public sector authorities and are recognised as a modern, trusted, award-winning national charity. We continue to understand the needs of the communities we serve and are agile to respond to and shape our offer to ensure people receive the right support in the places and spaces accessible to them. In this way we continue to reach more people, impact entire communities and expand our organisational reach as we move forwards.

The year has seen services recommissioned and scaled-up to meet the needs of people who are at risk of homelessness. Plus, we have mobilised new services and focussed on innovation, with continued expansion into new local authority areas and the development of new partnerships and models of support to reach more people who continue to struggle financially, emotionally and educationally.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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However, the year has also been one of challenge, as we as an organisation have had to speak candidly as an advocate for the people we work alongside and champion the need for wraparound support services. The tension of increased financial pressures for local authority partners have seen some of them warning they are facing an imminent funding crisis (recent years have seen six local authorities declare themselves bankrupt, with many others reporting that they too may soon be forced to do the same).

With an identified funding gap of £4 billion over the next two years across the public sector, over-stretched local authority teams are unable to meet the significant challenges posed by the increased demand for services.

These challenges have impacted P3 services as some local authority regions have reduced their portfolio of statutory and non-statutory service provision. Funding has been withdrawn for some preventative advice and floating support services with P3 decommissioning advice services in Leicester, Wolverhampton and Buckinghamshire.

**New and expanding P3 services have supported (14,614) 13,592 people living with mental ill-health over the past year. We offer advice for people experiencing distress or anxiety—or feeling that they cannot cope—by giving the space to talk through practical issues that may be causing concern.**

- We expanded our Derbyshire mental health and wellbeing services launching the Safe Haven and the Crisis House to provide access to information, advice, guidance and out-of-hours support for people aged 18+ with urgent mental health needs.*

Here we remain agile—continuing to learn, to evolve as an organisation, while looking for new avenues to deliver much-needed support—we have innovated, securing growth through effective partnership working with the NHS across our mental health support services and the expansion of our bespoke hoarding support for people living with a hoarding disorder.

Once again as we pause and reflect on the year behind us and look to the coming twelve months so much about the forces shaping society remain politically and economically uncertain. A general election and further political churn looms, but our role remains constant; P3 will continue to keep pace with the challenges posed by the operational environment, we will continue to build our services and design for the future. For the people and communities we work alongside, times remain tough, so we will continue to act as an agent for social change, not only in individual people's lives, but also on a much larger scale to have an impact for entire communities and government regions.

There are no quick fixes. The challenges coming down the line for the people we work alongside are greater still than those faced in previous years. The kindness and support offered by P3 has never been more needed. Standing still isn't an option for the organisation, we've still got vital work that we must continue to do.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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**P3 Housing, our Registered Social Landlord, now offers 610 (362) places for people to live and over the past year 2,239 (2,023) people have made a home in P3 Group accommodation.**

P3 must continue to push forwards, to be present in people's lives and to bridge the ever-widening gap in social inequality while delivering services which restore dignity and achieve impact.

**HOUSING**

As our current strategic window draws to a close, we can demonstrate how bold planning has achieved significant differences for people.

**Over the past year we have completed our P3 Housing portfolio to offer:**

- **28 properties** in the West Midlands,
- **12 properties** in Gloucestershire,
- **25 properties** in Lincolnshire, plus
- **64 properties** in Gainsborough (of which 30 were funded through Social & Sustainable Capital investment, 26 via West Lindsey District Council and eight by P3 Charity).
- **Total properties: 129 (78)**

Delivered with £20 million in investment, our intent to create sustainable housing ecosystems has changed people's lives. Having somewhere affordable, sustainable and settled to call home for the long-term has brought stability; positive relationships have been able to flourish and people have been able to focus their energy on finding meaning through education, employment and volunteering. Here, our Registered Social Landlord P3 Housing has enabled people to thrive.

Today we offer the best homes for the people we work alongside to live comfortable, settled lives and stay connected to their local community. And, with this successful transformation of P3 Housing, the foundations have been laid for the housing association to begin to take on all the housing from P3 Charity. Our next steps over the coming year will see a review of our intergroup arrangements, leases and management agreements to this end.

The process will ensure all P3 Group governance arrangements are transparent and effective and will see P3 Charity and P3 Housing more effectively discharge all their legal duties to both regulators. Most importantly for the people who live in our homes the way we manage our housing stock and tenancies will be improved, as we continue to deliver long-term stability for people and somewhere safe and settled to call home.

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**COLLEAGUES**

Over the past year P3 has continued to be shaped by a highly motivated team. Unrelenting, powerful, purposeful and kind, our colleagues have, once again, demonstrated unwavering commitment to the organisation, keeping the people we work alongside at the very heart of our activities.

The P3 team do a remarkable job—whether its running a service for young people, working in accounts or essential repairs in someone’s home—collectively making good things happen for the people we work alongside. Here we are talking about the contribution of everyone, that’s every single person who works and volunteers at P3! You are and will always be our most valuable asset!

Organisationally we have reviewed our corporate, strategic and operational structure to embody our mission, vision and values. Working to define the P3 culture and cultivate it through leadership processes and strategies, prioritising culture-building; and designing the organisation and its operational processes to support our purpose and make sure they are aligned with our core values.

We have welcomed Gemma Bukel as our new Deputy Chief Executive and Rebecca Harrington Leigh as our new Chief Operating Officer, who together are driving the scope and development of our service delivery, while navigating further operational changes.

**At P3 we want to ensure the people we work alongside are equal partners in shaping the services we deliver. People Shaping P3 creates this opportunity, encouraging people to help us to improve and shape P3 at every level.**

- *Our People’s Board continues to shape P3 to deliver impact and excellence across all services.*
- *Our new People’s Standards have been developed to convey the ‘feel’ of a quality service.*

We now have dedicated Quality, Social Value and Environmental Leads to ensure we are considering the true impact of our work on local communities, and all our tender applications are committed to delivering quality support, social value and reducing our environmental footprint.

Collectively, we have worked to develop a new culture-building approach, one in which everyone in the organisation is an active participant in our positive culture as well as continuing to have a huge impact on the lives of people who turn to P3 for support. So, whether it’s P3 core services, maintenance, teaching, fundraising, young people, street outreach or support work it all matters as P3 is a place where everyone gives their best and the organisation does its best for our people. We are all equal partners effort to end social injustice!

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

---

**Our vision for children and young people is to rebuild lives by providing the facilities, skills, activities and guidance that promote stability within communities.**

- 1,688 (1,494) children and young people have benefitted from weekly homework support, play and creative activities, football coaching, employment advice, youth work (supporting mental, physical and emotional wellbeing) and parenting skills at Rugby Portobello Trust (RPT).*
- 379 (316) young people have found a place to live, feel safe, settled and call home—even after they've left our support—offering stability, guidance and most importantly, people they can rely on as they build their future beyond spending time in the care system.*

**CHILDREN & YOUNG PEOPLE**

It has been another brilliant year for P3's Rugby Portobello Trust (RPT). We've seen children's pride when they have made meaningful academic progress, we've been there to listen to and guide young people through the challenges of living in a polarised society and we've been the shoulder mums needed when things got too tough. Over the past year we have supported 1,688 (1,494) children, young people and parents.

We've continued to strengthen our offer through training, resources and systems to enable our staff and volunteers to do the brilliant work they do every day. We've increased our partnership working with complementary organisations to ensure we're maximising our reach and resources and we've expanded the capacity of our programmes to enable even more children, young people and parents to benefit from our support and expertise.

RPT patron programmes, including our Young Patrons Circle (the YPC), continue to make a genuine difference in our community. Our programmes aim to give supporters an inside look into RPT's unique approach to making a difference young people's lives, community-wide issues, as well as information about challenges we're facing or pilots we're running.

Every activity at RPT is made possible by the generosity of our donors who continue to fund more than 80 per cent of the centre's activities. We are once again incredibly grateful for all the support received from the local community, whose generosity keeps our doors open. This vital support enables us to be accessible for the children and young people of North Kensington who rely on us daily for support, guidance and access to skills-building opportunities. Every fundraising event and donation, coupled with the dedication of our amazing volunteers and colleagues has combined to once again to deliver impact, enriching the lives of children and young people we work alongside.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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#### **ORGANISATIONAL GROWTH**

Today we run **79** (72) services, where we are highly regarded by commissioning partners, aligned organisations and the people we work alongside. P3 is financially stable, our revenue covers all our operational costs, and our fundraised income is used to 'add value' to services. We are one of the largest and most successful charities and social enterprises in our field.

P3 continues to deliver service excellence against a framework of industry-standard benchmarks, drawing on best practice and quality models from across the charity, social enterprise and housing sectors. We have worked to retain our existing services and extended our reputation to secure new ones, mobilising eight new services across Cambridgeshire, Derbyshire, Milton Keynes, Nottingham, Stratford, Redditch and West Yorkshire.

Collectively the P3 team continue to do remarkable things—all pushing together as we continue to change people's lives.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **CONSTITUTION**

The Charity is a charitable company limited by guarantee and was set up by a Memorandum of Association on 24 April 1990. People Potential Possibilities, known on a day-to-day basis as P3, has no share capital and is a registered Charity with the Charity Commission.

##### **METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES**

P3 is governed by a Board of Trustees which comprises a Chair and eleven Trustees. The Chair is appointed by the Board from the existing Trustees. Trustees are recruited with regard to the balance on the board of people with relevant skills, experience, knowledge and qualifications. As well as looking for individuals with business, health/social care and governance backgrounds we aim specifically to include people who have lived experience of accessing services and carers. Prior to inviting nominations and applications for Board membership a skills audit review of existing members is undertaken in order to attract prospective members with the required experience, skills and knowledge.

The Board of Trustees meets a minimum of four times a year and is responsible for the overall direction and control of P3's activities. The Board also has an annual Away Day and sub-committees of the Board (with delegated authority) meet regularly to review and agree performance in key areas of operation. The Board is responsible for taking decisions on the strategic direction of the Charity, approving major expenditure, major developments and through the Chair giving support and supervision to the Chief Executive.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

---

#### POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

On appointment each Trustee signs a code of conduct and completes a register of interests. They are given a Trustee Induction Pack that includes the Charities Governing Document: the Memorandum and Articles of Association, a range of relevant policies and procedures, including conflict of interest and other guidance. The pack contains a Trustee job description and a copy of Charity Commission Guidance Leaflet CC3, The Essential Trustee: what you need to know. New Trustees meet with the Chair and Chief Executive to discuss:

- Their role and responsibilities
- Key documents including the Memorandum and Articles of Association and the P3 Strategic Plan
- Funding including the latest published accounts and current position
- The organisation's focus on outcomes
- Safeguarding
- Future plans

Trustees are also invited to an induction tour of projects and services, and Trustee training needs are assessed, and training provided as appropriate.

#### ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Chief Executive leads the day-to-day management of P3 on authority delegated by the Board of Trustees. He and the executive officers of the Charity form the Executive Leadership Team, and each has clearly defined areas of responsibility and accountability. The Executive Leadership Team meets on a two-weekly cycle, to discuss and implement strategic and operational issues and to monitor and control the performance of the Charity against the Strategic Plan and Strategy Implementation Plan. This work is reported on at General Meetings of the Board.

#### Summary of the Work of Sub-Committees 2023-24

##### 1.0. Summary of activities: Audit, Risk & Assurance Sub-Committee

###### Members:

**Sarah Appleby (Chair)**

**William Cock**

**Richard Bowley**

Over the course of 2023/2024 financial year, the Audit, Risk and Assurance sub-committee has continued to regularly review and scrutinise the corporate risk register, including mitigations against emerging or high-level risks. The sub-committee has overseen and reviewed the progress of P3's external internal auditor, Azets, in the completion of their four audits over the financial year. Additionally, the committee has agreed the scope of the second year of the external internal audit 2024-2025.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

---

The sub-committee has continued to review progress against the recommendations set out in the management letter from P3's previous external audit on a quarterly basis and expanded its scope to also review action points from external internal audits. The sub-committee has scrutinised all serious incidents reported to the Charity Commission and reviewed the P3 Group's insurance and legal advice arrangements. The sub-committee has overseen P3's compliance to its contractual KPIs through a quarterly review of its operational reporting to commissioners. The sub-committee also reviewed and recommended the statutory accounts for 2022/2023 to the Board of Trustees for approval.

#### **2.0. Summary of activities: Finance & General Purposes Sub-Committee**

**Members:**

**Richard Bowley (Chair)**

**Adam Hackett**

**Yvonne Thomas**

**Thea Hinde**

**David Morris (joined January 2024)**

Over the course of the 2023-2024 financial year, the Finance and General Purposes sub-committee has continued to oversee implementation of P3's Financial Strategy. P3 Group continues to use some of its reserves to invest in the improvement of its existing properties and acquisition of additional properties to further the organisation's charitable objects and build its assets for the future. The sub-committee also recommended the 2024/25 budget to the Board of Trustees following review by the chair and members.

The sub-committee has reviewed the financial policies of P3 Charity and overseen the management accounts of the organisation. It has recommended the management accounts and reforecasts of the budget to the Board on a quarterly basis. The committee is making on-going improvements to the management accounts to ensure that the appropriate financial information is presented to trustees in an accessible way. The sub-committee has also ensured that the charity's financial reporting and regulatory compliance requirements are satisfied, including the oversight of P3's Charity's filings with the Companies House and the Charity Commission. Additionally, the sub-committee has reviewed all new development opportunities and has scrutinised all bids and tenders for contracts made by P3 Charity to ensure that business development remains a priority for the charity and that new contracts align with its charitable objects.

#### **3.0. Summary of activities: HR, EDI & Safeguarding Committee**

**Members:**

**Aquilla Lindo-Cozzella (Chair)**

**Thea Hinde**

**Nancy Scott**

Over the course of the 2023/2024 financial year, the Human Resources, Equality, Diversity and Inclusion, and Safeguarding sub-committee has continued to oversee the implementation of the P3 People Strategy that guides the work of the HR and operational

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

---

departments. The sub-committee has reviewed all HR and Safeguarding policies to ensure they are in date and appropriate policies are in place.

In addition, the committee has reviewed all serious safeguarding incidents and safeguarding trends on a quarterly basis. It has also reviewed all Serious Incident Reports made to the Charity Commission relating to safeguarding incidents in 2022-2023. Sub-committee members have also advised the executive on sensitive Employee Relations issues.

Safeguarding and HR reporting has been expanded at the request of members, to include EDI data for further scrutiny. Additionally, the sub-committee has reviewed and approved P3 Group's EDI Strategy 2024-2027 and continues to advise and provide guidance as P3 completes an external benchmarking of its current EDI offer to colleagues.

#### **4.0. Summary of activities: Governance, Remuneration & Nominations Sub-Committee**

##### **Members:**

**Carol Carter (Chair)**

**William Cock**

**Yvonne Thomas**

Over the course of the 2024/2025 financial year the Governance, Remunerations and Nominations Committee has continued to review progress against P3 Charity's action plan to ensure compliance against Charity Governance. As part of this action plan the sub-committee approved an internal governance review, including a board effectiveness assessment for all trustees to complete. Based on the findings of the internal governance review held in 2022/2023 the sub-committee oversaw the recruitment process for two new trustees to the Board to meet the skills gaps identified. These trustees were appointed at P3 Charity's AGM in November 2023.

Additionally, the sub-committee has continued to oversee an external governance review, led by Devonshires Solicitors, focussing on the relationship between P3 Charity and P3 Housing. Members of the sub-committee have undertaken benchmarking of staff salaries for submission to the Chair of Trustees for consideration and recommendation to the sub-committee, with the aim to pay in the upper quartile, in line with P3's Pay and Reward policy. The sub-committee has also approved the delegation of P3's policies to respective sub-committees for review and scrutiny on an annual basis.

The Governance, Remuneration & Nominations Committee has also approved a review of the pension arrangements for P3 Charity, due in 2024/2025. The sub-committee approved the appointment of pension advisors, Second-Sight, to conduct a market review to ensure that P3's pension plan continues to meet our Carbon Reduction Plan ambitions and continues to provide the best possible outcomes for our colleagues contributing to the scheme.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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#### **5.0. Summary of activities: People Board**

##### **Members:**

**Dorothy Lane (Chair)**

Over the course of the 2023/2024 financial year the People Board sub-committee continues to oversee and review the implementation of P3's 'People Standards' across the organisation and has overseen the recruitment of 27 peer reviewers, the training of 22 people we work alongside in recruitment and selection to participate on P3 interview panels, and 234 P3 staff trained in customer services by the People Shaping P3 Team.

Additionally, the People Board has approved the People Shaping P3 Strategy to embed co-production and people involvement across P3 Charity to improve outcomes across our services. People Board reviews progress against the strategy's desired outcomes quarterly. The People Board has also been successful in recruiting two people we work alongside to sit as members of the People Board and has reported its progress and fed into the Board of Trustees.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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## **OBJECTIVES AND ACTIVITIES**

### **WHO WE ARE**

People Potential Possibilities: P3 deliver a variety of effective and innovative services to improve lives and communities. All our services put people first, working to create opportunities and positive life chances for vulnerable people. We work alongside people to overcome the challenges that the public sector can no longer tackle alone—transforming the lives of people experiencing social injustice—people who have nowhere to call home, are experiencing mental ill-health or are in contact with criminal justice services.

We can trace parts of our organisation back to the 1800s and the constant over all these years of history is that P3 has always been a diverse and enterprising organisation with services tailored to meet the needs of our communities and the people who live in them.

Our vision is to act as the catalyst in the development and delivery of services that are linked up across whole systems such as health, housing, social care, criminal justice, employment, education and training. That means services that are centred on the needs of the people who use them, services that deliver solutions and a positive way forward to a better life. We are focused on outcomes, impact and achieving a good Social Return on Investment.

### **OBJECTS**

The objects of P3 are:

- To promote social inclusion for the benefit of the public by the provision of advice, education, employment and housing services for young people and those who are homeless;
- The advancement of health; and
- The relief and care of the poor, including people who are homeless and socially excluded.

### **MISSION**

To tackle social exclusion by creating opportunities for vulnerable and disadvantaged people:

“We work alongside people to improve lives and communities, to unlock potential and open up new possibilities.”

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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#### STRATEGIES FOR ACHIEVING OBJECTIVES

Responsive strategic planning meant trustees approved a new five-year strategy in 2021 rather than remain tied to a strategic cycle that didn't reflect the operational challenges posed by the challenges of a post-pandemic society.

Our new strategy and 'theory of change' is centred upon:

**Somewhere to live, someone to love and something to do.**

**Somewhere to live:** Somewhere safe to live has an evidenced positive impact on all life outcomes.

**Someone to love:** We know that being part of a community and healthy relationships are the key building blocks to improved wellbeing.

**Something to do:** Access to education, developing skills for employment and volunteering can all improve life chances and wellbeing.

P3 now has 11 strategic priorities – five that focus on our impact for people and six that enable us to achieve this in line with our values.

Our impact priorities are:

1. We will ensure that P3 is for everyone, promoting inclusion and equity of access.
2. We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside.
3. We will increase the number of homes P3 provides and the number of places to stay that we manage.
4. We will provide activities and programmes that promote and support wellbeing and encourage people to take their own action.
5. We will work right across the different sectors of the community to learn from and with each other.

Our impact enabling priorities are:

6. We will provide a quality offer.
7. We will work with transparency.
8. We will work with a focus on the experiences of the people we work alongside.
9. We will excel in both digital and offline services so that everyone can access our support.
10. We will recognise the risks to the environment, and to the world and its population are both real and immediate.
11. We will set a strong example—in how we use our assets and how we behave.

All the above objectives are undertaken with the aim of enabling P3 to provide more high-quality services for socially excluded people.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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#### **ACTIVITIES FOR ACHIEVING OBJECTIVES**

Current activities include:

- Direct access homeless accommodation
- Supported accommodation for people with mental ill-health
- Complex and chaotic needs service
- Floating support for people with mental ill-health
- Floating support services to help people keep their home
- Floating support services for people with addiction issues
- Hospital discharge support for people with mental ill-health
- Street outreach work
- Mental health crisis accommodation for women
- Navigator general advice services for young people
- Jobshop training/job advice services for young people
- Registered Social Landlord
- Supported accommodation for young homeless people
- Link worker services to people with chaotic lifestyles and complex needs
- Youth services including alternative education and youth clubs
- After school and play services
- Specialist hoarding services for people
- 24-hour mental health helpline support for people
- Out-of-hours helpline support for people who are homeless

#### **PUBLIC BENEFIT**

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 and given their careful consideration to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives for the year. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Board has agreed that the best way to meet the needs of the people we work alongside is through contracting for specialist services while also influencing the way that services are provided and shaped through our expertise and knowledge. To this end, we continue to maintain our independence as an organisation in relation to public policy issues that are relevant to the people who are accessing our services and we will continue to put forward our views on how services could be improved.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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## STRATEGIC REPORT

### ACHIEVEMENTS AND PERFORMANCE

Over the last financial year, P3 has again become a bigger, stronger and more diverse organisation. In 2023/24, across the group an average of 813 (778) staff and almost 300 (300) regular volunteers supported 33,000 (30,000) people across towns and cities over seven regions in England—the South East, the South West, London, East Midlands, West Midlands, Yorkshire and the Humber and the North West—helping people to achieve their goals and aspirations.

These are some of the main achievements that have helped take us to where we are today. Many of them cross over two or more objectives.

### OUR IMPACT PRIORITIES

**At P3 we already know what we are doing is impactful, however we want to reach more people and a broader range of people.**

**Our impact is greatest when we develop deeper relationships with people, so our services are only ever relational, focussed on the person and never transactional, focussed on the process.**

**Our quality is good, but it can be developed—particularly for those things that we currently do as incidental, accidental and at a lesser scale.**

### OBJECTIVE 1

**We will ensure that P3 is for everyone, promoting inclusion and equity of access:**

- We have continued to grow organisationally throughout 2023-24 and now work alongside:
  - **17** (21) counties
  - **53** (48) local districts and boroughs
  - **50** (47) different commissioners
  - **79** (72) services across the country
- We have completed our **Gender Pay Gap Report** (based on a snapshot of data for 2023) and were able to report 73 per cent (71 per cent) of our staff are female, 27 per cent (29 per cent) of our staff are male and our **average mean gender pay gap is 1.97 per cent (1.5 per cent)**.
- We have continued to support and added our voice to campaigns calling on UK Government to create a more equitable and inclusive society:
  - Joining over 140 charities to campaign with one voice to call for a strategy to end youth homelessness in the UK under the banner **#PlanForThe136k**.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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- Joining the **Future Economies Alliance** to call on government to recognise the importance of working for purpose-driven organisations, where growth is not driven by profit, but by social value. The Alliance wants to see a **mission-led approach to our UK economy** become the national norm.
- Supporting Homeless Link's **Keep Our Doors Open Campaign** calling for additional funding for the homelessness sector to keep services afloat, and signing their **letter to the Chancellor Jeremy Hunt** expressing the dire situation facing homelessness services with data from 120 service providers of which **66 per cent stated they were running services which were no longer financially viable**.
- Signing **Homeless Link's letter to the Prime Minister Rishi Sunak**, raising concerns that the Government is not on track to meet its target of ending rough sleeping in England by 2024.

## OBJECTIVE 2

**We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside:**

- We have established a '**People Agenda**', to role-model P3 values and drive a culture of compassion, inclusion and kindness through a range of best practice initiatives for colleagues to champion the people we work alongside.
- We have successfully delivered training to enable all colleagues to maintain **Psychologically Informed Environments (PIE) and deliver Trauma Informed Care (TIC)** for people we work alongside, recognising that people thrive when they have stability and feel safe.
- P3 Charity partnered with Securitas UK to benefit from **Apprenticeship Levy Gifting** to enhance our charitable impact. Learners from across P3 were able to access the **Data-Driven Professional Level 3 programme**, delivered in partnership with Imperial Business School London. The programme focusses on enhancing digital approaches and data literacy, leading to a data-led culture to improve decision-making and service enhancement for people we work alongside.
- We have continued to refine our **values-based recruitment** processes—recruiting for values and training for skill—ensuring our colleagues are dedicated and committed. This is key to our success.
- We have continued to embrace our **employees lived experience**, building on people's life experiences—as well as professional skills—to ensure a real and genuine passion and aptitude for the work we do.
- We have joined the **Employers Network for Equality & Inclusion (enei)** to build and maintain diverse teams and an inclusive culture throughout P3.
- We have created a new role of **Community Engagement Coordinator** to build on the success of our local fundraising and **grow our volunteering base** by introducing a national structure to guide and support ongoing activities.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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#### OBJECTIVE 3

**We will increase the number of homes P3 provides and the number of places to stay that we manage:**

- We have completed our **property portfolio** to deliver more and better homes for people experiencing homelessness.
- We now offer **610 places to live** through our Registered Social Landlord, P3 Housing.
- We have completed the expansion of the P3 Housing Portfolio to offer an **additional 65 homes**, comprising **28 properties** in Wolverhampton, West Midlands, **25 properties** in Lincolnshire and **12 properties** in Gloucestershire.
- Plus, we have purchased a further **13 (25) properties** in Gainsborough, Lincolnshire (one of the most deprived areas in the UK) where we are working in partnership with West Lindsey District Council as part of an ambitious urban regeneration project where we have delivered **64 (51) homes in total**, improve streetscapes and rejuvenate the local economy.
- P3 Housing has now purchased a total of **129 (78) properties** for people we work alongside to have safe and comfortable places to stay for the long-term.
- We have invested in our local authority partnerships and celebrated our success as a social landlord once again with **#StartsAtHomeDay**, joining the Homes England campaign to celebrate supported housing and the positive impact it has on thousands of lives by showcasing P3 Housing to its local MPs and Mayors.

#### OBJECTIVE 4

**We will provide activities and programmes that promote and support wellbeing, and encourage people to take their own action:**

- We are assisting young people with care system experience to develop their confidence and independence at our new **Young Persons Service in Halton**. The service focus is to work alongside them to overcome personal challenges and achieve their life aspirations.
- We have mobilised a new **Homelessness Service in Stratford-upon-Avon** for people at risk of or experiencing street homelessness across the city.
- We have worked to develop our **mental health services in Derbyshire** expanding the Mental Health Helpline to offer support to more people across the county 24 hours a day, 365 days a year.
- We joined with Calderdale Metropolitan Borough Council, West Yorkshire (a new service area) **to launch the Calderdale Floating Support service** to provide support for people to maintain their tenancy, prevent homelessness and reduce social isolation.
- We expanded our Milton Keynes services with the launch of **Norman Russell House**, a service offering a **safe place to stay for people who have experienced**

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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**homelessness** with personalised support to help people successfully move onto the right longer-term accommodation suited to their needs.

- We mobilised and launched the **Nottingham City Homelessness Prevention & Resettlement Service** (a new service area) for people who are homeless or at risk of losing their home.
- We expanded our **Cambridgeshire services** with the relaunch of their **Mental Health Supported Accommodation Service to meet the needs of 105 people living with mental ill-health** by delivering personalised, tailored support to promote independence and wellbeing in their lives.
- We have continued to actively develop our P3 bespoke hoarding support services, mobilising and launching **Redditch Bespoke Hoarding Support service** (another new service area) to work alongside people to overcome the challenges associated with hoarding behaviours and maintain their home.

#### OBJECTIVE 5

**We will work right across the different sectors of the community to learn from and with each other.**

- P3 services in **Gloucestershire and Cheshire celebrated ten years of service delivery** and support in their communities.
- The Department of Health and Social Care (DHSC) announced a further **£3 million funding** to be awarded to 24 hubs across the country, including the P3 Yiewsley Navigator Hub located in the London Borough of Hillingdon. The funds will be used to offer children and young people mental health and wellbeing services, including 'early support' health and wellbeing.
- We continued to develop our partnership with Derbyshire Healthcare NHS Foundation Trust, **upscale the Derbyshire Mental Health Helpline which now responds to an average of 3,000 calls every month** from people needing mental health advice and support. Plus:
  - The mobilisation of **the Safe Haven**, providing immediate out-of-hours support every night of the week for adults in Chesterfield and north Derbyshire with urgent mental health needs, and
  - The mobilisation of **the Crisis House**, for adults with mental ill-health to access short-term residential accommodation with support for mental health needs to promote better stability and wellbeing. These facilities combine to aim to reduce the need for inpatient care.
- We have continued to achieve greater impact through collaboration, partnership working and alliances with **like-minded organisations**.
- We have developed **strong, positive local relationships** within the communities where P3 Housing development has taken place; we have formed the right partnership links, been visible, approachable and accountable, and now we are seeing positive outcomes for people because of the long-term stability delivered by our housing portfolio.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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***“We have lots of discussions while cooking ... The kitchen has become the place where young people talk about their lives and get advice and support.”***

– P3 Support Worker

***“In some sort of weird sense, I'm glad it's happened at a young age. I was going to say, it's kind of the life lessons are learned, early. So, I think I've got decades in front of me. I was 20-years-old. I didn't have anything to mess up. Yeah? The only thing was my mental health and my state of mind.***

***“So, where I am now is I'm 30. Yeah, so blossom and go for it! Don't be arrogant, don't be trying to be better than anyone else, don't judge people. Always be pleasant and kind to people. Yeah, that's it, and go far in life. Whether or not it's in a well-paid job or it's just as a happy person.***

***“Yeah, and with P3 I'm starting to get there.”***

– Person living in P3 Housing

***“I can't thank P3 enough for what they are doing for me, they have done so much already and every time they are here, I thank them because they are fantastic.”***

– Person supported by P3 Bespoke Hoarding Services

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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#### OUR ENABLING PRIORITIES

At P3 we will enable the people and communities we work alongside by ensuring our services support the improvement of people's mental health and wellbeing, through access to good housing, good relationships and education and development opportunities.

Organisationally we are much greater than the sum of our parts, and the P3 Charity Group will continue daily to maintain the highest standards of accommodation and customer service.

Furthermore, we will deliver on our Climate Emergency Plan and contribute to the protection of the natural world.

#### OBJECTIVE 6

##### We will provide a quality offer:

- We have implemented a **new leadership structure for the Charity**, with four Executive Directors. The number of director roles has also been increased as the charity continues to grow.
- P3 Charity have once again made it onto the **NatWest SE100 Index**, the annual list of the **UK's leading 100 social enterprises**, compiled by Pioneers Post in partnership with NatWest Social & Community Capital. The index recognises social impact and business performance: leadership, resilience and storytelling alongside turnover, growth and surplus to determine the quality of an organisation's purpose.
- **P3 Deputy CEO Gemma Bukel** was once again named on the UK's list of the 100 most influential women in social and mission-driven organisations, the **NatWest WISE 100**.
- As well as being shortlisted in the **Accounts Payable Awards 2023**, 'Wellbeing For Others' category, our P3 Finance team were named **runner-up for the 'Significant Team Achievement Award'**.
- P3's bespoke hording services were shortlisted for the **'Excellence in Support and Navigation' category of the Homeless Link Excellence Awards**.
- **P3 Comms and the Derbyshire Healthcare NHS Foundation Trust** were shortlisted for the national **NHS Communicate 'Working in Partnership' Award**. The nomination recognises Comms teams who work collaboratively together across commissioned partnerships.
- Our achievements evidence our collective excellence as **'one team' working together** – locally, regionally, organisationally.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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#### OBJECTIVE 7

##### We will work with transparency:

- **P3 CEO Mark Simms joined the Charity Commission Board** where he has added his voice and experience to speak out, represent and serve the sector.
- We have **improved P3's Intra-Group Governance arrangements**, formalising the group structure and relationship between P3 Charity (parent) and P3 Housing (subsidiary), via an intra-group agreement.
- We have an effective governance structure; the **P3 Board of Trustees** work closely with our Executive Leadership Team to oversee the Charity's strategic performance, management and administration.
- Our Board meet regularly and are clear about our charitable purpose, working to ensure these aims are being delivered with the **values, integrity and organisational culture to achieve public benefit**.
- We have approved and our Trustees are championing the **Board Shadowing Programme, which will create a formal route for members of People Board to join the P3 Board of Trustees**. Approved in September 2023. The first participant on the programme is already an attendee with the P3 Charity Board.
- We are a trusted UK Charity, with a **reputation spanning over 50 years** and we are aware of the importance of the public's confidence and trust in P3. Our Trustees, Executive Leadership Team and wider staff group are all trained to undertake their duties accordingly.
- Our work is guided and informed by **best practice**, we are committed to being a learning organisation where our services are informed by the experiences of the people we work alongside not remote processes.

#### OBJECTIVE 8

##### We will work with a focus on the experiences of the people we work alongside:

- Our **P3 People Board** won the **Charity Times Board of the Year Award** and continues to be engaged in two-way communication with all areas of P3: the people we work alongside, the staff delivering our services and the Trustee Board. It delivers affirmative change, it is properly resourced and enables P3 to deliver distinctive, effective, award-winning services, shaped by people who have accessed those services.
- We have finalised a **new People Shaping P3 (PSP3) strategy** to guide effective coproduction and embed best practice from lived experience into our service design.
- We have continued to work in equal partnership with the people we work alongside by actively involving them in **PSP3**. This group enables people who have accessed P3 services to inform appropriate elements of planning, auditing, training, development, policy review and consultation, providing a continuous cycle of service improvement, impact and growth.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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- **Our People Standards** have continued to be developed and we have **trained a further 8 (41) people who we work alongside to 'peer review' P3 services**. Their aim is to establish the feel and vibe of services with the people accessing support from a particular service, the support staff and their managers. This year **18 (10) services have been reviewed** to identify our successes and any possible improvements.

#### OBJECTIVE 9

**We will excel in both digital and offline services so that everyone can access our support:**

- We have continued to refine and develop our digital offer across the P3 Charity Group, capitalising on how **digital technology can help us to meet the support needs of people at greater risk** or in more vulnerable circumstances.
- We were assessed as meeting the **Cyber Essentials Plus** requirements for data security across the charity's IT systems, having the appropriate, robust ICT defences to withstand cyber-attack.
- Supporting P3 Trustees with the **transition of Board/sub-committee proceedings from manual/email communication to a digital platform (OnBoard)**, making board business more secure, efficient and accessible.
- We have **updated our online P3 service referral portals**, making it easier for people needing support to access P3 services.
- We have continued to develop our internal digital intranet, the **P3 Hub**, adding to recruitment, wellbeing, environment and comms data for colleagues to access useful information, policies and procedures.
- We have implemented further software solutions and introduced **collaborative IT/digital processes** to better facilitate remote working across P3's geography, this in turn has improved the user experience for our colleagues, supporting P3's impact.
- P3 Rugby Portobello Trust has continued to adapt its services to be **both in-person and online**, allowing local primary school children to benefit from both styles of delivery, including tailored support for SATs, A Levels and GCSEs.

#### OBJECTIVE 10

**We will recognise the risks to the environment and to the world and its population are both real and immediate.**

- Over the past year we have continued to seek out positive change to ensure our purpose is delivered in a **sustainable and environmentally conscious way**.
- P3, supported by carbon solutions company Auditel, completed a Carbon Footprint Report in 2022 to obtain a greater understanding of both our carbon emissions and emission sources.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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- This led to us publishing our very first Carbon Reduction Plan in 2022/23 which included a **commitment to achieve 'Net Zero' carbon emissions by 2050** as well as detailing carbon emission reduction projects we will undertake to achieve our aim.
- Having established this baseline for P3 Greenhouse Gas emissions, we are now committed to working to achieve **organisation-wide carbon reduction targets** and to date—because of our collective actions—the great news is we have seen a **12.9 per cent reduction in carbon emissions across P3**.
- We will continue to champion the best interests of our planet by **updating our Carbon Reduction Plan annually**, and ensuring both colleagues and people we work alongside, are both aware, and can participate in our plans to ensure P3 is a sustainable organisation.

#### OBJECTIVE 11

**We will set a strong example—in how we use our assets and how we behave.**

- We have worked strategically to **maximise our resources** and reserves management.
- We have developed **robust and financially efficient** asset management processes.
- We have worked closely with our Trustees to **assess the Board's effectiveness with an internal governance review** and to recruit new Trustees to meet identified skills gaps.
- We will continue to ensure **strategic clarity informs our business development and operational processes**.
- We have an agile corporate structure, prudent financial management and all of our core systems and services **are focussed on the delivering social value** to fulfil our charitable purpose.
- We have **robust, regulatory financial compliance and governance**.

***“No child or young person should suffer alone, and this additional funding for 24 mental health hubs will improve access and bring in more staff and experts who can help those who need it the most.***

***“The P3 Navigator Hub currently provides a drop-in service for young people in crisis and offers advice on range of areas including homelessness, unemployment, physical and mental health and domestic abuse.***

***“This will build on the brilliant work they already do and supports our ongoing work to make sure every person has access to the highest quality mental health services.”***

– Mental Health Minister Maria Caulfield.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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#### VIABILITY STATEMENT

The Executive have assessed the prospects of the Charity up to 31 March 2026. We believe that this period is appropriate for P3 since it reflects the fact that the Charity has limited visibility of contract bidding opportunities beyond this time frame and that approximately 40% of current year revenue relates to contracts where the contract term comes to an end within three years.

During the year we continuously examined the principal risks facing the Charity, including those that would threaten the execution of its strategy, business model, future performance, solvency and liquidity.

Management and mitigations of those principal risks have been included when considering the future viability of the Charity. The Charity's principal risk review considers the impact of these principal risks and the mitigating controls that are in place.

In forecasting our financial results, we assume that contracts will end at their contractual date. What we actually experience is 85 per cent contract renewal rates and frequent contract extensions. Our projections are therefore the most prudent possible.

The Charity is delivering on the strategic priorities it set out and continues to embed these into the organisation. Our base projections indicate that our cash levels, debt facilities and projected headroom are adequate to support the Charity over the next three years.

The Charity's financial plan has been stress-tested against severe but plausible scenarios, on their own and in combination, to evaluate the future viability of the Charity.

It is highly unlikely, but not impossible, that the crystallisation of a single risk would test the future viability of the Charity; however, unsurprisingly—and as with many organisations—it is possible to construct scenarios where either multiple occurrences of the same risk, or single occurrences of different significant risks, could put pressure on the Charity's ability to meet its financial obligations.

At this point, the Charity would look to address the issue by exploring a range of options including, amongst others; cost saving restructuring of central teams, disposals of parts of the Charity's operations to reduce net debt; and/or raising additional capital in the form of equity, subordinated debt or other such instruments.

Subject to these qualifications, and on the basis of the analysis undertaken, the Executive have a reasonable expectation that the Charity will be able to continue in operation and meet its liabilities as they fall due over the three-year period of their assessment. In doing so, it is recognised that such future assessments are subject to a level of uncertainty that increases with time, and therefore, future outcomes cannot be guaranteed or predicted with certainty.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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The Executive have made the following key assumptions in connection with this assessment:

- There is no significant UNEXPECTED contract attrition and bid conversion rates are not significantly lower than anticipated.
- The Charity is able to execute its new strategy and deliver the forecast margin.
- The Charity is not subject to any material penalties or direct and indirect costs and/or losses.

## RESERVES POLICY

The Trustees have examined the Charity's requirements for reserves in light of the main risks to the organisation. They are committed to generating sufficient reserves to support current organisational activities/growth and to meet the following requirements:

- Maintaining the organisation's assets in a good state of repair.
- Investing in new property to improve the standard of our estate, and grow the organisation
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of new services and initiatives.

Designated reserves are held by the Charity that represent the net book value of the tangible fixed assets after deducting loans in respect of freehold properties. Designated reserves that have been used to meet a specific liability would not need to be replenished, having served the purpose for which they were originally established.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. Our General Fund Reserves are £14m (£13m) and required contingency as per our Reserves Policy is £9m (£5.7m), our capital investment program is £651k (£2m) leaving £4m (£5.3m) in free reserves.

## FINANCIAL REVIEW

The consolidated financial statements comprise the results of the charity together with those of the wholly owned subsidiary P3 Housing Limited. The consolidated Statement of Financial Activities is set out on page 38.

Total income for the year was £36.4m (2023: £30.8m). Total expenditure for the year was £34.8m (2023: £29.8m). Net income for the year was £1.5m (2023: £1m). At 31 March 2024 the net assets shown in the Consolidated Balance Sheet amounted to £15.5m (2023: £14m).

P3's primary funding stream is the former Supporting People budget that passed over to Local Authority control from the Department of Communities and Local Government. Since its inception in 2003, the Supporting People programme has been the subject of a series of reviews and seemingly on-going consultations as to its future course, purpose and

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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level of funding. P3 aims to continue to provide services funded by Supporting People whilst at the same time looking to attract alternative complementary funding streams for our services in order to develop a balanced financial portfolio.

The Charity also continues to seek out more collaborative working partnerships with other compatible like-minded organisations.

## **FUTURE DEVELOPMENTS**

The world around us is changing and therefore the needs of people and communities are changing. P3 recognises this and we are committed to building on our strengths of needs-led, customer-focused quality delivery, partnership working, innovation, enterprise and a business-like approach.

Our goal is to further build and sustain P3's strength and capacity so that we can offer a positive way forward to the people we work alongside now and in the future.

We plan to further develop our services to meet the continuing demand for high quality, high impact services that overcome social injustice and support people toward independence.

We have a strong service development focus. We are actively engaged in tendering for new service developments that complement and build on our current work.

There is evidence of continued significant increased demand across a range of P3 services.

Our focus in 2024/25 will be to deliver what we are best at across the health and social care, education and welfare arenas as the transformational public service delivery agenda unfolds.

To this end we have entered into a partnership with SASC, we have deployed £5 million Social Investment to purchase homes for people who are experiencing homelessness, as well as a further homes in Lincolnshire for social rent. We want to ensure we can provide the best homes for the people we work alongside to live and grow.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES’ REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)  
FOR THE YEAR ENDED 31 MARCH 2024**

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**RISK MANAGEMENT AND MITIGATION**

The Board and Executive Leadership Team actively review the risks that the Charity is exposed to across seven broad areas:

- Strategic planning and direction
- Operational
- Finance
- Legal
- Human resources
- Reputation
- Information management and information technology

Through the P3 Risk Management Team an annual review process assesses all identified risks for likelihood of occurring and potential impact using a risk assessment matrix. This work informs the development of an annual Risk Management Statement. The statement pays particular attention to updating and extending existing controls in the case of known risks becoming more serious, as well as managing and controlling newly emerging risks and where possible anticipating and mitigating future risks. The key risks are shown in the table below:

<b>Risk</b>	<b>Mitigation</b>
Impact of Government legislation changes on income	Presence on and at key government forums, regulatory bodies and conferences to try to influence policymaking
Loss of income—impact on cash flow	Diversification plans to minimise reliance on one income
Compliance with legislation and regulations	Robust auditing of services, activities, policies and environment to ensure compliance with latest legislation and regulations
Mobilisation costs impacting on cash flow	Strong reporting mechanisms to identify impact on existing cash flow forecasts
Impact on reputation from activities	Implementation of robust monitoring and reporting of activities to minimise risk to reputation

The Risk Management Statement informs the development of the P3 Strategic Plan and the development of the annual targets over the five-year cycle of the Strategy Implementation Plan.

In relation to P3’s financial control procedures, the Charity maintains a comprehensive business planning system with an Annual Budget Exercise producing an Annual Budget for approval by the Board of Trustees. Actual results against budget are reported to Board meetings, together with updated year-end projections, which the Executive Leadership Team

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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review regularly. The Charity's day-to-day financial processes are governed by financial regulations through a system of financial controls and delegated authorities approved and monitored by the Board.

#### **KEY MANAGEMENT PERSONNEL**

The Remuneration & Nominations Committee meets twice each financial year to cover the following areas relating to Key Management Personnel:

- Nominations Policy & Strategy
- Remuneration Policy & Strategy
- Pension arrangements
- Employee incentive plans
- Performance evaluations for the Chief Executive and Trustees

The remuneration of the Key Management Personnel will be set in line with market guidelines to ensure the organisation remains competitive in the sector.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2024**

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#### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of People Potential Possibilities for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees are aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

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### **CHARITIES GOVERNANCE CODE**

The Trustees are working towards the Charities Governance Code (Third Edition). We have taken the decision to integrate these into the organisational strategy and delivery plan. These are routinely reviewed by the Trustees.

### **SERIOUS INCIDENT REPORTING**

The Trustees have made 3 (4) serious incident reports to the Charity Commission this year:

- Incident one was reported on 24<sup>th</sup> September 2023; it concerned a safeguarding matter.
- Incident two was reported on 25<sup>th</sup> October 2023; it concerned a safeguarding matter.
- Incident three was reported on 4<sup>th</sup> December 2023; it concerned a safeguarding matter.

These incidents are all closed with the Charity Commission

### **FUNDRAISING STANDARDS**

P3 has adopted and implemented in full the Fundraising Code of Practice.

Fundraising standards information CA 162A.

P3 raises some funds from the public. We are registered with the Fundraising Regulator and are committed to good fundraising practice:

- i) P3 undertakes fund-raising through our internal resources and we do not commission a professional fund-raiser/commercial participator for these.
- ii) P3 is not subject to an undertaking to be bound by any voluntary scheme for regulating fund-raising, or voluntary standard for fund-raising in respect of activities on behalf of the charity.
- iii) P3 monitors fund-raising activities via a board sub-committee (Marketing and Donor Development) and via the CEO board report.
- iv) P3 received no complaints about activities for the purpose of fund-raising.
- v) P3 has adopted principals of GDPR legislation and also has safeguarding policies to protect the data of vulnerable people and other members of the public from:
  - a) Unreasonable intrusion on a person's privacy.
  - b) Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
  - c) Placing undue pressure on a person to give money or other property.

## PEOPLE POTENTIAL POSSIBILITIES

## TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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### AUDITORS

The auditors, Price Bailey, will be proposed for re-appointment in accordance with Section 485 of the Companies Act 2006.

### APPROVAL

This Trustees' Report, incorporating the Strategic Report, was approved by the Trustees on  
17 SEPTEMBER 2024  
and signed on its behalf, by:



**Adam Hackett**  
Chair of Trustees

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024**

### **Opinion**

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2024, and of its 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.

### **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 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 Trustees' 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 group's or parent charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report.

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. 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 course of the audit or otherwise appears to be materially misstated.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024**

### **Other information (continued)**

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

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.

### **Opinion 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 Trustees' Annual Report, incorporating the Strategic Report and the Director's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

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

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

- adequate 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 trustees' 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 trustees' responsibilities statement in the Trustees' Report, 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.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024**

### **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:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates and considered the risk of the group and the parent charitable company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements. In relation to the group and the parent charitable company this included employment law, financial reporting and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified these included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of journal entries and other adjustments for appropriateness.
- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.
- We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation as to what extent the audit was considered capable of detecting irregularities, including fraud.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL  
POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024**

**Auditor's responsibilities for the audit of the financial statements (Continued)**

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of this Report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members, for our audit work, for this report, or for the opinions we have formed.



Suzanne Goldsmith FCA (Senior Statutory Auditor)  
For and on behalf of

**PRICE BAILEY LLP**  
Chartered Accountants Statutory Auditors

Tennyson House  
Cambridge Business Park  
Cambridge  
CB4 0WZ

Date: 12 November 2024

## PEOPLE POTENTIAL POSSIBILITIES

### P3 CHARITY CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (Incorporating Income and Expenditure account)

FOR THE YEAR ENDED 31 MARCH 2024

		Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
<b>INCOME FROM</b>					
<i>Donations</i>	2	511,719	6,918	518,637	256,778
<i>Other trading activities</i>		504,342	24,552	528,894	648,474
<i>Investments</i>		-	997	997	1,221
Social Inclusion	3	2,537,403	32,617,456	35,154,859	29,894,145
Other	4	577	152,215	152,792	33,499
<b>TOTAL</b>		<b>3,554,041</b>	<b>32,802,138</b>	<b>36,356,179</b>	<b>30,834,116</b>
<b>EXPENDITURE ON</b>					
<b><i>Raising Funds</i></b>					
Costs of generating voluntary income		-	88,331	88,331	55,375
		-	88,331	88,331	55,375
<b><i>Charitable expenditure:</i></b>					
Social Inclusion	7	2,910,476	31,829,747	34,740,223	29,743,044
<b>TOTAL</b>		<b>2,910,476</b>	<b>31,918,078</b>	<b>34,828,554</b>	<b>29,798,419</b>
Net income before gains on investments		643,565	884,060	1,527,625	1,035,697
Gains on investment	12	-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>643,565</b>	<b>884,060</b>	<b>1,527,625</b>	<b>1,035,697</b>
<b>RECONCILIATION OF FUNDS</b>					
TOTAL FUNDS BROUGHT FORWARD		1,665,737	12,315,396	13,981,133	12,945,436
Movement In Funds		(415,474)	415,474	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>£ 1,893,828</b>	<b>£ 13,614,930</b>	<b>£ 15,508,758</b>	<b>£ 13,981,133</b>

All of the above results are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The comparative figures for 2018 have been represented under FRS102 (SORP 2015) on the Statement of Financial Activities in Note 19.

## PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

## P3 CHARITY CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2024

	Note	2024		2023	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	20,618,335		17,420,949	
Investments	12	-		-	
Listed investments	12	-		-	
			20,618,335		17,420,949
<b>CURRENT ASSETS</b>					
Debtors	13	4,430,762		4,080,003	
Cash at Bank		6,535,679		7,896,243	
		10,966,441		11,976,245	
<b>CREDITORS: amounts falling due within one year</b>	14	(5,094,108)		(5,184,364)	
			5,872,333		6,791,881
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			26,490,668		24,212,830
<b>CREDITORS: amounts falling due after more than one year</b>	16		(10,981,910)		(10,231,697)
<b>NET ASSETS</b>			£ 15,508,758		£ 13,981,133
<b>CHARITY FUNDS</b>					
Restricted Funds	17		1,893,828		1,665,737
Unrestricted Funds	17		13,614,930		12,315,396
			£ 15,508,758		£ 13,981,133

The financial statements were approved by the Trustees and authorised for issue on and signed on their behalf by:

17 SEPTEMBER 2024



Adam Hackett  
Chair of Trustees

The notes on pages 42 to 61 form part of these financial statements.

## PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

## CHARITY BALANCE SHEET

AS AT 31 MARCH 2024

	Note	2024		2023	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	19,176,508		15,958,689	
Investments	12	-		-	
Listed investments	12	-		-	
			19,176,508		15,958,689
<b>CURRENT ASSETS</b>					
Debtors	13	4,099,880		3,734,820	
Cash at Bank		6,376,578		7,541,794	
		10,476,458		11,276,613	
<b>CREDITORS: amounts falling due within one year</b>	14	<u>(4,932,379)</u>		<u>(4,947,847)</u>	
			5,544,079		6,328,766
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			24,720,588		22,287,455
<b>CREDITORS: amounts falling due after more than one year</b>	16		<u>(10,981,910)</u>		<u>(10,231,697)</u>
<b>NET ASSETS</b>			<u>£ 13,738,678</u>		<u>£ 12,055,758</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	17		1,208,940		942,955
Unrestricted Funds	17		12,529,738		11,112,803
			<u>£ 13,738,678</u>		<u>£ 12,055,758</u>

The financial statements were approved by the Trustees and authorised for issue on **17 SEPTEMBER 2024** and signed on their behalf by:



Adam Hackett  
Chair of Trustees

The notes on pages 42 to 61 form part of these financial statements.

**PEOPLE POTENTIAL POSSIBILITIES**

**CONSOLIDATED STATEMENT OF CASH FLOWS**

<b>FOR THE YEAR ENDED 31 MARCH 2024</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Cash from operating activities</b>	<b>1,620,694</b>	<b>736,476</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(4,099,192)	(8,306,677)
Proceeds from the sale of tangible fixed assets	360,972	4,192
Transfer of investments on merger	-	-
Purchase of investments	-	-
Proceeds from sale of investments	-	-
Investments in associates	-	-
Investment income	-	-
<b>Net cash (used in) investing activities</b>	<b>(3,738,220)</b>	<b>(8,302,485)</b>
<b>Cash flows from financing activities:</b>		
Repayment of borrowings	(143,039)	(142,562)
Cash inflows from new borrowing	900,000	3,709,495
<b>Net cash provided by (used in) financing activities</b>	<b>756,961</b>	<b>3,566,933</b>
<b>Increase in cash and cash equivalents in the reporting period</b>	<b>(1,360,564)</b>	<b>(3,999,076)</b>
Cash and cash equivalents at the beginning of the reporting period	7,896,243	11,895,319
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>6,535,679</b>	<b>7,896,243</b>

**Reconciliation of net movement in funds to cash flow from operating activities**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Net movement in funds	1,527,625	1,035,697
Depreciation of tangible fixed assets	663,656	473,822
Surplus on disposal of tangible fixed assets	(122,822)	(4,192)
Investment income	-	-
Investment (Gains) / Losses	-	-
Reduction /(Increase) in debtors	(350,759)	(1,092,395)
Increase in creditors	(90,256)	323,543
Investment Account Reduction	-	-
Other Operating Activities	(6,749)	1
<b>Net cash flow from operating activities</b>	<b>1,620,694</b>	<b>736,476</b>

**Analysis of cash and cash equivalents**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash in hand	6,535,679	7,896,243
<b>Total cash and cash equivalents</b>	<b>6,535,679</b>	<b>7,896,243</b>

**ANALYSIS OF CHANGES IN NET DEBT**

	<b>As at 1 April</b>	<b>Cashflows</b>	<b>Other non-</b>	<b>As at 31 March</b>
	<b>2023</b>	<b>£</b>	<b>cash</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>movement</b>	<b>£</b>
Cash	7,896,243	(1,360,564)	-	6,535,679
Bank overdraft	-	-	-	-
Loans due within one year	158,075	(14,100)	-	143,975
Loans due after one year	10,231,697	750,213	-	10,981,910
	<b>18,286,015</b>	<b>(624,451)</b>	<b>-</b>	<b>17,661,564</b>

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 31 MARCH 2024

## 1 ACCOUNTING POLICIES

### Statement of compliance

The financial statements are prepared under the historical cost convention as modified to include the revaluation of investments. The format of the financial statements has been presented to comply with the Companies Act 2006, Charities Act 2011, FRS102 *the Financial Reporting Standard applicable in the UK and Ireland* and the Statement of Recommended Practice *Accounting and Reporting by Charities* (“SORP 2019”). The charity is a Public Benefit Entity as defined by FRS 102.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the valuation of investments and are discussed below.

The Trustees are satisfied that the charity has sufficient reserves to continue as a going concern for the foreseeable future.

### Basis of consolidation

The financial statements consolidate the results of the charity and its wholly controlled subsidiaries, P3 Housing Limited and The Academy of Youth Limited (now in liquidation), on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

### Income

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated are included at valuation and recognised as income when they are provided. Donated facilities are included at the value to P3 where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Dividend income is accounted for in the statement of financial activities in the period in which the charity is entitled to receipt.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **NOTES TO THE FINANCIAL STATEMENTS (continued)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

##### **Expenditure**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable salaries are allocated on an actual basis to the key areas of activity.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of charitable activities.

Support costs are those costs incurred directly in support of expenditure on the objects of P3 and are allocated on the basis of staff costs.

Governance costs are those incurred in connection with enabling P3 to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties. Governance costs are now allocated in line with other support costs

##### **Company status**

People Potential Possibilities (P3) is a company limited by guarantee. The members of the charitable company are the Trustee members named on page 1. In the event of P3 being wound up, the liabilities in respect of the guarantee is limited to £1 per member of P3.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of P3 and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements,

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by P3 for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **Capital grants**

Grants for capital purposes are credited to income in full when received. A designated or restricted fund is set up to match the asset value and an amount is charged each year against the designated fund representing the annual charge to depreciation over the life of the asset.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **NOTES TO THE FINANCIAL STATEMENTS (continued)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

##### **Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value over their expected useful lives on the following bases:

Freehold property	- 50 years straight line
Long term leasehold property	- 3 to 5 years straight line (see also note 10)
Motor vehicle	- 3 years straight line
Furniture, Fixtures and fittings	- 3 years straight line

##### **Investment assets**

All investments in shares and securities were valued at their market value at the year end.

Both realised and unrealised gains and losses on the disposal and / or revaluation of the investment assets are included in the Statement of Financial Activities.

##### **Leasing and hire purchase**

Assets obtained under finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the least term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the SOFA so as to produce a constant period rate of charge on the net obligation outstanding in each period.

##### **Pensions**

P3 offers a defined contribution stakeholder pension scheme to its staff and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

In addition to the above the trading subsidiary, The Academy of Youth Limited (now ceased trading from November 2021), also offered a teachers pension scheme.

##### **VAT**

The charity registered for VAT within the year due to taxable supplies between our organisations exceeding allowable thresholds. This is under constant review and we will seek to deregister if appropriate.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2024

##### **Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

##### **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments.

##### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

##### **Employee benefits**

###### **Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

###### **Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRA 102.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

2 INCOME FROM DONATIONS, GRANTS AND CORE FUNDING

	Restricted Funds 2024	Unrestricted Funds 2024	Funds 2024	Funds 2023
			£	£
Donations	511,719	6,918	518,637	256,778
Donations 2023 Comparative	241,970	14,808	256,778	

3 SOCIAL INCLUSION

	Restricted Funds 2024	Unrestricted Funds 2024	Funds 2024	Funds 2023
			£	£
Grant Income/SLA	610,389	893,257	1,519,711	1,681,179
Supporting People/Housing Benefit	894,682	24,708,672	29,193,205	24,299,712
Play Session Income	27,899	289,637	317,536	326,962
Tenant Charges	-	918,926	918,926	719,242
Personalisation budgets	9,893	759,783	769,676	713,941
Sandwell NHS Trust Income	130,233	-	130,233	127,930
NHS Trust Income	181,682	1,431,077	1,612,759	1,222,976
NHS Trust Income Personalisation	-	10,188	10,188	-
Sales and Catering Income	-	-	-	-
Fees for Educational Services	-	-	-	-
National Citizenship Services	-	-	-	-
Rugby Portobello Trust Grants	227,531	-	227,531	306,193
Hoarding Services	1,972	-	1,972	-
Capital Grants	453,122	-	453,122	496,010
	£ 2,537,403	£ 29,011,540	£ 35,154,859	£ 29,894,145

During the year the charity received £1,843,897 (2023: £1,718,488) in government Grants. There were no unfulfilled conditions at the year end and £Nil (2023: £NIL) is recognised in funds carried forward as shown in note 17

3 SOCIAL INCLUSION 2023 COMPARITVE

	Restricted Funds 2023	Unrestricted Funds 2023	Funds 2023
			£
Grant Income/SLA	783,780	897,399	1,681,179
Supporting People/Housing Benefit	563,527	23,736,185	24,299,712
Play Session Income	21,363	305,599	326,962
Tenant Charges	-	719,242	719,242
Personalisation budgets	-	713,941	713,941
Sandwell NHS Trust Income	127,930	-	127,930
NHS Trust Income	166,104	1,056,872	1,222,976
Sales and Catering Income	-	-	-
Fees for Educational Services	-	-	-
National Citizenship Services	-	-	-
Rugby Portobello Trust Grants	306,193	-	306,193
Capital Grants	496,010	-	496,010
	£ 2,464,907	£ 27,429,238	£ 29,894,145

4 Other income

	2024 £	2023 £
Other income	29,970	29,307
Profit on disposal	122,822	4,192
	£ 152,792	£ 33,499

Other Income consist of £577 (2023 £7,640) of restricted income

5 NET MOVEMENT IN FUNDS

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible fixed assets:		
- owned by the charity	663,656	429,380
- owned by Subsidiaries	-	44,442
Auditor's remuneration - Parent Company	40,474	26,028
- Subsidiaries	-	15,576
Operating Leases - Parent Company	4,606,333	4,207,596
- Subsidiaries	2,117,659	1,134,798
Profit On Sale Of Assets - Parent Company	122,822	4,192
- Subsidiaries	-	-
Pension costs	679,100	618,190

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2024

##### 6 CHARITY STAFF COSTS AND NUMBERS

Staff costs were as follows:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	19,670,731	16,772,274
Social security costs	1,546,499	1,403,277
Pension costs	679,100	618,190
Settlement & Redundancies Payable	173,918	62,121
	<u>£ 22,070,249</u>	<u>£ 18,855,862</u>

The number of staff in receipt of Redundancy & Settlements in the year was 7 (2023-24)

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
The average number of employees during the year was :		
Social Inclusion	757	729
Support	51	42
Governance	5	7
	<u>813</u>	<u>778</u>

The number of higher paid employees for the Charity was:

In the band £60,001 - £70,000	1	3
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	1
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	1	1
	<u>5</u>	<u>7</u>

The key management personnel of the Group comprise of 5 members (2023: 7). The total employee benefits of the key management personnel of the Group were £561,752 (2023: £761,712)

During the year no trustees received any remunerations (2023 - Nil)

During the year no trustees received any benefits in kind (2023 - Nil)

During the year 8 (2023 - 8) trustees were reimbursed travel expenses amounting to £3,356 (2023 - £2,544)

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2024**

	<b>2024</b>	2023
	£	£
<b>7 SOCIAL INCLUSION</b>		
Salaries and pension	18,755,965	15,789,477
Other staff costs	833,885	715,627
Premises/Property costs	4,549,625	3,892,651
Office Costs	1,404,232	1,231,444
Vehicle Costs	289,695	297,834
Catering and Welfare	122,041	72,032
Depreciation	636,880	437,340
Insurance	227,022	198,582
Equipment Repairs and servicing	1,511,276	1,229,721
Redundancy Cost	100,131	18,712
Legal and professional costs	188,999	318,842
Bad debt provision	(7,587)	226,894
Bad debts written off	187,414	(29,690)
Other Social Inclusion costs	593,117	491,627
Support costs allocation (Note 8)	5,283,103	4,872,876
Irrecoverable VAT	64,161	75,410
Write Off Provision For Irrecoverable VAT	-	(96,335)
Taxation	264	-
<b>Total</b>	<b>£ 34,740,223</b>	<b>£ 29,743,044</b>

**8 SUPPORT COSTS COMPRISE OF:**

	<b>Social Inclusion</b>	<b>Governance</b>	<b>2024</b>	<b>2023</b>
	£	(see Note 9) £	£	£
Salaries and pension	3,125,096	76,299	3,201,394	3,050,230
Other staff costs	394,358	-	394,358	384,696
Premises/property costs	179,508	-	179,508	108,387
Office costs	287,658	-	287,658	178,038
Vehicle costs	397,151	-	397,151	395,919
Catering and welfare	18,728	-	18,728	13,755
Depreciation	26,775	-	26,775	36,482
Insurance	911	-	911	137
Equipment repairs and servicing	443,705	-	443,705	444,749
Legal and professional costs	100,554	61,271	161,825	118,009
Other costs	74,165	-	74,165	72,767
Redundancy Cost	53,093	-	53,093	25,409
Auditor's fees	-	40,474	40,474	41,604
Trustees expenses reimbursed	-	3,356	3,356	2,695
Corporation Tax				
<b>Total</b>	<b>5,101,703</b>	<b>181,401</b>	<b>5,283,103</b>	<b>4,872,876</b>

Support costs, which includes governance costs, are allocated on the basis of staff costs

**8a COMPARATIVE 20223 SUPPORT COSTS:**

	<b>Social Inclusion</b>	<b>Governance</b>	<b>2023</b>
	£	(see Note 9) £	£
Salaries and pension	2,908,341	141,889	3,050,230
Other staff costs	384,696	-	384,696
Premises/property costs	108,387	-	108,387
Office costs	178,038	-	178,038
Vehicle costs	395,919	-	395,919
Catering and welfare	13,755	-	13,755
Depreciation	36,482	-	36,482
Insurance	137	-	137
Equipment repairs and servicing	444,749	-	444,749
Legal and professional costs	57,750	60,258	118,008
Other costs	72,767	-	72,767
Redundancy Cost	25,409	-	25,409
Auditor's fees	-	41,604	41,604
Trustees expenses reimbursed	-	2,695	2,695
Corporation Tax			
<b>Total</b>	<b>4,626,429</b>	<b>246,447</b>	<b>4,872,876</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

9 GOVERNANCE

	2024	2023
	£	£
Auditors fees	40,474	41,604
Legal and Professional fees	61,271	60,258
Trustees expenses reimbursed	3,356	2,695
Salaries and pensions	76,299	141,889
	<u>£ 181,400</u>	<u>£ 246,447</u>

10 TANGIBLE FIXED ASSETS GROUP

	Freehold Property £	L/Term Leashold Property £	Motor Vehicles £	Furniture, fittings and equipment £	Total £
<b>Cost</b>					
At 1st April 2023	16,898,492	1,965,598	99,516	1,095,238	20,058,844
Additions	3,736,409	72,858	-	289,925	4,099,192
Disposals	(306,633)	-	-	(4,648)	(311,281)
At 31st March 2024	<u>20,328,268</u>	<u>2,038,456</u>	<u>99,516</u>	<u>1,380,515</u>	<u>23,846,755</u>
<b>Depreciation</b>					
At 1st April 2023	1,370,262	555,067	94,781	617,785	2,637,895
Charge for the year	336,755	34,597	3,684	288,620	663,656
On disposals	(70,420)	-	-	(2,711)	(73,131)
At 31st March 2024	<u>1,636,597</u>	<u>589,664</u>	<u>98,465</u>	<u>903,694</u>	<u>3,228,420</u>
<b>Net Book Value</b>					
At 31st March 2024	<u>18,691,671</u>	<u>1,448,792</u>	<u>1,051</u>	<u>476,822</u>	<u>20,618,336</u>
At 31 March 2023	<u>15,528,230</u>	<u>1,410,531</u>	<u>4,735</u>	<u>477,453</u>	<u>17,420,949</u>

10 TANGIBLE FIXED ASSETS CHARITY

	Freehold Property £	L/Term Leashold Property £	Motor Vehicles £	Furniture, fittings and equipment £	Total £
<b>Cost</b>					
At 1st April 2023	16,898,492	516,111	99,516	1,007,762	18,521,881
Additions	3,736,409	38,843	-	282,467	4,057,719
Disposals	(306,633)	-	-	(4,648)	(311,281)
At 31st March 2024	<u>20,328,268</u>	<u>554,954</u>	<u>99,516</u>	<u>1,285,581</u>	<u>22,268,319</u>
<b>Depreciation</b>					
At 1st April 2023	1,370,262	515,309	94,781	582,840	2,563,192
Charge for the year	336,755	8,189	3,684	253,122	601,750
On disposals	(70,420)	-	-	(2,711)	(73,131)
At 31st March 2024	<u>1,636,597</u>	<u>523,498</u>	<u>98,465</u>	<u>833,251</u>	<u>3,091,811</u>
<b>Net Book Value</b>					
At 31st March 2024	<u>18,691,671</u>	<u>31,456</u>	<u>1,051</u>	<u>452,330</u>	<u>19,176,508</u>
At 31 March 2023	<u>15,528,230</u>	<u>802</u>	<u>4,735</u>	<u>424,922</u>	<u>15,958,689</u>

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2024**

**11 SUBSIDIARY UNDERTAKINGS**

The charity has two wholly owned and fully controlled subsidiaries, The Academy of Youth Limited (now in liquidation) and P3 Housing Limited, both of which are incorporated in the Great Britain. The registered office of both organisations is the same as that of the charity.

The principal activities of The Academy of Youth are focussed on transforming learning through leadership opportunities available to young people.

The principal activity of P3 Housing Limited is the provision of social rent accommodation to people in need.

<b>The Academy of Youth Limited (Group)</b>	<b>2024</b>	<b>2023</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	-	-
Expenditure	-	-
<b>Retained profit</b>	<b>-</b>	<b>-</b>
Reserves Brought Forward	6	-
<b>Reserves carried forward</b>	<b>6</b>	<b>6</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	-	-
Current Assets	6	6
Current Liabilities	-	-
<b>Total net assets</b>	<b>6</b>	<b>6</b>

<b>P3 Housing Limited</b>	<b>2024</b>	<b>2023</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	3,912,013	2,634,881
Expenditure	(4,029,414)	(2,311,876)
<b>Retained profit</b>	<b>(117,401)</b>	<b>323,005</b>
Reserves brought forward	1,202,594	879,589
<b>Reserves carried forward</b>	<b>1,085,193</b>	<b>1,202,594</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	1,441,827	1,462,260
Current Assets	664,487	805,826
Current Liabilities	(1,021,121)	(1,065,492)
<b>Total net assets</b>	<b>1,085,193</b>	<b>1,202,594</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

12 Listed Investments - Group & Charity

No Listed Investments (2023: Nil), Gains on Investments Nil (2023: Nil)

13 DEBTORS

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
<b>Due within one year</b>				
Trade debtors	2,782,078	1,577,708	2,781,249	1,476,828
Social security and other taxes Debtor	-	126,834	-	126,834
Other debtors	357,702	522,983	322,570	516,083
Housing Debtor	568,721	1,100,786	359,648	765,597
Prepayments	722,262	751,693	636,414	693,070
Inter Company Debtor	-	-	-	156,409
	<b>£ 4,430,762</b>	<b>£ 4,080,003</b>	<b>£ 4,099,880</b>	<b>£ 3,734,820</b>

14 CREDITORS:

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Bank Loans	143,975	158,075	143,975	158,075
Trade creditors	1,003,270	1,038,889	913,570	1,001,946
Other Creditors	124,704	102,390	124,704	102,390
Social security and other taxes	398,759	319,090	398,759	319,090
Accruals and deferred income	3,423,400	3,565,920	3,176,867	2,402,166
Inter Company Creditor	-	-	174,504	-
	<b>£ 5,094,108</b>	<b>£ 5,184,364</b>	<b>£ 4,932,379</b>	<b>£ 4,947,847</b>

15 Deferred income reconciliation

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Brought Forward	1,131,579	1,085,135	964,180	1,071,060
Amount deferred in year	1,127,852	906,827	1,127,852	713,937
Amounts Released	(964,175)	(860,383)	(964,175)	(820,817)
	<b>1,295,256</b>	<b>1,131,579</b>	<b>1,127,857</b>	<b>964,180</b>

16 CREDITORS:

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Long Term Creditors due after more than one year	8,668,647	7,789,495	8,668,647	7,789,495
Bank Loans falling due after more than one year	2,313,263	2,442,202	2,313,263	2,442,202
	<b>10,981,910</b>	<b>10,231,697</b>	<b>10,981,910</b>	<b>10,231,697</b>

Creditors include amounts not wholly repayable within five years as follows:-

Repayable by instalments	10,409,743	9,696,027	10,409,743	9,696,027
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Loans reconciliation

Lender	Maturity Date	Annual Interest Charge	Balance 31/03/2024	Due 1 Year	Due 1 to 5 Years	Due Over 5 Years
Lloyds	25/03/2023	-	-	-	-	-
Lloyds	16/11/2032	3,089	49,329	4,226	16,903	28,200
Lloyds	18/12/2022	-	-	-	-	-
Lloyds	31/03/2031	4,760	81,746	8,264	33,054	40,429
Lloyds	22/08/2031	1,784	28,127	2,924	11,695	13,508
Lloyds	17/10/2031	3,070	48,735	4,947	19,787	24,002
Lloyds	28/02/2033	16,947	269,274	22,202	88,809	158,262
Lloyds	10/12/2032	3,297	52,989	4,499	17,994	30,496
Lloyds	26/10/2034	1,711	23,522	1,449	5,796	16,277
Lloyds	25/03/2035	3,955	53,061	3,011	12,045	38,005
Lloyds	23/03/2035	3,164	42,241	2,422	9,688	30,131
Lloyds	22/07/2036	16,054	195,479	8,944	35,775	150,760
Future Builders	30/11/2036	3,241	52,676	3,209	12,834	36,633
Future Builders	31/01/2036	3,824	62,271	3,520	14,079	44,672
Future Builders	30/09/2035	33,463	408,890	22,094	88,377	298,420
Future Builders	31/07/2034	25,824	314,179	20,052	80,208	213,918
Social & Sustainable Capital	25/02/2031	-	2,897,920	-	-	2,897,920
Social & Sustainable Capital	18/07/2031	-	1,929,425	-	-	1,929,425
Social & Sustainable Capital	13/07/2030	-	1,962,329	-	-	1,962,329
Lloyds	31/03/2038	56,783	774,719	32,214	125,123	617,383
Social & Sustainable Capital	18/01/2032	-	1,878,973	-	-	1,878,973
			<b>180,969</b>	<b>11,125,885</b>	<b>143,975</b>	<b>572,167</b>
					<b>10,409,743</b>	

There are 15 loans, provided by Lloyds Bank PLC and Futurebuilders England Ltd, secured by fixed and floating charges on the charity's properties. In addition, fixed and floating charges are held over a Rental account for proceeds from Rental Properties in relation to 4 loans from Social and Sustainable Capital.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

17 STATEMENT OF FUNDS 2024  
Group

	Balance at 1 April 2024	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2024
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	5,568,919	-	-	2,481,707	8,050,626
Fixed assets fund P3 Housing	1,462,260	-	-	(20,433)	1,441,825
Hardship fund - Staff	94,025	-	7,680	-	86,345
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	7,244,401	-	7,680	2,461,274	9,697,993
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,330,663	29,463,028	28,415,989	(2,104,127)	4,273,575
P3 Housing	1,202,598	3,912,013	4,029,416	-	1,085,195
Academy Of Youth Limited	(6)	-	-	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing	(97,207)	(267,638)	-	-	(364,845)
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support	(260,500)	(267,371)	-	-	(527,871)
P3 Housing - Designated fund	(1,462,260)	-	-	20,433	(1,441,827)
P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity	97,207	-	(267,638)	-	364,845
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support	260,500	-	(267,371)	-	527,871
P3 Housing Capital Projects	-	(37,894)	-	37,894	-
General Funds	5,070,995	32,802,138	31,910,396	(2,045,800)	3,916,937
Total unrestricted funds	12,315,396	32,802,138	31,918,077	415,474	13,614,930
<b>RESTRICTED FUNDS</b>					
	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
<b>P3H Capital Projects</b>					
P3 Housing - Homes England Grant - Acorn House	97,969	-	-	(21,268)	76,701
P3 Housing - Homes England Grant - NSAP	190,576	-	-	(2,956)	187,620
P3 Housing - Homes England Grant - RSAP	202,442	-	-	(3,406)	199,036
P3 Housing WLDC Capital Grant - RSAP	38,905	-	-	(603)	38,302
P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds	192,890	-	-	(9,661)	183,229
Total Capital Adjustments - P3 Housing	722,782	-	-	(37,894)	684,888
<b>Restricted Funds P3 Charity</b>					
Alternative Giving - Wolverhampton	-	2,000	2,000	-	-
Alternative Giving - Wolverhampton Peter Bilson House	-	3,500	3,500	-	-
Black Country Healthcare NHS Foundation Trust	-	130,233	130,233	-	-
Black Country Healthcare NHS Foundation Trust - Sandwell Mental Health & Hospital Patient Service	-	131,581	131,581	-	-
Cash For Kids	-	800	800	-	-
Cheshire East Council - Care & Asylum Support	-	274,966	274,966	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	51,620	51,620	-	-
Chesterfield Borough Council - Derbyshire Rough Sleeper Service	-	96,937	96,937	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	3,318	3,318	-	-
Derbyshire County Council - Warm Spaces Programme	-	3,500	3,500	-	-
Department of Work & Pensions - Kick Start Project	-	1,560	1,560	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	680	680	-	-
Gloucestershire City Council - Enhanced Housing Support Service	-	345,750	345,750	-	-
Hyde Charitable Trust - Foundation Business Grant	-	26,292	26,292	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	26,970	26,970	-	-
Lincolnshire Partnership NHS Foundation Trust - Personalisation	-	9,893	9,893	-	-
London Borough of Hillingdon - Family Advise	-	70,741	70,741	-	-
London Borough of Hillingdon - Navigator Plus	-	20,000	20,000	-	-
National Grid - Cosy Club	-	476	476	-	-
National Hoarding Service	-	1,972	1,972	-	-
NHS Derby & Derbyshire ICB - Capital Grant	-	300,000	4,500	(295,500)	-
NHS Hillingdon CCG - Navigator Plus	-	23,131	23,131	-	-
North East Derbyshire DC - Cost Of Living Project	-	772	772	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	47,891	47,891	-	-
North West Leicestershire Council - Support Grant	-	10,646	10,646	-	-
Paradigm Housing Group - Hoarding Service	-	12,480	12,480	-	-
Places For People - Cambridge	-	1,315	1,315	-	-
Places For People - Touchstone Fund	-	3,000	3,000	-	-
Prestbury United Charities	-	1,851	1,851	-	-
Sandwell MBC - Housing Related Support	-	267,022	267,022	-	-
Sandwell MBC - SWEF Admissions	-	9,420	9,420	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	11,671	11,671	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	3,500	3,500	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidcar Legal Costs	-	5,678	5,678	-	-
South Derbyshire District Council - Mental Health Officer	-	49,385	49,385	-	-
Stoke City Council - Winter Food & Essentials Fund	-	3,166	3,166	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	3,767	3,767	-	-
Warwickshire County Council - Hardship Fund	-	3,200	3,200	-	-
West Lindsey District Council - Rough Sleeper Initiative	-	60,674	60,674	-	-
West Lindsey District Council - Gainsborough Viable Housing Project	-	132,274	50,194	(82,080)	-
West Midlands Combined Authority - Spot Purchase Fund	-	3,500	3,500	-	-
Young K&C - Holiday Activities	-	24,168	24,168	-	-
Small Grants For People We Work Alongside	-	86,589	86,589	-	-
Zendesk - Accessible I.T Equipment	-	7,142	7,142	-	-
Subtotal	-	2,275,031	1,897,451	(377,580)	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF FUNDS 2024  
Group continued

**P3C Restricted Donations**

General Donations - 12  
General Donations - MACE Hillingdon YP - 5,000  
Rotary Trust - Avondale Play - 8,566

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
General Donations	-	12	12	-	-
General Donations - MACE Hillingdon YP	-	5,000	5,000	-	-
Rotary Trust - Avondale Play	-	8,566	8,566	-	-
	-	13,578	13,578	-	-

**Restricted Funds Rugby Portobello Trust**

**Grants**

Apple - Beats - 1,646  
The Child Hood Trust - Champions For Children - 6,288  
Greater London Authority - Young Londoners Fund - 6,979  
The Harrow Club - 4,522  
Hollick Family Foundation - Magic Mums - 15,000  
Hollick Family Foundation - Football Academy - 6,253  
John Lyon's Charity - RPT School Activities - 5,000  
John Lyon's Charity - RPT Youth - 33,000  
Kensington & Chelsea Foundation - Community Spirit Small Grant - 1,000  
Lightbulb Trust - 8,651  
Linder Foundation - Man cave - 2,796  
London Community Foundation - 3,502  
Prism Charitable Trust - 6,944  
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund - 37  
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support - 10,212  
Royal Borough Of Kensington & Chelsea - Nottingdale Youth - 37,060  
Royal Borough Of Kensington & Chelsea - Out Of School Learning - 10,956  
Royal Borough Of Kensington & Chelsea - Reducing Inequalities - 18,058  
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund - 458  
Satalite Club - 29  
TBAP Foundation - Residential - 1,882  
West London Zone - 2,750  
Young K&C - Young Adult MH Pathway - 2,262

Apple - Beats	-	1,646	1,429	-	217
The Child Hood Trust - Champions For Children	-	6,288	6,288	-	-
Greater London Authority - Young Londoners Fund	6,979	24,324	24,588	-	6,715
The Harrow Club	4,522	-	4,522	-	-
Hollick Family Foundation - Magic Mums	-	15,000	15,000	-	-
Hollick Family Foundation - Football Academy	-	6,253	6,253	-	-
John Lyon's Charity - RPT School Activities	-	5,000	5,000	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Kensington & Chelsea Foundation - Community Spirit Small Grant	-	1,000	1,000	-	-
Lightbulb Trust	-	8,651	1,370	-	7,281
Linder Foundation - Man cave	2,796	17,095	12,580	-	7,311
London Community Foundation	3,502	11,507	10,358	-	4,651
Prism Charitable Trust	-	6,944	6,944	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	37	3,075	1,281	-	1,831
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	10,212	22,409	29,240	-	3,381
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	10,956	9,635	20,376	-	215
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	18,058	18,058	-	-
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	458	458	-	-
Satalite Club	29	177	142	-	64
TBAP Foundation - Residential	-	1,882	1,882	-	-
West London Zone	-	2,750	2,750	-	-
Young K&C - Young Adult MH Pathway	-	2,262	2,262	-	-
Subtotal	39,033	234,474	241,841	-	31,666

**Fundraising**

Brain Game - 20,224  
Christmas Fair - 136,028  
Football Academy - 460  
Challenge Events - 18,596  
Magic Mums - 973  
Opera - 8,808  
Opera Holland Gala - 8,065  
Portobello Diner - 596,125  
RPT Core Services - 24,574  
RPT Events - 1,138

Brain Game	20,224	29,852	22,097	-	27,979
Christmas Fair	136,028	56,052	40,397	-	151,683
Football Academy	-	460	460	-	-
Challenge Events	18,596	2,376	4,015	-	16,957
Magic Mums	-	973	973	-	-
Opera	8,808	-	2,804	-	6,004
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	596,125	322,735	134,134	(84,968)	699,758
RPT Core Services	-	24,574	24,574	-	-
RPT Events	-	1,138	75,681	74,543	-
Subtotal	787,846	438,160	305,135	(10,425)	910,446

**Donations**

Cameron House - 87,400  
Individual Donations - RPT - 2,622  
Individual Donations - Athena - 1,750  
Individual Donations - Big Give - 29,702  
Individual Donations - Brain Game - 3,491  
Individual Donations - Challenge Events - 15,860  
Individual Donations - Christmas Fair - 6,974  
Individual Donations - RPT Youth - 595  
Individual Donations - Football Academy - 15,853  
Individual Donations - Future Ready - 20,100  
Individual Donations - Future Ready Plus - 500  
Individual Donations - Homework Club - 15,992  
Individual Donations - Junior Club Club - 10,980  
Individual Donations - Magic Mums - 59,284  
Individual Donations - Man Cave - 1,439  
Individual Donations - Mikes Lab - 841  
Individual Donations - Opera - 4,416  
Individual Donations - Portobello Dinner - 10,208

Cameron House	-	87,400	55	-	87,345
Individual Donations - RPT	2,622	169,478	164,522	-	7,578
Individual Donations - Athena	-	1,750	1,034	-	716
Individual Donations - Big Give	-	29,702	29,702	-	-
Individual Donations - Brain Game	3,491	469	-	-	3,960
Individual Donations - Challenge Events	-	15,860	-	-	15,860
Individual Donations - Christmas Fair	6,974	39,666	-	-	46,640
Individual Donations - RPT Youth	-	595	70,190	69,595	-
Individual Donations - Football Academy	-	15,853	32,983	17,130	-
Individual Donations - Future Ready	-	20,100	-	-	20,100
Individual Donations - Future Ready Plus	-	500	-	-	500
Individual Donations - Homework Club	15,992	310	-	-	16,302
Individual Donations - Junior Club Club	-	10,980	29,179	18,199	-
Individual Donations - Magic Mums	59,284	8,553	17,297	-	50,540
Individual Donations - Man Cave	-	1,439	12,330	10,891	-
Individual Donations - Mikes Lab	841	-	521	-	320
Individual Donations - Opera	4,416	303	-	-	4,719
Individual Donations - Portobello Dinner	10,208	95,182	-	(105,390)	-
Subtotal	103,828	498,140	357,813	10,425	254,580

**RPT - Other Restricted Income**

Room Hire - 66,182  
Play Sessions - 27,899  
Other Income - 577  
West London Zone - Man Cave - 12,248

Room Hire	-	66,182	66,182	-	-
Play Sessions	-	27,899	27,899	-	-
Other Income	-	577	577	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
	12,248	94,658	94,658	-	12,248

**TOTAL Rugby Portobello Trust Restricted Funds**

	942,955	1,265,432	999,447	-	1,208,940
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**TOTAL Restricted Funds P3 Charity**

	942,955	3,554,041	2,910,476	(377,580)	1,208,940
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**TOTAL Restricted Funds P3 Group**

	1,665,737	3,554,041	2,910,476	(415,474)	1,893,828
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Total of Funds

	13,981,133	36,356,179	34,828,553	-	15,508,758
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

Designated Funds  
General Funds  
Subtotal

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	7,244,401	-	7,680	2,461,274	9,697,993
General Funds	5,070,995	32,802,138	31,910,396	(2,045,800)	3,916,937
Subtotal	12,315,396	32,802,138	31,918,076	415,474	13,614,930

Restricted Funds

	1,665,737	3,554,041	2,910,476	(415,474)	1,893,828
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Total of Funds

	13,981,133	36,356,179	34,828,552	-	15,508,758
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PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

17 STATEMENT OF FUNDS 2023  
Group

	Balance at 1 April 2022	Income	Expenditure	Transfers in/(out)	Balance at 31 March 2023
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,521,901	-	-	4,047,016	5,568,917
Fixed assets fund P3 Housing	1,243,354	-	-	218,906	1,462,260
Hardship fund - Staff	100,000	-	5,975	-	94,025
Hardship fund - People We Work Alongside	100,000	-	803	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	2,985,255	-	6,778	4,265,922	7,244,399
<b>GENERAL FUNDS</b>					
People Potential Possibilities	9,072,614	25,260,876	25,037,766	(3,965,059)	5,330,665
P3 Housing	879,590	2,634,881	2,311,873	-	1,202,598
Academy Of Youth Limited	(6)	-	-	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing	-	(97,207)	-	-	(97,207)
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support	-	(260,500)	-	-	(260,500)
P3 Housing - Designated fund	(1,243,354)	-	-	(218,906)	(1,462,260)
P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity	-	-	(97,207)	-	97,207
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support	-	-	(260,500)	-	260,500
<b>Reclassification of P3H Capital Projects</b>					
P3 Housing - P3 Charity Grants to P3 Housing (Acorn NSAP)	18,690	-	-	(18,690)	-
P3 Housing - Homes England Grant - Acorn House	78,425	(20,495)	20,495	60,534	97,969
P3H Capital Grants 2021-22	(33,354)	-	-	33,354	-
P3H Inter Company Grant from P3 Charity RSAP	12,442	-	-	(12,442)	-
P3 Housing - Homes England Grant - NSAP	-	(2,234)	2,234	195,044	190,576
P3 Housing - Homes England Grant - RSAP	-	(2,347)	2,347	207,136	202,442
P3 Housing WLDC Capital Grant - RSAP	-	(415)	415	39,735	38,905
P3H - Movement of Capital Grants from Restricted to cover depreciation	479,179	-	(25,491)	(504,670)	-
Total Capital Adjustments - P3 Housing	555,382	(25,491)	-	-	529,892
P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds	-	(7,110)	(7,110)	192,890	192,890
Total Capital Adjustments - P3 Housing	555,382	(32,601)	(7,110)	192,890	722,782
General Funds	9,264,226	27,505,449	26,984,822	(3,991,075)	5,793,779
Total unrestricted funds	12,249,481	27,505,449	26,991,600	274,847	13,038,178

**General Funds -Accounting treatment Differences between company and group financial statements.**

Designated fund for all assets across the group, movement of £218,906 (£671,063 - 2022) for P3 Housing assets from General to Designated Fund.

Reclassification of Unrestricted funds in P3 Housing to show balances held in each Capital Project to cover depreciation.

£192,890 Movement from Restricted to Unrestricted funds to cover depreciation on 53 Wellington Road Project

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	2,052	2,052	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	2,000	2,000	-	-
Cambridge County Council - Hoarding Project	1,571	1,539	3,110	-	-
Cash For Kids	-	1,000	1,000	-	-
Cheshire East Council - Care & Asylum Support	-	269,028	269,028	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	39,771	39,771	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	113,003	113,003	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post &	-	39,972	39,972	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	2,682	2,682	-	-
Derbyshire County Council - Warm Spaces Programme	-	955	955	-	-
Derbyshire County Council - Covid 19 Fund	-	1,367	1,367	-	-
Department of Work & Pensions - Access To Work	-	1,826	1,826	-	-
Department of Work & Pensions - Kick Start Project	-	83,521	83,521	-	-
East Midlands Airport - Community Fund	-	1,460	1,460	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	920	920	-	-
Gloucestershire County Council - Covid 19 Relief	-	1,361	1,361	-	-
Gloucestershire NHS Foundation Trust	-	250	250	-	-
Halton & St Helens VCS - Christmas Crisis Intervention	-	1,000	1,000	-	-
Huntingdon District Council - MHCLG RRP Outreach Workers X 2	-	104,100	104,100	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	18,976	18,976	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	16,062	16,062	-	-
London Borough of Hillingdon - Corporate Grant	-	10,000	10,000	-	-
London Borough of Hillingdon - Navigator Plus	-	13,776	13,776	-	-
National Grid - Cosy Club	-	7,029	7,029	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	12,393	12,393	-	-
NHS Black Country ICB (QUA) - Hospital Discharge Workers	-	10,487	10,487	-	-
NHS Black Country ICB (QUA) - Crisis Beds	-	127,930	127,930	-	-
NHS Black Country ICB (QUA) - Hospital Patient Scheme	-	116,238	116,238	-	-
NHS Hillingdon CCG - Navigator Plus	-	23,067	23,067	-	-
North East Derbyshire DC - Emergency Energy Provision	-	1,228	1,228	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	48,616	48,616	-	-
North West Leicestershire Council - Support Grant	-	19,376	19,376	-	-
Paradigm Housing Group - Hoarding Service	-	6,016	6,016	-	-
Places For People - Cambridge	-	2,685	2,685	-	-
Prestbury United Charities	-	6,316	6,316	-	-
Rotary Club - Rotary District Foundation	-	1,003	1,003	-	-
Sandwell MBC - Emergency Housing Solutions	-	258,420	258,420	-	-
Sandwell MBC - SWEF Admissions	-	45,120	45,120	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	16,000	16,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	24,575	24,575	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	40,580	40,580	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	15,349	15,349	-	-
South Derbyshire District Council - CVS Small Grant	-	1,223	1,223	-	-
South Derbyshire District Council - Mental Health Officer	-	43,696	43,696	-	-
Stoke City Council - Winter Food & Essentials Fund	-	2,500	2,500	-	-
Stratford-on-Avon District Council - Access to Exercise	-	3,570	3,570	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	5,000	5,000	-	-
Voluntary Action Jubilee Celebrations	-	800	800	-	-
Warwickshire County Council - Capital Funding	-	834	834	-	-
Warwickshire County Council - Hardship Fund	-	3,300	3,300	-	-
Warwickshire County Council - Household Support Fund	-	3,000	3,000	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	203,619	40,618	(163,001)	-
West Midlands Combined Authority - Spot Purchase Fund	-	7,500	7,500	-	-
Wolverhampton City Council - Adult Social Care Work Force Grant	-	1,156	1,156	-	-
Wolverhampton City Council - Emergency Beds	-	5,580	5,580	-	-
Wolverhampton City Council - In Reach Worker	-	26,298	26,298	-	-
Wolverhampton City Council - One City Fund No Place Like Home	-	167	167	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF FUNDS 2023

Group

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
<b>Restricted Funds P3 Charity continued</b>					
Young K&C - Christmas Holiday Play Scheme	-	10,675	10,675	-	-
Young K&C - Easter Activities 2022	-	5,978	5,978	-	-
Young K&C - Holiday Activities	-	13,275	13,275	-	-
Small Grants For People We Work Alongside	-	82,347	82,347	-	-
P3 Housing - Homes England Grant - 53 Wellington Refurb	-	200,000	7,110	(192,890)	-
Subtotal	1,571	2,129,567	1,775,247	(355,891)	-

Transfers of £355,891 (£1,106,198-2022) from restricted to unrestricted funds relates to releasing grants which have been funded to purchase fixed assets

P3C Restricted Donations

General Donations - Chill & Chat	-	600	600	-	-
Rotary Trust - Avondale Play	-	1,000	1,000	-	-
Avondale Primary School	-	447	447	-	-
Subtotal	-	2,047	2,047	-	-

Restricted Funds Rugby Portobello Trust

Grants

The Child Hood Trust - Champions For Children	-	9,986	9,986	-	-
DE Group - RPT Youth Room Lighting	-	2,750	2,750	-	-
Goldman Sachs - Michael Daffey	-	7,471	7,471	-	-
Greater London Authority - Young Londoners Fund	7,094	46,822	46,937	-	6,979
The Harrow Club	8,939	4,725	9,142	-	4,522
The Harrow Club - IFTAR Community Event for young people	-	925	925	-	-
Hollick Family Foundation - Magic Mums	-	20,000	20,000	-	-
Hollick Family Foundation - Football Academy	-	3,682	3,682	-	-
John Lyon's Charity - RPT Youth Rooms	-	15,500	15,500	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Linder Foundation - Thursday Nights	3,901	12,099	16,000	-	-
Linder Foundation - Man cave	-	4,118	1,322	-	2,796
London Community Foundation	2,723	16,022	15,243	-	3,502
PortmoreCharitable Trust - Magic Mums	-	2,904	2,904	-	-
Prism Charitable Trust	-	3,056	3,056	-	-
The Rory and Elizabeth Brooks Foundation	-	6,404	6,404	-	-
Royal Borough Of Kensington & Chelsea - Future Ready Plus	-	2,300	2,263	-	37
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,177	21,784	14,749	-	10,212
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	34,963	34,963	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	19,084	8,128	-	10,956
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	9,387	9,387	-	-
Royal Borough Of Kensington & Chelsea - RPT Winter Warmth Grant	-	375	375	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	980	-	1,519	539	-
Satalite Club	-	264	235	-	29
TBAP Foundation - Residentials	-	7,418	7,418	-	-
West London Zone	-	14,071	14,071	-	-
Young K&C - Lancaster Youth Hub	-	8,467	8,467	-	-
Young K&C - Young Adult MH Pathway	-	2,238	2,238	-	-
Young K&C - Half Term Provision	-	4,160	4,160	-	-
Subtotal	26,814	313,975	302,295	539	39,033

Fundraising

Brain Game	1,428	33,832	15,036	-	20,224
Christmas Fair	66,106	107,200	37,278	-	136,028
Football Academy	-	2,051	2,051	-	-
Junior Club	778	-	23,610	22,832	-
London Marathon	15,043	3,553	-	-	18,596
Opera	2,197	15,846	9,235	-	8,808
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	488,761	362,038	101,452	(153,222)	596,125
RPT Core Services	-	4,531	4,531	-	-
RPT Events	-	300	70,796	70,496	-
Subtotal	582,378	529,351	263,989	(59,894)	787,846

Donations

Atairos Management	-	1,000	1,000	-	-
Benevity	-	637	6,224	5,587	-
The Dev Trust	-	500	500	-	-
The Graham Child Hood Trust	-	5,000	5,000	-	-
Francis Holland School	-	1,000	1,000	-	-
Individual Donations - RPT	3,016	161,509	132,945	(28,958)	2,622
Individual Donations - Brain Game	-	3,491	-	-	3,491
Individual Donations - Christmas Fair	-	6,974	-	-	6,974
Individual Donations - RPT Youth	5,000	-	56,931	51,931	-
Individual Donations - Football Academy	-	1,352	1,352	-	-
Individual Donations - Homework Club	15,992	-	-	-	15,992
Individual Donations - London Marathon	-	7,747	7,747	-	-
Individual Donations - Magic Mums	46,641	22,487	9,844	-	59,284
Individual Donations - Mikes Lab	-	1,000	159	-	841
Individual Donations - Opera	897	3,519	-	-	4,416
Individual Donations - Portobello Dinner	-	10,208	-	-	10,208
Individual Pledges - Christmas Fair - Magic Mums	1,398	-	1,398	-	-
Kilroot Foundation	-	10,500	10,500	-	-
Pangbourne House & Montessi School	-	500	500	-	-
Southampton Row Trust	-	2,500	2,500	-	-
Subtotal	72,944	239,924	237,600	28,560	103,828

RPT - Other Restricted Income

Room Hire	-	64,000	64,000	-	-
Room Hire - 226 Walmer Road	-	19,800	100,844	81,044	-
Room Hire - Opera	-	1,000	1,000	-	-
Play Sessions	-	21,363	52,158	30,795	-
Other Income	-	95	95	-	-
Other Income - Beats Workshop	-	5,045	5,045	-	-
Other Income - Patrons Programme	-	2,500	2,500	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
Subtotal	12,248	113,803	225,642	111,839	12,248

TOTAL Rugby Portobello Trust Restricted Funds

694,384 1,197,053 1,029,526 81,044 942,955

TOTAL Restricted Funds

695,955 3,328,667 2,806,820 (274,847) 942,955

Total of Funds

12,945,436 30,834,116 29,798,420 - 13,981,133

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	2,985,255	-	6,778	4,265,922	7,244,399
General Funds	9,264,226	27,505,449	26,984,822	(3,991,075)	5,070,997
Subtotal	12,249,481	27,505,449	26,991,600	274,847	12,315,396
Restricted Funds	695,955	3,328,667	2,806,820	(274,847)	1,665,737
Total of Funds	12,945,436	30,834,116	29,798,420	-	13,981,133

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

17 STATEMENT OF FUNDS 2024

P3 CHARITY

	Balance at 1 April 2024	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2024
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	5,568,918	-	-	2,481,706	8,050,625
Hardship fund - Staff	94,025	-	7,680	-	86,345
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	5,782,140	-	7,680	2,481,706	8,256,167
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,330,663	29,463,028	28,415,993	(2,104,126)	4,273,571
General Funds	5,330,663	29,463,028	28,415,993	(2,104,126)	4,273,571
Total unrestricted funds	11,112,803	29,463,028	28,423,673	377,580	12,529,738

RESTRICTED FUNDS

Restricted Funds P3 Charity

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	2,000	2,000	-	-
Alternative Giving - Wolverhampton Peter Bilson House	-	3,500	3,500	-	-
Black Country Healthcare NHS Foundation Trust	-	130,233	130,233	-	-
Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service	-	131,581	131,581	-	-
Cash For Kids	-	800	800	-	-
Cheshire East Council - Care & Asylum Support	-	274,966	274,966	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	51,620	51,620	-	-
Chesterfield Borough Council - Derbyshire Rough Sleeper Service	-	96,937	96,937	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	3,318	3,318	-	-
Derbyshire County Council - Warm Spaces Programme	-	3,500	3,500	-	-
Department of Work & Pensions - Kick Start Project	-	1,560	1,560	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	680	680	-	-
Gloucestershire City Council - Enhanced Housing Support Service	-	345,750	345,750	-	-
Hyde Charitable Trust - Foundation Business Grant	-	26,292	26,292	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	26,970	26,970	-	-
Lincolnshire Partnership NHS Foundation Trust - Personalisation	-	9,893	9,893	-	-
London Borough of Hillingdon - Family Advise	-	70,741	70,741	-	-
London Borough of Hillingdon - Navigator Plus	-	20,000	20,000	-	-
National Grid - Cosy Club	-	476	476	-	-
National Hoarding Service	-	1,972	1,972	-	-
NHS Derby & Derbyshire ICB - Capital Grant	-	300,000	4,500	(295,500)	-
NHS Hillingdon CCG - Navigator Plus	-	23,131	23,131	-	-
North East Derbyshire DC - Cost Of Living Project	-	772	772	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	47,891	47,891	-	-
North West Leicestershire Council - Support Grant	-	10,646	10,646	-	-
Paradigm Housing Group - Hoarding Service	-	12,480	12,480	-	-
Places For People - Cambridge	-	1,315	1,315	-	-
Places For People - Touchstone Fund	-	3,000	3,000	-	-
Prestbury United Charities	-	1,851	1,851	-	-
Sandwell MBC - Housing Related Support	-	267,022	267,022	-	-
Sandwell MBC - SWEP Admissions	-	9,420	9,420	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	11,671	11,671	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	3,500	3,500	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	5,678	5,678	-	-
South Derbyshire District Council - Mental Health Officer	-	49,385	49,385	-	-
Stoke City Council - Winter Food & Essentials Fund	-	3,166	3,166	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	3,767	3,767	-	-
Warwickshire County Council - Hardship Fund	-	3,200	3,200	-	-
West Lindsey District Council - Rough Sleeper Initiative	-	60,674	60,674	-	-
West Lindsey District Council - Gainsborough Valuabe Housing Project	-	132,274	50,194	(82,080)	-
West Midlands Combined Authority - Spot Purchase Fund	-	3,500	3,500	-	-
Young K&C - Holiday Activities	-	24,168	24,168	-	-
Small Grants For People We Work Alongside	-	86,589	86,589	-	-
Zendesk - Accesible I.T Equipment	-	7,142	7,142	-	-
Subtotal	-	2,275,031	1,897,451	(377,580)	-

P3C Restricted Donations

General Donations	-	12	12	-	-
General Donations - MACE Hillingdon YP	-	5,000	5,000	-	-
Rotary Trust - Avondale Play	-	8,566	8,566	-	-
	0	13,578	13,578	-	-

Restricted Funds Rugby Portobello Trust

<b>Grants</b>					
Apple - Beats	-	1,646	1,429	-	217
The Child Hood Trust - Champions For Children	-	6,288	6,288	-	-
Greater London Authority - Young Londoners Fund	6,979	24,324	24,588	-	6,715
The Harrow Club	4,522	-	4,522	-	-
Hollick Family Foundation - Magic Mums	-	15,000	15,000	-	-
Hollick Family Foundation - Football Academy	-	6,253	6,253	-	-
John Lyon's Charity - RPT School Activities	-	5,000	5,000	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Kensington & Chelsea Foundation - Community Spirit Small Grant	-	1,000	1,000	-	-
Lightbulb Trust	-	8,651	1,370	-	7,281
Linder Foundation - Man cave	2,796	17,095	12,580	-	7,311
London Community Foundation	3,502	11,507	10,358	-	4,651
Prism Charitable Trust	0	6,944	6,944	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	37	3,075	1,281	-	1,831
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	10,212	22,409	29,240	-	3,381
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	10,956	9,635	20,376	-	215
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	18,058	18,058	-	-
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	458	458	-	-
Satalite Club	29	177	142	-	64

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

**Restricted Funds Rugby Portobello Trust  
Grants Continued**

TBAP Foundation - Residentials  
West London Zone  
Young K&C - Young Adult MH Pathway  
Subtotal

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
TBAP Foundation - Residentials	-	1,882	1,882	-	-
West London Zone	-	2,750	2,750	-	-
Young K&C - Young Adult MH Pathway	-	2,262	2,262	-	-
<b>Subtotal</b>	<b>39,033</b>	<b>234,474</b>	<b>241,841</b>	<b>-</b>	<b>31,666</b>

**Fundraising**

Brain Game  
Christmas Fair  
Football Academy  
Challenge Events  
Magic Mums  
Opera  
Opera Holland Gala  
Portobello Diner  
RPT Core Services  
RPT Events  
Subtotal

Brain Game	20,224	29,852	22,097	-	27,979
Christmas Fair	136,028	56,052	40,397	-	151,683
Football Academy	-	460	460	-	-
Challenge Events	18,596	2,376	4,015	-	16,957
Magic Mums	-	973	973	-	-
Opera	8,808	-	2,804	-	6,004
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	596,125	322,735	134,134	(84,968)	699,758
RPT Core Services	-	24,574	24,574	-	-
RPT Events	-	1,138	75,681	74,543	-
<b>Subtotal</b>	<b>787,846</b>	<b>438,160</b>	<b>305,135</b>	<b>(10,425)</b>	<b>910,446</b>

**Donations**

Cameron House  
Individual Donations - RPT  
Individual Donations - Athena  
Individual Donations - Big Give  
Individual Donations - Brain Game  
Individual Donations - Challenge Events  
Individual Donations - Christmas Fair  
Individual Donations - RPT Youth  
Individual Donations - Football Academy  
Individual Donations - Future Ready  
Individual Donations - Future Ready Plus  
Individual Donations - Homework Club  
Individual Donations - Junior Club Club  
Individual Donations - Magic Mums  
Individual Donations - Man Cave  
Individual Donations - Mikes Lab  
Individual Donations - Opera  
Individual Donations - Portobello Dinner  
Subtotal

Cameron House	-	87,400	55	-	87,345
Individual Donations - RPT	2,622	169,478	164,522	-	7,578
Individual Donations - Athena	-	1,750	1,034	-	716
Individual Donations - Big Give	-	29,702	29,702	-	-
Individual Donations - Brain Game	3,491	469	-	-	3,960
Individual Donations - Challenge Events	-	15,860	-	-	15,860
Individual Donations - Christmas Fair	6,974	39,666	-	-	46,640
Individual Donations - RPT Youth	-	595	70,190	69,595	-
Individual Donations - Football Academy	-	15,853	32,983	17,130	-
Individual Donations - Future Ready	-	20,100	-	-	20,100
Individual Donations - Future Ready Plus	-	500	-	-	500
Individual Donations - Homework Club	15,992	310	-	-	16,302
Individual Donations - Junior Club Club	-	10,980	29,179	18,199	-
Individual Donations - Magic Mums	59,284	8,553	17,297	-	50,540
Individual Donations - Man Cave	-	1,439	12,330	10,891	-
Individual Donations - Mikes Lab	841	-	521	-	320
Individual Donations - Opera	4,416	303	-	-	4,719
Individual Donations - Portobello Dinner	10,208	95,182	-	(105,390)	-
<b>Subtotal</b>	<b>103,828</b>	<b>498,140</b>	<b>357,813</b>	<b>10,425</b>	<b>254,580</b>

**RPT - Other Restricted Income**

Room Hire  
Play Sessions  
Other Income  
West London Zone - Man Cave

Room Hire	-	66,182	66,182	-	-
Play Sessions	-	27,899	27,899	-	-
Other Income	-	577	577	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
	<b>12,248</b>	<b>94,658</b>	<b>94,658</b>	<b>-</b>	<b>12,248</b>

**TOTAL Rugby Portobello Trust Restricted Funds**

	<b>942,955</b>	<b>1,265,432</b>	<b>999,447</b>	<b>-</b>	<b>1,208,940</b>
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**TOTAL Restricted Funds**

	<b>942,955</b>	<b>3,554,041</b>	<b>2,910,476</b>	<b>(377,580)</b>	<b>1,208,940</b>
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Total of Funds

	<b>12,055,758</b>	<b>33,017,069</b>	<b>31,334,149</b>	<b>-</b>	<b>13,738,678</b>
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	5,782,140	-	7,680	2,481,706	8,256,167
General Funds	5,330,663	29,463,028	28,415,993	(2,104,126)	4,273,571
<b>Subtotal</b>	<b>11,112,803</b>	<b>29,463,028</b>	<b>28,423,673</b>	<b>377,580</b>	<b>12,529,738</b>
Restricted Funds	942,955	3,554,041	2,910,476	(377,580)	1,208,940
<b>Total of Funds</b>	<b>12,055,758</b>	<b>33,017,069</b>	<b>31,334,149</b>	<b>-</b>	<b>13,738,678</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

17 STATEMENT OF FUNDS 2023  
P3 CHARITY

	Balance at 1 April 2022	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2023
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,521,901	-	-	4,047,017	5,568,918
Hardship fund - Staff	100,000	-	5,975	-	94,025
Hardship fund - People We Work Alongside	100,000	-	803	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,741,901	-	6,778	4,047,017	5,782,140
<b>GENERAL FUNDS</b>					
People Potential Possibilities	9,072,614	25,260,876	25,037,766	(3,965,060)	5,330,663
General Funds	9,072,614	25,260,876	25,037,766	(3,965,060)	5,330,663
Total unrestricted funds	10,814,515	25,260,876	25,044,544	81,957	11,112,803

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	2,052	2,052	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	2,000	2,000	-	-
Cambridge County Council - Hoarding Project	1,571	1,539	3,110	-	-
Cash For Kids	-	1,000	1,000	-	-
Cheshire East Council - Care & Asylum Support	-	269,028	269,028	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	39,771	39,771	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	113,003	113,003	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Personalisation	-	39,972	39,972	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	2,682	2,682	-	-
Derbyshire County Council - Warm Spaces Programme	-	955	955	-	-
Derbyshire County Council - Covid 19 Fund	-	1,367	1,367	-	-
Department of Work & Pensions - Access To Work	-	1,826	1,826	-	-
Department of Work & Pensions - Kick Start Project	-	83,521	83,521	-	-
East Midlands Airport - Community Fund	-	1,460	1,460	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	920	920	-	-
Gloucestershire County Council - Covid 19 Relief	-	1,361	1,361	-	-
Gloucestershire NHS Foundation Trust	-	250	250	-	-
Halton & St Helens VCS - Christmas Crisis Intervention	-	1,000	1,000	-	-
Huntingdon District Council - MHCLG RRP Outreach Workers X 2	-	104,100	104,100	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	18,976	18,976	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	16,062	16,062	-	-
London Borough of Hillingdon - Corporate Grant	-	10,000	10,000	-	-
London Borough of Hillingdon - Navigator Plus	-	13,776	13,776	-	-
National Grid - Cosy Club	-	7,029	7,029	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	12,393	12,393	-	-
NHS Black Country ICB (QUA) - Hospital Discharge Workers	-	10,487	10,487	-	-
NHS Black Country ICB (QUA) - Crisis Beds	-	127,930	127,930	-	-
NHS Black Country ICB (QUA) - Hospital Patient Scheme	-	116,238	116,238	-	-
NHS Hillingdon CCG - Navigator Plus	-	23,067	23,067	-	-
North East Derbyshire DC - Emergency Energy Provision	-	1,228	1,228	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	48,616	48,616	-	-
North West Leicestershire Council - Support Grant	-	19,376	19,376	-	-
Paradigm Housing Group - Hoarding Service	-	6,016	6,016	-	-
Places For People - Cambridge	-	2,685	2,685	-	-
Prestbury United Charities	-	6,316	6,316	-	-
Rotary Club - Rotary District Foundation	-	1,003	1,003	-	-
Sandwell MBC - Emergency Housing Solutions	-	258,420	258,420	-	-
Sandwell MBC - SWEF Admissions	-	45,120	45,120	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	16,000	16,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	24,575	24,575	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	40,580	40,580	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	15,349	15,349	-	-
South Derbyshire District Council - CVS Small Grant	-	1,223	1,223	-	-
South Derbyshire District Council - Mental Health Officer	-	43,696	43,696	-	-
Stoke City Council - Winter Food & Essentials Fund	-	2,500	2,500	-	-
Stratford-on-Avon District Council - Access to Exercise	-	3,570	3,570	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	5,000	5,000	-	-
Voluntary Action Jubilee Celebrations	-	800	800	-	-
Warwickshire County Council - Capital Funding	-	834	834	-	-
Warwickshire County Council - Hardship Fund	-	3,300	3,300	-	-
Warwickshire County Council - Household Support Fund	-	3,000	3,000	-	-
West Lindsey District Council - Gainsborough Valuabe Housing Project	-	203,619	40,618	(163,001)	-
West Midlands Combined Authority - Spot Purchase Fund	-	7,500	7,500	-	-
Wolverhampton City Council -Adult Social Care Work Force Grant	-	1,156	1,156	-	-
Wolverhampton City Council - Emergency Beds	-	5,580	5,580	-	-
Wolverhampton City Council - In Reach Worker	-	26,298	26,298	-	-
Wolverhampton City Council - One City Fund No Place Like Home	-	167	167	-	-
Young K&C - Christmas Holiday Play Scheme	-	10,675	10,675	-	-
Young K&C - Easter Activities 2022	-	5,978	5,978	-	-
Young K&C - Holiday Activities	-	13,275	13,275	-	-
Small Grants For People We Work Alongside	-	82,347	82,347	-	-
Subtotal	1,571	1,929,567	1,768,137	(163,001)	-
<b>P3C Restricted Donations</b>					
General Donations - Chill & Chat	-	600	600	-	-
Rotary Trust - Avondale Play	-	1,000	1,000	-	-
Avondale Primary School	-	447	447	-	-
	-	2,047	2,047	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF FUNDS 2023  
P3 CHARITY

**Restricted Funds Rugby Portobello Trust**

**Grants**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
The Child Hood Trust - Champions For Children	-	9,986	9,986	-	-
DE Group - RPT Youth Room Lighting	-	2,750	2,750	-	-
Goldman Sachs - Michael Daffey	-	7,471	7,471	-	-
Greater London Authority - Young Londoners Fund	7,094	46,822	46,937	-	6,979
The Harrow Club	8,939	4,725	9,142	-	4,522
The Harrow Club - IFTAR Community Event for young people	-	925	925	-	-
Hollick Family Foundation - Magic Mums	-	20,000	20,000	-	-
Hollick Family Foundation - Football Academy	-	3,682	3,682	-	-
John Lyon's Charity - RPT Youth Rooms	-	15,500	15,500	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Linder Foundation - Thursday Nights	3,901	12,099	16,000	-	-
Linder Foundation - Man cave	-	4,118	1,322	-	2,796
London Community Foundaiton	2,723	16,022	15,243	-	3,502
PortmoreCharitable Trust - Magic Mums	-	2,904	2,904	-	-
Prism Charitable Trust	-	3,056	3,056	-	-
The Rory and Elizabeth Brooks Foundation	-	6,404	6,404	-	-
Royal Borough Of Kensington & Chelsea - Future Ready Plus	-	2,300	2,263	-	-
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,177	21,784	14,749	-	10,212
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	34,963	34,963	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	19,084	8,128	-	10,956
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	9,387	9,387	-	-
Royal Borough Of Kensington & Chelsea - RPT Winter Warmth Grant	-	375	375	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	980	-	1,519	539	-
Satalite Club	-	264	235	-	29
TBAP Foundation - Residentials	-	7,418	7,418	-	-
West London Zone	-	14,071	14,071	-	-
Young K&C - Lancaster Youth Hub	-	8,467	8,467	-	-
Young K&C - Young Adult MH Pathway	-	2,238	2,238	-	-
Young K&C - Half Term Provision	-	4,160	4,160	-	-
Subtotal	26,814	313,975	302,295	539	39,033

**Fundraising**

Brain Game	1,428	33,832	15,036	-	20,224
Christmas Fair	66,106	107,200	37,278	-	136,028
Football Academy	-	2,051	2,051	-	-
Junior Club	778	-	23,610	22,832	-
London Marathon	15,043	3,553	-	-	18,596
Opera	2,197	15,846	9,235	-	8,808
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	488,761	362,038	101,452	(153,222)	596,125
RPT Core Services	-	4,531	4,531	-	-
RPT Events	-	300	70,796	70,496	-
Subtotal	582,378	529,351	263,989	(59,894)	787,846

**Donations**

Atairos Management	-	1,000	1,000	-	-
Benevity	-	637	6,224	5,587	-
The Dev Trust	-	500	500	-	-
The Graham Child Hood Trust	-	5,000	5,000	-	-
Francis Holland School	-	1,000	1,000	-	-
Individual Donations - RPT	3,016	161,509	132,945	(28,958)	2,622
Individual Donations - Brain Game	-	3,491	-	-	3,491
Individual Donations - Christmas Fair	-	6,974	-	-	6,974
Individual Donations - RPT Youth	5,000	-	56,931	51,931	-
Individual Donations - Football Academy	-	1,352	1,352	-	-
Individual Donations - Homework Club	15,992	-	-	-	15,992
Individual Donations - London Marathon	-	7,747	7,747	-	-
Individual Donations - Magic Mums	46,641	22,487	9,844	-	59,284
Individual Donations - Mikes Lab	-	1,000	159	-	841
Individual Donations - Opera	897	3,519	-	-	4,416
Individual Donations - Portobello Dinner	-	10,208	-	-	10,208
Individual Pledges - Christmas Fair - Magic Mums	1,398	-	1,398	-	-
Kilroot Foundation	-	10,500	10,500	-	-
Pangbourne House & Montessi School	-	500	500	-	-
Southampton Row Trust	-	2,500	2,500	-	-
Subtotal	72,944	239,924	237,600	28,560	103,828

**RPT - Other Restricted Income**

Room Hire	-	64,000	64,000	-	-
Room Hire - 226 Walmer Road	-	19,800	100,844	81,044	-
Room Hire - Opera	-	1,000	1,000	-	-
Play Sessions	-	21,363	52,158	30,795	-
Other Income	-	95	95	-	-
Other Income - Beats Workshop	-	5,045	5,045	-	-
Other Income - Patrons Programme	-	2,500	2,500	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
Subtotal	12,248	113,803	225,642	111,839	12,248

**TOTAL Rugby Portobello Trust Restricted Funds**

694,384 1,197,053 1,029,526 81,044 942,955

**TOTAL Restricted Funds**

695,955 3,128,667 2,799,710 (81,957) 942,955

Total of Funds

11,510,470 28,389,543 27,844,254 - 12,055,758

The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,741,901	-	6,778	4,047,017	5,782,140
General Funds	9,072,614	25,260,876	25,037,766	(3,965,060)	5,330,663
Subtotal	10,814,515	25,260,876	25,044,544	81,957	11,112,803
Restricted Funds	695,955	3,128,667	2,799,710	(81,957)	942,955
Total of Funds	11,510,470	28,389,543	27,844,254	-	12,055,758

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2024

18 Analysis of net assets between funds (Group)

	Restricted funds	Designated funds	General funds	Total 2024	2023
Tangible fixed assets	-	9,492,451	11,125,884	20,618,335	17,420,949
Investments	-	-	-	-	-
Net current assets	1,893,828	205,542	3,772,963	5,872,333	6,791,881
Creditors due in more than one year	-	-	(10,981,910)	(10,981,910)	(10,231,697)
	<u>1,893,828</u>	<u>9,697,993</u>	<u>3,916,937</u>	<u>15,508,758</u>	<u>13,981,133</u>

Analysis of net assets between funds Year End March 2023 Comparative (Group)

	Restricted funds	Designated funds	General funds	Total 2023
Tangible fixed assets	-	7,031,177	10,389,772	17,420,949
Investments	-	-	-	-
Net current assets	1,665,737	213,222	4,912,922	6,791,881
Creditors due in more than one year	-	-	(10,231,697)	(10,231,697)
	<u>1,665,737</u>	<u>7,244,399</u>	<u>5,070,997</u>	<u>13,981,133</u>

18 Analysis of net assets between funds (Charity)

	Restricted funds	Designated funds	General funds	Total 2024	2023
Tangible fixed assets	-	8,236,166	10,940,343	19,176,509	15,958,689
Investments	-	-	-	-	-
Net current assets	1,208,940	20,000	4,315,139	5,544,079	6,328,766
Creditors due in more than one year	-	-	(10,981,910)	(10,981,910)	(10,231,697)
	<u>1,208,940</u>	<u>8,256,166</u>	<u>4,273,572</u>	<u>13,738,678</u>	<u>12,055,758</u>

Analysis of net assets between funds Year End March 2023 Comparative (Charity)

	Restricted funds	Designated funds	General funds	Total 2023
Tangible fixed assets	-	5,568,917	10,389,772	15,958,689
Investments	-	-	-	-
Net current assets	942,955	213,222	5,172,589	6,328,766
Creditors due in more than one year	-	-	(10,231,697)	(10,231,697)
	<u>942,955</u>	<u>5,782,139</u>	<u>5,330,664</u>	<u>12,055,758</u>

19 CHARITY OPERATING LEASE COMMITMENTS

At 31 March 2024 the company had annual commitments under non-cancellable operating leases as follows:

Expiry Date	Land and Buildings		Other	
	2024	2023	2024	2023
	£	£	£	£
Within 1 year	1,833,363	1,052,366	805,286	692,897
Between 1 and 5 years	2,515,782	2,408,221	1,120,171	518,721
After more than 5 years	449,391	670,189	-	-
	<u>4,798,536</u>	<u>4,130,776</u>	<u>1,925,457</u>	<u>1,211,618</u>

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2023**

**21 PENSION COMMITMENTS**

**Pension Commitments - People Potential Possibilities**

The charity operates a defined contribution pension scheme. It has no obligations other than the contributions payable in year.

**PEOPLE POTENTIAL POSSIBILITIES**

England & Wales - Charity number 703163

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# Accounts

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**P3 Charity Group**

**P3 (THE OPERATING NAME OF PEOPLE POTENTIAL POSSIBILITIES)  
(A company limited by guarantee)**

**GROUP REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

**Company No: 02495423**

**Charity No: 703163**

# **PEOPLE POTENTIAL POSSIBILITIES**

**YEAR ENDED 31 MARCH 2023**

<b>CONTENTS</b>	<b>Page</b>
<b>Legal and Administrative information</b>	<b>1</b>
<b>Trustees' report</b>	<b>2 - 31</b>
<b>Independent auditor's report</b>	<b>32</b>
<b>Consolidated statement of financial activities</b>	<b>36</b>
<b>Consolidated Balance Sheet</b>	<b>37</b>
<b>Charity Balance Sheet</b>	<b>38</b>
<b>Consolidated statement of cash flows</b>	<b>39</b>
<b>Notes forming part of the financial statements</b>	<b>40 - 59</b>

**PEOPLE POTENTIAL POSSIBILITIES**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**FOR THE YEAR ENDED 31 MARCH 2023**

**Trustees**

AJP Hackett (Chair of Trustees)  
CA Carter (Appointed 26 September 2017)  
D Lane (Appointed 19 October 2015)  
M Terry (Resigned 30 November 2022)  
W RJ Cock (Appointed 14 January 2021)  
A Lindo-Cozzella (Appointed 14 January 2021)  
N Scott (Appointed 14 January 2021)  
Y Thomas (Appointed 15 September 2021)  
R Bowley (Appointed 17 November 2021)  
T Hinde (Appointed 17 November 2021)  
S Appleby (Appointed 17 November 2021)

**Company Registered Number**

02495423

**Charity Registered Number**

703163

**Registered Office**

Eagle House  
Cotmanhay Road  
Ilkeston  
Derbyshire  
DE7 8HU

**Company Secretary**

Kathryn Kozlowski

**Chief Executive Officer**

Mark Simms

**Auditors**

Price Bailey Chartered Accountants  
24 Old Bond Street  
London  
W1S 4AP

**Bankers**

Lloyds Bank plc  
89 Church Street  
Bilston  
Wolverhampton, WV14 0BJ

CAF Bank Limited  
Kings Hill  
West Malling  
Kent, ME19 4JQ

**Solicitors**

Freeth Cartwright LLP  
2nd Floor, West Point  
Cardinal Square  
10 Nottingham Road  
Derby, DE1 3QT

Bates Wells Braithwaite  
10 Queen Street Place  
London, EC4R 1BE

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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The Trustees, who are the Directors for the purposes of the Companies Act 2006, present their report and financial statements for People Potential Possibilities (“the Charity”/“P3”) for the year ending 31 March 2023. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity’s governing document and the provisions of the Statement of Recommended Practice “Accounting and Reporting by Charities” (SORP 2019).

#### **SUMMARY FROM ADAM HACKETT, CHAIR OF THE P3 BOARD OF TRUSTEES**

“P3 Charity continues to implement social change to address the widening gap in the standard of living, income and opportunities—access to education, employment and volunteering—for the people we work alongside. Never has the growth and need for the charity’s services been more pressing and prescient.

P3 at its core is all about people, whether we are expanding our commissioned services, housing stock or educational support for young people, our services are there to ensure people and their communities have what they need to live and thrive. It really is that simple.

Once again, my colleagues and our volunteers have performed extraordinarily over the last twelve months. There have been internal promotions, training opportunities, job swaps and team building exercises, all with the same purpose: to continuously improve the lives of the people we work alongside.

The period covered by this report also sees the retirement of P3 Housing CEO and P3 Chief Operating Officer Jo Summers. It would be remiss to not take the time to reflect on Jo’s accomplishments and celebrate her long career with P3.

Jo is one of P3’s founding team. For 16 years she worked tirelessly to develop responsive, flexible services for the marginalised communities P3 serve—supporting the most vulnerable and socially excluded people in society. Respected by commissioners and government agencies, her knowledge has been key to P3 service success. Her leadership has ensured P3’s operational teams have delivered the best possible outcomes for people with complicated and challenging lives with both kindness and compassion, and her exceptional leadership has driven P3 teams get it right, first time, every time. There isn’t enough space to list her achievements, so I will simply say her tenacity has changed lives and her ongoing legacy via P3 Housing will transform entire UK regions.

P3’s overall performance remains robust, and we have continued to grow our services where there is an identified need and our commissioning relationships are strong. Our charitable purpose continues to run throughout our strategy and service delivery, overseen by a group of committed Trustees, outstanding leadership, and devoted staff. I am utterly confident that we will continue to deliver our objective to transform people’s lives.”

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**ABOUT P3**

**Founded 50 years ago in 1972, P3: People, Potential, Possibilities is a national Charity and social enterprise operating across the UK and delivering services for socially excluded and vulnerable people.**

P3 is a 'people first' organisation; our mission is to work alongside people to improve lives and communities: to unlock potential and open up new possibilities. We are committed to sustainable transformation and work to establish the trust needed to facilitate genuine and lasting change for the long-term.

**From April 2022 to March 2023, the P3 Group — worked alongside 29,830 (28,152) people.**

**Right across England someone, somewhere talks to a P3 worker every 13 (15) seconds.**

P3 specialises in homelessness services, supported housing, preventative support for people experiencing and recovering from mental ill-health, advice and community support, helpline support and services for young people.

Our vision is for every person to be recognised as a valued member of society, where social injustice no longer exists. It's that simple!

**OUR YEAR**

Our financial performance remained strong throughout 2022/23.

This continued to be guided by our five-year strategy; developed through the work delivered over recent years in response to the pandemic, and the ongoing impact of government austerity, the increase in the levels of poverty and the number of people experiencing homelessness across the UK communities we serve.

As ever, our purpose is not monetary—yet we do need sufficient financial strength to allow us to make the right strategic choices to help us reach more people who are struggling financially, emotionally and educationally.

It is a purpose which continues to draw on 50 years of charitable experience and strategically aspires for everyone to have a safe home to live in, positive relationships in their lives and something meaningful to do.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

---

**Together we enabled 2,818 (2,331) people experiencing homelessness across England to exit the streets and access safe and comfortable temporary accommodation.**

- P3 strategy continues to develop housing and support solutions for people going through a tough time with service expansion into new areas including Rutland, Stoke-on-Trent, Mansfield and Sutton-in-Ashfield, Notts.*

**P3 advice services offered life changing advice and support to 11,622 (9,625) people.**

- Our advice services have been expanded to offer a new Housing and Homelessness Floating Support Service for people in housing need, or at risk of homelessness in Rutland.*
- £1,460 in grant funding from the East Midlands Airport Community Fund has been used to transform P3 Derbyshire's Ilkeston Hub with comfortable seating, privacy screening and mobility aids.*

Our ongoing strategy remains vital: *Somewhere to Live, Someone to Love and Something to Do* has mobilised P3's core strengths and continues to steer the organisation as we have faced the cost-of-living crisis, the energy crisis and the broader challenges posed by the external operating environment.

Organisationally we are undaunted, we are a Charity and Social Enterprise made up of passionate people, who care about people and we have continued with the confidence to achieve even more! It is this resilience and dedication, plus the sheer graft of the P3 team which enables us to weather such uncertain times.

Colleagues' tireless energy has been mobilised yet again to grow our reputation and trust in P3 through partnership working, service expansion and prestigious sector awards. Today we are the preferred services partner for multiple public sector authorities and are recognised as a modern, trusted, award-winning national charity. We know we have never been better placed to reach more people, to grow our services and impact entire communities as we move forwards.

The year has seen services recommissioned and scaled-up to meet the needs of people who are at risk of homelessness, expansion into new local authority areas and the development of new models of support to reach more people who continue to struggle financially, emotionally and educationally. For many in the communities we work alongside, the past year has once again been marked by increasing levels of polarisation and social exclusion as energy prices have soared, food poverty has increased and wages have failed to keep pace with the cost of living crisis.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

---

**Over the past year we purchased 78 (117) properties:**

- **12 apartments in Long Eaton (Artemis House)** a 24-hour service for people who are experiencing or at risk of homelessness.
- **12 (35) apartments and 8 (19) new properties in Wolverhampton**, for people at risk of homelessness and for people with complicated lives who are waiting to move on from temporary accommodation.
- **3 apartments (The Twitchell) and 1 home in Sutton-in-Ashfield** for young families, 16-25 years with access to 24-hour support.
- **3 (6) new properties in Gloucestershire** for people needing intensive housing management.
- **14 (12) new properties** for people experiencing homelessness in **Lincolnshire**.
- **25 (26) new properties in Gainsborough, Lincolnshire** as part of the regeneration of the town.

And for the year ahead we already have plans to purchase 12 (133) homes for the people we work alongside comprising:

- 1 (39) property in Wolverhampton
- 9 (55) in Gainsborough, Lincolnshire for the viable housing service and
- 2 (27) in Gloucestershire.

Once again as we reflect on the past year and look to the coming twelve months so much about the future remains politically and economically uncertain. Our role is to keep pace with the challenge to design the future, while continuing to act as an agent for social change, not only in individual people's lives, but also on a much larger scale to have an impact for entire communities and regions.

There are no quick fixes. The lives of the people we work alongside are dominated by tough choices, to heat a home or eat, accessing a foodbank to feed their children or themselves, to live and sleep together in one room in a home to keep warm. Never before has the gap been so acute as families and individuals struggle to maintain even the most basic standard of living. It is here where P3 is most needed to bridge the ever-widening gap in social inequality and deliver services which restore dignity and achieve impact.

Guided by strategy over the past year we have made a significant difference for people as we have removed the struggle to find somewhere affordable and sustainable to call home for the long-term. We have heard first-hand the difference this stability has brought back into their lives; by providing a safe home to live in, positive relationships have been able to flourish and people have been able to focus their energies on finding meaning through education, employment and volunteering. Here at P3 we don't want the people we work alongside to merely survive we want them to thrive.

Our Registered Social Landlord, P3 Housing has now extended its property portfolio to offer more and better homes for people experiencing homelessness. Delivered with £20 million in investment, these much-needed funds have resourced a cycle of refurbishment alongside the creation of new housing ecosystems. Today we are able to offer the best homes for the people

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

---

**P3 Housing, our Registered Social Landlord, now offers 362 (282) places to live and over the past year 2,023 (1,928) people have made a home in P3 accommodation.**

**New and expanding P3 services have supported (13,592) 13,428 people living with mental ill-health over the past year. We offer hope for people experiencing distress or anxiety—or feeling that they cannot cope—by giving the space to talk through practical issues that may be causing concern.**

- New mental health and wellbeing services launched in Leicester and Rutland, providing people aged 18+ with access to information, advice, guidance and support.*

we work alongside to live settled and comfortable lives and stay connected to their local community.

We have refurbished our existing properties to create brighter, modern interiors: installing ensuite facilities and redesigning spaces to meet our aspirations for the people we work alongside. Plans for P3 premises in West Bromwich, Wolverhampton, Swadlincote and Derby are completed, as major works have transformed spaces into well-appointed studio and self-contained apartments.

Our colleagues have, once again, demonstrated unwavering commitment to the organisation and the people we work alongside throughout the past year. They are and will always be our most valuable asset!

The P3 team do a remarkable job, making good things happen for the people we work alongside. Here we are talking about the contribution of everyone, that's every single person who works and volunteers at P3!

Collectively, we have continued to have a huge impact on the lives of people who turn to P3 for support. So, whether it's P3 core services, maintenance, teaching, fundraising, young people, street outreach or support work it all matters, because it's all connected. It's a collective effort to end social injustice and one that doesn't just happen on the frontline at P3.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

---

**CHILDREN & YOUNG PEOPLE**

**Our vision for children and young people is to rebuild lives by providing facilities, skills, activities and guidance that promote stability within communities.**

- *1,494 (1,284) children and young people have benefitted from weekly homework support, play activities, football coaching, employment advice, youth work (supporting mental, physical and emotional wellbeing) and parenting skills at RPT.*
- *316 (283) young people have found a place to live, feel safe and call home—even after they've left—offering stability, guidance and most importantly, people they can rely on after spending time in the care system.*

It has been a brilliant year for P3's Rugby Portobello Trust (RPT). We've seen children's faces when they've visited the seaside for the first time, we've been there for the first bumps when young people secured their first work placement and we've been the shoulder mums needed when things got too tough. Over the past year we have supported 1,494 (1,284) children, young people and mums.

Here we have used the stability of the past year to reflect and reassess our approach to ensure we are offering the best possible support. We've strengthened the training, resources and systems that enable our staff and volunteers to do the brilliant work they do every day, we've increased our partnership working with complementary organisations to ensure we're maximising our reach and resources and we've expanded the capacity of our programmes to enable even more children, young people and parents to benefit from our support and expertise.

Services have also supported children displaced by conflict from both Ukrainian and Syrian families. By offering a 'needs-based' approach we have been able to provide extra tailored tuition with English to ease the transition into their new UK schools.

The success of this approach means we now assess every child who has additional or complex requirements to create effective, bespoke support at our Homework Club.

October 2022 also saw the launch of RPT's Young Patrons Circle (the YPC), for people aged 18-40 who want to be more active in making a difference in their community. The YPC forms one part of RPT's wider Patrons Programme, which aims to give all supporters a better insight into RPT's activities and difference we make in young people's lives.

All this has been made possible by the generosity of our donors, volunteers and colleagues who remain committed to ensure we are able to enrich the lives and expand the horizons of children and young people living in North Kensington and beyond!

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

---

**ORGANISATIONAL GROWTH**

**At P3 we want to ensure the people we work alongside are equal partners in shaping the services we deliver. People Shaping P3 creates this opportunity, encouraging people to help us to improve and shape P3 at every level.**

- *Our People's Board continues to shape P3 to deliver impact and excellence across all services.*
- *Our new People's Standards have been developed to convey the 'feel' of a quality service.*

Today we run 72 (63) services, where we are highly regarded by commissioning partners, aligned organisations and the people we work alongside. P3 is financially stable, our revenue covers all of our costs, and our fundraised income is used to 'add value' to our services. We are now one of the largest and most successful charities and social enterprises in our field.

Organisationally we have continued evolve, both in terms of the scope and development of our service delivery, while navigating further operational changes. We now have dedicated Social Value and Environmental Leads to ensure we are considering the true impact of our work on local communities, and all our tender applications are committed to delivering social value while supporting people and reducing our environmental footprint.

In past twelve months we have worked to retain our existing services while winning new ones including Halton Young Person's Service in Cheshire where we assist young people with care system experience to develop their confidence and independence. We have expanded our mental health services to offer information, advice, guidance and support for people experiencing anxiety and mental ill-health in Leicester and Rutland. Plus, we have also mobilised services in Rutland (a Housing and Homelessness Floating Support Service) and Stoke-on-Trent (15 units of dispersed accommodation with link worker support for people who have experienced homelessness), both new service areas for P3.

In closing it should be stated that the P3 team, is a united staff team. It is the energy and dedication of each colleague, which strengthens our collective purpose across the country and builds our resilience to support one-another and continue to do remarkable things—all pushing together as we continue to change lives.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

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## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CONSTITUTION**

The Charity is a charitable company limited by guarantee and was set up by a Memorandum of Association on 24 April 1990. People Potential Possibilities, known on a day-to-day basis as P3, has no share capital and is a registered Charity with the Charity Commission.

### **METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES**

P3 is governed by a Board of Trustees which comprises a Chair and up to nine Trustees. The Chair is appointed by the Board from the existing Trustees. Trustees are recruited with regard to the balance on the board of people with relevant skills, experience, knowledge and qualifications. As well as looking for individuals with business, health/social care and governance backgrounds we aim specifically to include people who have lived experience of accessing services and carers. Prior to inviting nominations and applications for Board membership a skills audit review of existing members is undertaken in order to attract prospective members with the required experience, skills and knowledge.

The Board of Trustees meets a minimum of four times a year and is responsible for the overall direction and control of P3's activities. The Board also has an annual Away Day and sub-committees of the Board (with delegated authority) meet regularly to review and agree performance in key areas of operation. Each Sub-committee is chaired by a Board member, depending on their particular areas of expertise and interest. The Sub-committees in operation are 'Governance, Remuneration & Nominations,' 'HR, EDI & Safeguarding,' 'Audit, Risk & Assurance,' 'Finance & General Purposes' and 'The People Board.' Each Sub-committee has produced an annual workplan and reports to the main Board four times a year. The achievements of the Sub-committees are also summarised with an annual report to the Board.

The Board is responsible for taking decisions on the strategic direction of the Charity, approving major expenditure, major developments and through the Chair giving support and supervision to the Chief Executive.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

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#### **POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES**

On appointment each Trustee signs a code of conduct and completes a register of interests. They are given a Trustee Induction Pack that includes the Charities Governing Document: The Memorandum and Articles of Association, a range of relevant policies and procedures, including conflict of interest and other guidance. The pack contains a Trustee job description and a copy of Charity Commission Guidance Leaflet CC3, The Essential Trustee: what you need to know. New Trustees meet with the Chair and Chief Executive to discuss:

- Their role and responsibilities
- Key documents including the Memorandum and Articles of Association and the P3 Strategic Plan
- Funding including the latest published accounts and current position
- The organisation's focus on outcomes
- Safeguarding
- Future plans

Trustees are also invited to an induction tour of projects and services, and Trustee training needs are assessed, and training provided as appropriate.

#### **Summary of the Work of Sub-Committees 2022-23**

##### **1.0 Summary of activities: People Board**

###### **Members:**

**Dorothy Lane (Chair)**

Over the course of the 2022/2023 financial year the People Board sub-committee has approved the roll-out of P3's 'People Standards' across the organisation and has overseen the recruitment of 23 peer reviewers, the training of 32 people we work alongside in recruitment and selection to participate on P3 interview panels, and 149 P3 staff trained in customer service by the People Shaping P3 Team. The sub-committee reviewed all complaints submitted to P3 by people who access our services. The sub-committee has also been successful in recruiting two people we work alongside to sit as members of the People Board. The sub-committee has reported its progress and fed into the Board of Trustees.

##### **2.0 Summary of activities: Audit, Risk & Assurance Sub-Committee**

###### **Members:**

**Sarah Appleby (Chair)**

**William Cock**

**Richard Bowley**

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

---

Over the course of 2022/2023 financial year, the Audit, Risk and Assurance sub-committee has appointed a new chair and continued to regularly review and scrutinise the corporate risk register, including mitigations against emerging or high-level risks. Additionally, the sub-committee has approved the appointment of an external internal auditor, Azets, and agreed the scope of the audit to cover four key areas of the organisation in its first year. The sub-committee has added a standing item to its agenda to review progress against the recommendations set out in the management letter from P3's previous external audit on a quarterly basis. The sub-committee has scrutinised all serious incidents reported to the Charity Commission. The sub-committee has overseen the compliance of P3 to its contractual KPIs through regular review of operational reporting. The sub-committee has also approved a strategy for responding to damp, mould and condensation in P3 properties and has also approved investment in P3's hoarding service model.

#### **3.0 Summary of activities: Finance & General Purposes Sub-Committee**

**Members:**

**Richard Bowley (Chair)**

**Adam Hackett**

**Yvonne Thomas**

**Thea Hinde**

Over the course of the 2022-2023 financial year, the Finance and General Purposes sub-committee has appointed a new chair and continued to oversee implementation of P3's Financial Strategy. It has agreed that P3 should use some of its reserves to invest in the improvement of its existing properties and acquisition of additional properties to further the organisation's charitable objects and built its assets for the future. The sub-committee has recommended the 2023/24 budget to the Board of Trustees following review by the chair and members. The sub-committee has also overseen the management accounts of the organisation and recommended these to the Board and ensured that financial reporting and compliance regulations are satisfied. The committee is making on-going improvements to the management accounts to ensure that the appropriate financial information is being presented to trustees in an accessible way. Additionally, the sub-committee has reviewed and scrutinised all bids and tenders for contracts made by P3 Charity.

#### **4.0 Summary of activities: HR, EDI & Safeguarding Committee**

**Members:**

**Aquilla Lindo-Cozzella (Chair)**

**Thea Hinde**

**Nancy Scott**

Over the course of the 2022/2023 financial year, the Human Resources, Equality, Diversity and Inclusion, and Safeguarding sub-committee has continued to oversee the implementation of the P3 People Strategy that guides the work of the HR and operational departments. The sub-committee has reviewed all HR and Safeguarding policies to ensure they are in date and appropriate policies are in place.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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In addition, the committee has reviewed all serious safeguarding incidents and safeguarding trends on a quarterly basis. The sub-committee have advised the executive on sensitive Employee Relations issues. Safeguarding and HR reporting has been expanded, at the request of members, to include EDI data for further scrutiny. Members of the committee were involved in P3's celebration of national inclusion week by sharing their stories with P3 colleagues.

#### **5.0 Summary of activities: Governance, Remuneration & Nominations Sub-Committee**

##### **Members:**

**Carol Carter (Chair)**

**William Cock**

**Yvonne Thomas**

Over the course of the 2022/2023 financial year the Governance, Remunerations and Nominations Committee agreed the adoption of the Charity Governance Code on behalf of P3 Charity and approved an action plan to ensure P3 is fully compliant. As part of this action plan the sub-committee approved an internal governance review to be held, including a board effectiveness assessment, committee effectiveness assessment, skills assessment and integrity assessment for all trustees to complete.

Based on the findings of the internal governance review the sub-committee has agreed an action plan to develop board effectiveness further. The action plan includes additional training for trustees to develop skills highlighted by the skills assessment, the recruitment of new trustees to further enhance the expertise on the board, and a review of risk management reporting to the board.

Additionally, the sub-committee has approved the scope of an external governance review, led by Devonshires Solicitors, focussing on the relationship between P3 Charity and P3 Housing and recommended this to the Board of Trustees for approval. Members of the sub-committee have undertaken benchmarking of staff salaries to be submitted to the Chair of Trustees for consideration and recommendation to the sub-committee, with the aim to pay in the upper quartile, in line with P3's Pay and Reward policy. The sub-committee has also approved the delegation of P3's policies to respective sub-committees for review and scrutiny on an annual basis.

## **ORGANISATIONAL STRUCTURE AND DECISION MAKING**

The Chief Executive leads the day-to-day management of P3 on authority delegated by the Board of Trustees. He and the executive officers of the Charity form the Executive Leadership Team, and each has clearly defined areas of responsibility and accountability. The Executive Leadership Team meets on a two-weekly cycle, to discuss and implement strategic and operational issues and to monitor and control the performance of the Charity

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

---

against the Strategic Plan and Strategy Implementation Plan. This work is reported on at General Meetings of the Board.

## **OBJECTIVES AND ACTIVITIES**

### **WHO WE ARE**

People Potential Possibilities: P3 deliver a variety of effective and innovative services to improve lives and communities. All our services put people first, working to create opportunities and positive life chances for vulnerable people. We work alongside people to overcome the challenges that the public sector can no longer tackle alone—transforming the lives of people experiencing social injustice—people who have nowhere to call home, are experiencing mental ill-health or are in contact with criminal justice services.

We can trace parts of our organisation back to the 1800s and the constant over all these years of history is that P3 has always been a diverse and enterprising organisation with services tailored to meet the needs of our communities and the people who live in them.

Our vision is to act as the catalyst in the development and delivery of services that are linked up across whole systems such as health, housing, social care, criminal justice, employment, education and training. That means services that are centred on the needs of the people who use them, services that deliver solutions and a positive way forward to a better life. We are focused on outcomes, impact and achieving a good Social Return on Investment.

## **OBJECTS**

The objects of P3 are:

- To promote social inclusion for the benefit of the public by the provision of advice, education, employment and housing services for young people and those who are homeless.
- The advancement of health; and
- The relief and care of the poor, including people who are homeless and socially excluded.

## **MISSION**

To tackle social exclusion by creating opportunities for vulnerable and disadvantaged people:

“We work alongside people to improve lives and communities, to unlock potential and open up new possibilities.”

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

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#### STRATEGIES FOR ACHIEVING OBJECTIVES

Responsive strategic planning meant trustees approved a new five-year strategy in 2021 rather than remain tied to a strategic cycle that didn't reflect the operational challenges posed by the challenges of a post-pandemic society.

Our new strategy and 'theory of change' is centred upon:

**Somewhere to live, someone to love and something to do.**

**Somewhere to live:** Somewhere safe to live has an evidenced positive impact on all life outcomes.

**Someone to love:** We know that being part of a community and healthy relationships are the key building blocks to improved wellbeing.

**Something to do:** Access to education, developing skills for employment and volunteering can all improve life chances and wellbeing.

P3 now has 11 strategic priorities – five that focus on our impact for people and six that enable us to achieve this in line with our values.

Our impact priorities are:

1. We will ensure that P3 is for everyone, promoting inclusion and equity of access.
2. We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside.
3. We will increase the number of homes P3 provides and the number of places to stay that we manage.
4. We will provide activities and programmes that promote and support wellbeing and encourage people to take their own action.
5. We will work right across the different sectors of the community to learn from and with each other.

Our impact enabling priorities are:

6. We will provide a quality offer.
7. We will work with transparency.
8. We will work with a focus on the experiences of the people we work alongside.
9. We will excel in both digital and offline services so that everyone can access our support.
10. We will recognise the risks to the environment, and to the world and its population are both real and immediate.
11. We will set a strong example—in how we use our assets and how we behave.

All the above objectives are undertaken with the aim of enabling P3 to provide more high-quality services for socially excluded people.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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#### **ACTIVITIES FOR ACHIEVING OBJECTIVES**

Current activities include:

- Direct access homeless accommodation
- Supported accommodation for people with mental ill-health
- Complex and chaotic needs service
- Floating support for people with mental ill-health
- Floating support services to help people keep their home
- Floating support services for people with addiction issues
- Hospital discharge support for people with mental ill-health
- Street outreach work
- Mental health crisis accommodation for women
- Navigator general advice services for young people
- Jobshop training/job advice services for young people
- Registered Social Landlord
- Supported accommodation for young homeless people
- Link worker services to people with chaotic lifestyles and complex needs
- Youth services including alternative education and youth clubs
- After school and play services
- Specialist hoarding services for people
- 24-hour mental health helpline support for people
- Out-of-hours helpline support for people who are homeless

#### **PUBLIC BENEFIT**

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 and given their careful consideration to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives for the year. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Board has agreed that the best way to meet the needs of the people we work alongside is through contracting for specialist services while also influencing the way that services are provided and shaped through our expertise and knowledge. To this end, we continue to maintain our independence as an organisation in relation to public policy issues that are relevant to the people who are accessing our services and we will continue to put forward our views on how services could be improved.

#### **STRATEGIC REPORT**

##### **ACHIEVEMENTS AND PERFORMANCE**

Over the last financial year, P3 has again become a bigger, stronger and more diverse organisation. In 2022/23, across the group an average of 750 (720) staff and almost 225 (300) regular volunteers supported 30,000 (28,000) people across towns and cities over seven regions in England—the South East, the South West, the North West, London, East Midlands and West Midlands—helping people to achieve their goals and aspirations.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2023

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These are some of the main achievements that have helped take us to where we are today. Many of them cross over two or more objectives.

### OUR IMPACT PRIORITIES

**At P3 we already know what we are doing is impactful, however we want to reach more people and a broader range of people.**

**Our impact is greatest when we develop deeper relationships with people, so our services are only ever relational, focussed on the person and never transactional, focussed on the process.**

**Our quality is good, but it can be developed—particularly for those things that we currently do as incidental, accidental and at a lesser scale.**

### OBJECTIVE 1

**We will ensure that P3 is for everyone, promoting inclusion and equity of access:**

- We have continued to grow organisationally throughout 2022-23 and now work alongside:
  - 21 (20 - 2022) counties
  - 48 (46 - 2022) local districts and boroughs
  - 47 (45 - 2022) different commissioners
  - 72 (63 - 2022) services across the country
- We responded to the increased number of children attending P3 Rugby Portobello Trust with additional needs, ranging from physical disabilities to autism. Our inclusive approach saw colleagues receive **specialist training to broaden their knowledge and skills**. Plus, we're actively working with the local authority to **establish funding for tailored one-to-one support** for young people who require bespoke activities.
- We have completed our **Gender Pay Gap Report** (based on a snapshot of data for 5<sup>th</sup> April 2022) and were able to report 71 per cent (71 per cent) of our staff are female, 29 per cent (29 per cent) of our staff are male and our **average mean gender pay gap is 1.5 per cent (-0.7 per cent)**.
- We have added our voice to multiple campaigns calling on the UK Government to create a more equitable and inclusive society:
  - Homeless Link – **Keep Our Doors Open Campaign** calling for additional funding for the homelessness sector to keep services afloat.
  - Children England calling for **safe, long-term accommodation for children seeking asylum** who are at risk of being trafficked or criminally exploited.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2023

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- The successful Martin Lewis campaign comprising 135 UK charities who together called on government to **postpone the Energy Price Guarantee 20 per cent rise**.
- Action on Perpetrators – **Drive Campaign** to strengthen responses to perpetrators of domestic abuse.
- The High Sheriff of Greater London – **The Price We Pay for Turning Away**, a call for improved mental health services across the UK

#### OBJECTIVE 2

**We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside:**

- We have continued to refine our **values-based recruitment** processes—recruiting for values and training for skill—ensuring our colleagues are dedicated and committed. This is key to our success.
- We have refined our digital recruitment processes to make job opportunities more visible and to make it easier to apply to work for P3.
- We have continued to embrace our **employees lived experience**, building on people's life experiences—as well as professional skills—to ensure a real and genuine passion and aptitude for the work we do.
- We have continued to embrace the wellbeing of our colleagues, signing two workplace pledges, these are the **Pregnancy Loss Pledge** from the Miscarriage Association and the **Menopause Workplace Pledge** from Wellbeing of Women.
- We have continued to offer a **hardship fund and salary advance scheme** for colleagues who are struggling and going through a tough time.

#### OBJECTIVE 3

**We will increase the number of homes P3 provides and the number of places to stay that we manage:**

- We have continued to build our **property portfolio** to deliver more and better homes for people experiencing homelessness.
- We now offer **almost 1,000 places to live** (900) through our Registered Social Landlord, P3 Housing.
- We have purchased **78 (117) properties** over the year for people we work alongside to have safe and comfortable places to stay for the long-term:
  - **8** (54) properties in Wolverhampton;
  - **14** (47) in Lincolnshire; and
  - **3** (16) in Gloucestershire.
- We have purchased a further **25 (26) properties** in Gainsborough, Lincolnshire (one of the most deprived areas in the UK) where we are working in partnership with West

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2023

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Lindsey District Council as part of an ambitious urban regeneration project to **deliver 110 (110) homes**, improve streetscapes and rejuvenate the local economy.

- We have opened two modern, spacious accommodation-based services, **Laurens Gate** and **Peter Bilson House** to expand our offer for people at risk of homelessness in Wolverhampton.
- We have invested in our local authority partnerships and celebrated our success as a social landlord once again with **#StartsAtHomeDay**, joining the Homes England campaign to celebrate supported housing and the positive impact it has on thousands of lives by showcasing P3 Housing to its local MPs and Mayors.

#### OBJECTIVE 4

**We will provide activities and programmes that promote and support wellbeing, and encourage people to take their own action:**

- We are assisting young people with care system experience to develop their confidence and independence at our new **Young Persons Service in Halton**. The service focus is to work alongside them to overcome personal challenges and achieve their life aspirations.
- We have mobilised a new **Housing & Homelessness Floating Support Service in Rutland** (a new service area) offering support for people in housing need, or at risk of homelessness.
- We have worked to develop our mental health services expanding beyond Derbyshire to offer support to people aged 18+ living in **Leicester and Rutland**. These new **mental health and wellbeing services** will work to avoid hospital admissions and promote wellbeing through timely access to information, advice, guidance and support.
- We have joined with **Stoke-on-Trent City Council** (a new service area) **to offer 15 places to stay** across the city with intensive strengths-based link worker support for people who have been homeless and lead complicated lives.
- Working in partnership with **Nottinghamshire County Council** (a new service area) P3 has developed a new **accommodation and support service for young parents** in Mansfield and Sutton-in-Ashfield. The service offers access to 24-hour support across four self-contained homes on the same site, with shared spaces for education, socialising and leisure activities, plus a further six homes for young parents and their children in the area.
- We are actively working to develop our **P3 bespoke hoarding support services**. Once ready this will enable a service package to be selected to deliver block support with a full-time 'Home Coach' or a spot purchase with bespoke support.

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**OBJECTIVE 5**

**We will work right across the different sectors of the community to learn from and with each other.**

- We have continued to achieve greater impact through collaboration, partnership working and alliances with **like-minded organisations**.
- We have developed **strong, positive local relationships** within the communities where P3 Housing development is taking place; we have formed the right partnership links, been visible, approachable and accountable, and now we are seeing the positive outcomes for people as each new property comes on line.
- P3's regeneration project in Gainsborough was shortlisted for UK insurance broker **Marsh Commercial's 'Enterprising' category of the For the People Awards for being an inspirational project within the community it serves**, and practically demonstrating how it is going above and beyond to genuinely be 'For the People'. This project has worked to understand residents' as P3 **delivers 110 (110) homes** (see objective 3 above). Here our ten-year partnership with West Lindsey District Council is improving street scenes, supporting community initiatives and rejuvenating the local economy; plus, it is reducing exploitation by absent landlords, increasing the availability of affordable homes and incentivising local landlords to improve their properties and rent them through the partnership.
- P3 Gloucestershire and NHS partners were named as the **clear winner of the NHS Safeguarding Award at the 2022 Health Service Journal's Patient Safety Awards**. Working together as 'One Gloucestershire', the award acknowledges the delivery of an integrated care service from health, social care and voluntary sector partners. Here provide P3 Link Worker support alongside NHS specialist nurses for people experiencing homelessness, and work to ensure people are discharged from hospital with dignity into safe, comfortable and suitable accommodation.

***"P3 are great, you really understand the problem we have ... you have so much patience I don't know how you did; I can't sing your praises enough. You haven't just helped with hoarding; you have done so much more."***

– Person supported by a P3 Bespoke Hoarding Service

***"P3 were brilliant. You did pretty much all the admin work for moving in, helped me setup my rent, picked up a sofa for me ... I just love the place, it's modern, the kids love it and have made friends on the street and the neighbours are lovely."***

– Person living in P3 Housing

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

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#### OUR ENABLING PRIORITIES

At P3 we will enable the people and communities we work alongside by ensuring our services support the improvement of people's mental health and wellbeing, through access to good housing, good relationships and education and development opportunities.

Organisationally we are much greater than the sum of our parts, and the P3 Charity Group will continue daily to maintain the highest standards of accommodation and customer service.

Furthermore, we will deliver on our Climate Emergency Plan and contribute to the protection of the natural world.

#### OBJECTIVE 6

We will provide a quality offer:

- P3 Charity have once again made it onto the **NatWest SE100 Index**, the annual list of the UK's leading 100 social enterprises, compiled by Pioneers Post in partnership with NatWest Social & Community Capital. The index recognises social impact and business performance: leadership, resilience and storytelling alongside turnover, growth and surplus to determine the quality of an organisation's purpose.
- P3's LiveLife Milton Keynes service was shortlisted for the **People First category of the Homeless Link Excellence Awards**.
- P3's North Cheshire services were a finalist for the **Charity of the Year title in the North East Cheshire Business Awards**.
- P3 Housing CEO and Chief Operating Officer Jo Summers and Director of Strategy and Innovation Gemma Bukel were once again named on the UK's list of the 100 most influential women in social and mission-driven organisations, the **WISE 100**.
- P3 Housing CEO and Chief Operating Officer Jo Summers was a finalist for the **Women's Champion category of the Social Enterprise Awards 2022** and was also named as a finalist for the **Lifetime Achievement in Housing Award** at the 2023 Inside Housing, Housing Heroes Awards.
- P3 Director of Strategy and Innovation Gemma Bukel was also named as a finalist for the prestigious title of the **WISE 100 Social Business Leader of the Year**.
- P3 Neighbourhood Manager in Gainsborough, Rachel Hampton was formally recognised for her services to the local community with the **Lincolnshire High Sheriff Award**.
- Our achievements evidence our collective excellence as **'one team' working together** – locally, regionally, organisationally.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

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#### OBJECTIVE 7

**We will work with transparency:**

- We have an effective governance structure; the **P3 Board of Trustees** work closely with our Executive Leadership Team to oversee the Charity's strategic performance, management and administration.
- We have a Board who meet regularly and are clear about our charitable purpose, working to ensure these aims are being delivered with the **values, integrity and organisational culture to achieve public benefit**.
- We are a trusted UK Charity, with a **reputation spanning over 50 years** and we are aware of the importance of the public's confidence and trust in P3. Our Trustees, Executive Leadership Team and wider staff group are all trained to undertake their duties accordingly.
- Our work is guided and informed by **best practice**; we are committed to being a learning organisation where our services are informed by the experiences of the people we work alongside not remote processes.

#### OBJECTIVE 8

**We will work with a focus on the experiences of the people we work alongside:**

- We have continued to work in equal partnership with the people we work alongside by actively involving them in '**People Shaping P3**'. This group enables the lived experience of people we work alongside to inform appropriate elements of planning, auditing, training, development, policy review and consultation, providing a continuous cycle of service improvement, impact and growth.
- **Our People Standards** have been produced and we have **trained 41 people who we work alongside to 'peer review' P3 services**. Their aim is to establish the feel and vibe of services with the people accessing support from a particular service, the support staff and their managers. This year **10 services have been reviewed** to identify our successes and any possible improvements.
- Our **P3 People Board** is influential and engaged in two-way communication with all areas of P3: the people we work alongside, the staff delivering our services and the Trustee Board. It delivers affirmative change, it is properly resourced and enables P3 to deliver distinctive, effective, award-winning services, shaped by people who have accessed those services.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2023

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#### OBJECTIVE 9

**We will excel in both digital and offline services so that everyone can access our support:**

- We have continued to refine and develop our digital offer across the P3 Charity Group, capitalising on how **digital technology can help us to meet the support needs of people at greater risk** or in more vulnerable circumstances.
- We launched the **P3 Hub**, a new internal digital intranet for colleagues to access policies, procedures and useful information.
- We have implemented further software solutions and introduced **collaborative IT/digital processes** to better facilitate remote working across P3's geography, this in turn has improved the user experience for our colleagues, supporting P3's impact.
- P3 was selected as a winner in the first **Zendesk Tech for Good Impact Awards**. The awards provide grants, product donations and pro bono support to non-profit organisations all over the world.
- P3 Rugby Portobello Trust has continued to adapt its services to be **both in-person and online**, allowing local primary school children to benefit from both styles of delivery, including tailored support for SATs, A Levels and GCSEs.

#### OBJECTIVE 10

**We will recognise the risks to the environment and to the world and its population are both real and immediate.**

- P3 declared a Climate Emergency and published its **Climate Emergency Plan** in December 2019, over the past year we have begun to develop the next phase of this strategy, defining how our purpose can be delivered in a sustainable way.
- Supported by carbon solutions company Auditel, we completed a Carbon Footprint Report to obtain a greater understanding of P3's carbon emissions. The report was used to inform the development of our first Carbon Reduction Plan which aims to see **the charity to achieve 'Net Zero' carbon emissions by 2050**.
- Having established this baseline for our Greenhouse Gas emissions, we are now committed to working to achieve **organisation-wide carbon reduction targets**.
- We will continue to **champion the best interests of our planet**, working to increase awareness and staff participation in our plans to make P3 a sustainable and green organisation.

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**OBJECTIVE 11**

**We will set a strong example—in how we use our assets and how we behave.**

- We have worked strategically to maximise our resources and reserves management.
- We have developed robust and financially efficient asset management processes.
- We have worked closely with our Trustees to ensure strategic clarity informs our business development and operational processes.
- We have an agile corporate structure; prudent financial management and all of our core systems and services are focussed on the delivery social value to fulfil our charitable purpose.
- We have robust, regulatory financial compliance and governance.

***“It has been a pleasure to have worked with P3 over the years managing the energy tendering for their expanding property portfolio. Now, with their goal of becoming Net Zero, the emphasis is moving towards energy management, reducing consumption, renewable energy and improved monitoring and control.***

***“With such a diverse portfolio there will be many challenges along the way, but with the dedicated team at P3 and the expertise of Auditel, I am sure we can meet these challenges head on.***

***“P3 do a huge amount of good work within local communities and now we are working with them to ensure this good work continues with minimal impact on our planet.”***

– Auditel Carbon Specialist Alan Ford

***“I worked in the NHS for 20 years and P3 worked alongside me in the past – I’ve had a lot of personal trials and tribulations and I now have a cancer diagnosis. When you’re staring at death, you need to do something.***

***“Now I’m on the People Board, I feel I know so much more about P3 and how much they really do care about people. I’m not just doing this to keep myself busy. It’s given me a safe space, strength and determination to look at myself and move forward with a journey. I feel good to be part of influencing how P3 works and it’s good to see it’s not all about spreadsheets and PowerPoint.***

***“It’s given me back something that I thought I’d lost.”***

– P3 People Board Trustee

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

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#### **VIABILITY STATEMENT**

The Executive have assessed the prospects of the Charity up to 31 March 2025. We believe that this period is appropriate for P3 since it reflects the fact that the Charity has limited visibility of contract bidding opportunities beyond this time frame and that approximately 40% of current year revenue relates to contracts where the contract term comes to an end within three years.

During the year we continuously examined the principal risks facing the Charity, including those that would threaten the execution of its strategy, business model, future performance, solvency and liquidity. We recognise the impact of inflation, the cost of living crisis, demographics in our forecasts but appreciate these risks are increasingly hard to predict.

Management and mitigations of risks have been included when considering the future viability of the Charity. The Charity's principal risk review considers the impact of these principal risks and ensures mitigation plans are in place.

In forecasting our financial results, we assume that contracts will end at their contractual date. What we actually experience is 85 per cent contract renewal rates and frequent contract extensions. Our projections are therefore the most prudent possible.

The Charity is delivering on the strategic priorities it set out and continues to embed these into the business. Our base projections indicate that our cash levels, debt facilities and projected headroom are adequate to support the Charity over the next three years. Our forecasts ensure our debt covenants are not breached

The Charity's financial plan has been stress-tested against severe but plausible scenarios, on their own and in combination, to evaluate the future viability of the Charity, including but not limited to supply chain interruptions, inflation, contract attrition.

It is highly unlikely, but not impossible, that the crystallisation of a single risk would test the future viability of the Charity; however, unsurprisingly—and as with many organisations—it is possible to construct scenarios where either multiple occurrences of the same risk, or single occurrences of different significant risks, could put pressure on the Charity's ability to meet its financial obligations.

At this point, the Charity would look to address the issue by exploring a range of options including, amongst others; cost saving restructuring of central teams, disposals of parts of the Charity's operations to reduce net debt; and/or raising additional capital in the form of equity, subordinated debt or other such instruments.

Subject to these qualifications, and on the basis of the analysis undertaken, the Executive have a reasonable expectation that the Charity will be able to continue in operation and meet its liabilities as they fall due over the three-year period of their assessment. In doing so, it is recognised that such future assessments are subject to a level of uncertainty that increases with time, and therefore, future outcomes cannot be guaranteed or predicted with certainty.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2023

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The Executive have made the following key assumptions in connection with this assessment:

- There is no significant UNEXPECTED contract attrition and bid conversion rates are not significantly lower than anticipated.
- The Charity is able to execute its new strategy and deliver the forecast margin.
- The Charity is not subject to any material penalties or direct and indirect costs and/or losses.

## RESERVES POLICY

The Trustees have examined the Charity's requirements for reserves in light of the main risks to the organisation. They are committed to generating sufficient reserves to support current organisational activities/growth and to meet the following requirements:

- Maintaining the organisation's assets in a good state of repair.
- Investing in new property to improve the standard of our estate, and grow the organisation
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of new services and initiatives.

Designated reserves are held by the Charity that represent the net book value of the tangible fixed assets after deducting loans in respect of freehold properties. Designated reserves that have been used to meet a specific liability would not need to be replenished, having served the purpose for which they were originally established.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. Our General Fund Reserves are £13m and required contingency as per our Reserves Policy is £5.7m (£4.5m), our capital investment program is £2m leaving £5.3m in free reserves.

## FINANCIAL REVIEW

The consolidated financial statements comprise the results of the charity together with those of the wholly owned subsidiary P3 Housing Limited. The consolidated Statement of Financial Activities is set out on page 36.

Total income for the year was £30.8m (2022: £29.7m). Total expenditure for the year was £30m (2022: £27m). Net income for the year was £1m (2022: £2.9m). At 31 March 2023 the net assets shown in the Consolidated Balance Sheet amounted to £14m (2022: £12.9m).

P3's primary funding stream is the former Supporting People budget that passed over to Local Authority control from the Department of Communities and Local Government. Since its inception in 2003, the Supporting People programme has been the subject of a series of reviews and seemingly on-going consultations as to its future course, purpose and

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2023**

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level of funding. P3 aims to continue to provide services funded by Supporting People whilst at the same time looking to attract alternative complementary funding streams for our services in order to develop a balanced financial portfolio.

The Charity also continues to seek out more collaborative working partnerships with other compatible like-minded organisations.

## **FUTURE DEVELOPMENTS**

The world around us is changing and therefore the needs of people and communities are changing. P3 recognises this and we are committed to building on our strengths of needs-led, customer-focused quality delivery, partnership working, innovation, enterprise and a business-like approach.

Our goal is to further build and sustain P3's strength and capacity so that we can offer a positive way forward to the people we work alongside now and in the future.

We plan to further develop our services to meet the continuing demand for high quality, high impact services that overcome social injustice and support people toward independence.

We have a strong service development focus. We are actively engaged in tendering for new service developments that complement and build on our current work.

There is evidence of continued significant increased demand across a range of P3 services.

Our focus in 2023/24 will be to deliver what we are best at across the health and social care, education and welfare arenas as the transformational public service delivery agenda unfolds.

To this end we entered into a partnership with SASC, we have deployed £5 million Social Investment to purchase homes for people who are experiencing homelessness, as well as a further 40 homes in Lincolnshire for social rent. We want to ensure we can provide the best homes for the people we work alongside to live and grow.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

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**RISK MANAGEMENT AND MITIGATION**

The Board and Executive Leadership Team actively review the risks that the Charity is exposed to across seven broad areas:

- Strategic planning and direction
- Operational
- Finance
- Legal
- Human resources
- Reputation
- Information management and information technology

Managed by the Governance team an annual review process assesses all identified risks for likelihood of occurring and potential impact using a risk assessment matrix. This work informs the development of an annual Risk Management Statement. The statement pays particular attention to updating and extending existing controls in the case of known risks becoming more serious, as well as managing and controlling newly emerging risks and where possible anticipating and mitigating future risks. The key risks are shown in the table below:

<b>Risk</b>	<b>Mitigation</b>
Impact of Government legislation changes on income	Presence on and at key government forums, regulatory bodies and conferences to try to influence policymaking
Loss of income—impact on cash flow	Diversification plans to minimise reliance on one income
Compliance with legislation and regulations	Robust auditing of services, activities, policies and environment to ensure compliance with latest legislation and regulations
Mobilisation costs impacting on cash flow	Strong reporting mechanisms to identify impact on existing cash flow forecasts
Impact on reputation from activities	Implementation of robust monitoring and reporting of activities to minimise risk to reputation

The Risk Management Statement informs the development of the P3 Strategic Plan and the development of the annual targets over the five-year cycle of the Strategy Implementation Plan.

In relation to P3's financial control procedures, the Charity maintains a comprehensive business planning system with an Annual Budget Exercise producing an Annual Budget for approval by the Board of Trustees. Quarterly detailed forecasts are compiled and used to

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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update the rolling forecast. Actual results against budget and forecast are reported to Board meetings, which the Executive Leadership Team review monthly. The Charity's day-to-day financial processes are governed by financial regulations through a system of financial controls and delegated authorities approved and monitored by the Board.

#### **KEY MANAGEMENT PERSONNEL**

The Remuneration & Nominations Committee meets twice each financial year to cover the following areas relating to Key Management Personnel:

- Nominations Policy & Strategy
- Remuneration Policy & Strategy
- Pension arrangements
- Employee incentive plans
- Performance evaluations for the Chief Executive and Trustees

The remuneration of the Key Management Personnel will be set in line with market guidelines to ensure the organisation remains competitive in the sector.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

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#### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of People Potential Possibilities for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees are aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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## **CHARITIES GOVERNANCE CODE**

The Trustees are working towards the Charities Governance Code (Third Edition). We have taken the decision to integrate these into the organisational strategy and delivery plan. These are routinely reviewed by the Trustees.

## **SERIOUS INCIDENT REPORTING**

The Trustees have made 4 (6) serious incident reports to the Charity Commission this year:

- Incident one was reported on 11 May 2022; it concerned a series of complaints made by a person we worked alongside.
- Incident two was reported on 22 December 2022; it concerned a safeguarding matter.
- Incident three was reported on 17 November 2022; it concerned a safeguarding matter.
- Incident four was reported on 13 February 2023; it concerned a safeguarding matter.

These incidents are all closed with the Charity Commission.

## **FUNDRAISING STANDARDS**

P3 has adopted and implemented in full the Fundraising Code of Practice.

Fundraising standards information CA 162A.

P3 raises some funds from the public. We are registered with the Fundraising Regulator and are committed to good fundraising practice:

- i) P3 undertakes fund-raising through our internal resources and we do not commission a professional fund-raiser/commercial participator for these;
- ii) P3 is not subject to an undertaking to be bound by any voluntary scheme for regulating fund-raising, or voluntary standard for fund-raising in respect of activities on behalf of the charity;
- iii) P3 monitors fund-raising activities via a board sub-committee (Marketing and Donor Development) and via the CEO board report;
- iv) P3 received no complaints about activities for the purpose of fund-raising;
- v) P3 has adopted principals of GDPR legislation and also has safeguarding policies to protect the data of vulnerable people and other members of the public from:
  - a) Unreasonable intrusion on a person's privacy;
  - b) Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity;
  - c) Placing undue pressure on a person to give money or other property.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2023**

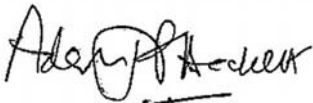
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**AUDITORS**

The auditors, Price Bailey, will be proposed for re-appointment in accordance with Section 485 of the Companies Act 2006.

**APPROVAL**

This Trustees' Report, incorporating the Strategic Report, was approved by the Trustees on 13th September 2023 and signed on its behalf, by:

A handwritten signature in black ink, appearing to read 'Adam Hackett', with a horizontal line underneath.

**Adam Hackett**  
**Chair of Trustees**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2023**

### **Opinion**

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 its 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.

### **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 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 Trustees' 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 group's or parent charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL  
POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2023**

**Other information (continued)**

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.

**Opinion 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 Trustees' Annual Report, incorporating the Strategic Report and the Director's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

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

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

- adequate 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 trustees' 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 trustees' responsibilities statement in the Trustees' Report, 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.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2023**

### **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:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates and considered the risk of the group and the parent charitable company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements. In relation to the group and the parent charitable company this included employment law, financial reporting and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified these included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of journal entries and other adjustments for appropriateness.
- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.
- We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL  
POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2023**

**Auditor's responsibilities for the audit of the financial statements (Continued)**

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation as to what extent the audit was considered capable of detecting irregularities, including fraud.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of this Report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members, for our audit work, for this report, or for the opinions we have formed.



Helena Wilkinson (Senior Statutory Auditor)  
For and on behalf of

**PRICE BAILEY LLP**  
Chartered Accountants Statutory Auditors

Tennyson House  
Cambridge Business Park  
Cambridge  
CB4 0WZ

Date: 2 November 2023

**PEOPLE POTENTIAL POSSIBILITIES**

**P3 CHARITY CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
(Incorporating Income and Expenditure account)

**FOR THE YEAR ENDED 31 MARCH 2023**

		<b>Restricted Funds 2023</b>	<b>Unrestricted Funds 2023</b>	<b>Total Funds 2023</b>	<i>Total Funds 2022</i>
	<b>Note</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME FROM</b>					
<i>Donations</i>	2	241,970	14,808	256,778	289,693
<i>Other trading activities</i>		614,151	34,323	648,474	669,727
<i>Investments</i>		-	1,221	1,221	363
<i>Charitable activities</i>		-	-	-	-
Social Inclusion	3	2,464,907	27,429,238	29,894,145	28,667,956
Other	4	7,640	25,859	33,499	55,966
<b>TOTAL</b>		<b>3,328,668</b>	<b>27,505,448</b>	<b>30,834,116</b>	<b>29,683,705</b>
<b>EXPENDITURE ON</b>					
<b><i>Raising Funds</i></b>					
Costs of generating voluntary income		-	55,375	55,375	66,946
Fundraising trading: cost of goods sold and other costs		-	-	-	-
		<b>0</b>	<b>55,375</b>	<b>55,375</b>	<b>66,946</b>
<b><i>Charitable expenditure:</i></b>					
Social Inclusion	7	2,806,820	26,936,224	29,743,044	26,686,510
<b>TOTAL</b>		<b>2,806,820</b>	<b>26,991,599</b>	<b>29,798,419</b>	<b>26,753,456</b>
Net income before gains on investments		521,848	513,849	1,035,697	2,930,249
Movement In Funds		(274,847)	274,847		
<b>NET MOVEMENT IN FUNDS</b>		<b>247,001</b>	<b>788,696</b>	<b>1,035,697</b>	<b>2,930,249</b>
<b>RECONCILIATION OF FUNDS</b>					
TOTAL FUNDS BROUGHT FORWARD		695,955	12,249,481	12,945,436	10,015,187
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>942,956</b>	<b>13,038,177</b>	<b>13,981,133</b>	<b>12,945,436</b>

All of the above results are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in year

The notes on page 40 to 59 form part of these financial statements

PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2023

	Note	2023		2022	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	17,420,949		9,588,094	
			17,420,949		9,588,094
<b>CURRENT ASSETS</b>					
Debtors				2,987,608	
Cash at Bank	12	4,080,003		7,896,243	
				<u>11,895,319</u>	
		<u>11,976,245</u>		<u>14,882,927</u>	
<b>CREDITORS: amounts falling due within one year</b>					
	13	<u>(5,184,364)</u>		<u>(4,815,529)</u>	
			<u>6,791,881</u>		<u>10,067,398</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
			24,212,830		19,655,492
<b>CREDITORS: amounts falling due after more than one year</b>					
	15		<u>(10,231,697)</u>		<u>(6,710,056)</u>
<b>NET ASSETS</b>					
			<u>£ 13,981,133</u>		<u>£ 12,945,436</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	16		1,498,338		695,955
Unrestricted Funds	16		12,482,795		12,249,481
			<u>£ 13,981,133</u>		<u>£ 12,945,436</u>

The financial statements were approved by the Trustees and authorised for issue on 13th September 2023 and signed on their behalf by:



Adam Hackett

Chair of Trustees

The notes on pages 40 to 59 form part of these financial statements.

PEOPLE POTENTIAL POSSIBILITIES

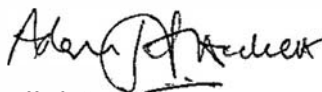
(Company number 02495423)

CHARITY BALANCE SHEET

AS AT 31 MARCH 2023

	Note	2023		2022	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	15,958,689		8,344,740	
			15,958,689		8,344,740
<b>CURRENT ASSETS</b>					
Debtors	12	3,734,820		2,874,378	
Cash at Bank		<u>7,541,794</u>		<u>11,704,769</u>	
		11,276,613		14,579,147	
<b>CREDITORS: amounts falling due within one year</b>	13	<u>(4,947,847)</u>		<u>(4,703,362)</u>	
			6,328,766		9,875,785
<b>TOTAL ASSETS LESS CURRENT</b>			22,287,455		18,220,525
<b>LIABILITIES CREDITORS: amounts falling due after more than one year</b>	15		<u>(10,231,697)</u>		<u>(6,710,056)</u>
<b>NET ASSETS</b>			<u>£ 12,055,758</u>		<u>£ 11,510,469</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	16		942,955		695,955
Unrestricted Funds	16		11,112,803		10,814,514
			<u>£ 12,055,758</u>		<u>£ 11,510,469</u>

The financial statements were approved by the Trustees and authorised for issue on 13th September 2023 and signed on their behalf by:



Adam Hackett  
Chair of Trustees

The notes on pages 40 to 59 form part of these financial statements.

## PEOPLE POTENTIAL POSSIBILITIES

### CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
<b>Cash from operating activities</b>	<b>736,476</b>	<b>2,561,335</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(8,306,677)	(4,408,799)
Proceeds from the sale of tangible fixed assets	4,192	7,442
<b>Net cash (used in) investing activities</b>	<b>(8,302,485)</b>	<b>(4,400,994)</b>
<b>Cash flows from financing activities:</b>		
Repayment of borrowings	(142,562)	(155,779)
Cash inflows from new borrowing	3,709,495	3,896,000
<b>Net cash provided by financing activities</b>	<b>3,566,933</b>	<b>3,740,221</b>
<b>(Decrease) / Increase in cash and cash equivalents in the reporting period</b>	<b>(3,999,077)</b>	<b>1,900,563</b>
Cash and cash equivalents at the beginning of the reporting period	11,895,319	9,994,756
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>7,896,242</b>	<b>11,895,319</b>

#### Reconciliation of net movement in funds to cash flow from operating activities

	2023 £	2022 £
Net movement in funds	1,035,697	2,930,249
Depreciation of tangible fixed assets	473,822	306,545
Surplus on disposal of tangible fixed assets	(4,192)	(5,959)
Investment income	0	(363)
(Increase) in debtors	(1,092,395)	(392,384)
(Reduction) / Increase in creditors	323,543	(276,752)
Other Operating Activities	1	-
<b>Net cash flow from operating activities</b>	<b>736,476</b>	<b>2,561,335</b>

#### Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	7,896,243	11,895,319
<b>Total cash and cash equivalents</b>	<b>7,896,243</b>	<b>11,895,319</b>

#### ANALYSIS OF CHANGES IN NET DEBT

	As at 1 April 2022 £	Cashflows £	Other non- cash movement £	As at 31 March 2023 £
Cash	11,895,319	(3,999,076)	-	7,896,243
Bank overdraft	-	-	-	-
Loans due within one year	112,783	45,292	-	158,075
Loans due after one year	6,710,056	3,521,641	-	10,231,697
	<b>18,718,158</b>	<b>(432,144)</b>	<b>-</b>	<b>18,286,014</b>

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 31 MARCH 2023

## 1 ACCOUNTING POLICIES

### Statement of compliance

The financial statements are prepared under the historical cost convention as modified to include the revaluation of investments. The format of the financial statements has been presented to comply with the Companies Act 2006, Charities Act 2011, FRS102 *the Financial Reporting Standard applicable in the UK and Ireland* and the Statement of Recommended Practice *Accounting and Reporting by Charities ("SORP 2019")*. The charity is a Public Benefit Entity as defined by FRS 102.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the valuation of investments and are discussed below.

The Trustees are satisfied that the charity has sufficient reserves to continue as a going concern for the foreseeable future.

### Basis of consolidation

The financial statements consolidate the results of the charity and its wholly controlled subsidiaries, P3 Housing Limited and The Academy of Youth Limited (now in liquidation), on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

### Income

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated are included at valuation and recognised as income when they are provided. Donated facilities are included at the value to P3 where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Dividend income is accounted for in the statement of financial activities in the period in which the charity is entitled to receipt.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **NOTES TO THE FINANCIAL STATEMENTS (continued)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

##### **Expenditure**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable salaries are allocated on an actual basis to the key areas of activity.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of charitable activities.

Support costs are those costs incurred directly in support of expenditure on the objects of P3 and are allocated on the basis of staff costs.

Governance costs are those incurred in connection with enabling P3 to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties. Governance costs are now allocated in line with other support costs

##### **Company status**

People Potential Possibilities (P3) is a company limited by guarantee. The members of the charitable company are the Trustee members named on page 1. In the event of P3 being wound up, the liabilities in respect of the guarantee is limited to £1 per member of P3.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of P3 and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements,

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by P3 for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **Capital grants**

Grants for capital purposes are credited to income in full when received. A designated or restricted fund is set up to match the asset value and an amount is charged each year against the designated fund representing the annual charge to depreciation over the life of the asset.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2023

##### Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value over their expected useful lives on the following bases:

Freehold property	- 50 years straight line
Long term leasehold property	-3 to 5 years straight line (see also note 10)
Motor vehicles	- 3 years straight line
Furniture, Fixtures and fittings	- 3 years straight line

##### Investment assets

All investments in shares and securities were valued at their market value at the year end.

Both realised and unrealised gains and losses on the disposal and / or revaluation of the investment assets are included in the Statement of Financial Activities.

##### Leasing and hire purchase

Assets obtained under finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the least term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the SOFA so as to produce a constant period rate of charge on the net obligation outstanding in each period.

##### Pensions

P3 offers a defined contribution stakeholder pension scheme to its staff and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

In addition to the above the trading subsidiary, The Academy of Youth Limited (now ceased trading from November 2021), also offered a teachers pension scheme.

##### VAT

The charity registered for VAT within the year due to taxable supplies between our organisations exceeding allowable thresholds. This is under constant review and we will seek to deregister if appropriate.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2023

##### **Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

##### **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments.

##### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

##### **Employee Benefits**

###### **Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

###### **Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRA 102.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

2 INCOME FROM DONATIONS, GRANTS AND CORE FUNDING

	Restricted Funds 2023	Unrestricted Funds 2023	Funds 2023	Funds 2022
			£	£
Donations	241,970	14,808	256,778	289,693
Donations 2022 Comparative	264,615	25,078	289,693	

3 SOCIAL INCLUSION

	Restricted Funds 2023	Unrestricted Funds 2023	Funds 2023	Funds 2022
			£	£
Grant Income/SLA	783,780	811,449	1,681,179	2,777,922
Supporting People/Housing Benefit	563,527	21,492,149	24,299,712	21,773,790
Play Session Income	21,363	305,599	326,962	297,685
Tenant Charges	-	709,718	719,242	534,613
Personalisation budgets	-	713,941	713,941	596,664
Sandwell NHS Trust Income	127,930	-	127,930	124,918
NHS Trust Income	166,104	1,056,872	1,222,976	1,149,432
Rugby Portobello Trust Grants	306,193	-	306,193	298,820
Capital Grants	496,010	--	496,010	1,114,112
	2,464,907	24,726,726	29,894,145	28,667,956

During the year the charity received £1,718,488 (2022: £3,113,232) in government Grants. There were no unfulfilled conditions at the year end and £Nil (2022: £12,822) is recognised in funds carried forward as shown in note 17

3 SOCIAL INCLUSION 2022 COMPARITVE

	Restricted Funds 2022	Unrestricted Funds 2022	Funds 2022	Funds 2022
			£	£
Grant Income/SLA	1,123,406	1,654,516	2,777,922	
Supporting People/Housing Benefit	591,808	21,181,982	21,773,790	
Play Session Income	19,216	278,469	297,685	
Tenant Charges	-	534,613	534,613	
Personalisation budgets	-	596,664	596,664	
Sandwell NHS Trust Income	124,918	-	124,918	
NHS Trust Income	558,813	590,619	1,149,432	
Sales and Catering Income	-	-	-	
Fees for Educational Services	-	-	-	
National Citizenship Services	-	-	-	
Rugby Portobello Trust Grants	298,820	-	298,820	
Capital Grants	1,114,112	-	1,114,112	
	£ 3,831,093	£ 24,836,863	£ 28,667,956	

4 Other income

	2023 £	2022 £
Other income	29,307	50,007
Profit on disposal	4,192	5,959
	£ 33,499	£ 55,966

Other Income consist of £7,640 (2022 £22,410) of restricted income

5 NET MOVEMENT IN FUNDS

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets:		
- owned by the charity	429,380	278,527
- owned by Subsidiaries	44,442	28,018
Auditor's remuneration - Parent Company	26,028	22,356
- Subsidiaries	15,576	15,115
Operating Leases - Parent Company	4,207,596	3,576,793
- Subsidiaries	1,134,798	1,708,866
Profit On Sale Of Assets - Parent Company	4,192	5,959
- Subsidiaries	-	-
Pension costs	618,190	593,052

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2023

##### 6 CHARITY STAFF COSTS AND NUMBERS

Staff costs were as follows:

	<b>2023</b>	<i>2022</i>
	<b>£</b>	<b>£</b>
Wages and salaries	16,772,274	15,435,282
Social security costs	1,403,277	1,231,230
Pension costs	618,190	593,052
Settlement & Redundancies Payable	62,121	59,881
	<u>£ 18,855,862</u>	<u>£ 17,319,445</u>

The number of staff in receipt of Redundancy & Settlements in the year was 24 (2022-16)

	<b>2023</b>	<i>2022</i>
	<b>No.</b>	<i>No.</i>
The average number of employees during the year was :		
Social Inclusion	729	677
Support	42	40
Governance	7	5
	<u>778</u>	<u>722</u>

The number of higher paid employees was

In the band £60,001 - £70,000	3	2
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	1	-
In the band £90,001 - £100,000	1	2
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	-
	<u>7</u>	<u>6</u>

The key management personnel of the Group comprise of 7 members (2022: 6). The total employee benefits of the key management personnel of the Group were £761,712 (2022: £606,132)

During the year no trustees received any remunerations (2022 - Nil)

During the year no trustees received any benefits in kind (2022 - Nil)

During the year 8 (2022 - 5) trustees were reimbursed travel expenses amounting to £2,544 (2022 - £601)

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2023**

7 SOCIAL INCLUSION	2023	2022
	£	£
Salaries and pension	15,789,477	14,614,098
Other staff costs	715,627	404,758
Premises/Property costs	3,892,651	3,485,160
Office Costs	1,231,444	742,947
Vehicle Costs	297,834	327,545
Catering and Welfare	72,032	54,299
Depreciation	437,340	197,193
Insurance	198,582	114,594
Equipment Repairs and servicing	1,229,721	1,243,511
Redundancy Cost	18,712	55,556
Legal and professional costs	318,842	382,160
Bad debt provision	226,894	(39,143)
Bad debts written off	(29,690)	9,030
Other Social Inclusion costs	491,627	531,888
Support costs allocation (Note 8)	4,872,876	4,520,654
Irrecoverable VAT	75,410	42,260
Write Off Provision For Irrecoverable VAT	(96,335)	-
<b>Total</b>	<b>£ 29,743,044</b>	<b>£ 26,686,510</b>

8 SUPPORT COSTS COMPRISE OF:	Social Inclusion	Governance (see Note 9)	2023	2022
	£	£	£	£
Salaries and pension	2,908,341	141,889	3,050,230	2,665,330
Other staff costs	384,696	-	384,696	259,877
Premises/property costs	108,387	-	108,387	110,569
Office costs	178,038	-	178,038	212,878
Vehicle costs	395,919	-	395,919	343,536
Catering and welfare	13,755	-	13,755	15,563
Depreciation	36,482	-	36,482	109,397
Insurance	137	-	137	32,859
Equipment repairs and servicing	444,749	-	444,749	489,985
Legal and professional costs	57,750	60,258	118,009	105,842
Other costs	72,767	-	72,767	132,421
Redundancy cost	25,409	-	25,409	4,325
Auditor's fees	-	41,604	41,604	37,471
Trustees expenses reimbursed	-	2,695	2,695	601
Corporation Tax	-	-	-	-
<b>Total</b>	<b>4,626,429</b>	<b>246,447</b>	<b>4,872,876</b>	<b>4,520,654</b>

Support costs, which includes governance costs, are allocated on the basis of staff costs

8a COMPARATIVE 2022 SUPPORT COSTS:	Social Inclusion	Governance (see Note 9)	2022
	£	£	£
Salaries and pension	2,599,182	66,148	2,665,330
Other staff costs	259,877	-	259,877
Premises/property costs	110,569	-	110,569
Office costs	212,878	-	212,878
Vehicle costs	343,536	-	343,536
Catering and welfare	15,563	-	15,563
Depreciation	109,397	-	109,397
Insurance	32,859	-	32,859
Equipment repairs and servicing	489,985	-	489,985
Legal and professional costs	37,680	68,162	105,842
Other costs	132,421	-	132,421
Redundancy cost	4,325	-	4,325
Auditor's fees	-	37,471	37,471
Trustees expenses reimbursed	-	601	601
Corporation Tax	-	-	-
<b>Total</b>	<b>4,348,272</b>	<b>172,382</b>	<b>4,520,654</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

9 GOVERNANCE

	2023	2022
	£	£
Auditors fees	41,604	37,471
Legal and Professional fees	60,258	68,162
Trustee's expenses reimbursed	2,695	601
Salaries and pensions	141,889	66,148
	<u>£ 246,447</u>	<u>£ 172,382</u>

10 TANGIBLE FIXED ASSETS GROUP

	Freehold Property £	L/Term Leashold Property £	Motor Vehicles £	Furniture, fittings and equipment £	Total £
<b>Cost</b>					
At 1st April 2022	10,440,011	516,111	115,216	770,903	11,842,241
Additions	7,907,968	-	-	398,709	8,306,677
Disposals	-	-	(15,700)	(74,374)	(90,074)
At 31st March 2023	<u>18,347,979</u>	<u>516,111</u>	<u>99,516</u>	<u>1,095,238</u>	<u>20,058,844</u>
<b>Depreciation</b>					
At 1st April 2022	1,167,153	514,851	100,812	471,331	2,254,147
Charge for the year	242,867	458	9,669	220,828	473,822
On disposals	-	-	(15,700)	(74,374)	(90,074)
At 31st March 2023	<u>1,410,020</u>	<u>515,309</u>	<u>94,781</u>	<u>617,785</u>	<u>2,637,895</u>
<b>Net Book Value</b>					
At 31st March 2023	<u>16,937,959</u>	<u>802</u>	<u>4,735</u>	<u>477,453</u>	<u>17,420,949</u>
At 31 March 2022	<u>9,272,858</u>	<u>1,260</u>	<u>14,404</u>	<u>299,572</u>	<u>9,588,094</u>

10 TANGIBLE FIXED ASSETS CHARITY

	Freehold Property £	L/Term Leashold Property £	Motor Vehicles £	Furniture, fittings and equipment £	Total £
<b>Cost</b>					
At 1st April 2022	9,217,891	516,111	115,216	719,408	10,568,626
Additions	7,680,601	-	0	362,728	8,043,329
Disposals	-	-	(15,700)	(74,374)	(90,074)
At 31st March 2023	<u>16,898,492</u>	<u>516,111</u>	<u>99,516</u>	<u>1,007,762</u>	<u>18,521,881</u>
<b>Depreciation</b>					
At 1st April 2022	1,149,180	514,851	100,812	459,043	2,223,886
Charge for the year	221,082	458	9,669	198,171	429,380
On disposals	-	-	(15,700)	(74,374)	(90,074)
At 31st March 2023	<u>1,370,262</u>	<u>515,309</u>	<u>94,781</u>	<u>582,840</u>	<u>2,563,192</u>
<b>Net Book Value</b>					
At 31st March 2023	<u>15,528,230</u>	<u>802</u>	<u>4,735</u>	<u>424,922</u>	<u>15,958,689</u>
At 31 March 2022	<u>8,068,711</u>	<u>1,260</u>	<u>14,404</u>	<u>260,365</u>	<u>8,344,740</u>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

11 SUBSIDIARY UNDERTAKINGS

The charity has two wholly owned and fully controlled subsidiaries, The Academy of Youth Limited (now in liquidation) and P3 Housing Limited, both of which are incorporated in the Great Britain. The registered office of both organisations is the same as that of the charity.

The principal activities of The Academy of Youth are focussed on transforming learning through leadership opportunities available to young people.

The principal activity of P3 Housing Limited is the provision of social rent accommodation to people in need.

<b>The Academy of Youth Limited (Group)</b>	<b>2023</b>	<b>2022</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	-	3,500
Expenditure	-	50,285
<b>Retained profit</b>	<b>6</b>	<b>53,785</b>
Reserves Brought Forward	(6)	(53,791)
<b>Reserves carried forward</b>	<b>-</b>	<b>(6)</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	-	-
Current Assets	-	-
Current Liabilities	-	(6)
<b>Total net assets</b>	<b>-</b>	<b>(6)</b>
<b>P3 Housing Limited</b>	<b>2023</b>	<b>2022</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	2,634,881	2,273,554
Expenditure	(2,408,211)	(1,625,266)
<b>Retained profit</b>	<b>226,670</b>	<b>648,288</b>
Reserves brought forward	879,589	231,301
<b>Reserves carried forward</b>	<b>1,106,259</b>	<b>879,589</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	1,462,260	1,243,354
Current Assets	805,826	479,056
Current Liabilities	(1,161,827)	(842,821)
<b>Total net assets</b>	<b>1,106,259</b>	<b>879,589</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

12 DEBTORS

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
<b>Due within one year</b>				
Trade debtors	1,577,708	1,069,020	1,476,828	1,107,748
Social security and other taxes debtor	126,834	139,971	126,834	139,971
Other debtors	522,983	387,562	516,083	370,689
Housing Debtor	1,100,786	774,300	765,597	568,600
Prepayments	751,693	616,755	693,070	570,658
Inter Company Debtor	-	-	156,409	116,712
	<u>£ 4,080,004</u>	<u>£ 2,987,608</u>	<u>£ 3,734,820</u>	<u>£ 2,874,378</u>

13 CREDITORS:

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Bank Loans	158,075	112,783	158,075	112,783
Trade creditors	1,038,890	961,865	1,001,946	923,856
Other creditors	102,390	123,430	102,390	123,430
Social security and other taxes	319,090	444,501	319,090	444,501
Accruals and deferred income	3,565,920	3,172,950	3,366,347	3,098,792
Inter Company Creditor	-	-	-	-
	<u>£ 5,184,364</u>	<u>£ 4,815,529</u>	<u>£ 4,947,847</u>	<u>£ 4,703,362</u>

14 Deferred income reconciliation

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Brought Forward	1,085,135	1,849,254	1,071,060	1,825,194
Amount deferred in year	906,827	714,766	713,937	1,071,055
Amounts released	(860,383)	(1,478,885)	(820,817)	(1,825,189)
Carried forward	<u>1,131,579</u>	<u>1,085,135</u>	<u>964,180</u>	<u>1,071,060</u>

15 CREDITORS:

Amounts falling due after more than one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Long Term Creditors due after more than one year	7,789,495	4,886,000	7,789,495	4,886,000
Bank Loans falling due after more than one year	<u>2,442,202</u>	<u>1,824,056</u>	<u>2,442,202</u>	<u>1,824,056</u>
	<u>10,231,697</u>	<u>6,710,056</u>	<u>10,231,697</u>	<u>6,710,056</u>

Creditors include amounts not wholly repayable within five years as follows:-

	2023	2022	2023	2022
	£	£	£	£
Repayable by instalments	<u>9,696,027</u>	<u>6,165,704</u>	<u>9,696,027</u>	<u>6,165,704</u>

Loans reconciliation

Lender	Maturity Date	Annual Interest Charge	Balance 31/03/2023	Due 1 Year	Due 1 to 5 Years	Due Over 5 Years	Rates
Lloyds	25/03/2023	141	-	-	-	-	
Lloyds	16/11/2032	1,748	53,554	4,714	18,856	29,985	1% + BOE
Lloyds	18/12/2022	65	-3	-3	-	-	
Lloyds	31/03/2031	3,097	90,010	9,748	38,993	41,269	1% + BOE
Lloyds	22/08/2031	1,038	31,051	3,192	12,770	15,089	1% + BOE
Lloyds	17/10/2031	1,768	53,682	5,418	21,673	26,591	1% + BOE
Lloyds	28/02/2033	9,870	291,476	24,755	99,021	167,700	1% + BOE
Lloyds	10/12/2032	1,842	57,488	5,047	20,187	32,253	1% + BOE
Lloyds	26/10/2034	1,086	24,971	1,668	6,672	16,631	2% + BOE
Lloyds	25/03/2035	2,582	56,072	3,459	13,836	38,777	2.25% + BOE
Lloyds	23/03/2035	2,049	44,663	2,795	11,179	30,689	6%
Lloyds	22/07/2036	10,887	204,423	10,567	42,269	151,587	3% + BOE
Future Builders	30/11/2036	3,422	55,884	3,028	12,113	40,743	6%
Future Builders	31/01/2036	4,021	65,791	3,323	13,290	49,178	6%
Future Builders	30/09/2035	23,221	430,985	25,531	102,122	303,331	4.75%
Future Builders	31/07/2034	18,068	334,231	22,619	90,476	221,136	4.75%
Social & Sustainable Capital	31/08/2021	-	2,901,420	-	-	2,901,420	
Social & Sustainable Capital	31/03/2031	-	1,929,425	-	-	1,929,425	
Social & Sustainable Capital	31/03/2031	-	1,474,000	-	-	1,474,000	
Lloyds	31/03/2038	-	806,000	-	-	741,573	2.25% + BOE
Social & Sustainable Capital	-	-	1,484,651	-	-	1,484,651	
			<u>84,905</u>	<u>10,389,772</u>	<u>158,075</u>	<u>535,670</u>	<u>9,696,027</u>

There are 15 loans, provided by Lloyds Bank PLC and Futurebuilders England Ltd, secured by fixed and floating charges on the charity's properties. In addition, fixed and floating charges are held over a Rental account for proceeds from Rental Properties by Social and Sustainable Capital.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

16 STATEMENT OF FUNDS 2023  
Group

	Balance at 1 April 2022	Income	Expenditure	Transfers in/(out)	Balance at 31 March 2023
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,521,901	-	-	4,047,016	5,568,917
Fixed assets fund P3 Housing	1,243,354	-	-	218,906	1,462,260
Hardship fund - Staff	100,000	-	5,975	-	94,025
Hardship fund - People We Work Alongside	100,000	-	803	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	2,985,255	-	6,778	4,265,922	7,244,399
<b>GENERAL FUNDS</b>					
People Potential Possibilities	9,072,614	25,260,876	25,037,766	(3,965,059)	5,330,665
P3 Housing	879,590	2,634,881	2,311,873	-	1,202,598
Academy Of Youth Limited	(6)	-	-	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing	-	(97,207)	-	-	(97,207)
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support	-	(260,500)	-	-	(260,500)
P3 Housing - Designated fund	(1,243,354)	-	-	(218,906)	(1,462,260)
P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity	-	-	(97,207)	-	97,207
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support	-	-	(260,500)	-	260,500
<b>Reclassification of P3H Capital Projects</b>					
P3 Housing - P3 Charity Grants to P3 Housing (Acorn NSAP)	18,690	-	-	(18,690)	-
P3 Housing - Homes England Grant - Acorn House	78,425	(20,495)	20,495	60,534	97,969
P3H Capital Grants 2021-22	(33,354)	-	-	33,354	-
P3H Inter Company Grant from P3 Charity RSAP	12,442	-	-	(12,442)	-
P3 Housing - Homes England Grant - NSAP	-	(2,234)	2,234	195,044	190,576
P3 Housing - Homes England Grant - RSAP	-	(2,347)	2,347	207,136	202,442
P3 Housing WLDC Capital Grant - RSAP	-	(415)	415	39,735	38,905
P3H - Movement of Capital Grants from Restricted to cover depreciation	479,179	-	(25,491)	(504,670)	-
Total Capital Adjustments - P3 Housing	555,382	(25,491)	-	-	529,892
P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds	-	(7,110)	(7,110)	192,890	192,890
Total Capital Adjustments - P3 Housing	555,382	(32,601)	(7,110)	192,890	722,782
General Funds	9,264,226	27,505,449	26,984,822	(3,991,075)	5,793,779
Total unrestricted funds	12,249,481	27,505,449	26,991,600	274,847	13,038,178

**General Funds -Accounting treatment Differences between company and group financial statements.**

Designated fund for all assets across the group, movement of £218,906 (£671,063 - 2022) for P3 Housing assets from General to Designated Fund.

Reclassification of Unrestricted funds in P3 Housing to show balances held in each Capital Project to cover depreciation.

£192,890 Movement from Restricted to Unrestricted funds to cover depreciation on 53 Wellington Road Project

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	2,052	2,052	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	2,000	2,000	-	-
Cambridge County Council - Hoarding Project	1,571	1,539	3,110	-	-
Cash For Kids	-	1,000	1,000	-	-
Cheshire East Council - Care & Asylum Support	-	269,028	269,028	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	39,771	39,771	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	113,003	113,003	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post &	-	39,972	39,972	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	2,682	2,682	-	-
Derbyshire County Council - Warm Spaces Programme	-	955	955	-	-
Derbyshire County Council - Covid 19 Fund	-	1,367	1,367	-	-
Department of Work & Pensions - Access To Work	-	1,826	1,826	-	-
Department of Work & Pensions - Kick Start Project	-	83,521	83,521	-	-
East Midlands Airport - Community Fund	-	1,460	1,460	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	920	920	-	-
Gloucestershire County Council - Covid 19 Relief	-	1,361	1,361	-	-
Gloucestershire NHS Foundation Trust	-	250	250	-	-
Halton & St Helens VCS - Christmas Crisis Intervention	-	1,000	1,000	-	-
Huntingdon District Council - MHCLG RRP Outreach Workers X 2	-	104,100	104,100	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	18,976	18,976	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	16,062	16,062	-	-
London Borough of Hillingdon - Corporate Grant	-	10,000	10,000	-	-
London Borough of Hillingdon - Navigator Plus	-	13,776	13,776	-	-
National Grid - Cosy Club	-	7,029	7,029	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	12,393	12,393	-	-
NHS Black Country ICB (QUA) - Hospital Discharge Workers	-	10,487	10,487	-	-
NHS Black Country ICB (QUA) - Crisis Beds	-	127,930	127,930	-	-
NHS Black Country ICB (QUA) - Hospital Patient Scheme	-	116,238	116,238	-	-
NHS Hillingdon CCG - Navigator Plus	-	23,067	23,067	-	-
North East Derbyshire DC - Emergency Energy Provision	-	1,228	1,228	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	48,616	48,616	-	-
North West Leicestershire Council - Support Grant	-	19,376	19,376	-	-
Paradigm Housing Group - Hoarding Service	-	6,016	6,016	-	-
Places For People - Cambridge	-	2,685	2,685	-	-
Prestbury United Charities	-	6,316	6,316	-	-
Rotary Club - Rotary District Foundation	-	1,003	1,003	-	-
Sandwell MBC - Emergency Housing Solutions	-	258,420	258,420	-	-
Sandwell MBC - SWEF Admissions	-	45,120	45,120	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	16,000	16,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	24,575	24,575	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	40,580	40,580	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	15,349	15,349	-	-
South Derbyshire District Council - CVS Small Grant	-	1,223	1,223	-	-
South Derbyshire District Council - Mental Health Officer	-	43,696	43,696	-	-
Stoke City Council - Winter Food & Essentials Fund	-	2,500	2,500	-	-
Stratford-on-Avon District Council - Access to Exercise	-	3,570	3,570	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	5,000	5,000	-	-
Voluntary Action Jubilee Celebrations	-	800	800	-	-
Warwickshire County Council - Capital Funding	-	834	834	-	-
Warwickshire County Council - Hardship Fund	-	3,300	3,300	-	-
Warwickshire County Council - Household Support Fund	-	3,000	3,000	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	203,619	40,618	(163,001)	-
West Midlands Combined Authority - Spot Purchase Fund	-	7,500	7,500	-	-
Wolverhampton City Council - Adult Social Care Work Force Grant	-	1,156	1,156	-	-
Wolverhampton City Council - Emergency Beds	-	5,580	5,580	-	-
Wolverhampton City Council - In Reach Worker	-	26,298	26,298	-	-
Wolverhampton City Council - One City Fund No Place Like Home	-	167	167	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
<b>Restricted Funds P3 Charity continued</b>					
Young K&C - Christmas Holiday Play Scheme	-	10,675	10,675	-	-
Young K&C - Easter Activities 2022	-	5,978	5,978	-	-
Young K&C - Holiday Activities	-	13,275	13,275	-	-
Small Grants For People We Work Alongside	-	82,347	82,347	-	-
P3 Housing - Homes England Grant - 53 Wellington Refurb		200,000	7,110	(192,890)	-
Subtotal	1,571	2,129,567	1,775,247	(355,891)	-

Transfers of £355,891 (£1,106,198-2022) from restricted to unrestricted funds relates to releasing grants which have been funded to purchase fixed assets

**P3C Restricted Donations**

General Donations - Chill & Chat	-	600	600	-	-
Rotary Trust - Avondale Play	-	1,000	1,000	-	-
Avondale Primary School	-	447	447	-	-
Subtotal	-	2,047	2,047	-	-

**Restricted Funds Rugby Portobello Trust**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
<b>Grants</b>					
The Child Hood Trust - Champions For Children	-	9,986	9,986	-	-
DE Group - RPT Youth Room Lighting	-	2,750	2,750	-	-
Goldman Sachs - Michael Daffey	-	7,471	7,471	-	-
Greater London Authority - Young Londoners Fund	7,094	46,822	46,937	-	6,979
The Harrow Club	8,939	4,725	9,142	-	4,522
The Harrow Club - IFTAR Community Event for young people	-	925	925	-	-
Hollick Family Foundation - Magic Mums	-	20,000	20,000	-	-
Hollick Family Foundation - Football Academy	-	3,682	3,682	-	-
John Lyon's Charity - RPT Youth Rooms	-	15,500	15,500	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Linder Foundation - Thursday Nights	3,901	12,099	16,000	-	-
Linder Foundation - Man cave	-	4,118	1,322	-	2,796
London Community Foundation	2,723	16,022	15,243	-	3,502
PortmoreCharitable Trust - Magic Mums	-	2,904	2,904	-	-
Prism Charitable Trust	-	3,056	3,056	-	-
The Rony and Elizabeth Brooks Foundation	-	6,404	6,404	-	-
Royal Borough Of Kensington & Chelsea - Future Ready Plus	-	2,300	2,263	-	37
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,177	21,784	14,749	-	10,212
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	34,963	34,963	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	19,084	8,128	-	10,956
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	9,387	9,387	-	-
Royal Borough Of Kensington & Chelsea - RPT Winter Warmth Grant	-	375	375	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	980	-	1,519	539	-
Satalite Club	-	264	235	-	29
TBAP Foundation - Residentials	-	7,418	7,418	-	-
West London Zone	-	14,071	14,071	-	-
Young K&C - Lancaster Youth Hub	-	8,467	8,467	-	-
Young K&C - Young Adult MH Pathway	-	2,238	2,238	-	-
Young K&C - Half Term Provision	-	4,160	4,160	-	-
Subtotal	26,814	313,975	302,295	539	39,033

**Fundraising**

Brain Game	1,428	33,832	15,036	-	20,224
Christmas Fair	66,106	107,200	37,278	-	136,028
Football Academy	-	2,051	-	-	-
Junior Club	778	-	23,610	22,832	-
London Marathon	15,043	3,553	-	-	18,596
Opera	2,197	15,846	9,235	-	8,808
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	488,761	362,038	101,452	(153,222)	596,125
RPT Core Services	-	4,531	4,531	-	-
RPT Events	-	300	70,796	70,496	-
Subtotal	582,378	529,351	263,989	(59,894)	787,846

**Donations**

Ataios Management	-	1,000	1,000	-	-
Benevity	-	637	6,224	5,587	-
The Dev Trust	-	500	500	-	-
The Graham Child Hood Trust	-	5,000	5,000	-	-
Francis Holland School	-	1,000	1,000	-	-
Individual Donations - RPT	3,016	161,509	132,945	(28,958)	2,622
Individual Donations - Brain Game	-	3,491	-	-	3,491
Individual Donations - Christmas Fair	-	6,974	-	-	6,974
Individual Donations - RPT Youth	5,000	-	56,931	51,931	-
Individual Donations - Football Academy	-	1,352	-	-	1,352
Individual Donations - Homework Club	15,992	-	-	-	15,992
Individual Donations - London Marathon	-	7,747	7,747	-	-
Individual Donations - Magic Mums	46,641	22,487	9,844	-	59,284
Individual Donations - Mikes Lab	-	1,000	159	-	841
Individual Donations - Opera	897	3,519	-	-	4,416
Individual Donations - Portobello Dinner	-	10,208	-	-	10,208
Individual Pledges - Christmas Fair - Magic Mums	1,398	-	1,398	-	-
Kilroot Foundation	-	10,500	10,500	-	-
Pangbourne House & Montessi School	-	500	500	-	-
Southampton Row Trust	-	2,500	2,500	-	-
Subtotal	72,944	239,924	237,600	28,560	103,828

**RPT - Other Restricted Income**

Room Hire	-	64,000	64,000	-	-
Room Hire - 226 Walmer Road	-	19,800	100,844	81,044	-
Room Hire - Opera	-	1,000	1,000	-	-
Play Sessions	-	21,363	52,158	30,795	-
Other Income	-	95	95	-	-
Other Income - Beats Workshop	-	5,045	5,045	-	-
Other Income - Patrons Programme	-	2,500	2,500	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
Subtotal	12,248	113,803	225,642	111,839	12,248

**TOTAL Rugby Portobello Trust Restricted Funds**

694,384 1,197,053 1,029,526 81,044 942,955

**TOTAL Restricted Funds**

695,955 3,328,667 2,806,820 (274,847) 942,955

Total of Funds

12,945,436 30,834,116 29,798,420 - 13,981,133

The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	2,985,255	-	6,778	4,265,922	7,244,399
General Funds	9,264,226	27,505,449	26,984,822	(3,991,075)	5,793,779
Subtotal	12,249,481	27,505,449	26,991,600	274,847	13,038,178
Restricted Funds	695,955	3,328,667	2,806,820	(274,847)	942,955
Total of Funds	12,945,436	30,834,116	29,798,420	-	13,981,133

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

16 STATEMENT OF FUNDS 2022

Group

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out)	Balance at 31 March 2022
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,832,415	-	-	(310,514)	1,521,901
Fixed assets fund P3 Housing	572,291	-	-	671,063	1,243,354
Hardship fund - Staff	-	-	-	100,000	100,000
Hardship fund - People We Work Alongside St Marys Bay	20,000	-	-	100,000	100,000
Subtotal	2,424,706	-	-	560,549	2,985,255
<b>GENERAL FUNDS</b>					
People Potential Possibilities	7,128,326	23,343,361	21,941,606	542,533	9,072,614
P3 Hosuing	231,302	2,273,554	1,625,266	-	879,590
Academy Of Youth Limited	(53,791)	3,500	(50,285)	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Housing - Designated fund	(572,291)	-	-	(671,063)	(1,243,354)
P3 Housing - P3 Charity Capital Grants to P3 Housing (Acorn & NSAP)	142,498	(149,417)	(25,609)	-	18,690
P3 Housing-Homes England Grant - Acorn Hosue	78,425	-	-	-	78,425
P3H Capital Grants 2021-22	-	(71,887)	(38,533)	-	(33,354)
P3H Inter Company Grant from P3 Charity RSAP	-	(195,000)	(12,442)	195,000	12,442
P3H - Movement of Capital Grants from Restricted to cover depreciation	-	-	-	479,179	479,179
General Funds	6,954,469	25,204,111	23,440,003	545,649	9,264,226
Total unrestricted funds	9,379,175	25,204,111	23,440,003	1,106,198	12,249,481

**General Funds -Accounting treatment Differences between company and group financial statements.**

Designated fund for all assets across the group, movement of £671,063 (£572,291 - 2021) for P3 Housing assets from General to Designated Fund.  
(£149,417), (£25,609) - P3 Charity Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements. Note reversal of Prior year income recognition of  
(71,887), (38,533) - Capital Grants in P3 Housing - Income and expenditure is restricted in group financial statements.  
(£195,000), (£12,442) - P3 Charity RSAP Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements.

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
<b>RESTRICTED FUNDS</b>					
<b>Restricted Funds Group</b>					
Alternative Giving - Wolverhampton	-	1,448	1,448	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	8,000	8,000	-	-
Boston Borough Council - Controlling Migration	-	2,823	2,823	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	3,948	3,948	-	-
Boston Borough Council - 2 FTE Street Outreach Worker	-	42,000	42,000	-	-
Cambridge County Council - Hoarding Project	-	25,561	23,990	-	1,571
Cheltenham Borough Council - Part Time Link Worker	-	21,881	21,881	-	-
Cheltenham Borough Homes - Additional Support Hours	-	886	886	-	-
Cheshire East Council - Care & Asylum Support	-	254,417	254,417	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	31,890	31,890	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	58,285	58,285	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Department Of Health & Social Care - Navigator Plus	-	19,644	19,644	-	-
Derbyshire County Council - Covid 19 Fund	-	613	613	-	-
Department of Work & Pensions - Kick Start Project	-	195,817	182,769	(13,048)	-
Gloucestershire County Council - Covid 19 Relief	-	4,398	4,398	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	16,024	16,024	-	-
John Lyons Charitable Trust - School Holiday Activity Funds	-	3,600	3,600	-	-
Kensington & Chelsea Foundation - Green Shoots	-	2,400	2,400	-	-
Kensington & Chelsea Foundation - Easter Activities	-	2,450	2,450	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	15,000	15,000	-	-
Lincolnshire Partnership - Household Items	-	5,784	5,784	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	125,000	125,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Milton Keynes Community Foundation - Covid Fund	-	6,469	6,469	-	-
Nationwide Building Society - Hoarding Support	-	31,500	31,500	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	37,078	37,078	-	-
NHS Black Country & West Birmingham CCG - Crisis Beds	-	124,918	124,918	-	-
NHS Black Country & West Birmingham CCG - Hospital Patient Scheme	-	85,948	85,948	-	-
NHS Hillingdon CCG - Navigator Plus	-	201,197	201,197	-	-
NHS Milton Keynes CCG - Frequent User Project	-	166,022	166,022	-	-
NHS Wolverhampton CCG - Hospital Patient Service	-	28,375	28,375	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	30,000	30,000	-	-
North West Leicestershire Council - Support Grant	-	17,447	17,447	-	-
North West Leicestershire Council - Support worker	-	1,489	1,489	-	-
Paradigm Housing Group - Hoarding Service	-	5,984	5,984	-	-
Prestbury United Charities 2022	-	5,000	5,000	-	-
Rotary Club - Rotary District Foundation	-	997	997	-	-
Royal Borough of Kensington & Chelsea	-	940	940	-	-
Sandwell MBC - SWEP beds	-	258,420	258,420	-	-
Sandwell MBC - SWEP Admissions	-	25,200	25,200	-	-
Screwfix Foundation	-	4,945	4,945	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Property Management - Gloucester & Lincoln	-	36,000	36,000	-	-
Social & Sustainable Capital - Property Management - Wolves	-	48,000	48,000	-	-
South Derbyshire District Council - CVS Small Grant	-	1,177	1,177	-	-
South Derbyshire District Council - Emergency Mobile Phone Project	-	1,000	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,000	40,000	-	-
Stratford-on-Avon District Council - Access to Exercise	-	430	430	-	-
Vale of Aylesbury Housing Trust	-	1,233	1,233	-	-
Warwickshire County Council - Secondment	3,200	-	3,200	-	-
Warwickshire County Council - Work Force Recruitment	-	39,513	39,513	-	-
West Lindsey District Council - Gainsborough Valuabe Housing Project	-	664,107	50,136	(613,971)	-
West Midlands Combined Authority - Rough Sleeping Initiative	-	7,700	7,700	-	-
Westway Trust	-	1,296	1,296	-	-
Wokingham Borough Council - Infection Control	-	2,000	2,000	-	-
Wolverhampton City Council - Household Support	-	50,000	50,000	-	-
Wolverhampton City Council - In Reach Worker	-	33,751	33,751	-	-
Wolverhampton City Council - MHCLG Funding	-	20,000	20,000	-	-
Wolverhampton City Council - Work Force Grant	-	2,046	2,046	-	-
Young K&C - Christmas Holiday Play Scheme	-	5,768	5,768	-	-
Young K&C - Summer Activities Scheme	-	31,561	31,561	-	-
P3 Charity - Capital Grants To P3 Housing	51,896	-	38,051	(13,845)	-
P3H Homes England Capital Grant	53,863	170,214	20,733	(203,344)	-
P3H Gloucester CC Capital Grant Acorn	-	17,882	-	(17,882)	-
P3H Homes England Capital Grant RSAP	-	219,910	15,122	(204,788)	-
P3H West Lindsey DC Capital Grant RSAP	-	42,000	2,680	(39,320)	-
Subtotal	108,959	3,498,613	2,499,803	(1,106,198)	1,571

Transfers of £1,106,198 from restricted to unrestricted funds relates to releasing grants which have been funded to purchase fixed assets

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Grants</b>					
Goldman Sachs - Amplify	-	97,218	152,707	55,489	-
Goldman Sachs - Rombouts Fund	-	5,000	5,000	-	-
Goldman Sachs - Michael Daffey	-	2,398	2,398	-	-
Grove Trust	-	16,000	16,000	-	-
Greater London Authority - Young Londoners Fund	7,233	14,947	15,086	-	7,094
The Harrow Club	-	14,452	5,513	-	8,939
Hollick Family Foundation	1,579	15,000	16,579	-	-
Hollick Family Foundation	-	551	551	-	-
K&C Foundation	5,803	22,603	28,406	-	-
K&C Foundation - Magic Mums Equipment	-	8,190	8,190	-	-
Linder Foundation	-	3,901	-	-	3,901
London Community Foundaiton	-	16,838	14,115	-	2,723
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	-	6,228	3,051	-	3,177
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	35,290	34,930	70,220	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	3,624	2,644	-	980
PortmoreCharitable Trust - Magic Mums	10,000	0	10,000	-	-
Rory & Elizabeth Brooks Foundation - Football Coaches	-	2,096	2,096	-	-
Satalite Club	-	311	905	594	-
Sobell Foundation	-	14,698	14,698	-	-
West London Zone	-	3,335	3,335	-	0
Subtotal	59,905	291,410	380,584	56,083	26,814
<b>Fundraising</b>					
Brain Game	602	8,031	7,205	-	1,428
Christmas Fair	39,547	61,594	35,035	-	66,106
Football Academy	20,780	2,275	23,055	-	0
Junior Club	3,318	-	2,540	-	778
London Marathon	-	17,998	2,955	-	15,043
Opera	-	2,197	-	-	2,197
Opera Holland Gala	-	60,100	52,035	-	8,065
Portobello Diner	331,386	362,228	84,106	(120,747)	488,761
RPT Core Services	-	43,571	43,571	-	-
Royal Borough Of Kensington & Chelsea - Afgan Response	-	3,687	3,687	-	-
RPT Youth	-	-	78,391	78,391	-
RPT Events	-	-	31,760	31,760	-
Subtotal	395,633	561,681	364,340	(10,596)	582,378
<b>Donations</b>					
Amazon Community Fund	-	2,000	2,000	-	-
Amplify Project	-	-	29,108	29,108	-
Batchworth Trust	-	10,000	10,000	-	-
BCA Campden	-	1,000	1,000	-	-
Blavatnik Foundation - Homework Club	-	4,535	4,535	-	-
Blavatnik Foundation - Fottball Academy	-	4,535	4,535	-	-
Childhood Trust	-	10,000	10,000	-	-
Corcoran Foundation	-	1,000	1,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Individual Donations	12,097	118,032	36,922	(90,191)	3,016
Individual Donations - Brain Game	-	243	243	-	-
Individual Donations - Christmas Fair	1,698	1,098	2,796	-	-
Individual Donations - RPT Youth	1,600	616	2,216	5,000	5,000
Individual Donations - Football Academy	-	3,500	3,500	-	-
Individual Donations - Homework Club	1,252	20,335	5,595	-	15,992
Individual Donations - London Marathon	-	38	38	-	-
Individual Donations - Magic Mums	36,168	10,473	-	-	46,641
Individual Donations - Opera	-	897	-	-	897
Individual Donations - Portobello Dinner	-	16,651	16,651	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	52	-	1,398
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	2,250	-	-
Legacy	-	45,000	45,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Lyon Charitable Trust	-	2,663	2,663	-	-
Lyon Charitable Trust - Youth	-	21,863	21,863	-	-
Mardon - Magic Mums	5,000	-	5,000	-	-
Pembridge Hall Parents Association	-	-	5,000	-	-
Portobello Dinner Pledges	10,000	0	10,000	-	-
Subtotal	71,515	286,479	228,967	(56,083)	72,944
<b>RPT - Other Restricted Income</b>					
Room Hire	-	1,400	1,400	-	-
Room Hire	-	55,029	55,029	-	-
Room Hire	-	10,000	10,000	-	-
Play Sessions	-	18,566	29,162	10,596	-
Play Sessions	-	650	650	-	-
Other Income	-	240	240	-	-
West London Zone - Man Cave	-	17,465	5,217	-	12,248
	-	103,350	101,698	10,596	12,248
<b>TOTAL Rugby Portobello Trust Restricted Funds</b>	<b>527,053</b>	<b>1,242,920</b>	<b>1,075,589</b>	<b>-</b>	<b>694,384</b>
<b>TOTAL Restricted Funds</b>	<b>636,012</b>	<b>4,741,533</b>	<b>3,575,392</b>	<b>(1,106,198)</b>	<b>695,955</b>
Total of Funds	10,015,187	29,945,645	27,015,395	-	12,945,436

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Designated Funds	2,424,706	-	-	560,549	2,985,255
General Funds	6,954,469	25,204,111	23,440,003	545,649	9,264,226
Subtotal	9,379,175	25,204,111	23,440,003	1,106,198	12,249,481
Restricted Funds	636,012	4,741,533	3,575,392	(1,106,198)	695,955
Total of Funds	10,015,187	29,945,644	27,015,395	-	12,945,436

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

16 STATEMENT OF FUNDS 2023

P3 CHARITY

	Balance at 1 April 2022	Income	Expenditure	Transfers in/(out)	Balance at 31 March 2023
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,521,901	-	-	4,047,016	5,568,917
Hardship fund - Staff	100,000	-	5,975	-	94,025
Hardship fund - People We Work Alongside	100,000	-	803	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,741,901	-	6,778	4,047,016	5,782,139
<b>GENERAL FUNDS</b>					
People Potential Possibilities	9,072,613	25,260,876	25,037,766	(3,965,059)	5,330,664
General Funds	9,072,613	25,260,876	25,037,766	(3,965,059)	5,330,664
Total unrestricted funds	10,814,514	25,260,876	25,044,544	81,957	11,112,803

**RESTRICTED FUNDS**

Restricted Funds P3 Charity

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	2,052	2,052	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	2,000	2,000	-	-
Cambridge County Council - Hoarding Project	1,571	1,539	3,110	-	-
Cash For Kids	-	1,000	1,000	-	-
Cheshire East Council - Care & Asylum Support	-	269,028	269,028	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	39,771	39,771	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	113,003	113,003	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post &	-	39,972	39,972	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	2,682	2,682	-	-
Derbyshire County Council - Warm Spaces Programme	-	955	955	-	-
Derbyshire County Council - Covid 19 Fund	-	1,367	1,367	-	-
Department of Work & Pensions - Access To Work	-	1,826	1,826	-	-
Department of Work & Pensions - Kick Start Project	-	83,521	83,521	-	-
East Midlands Airport - Community Fund	-	1,460	1,460	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	920	920	-	-
Gloucestershire County Council - Covid 19 Relief	-	1,361	1,361	-	-
Gloucestershire NHS Foundation Trust	-	250	250	-	-
Halton & St Helens VCS - Christmas Crisis Intervention	-	1,000	1,000	-	-
Huntingdon District Council - MHCLG RRP Outreach Workers X 2	-	104,100	104,100	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	18,976	18,976	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	16,062	16,062	-	-
London Borough of Hillingdon - Corporate Grant	-	10,000	10,000	-	-
London Borough of Hillingdon - Navigator Plus	-	13,776	13,776	-	-
National Grid - Cosy Club	-	7,029	7,029	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	12,393	12,393	-	-
NHS Black Country ICB (QUA) - Hospital Discharge Workers	-	10,487	10,487	-	-
NHS Black Country ICB (QUA) - Crisis Beds	-	127,930	127,930	-	-
NHS Black Country ICB (QUA) - Hospital Patient Scheme	-	116,238	116,238	-	-
NHS Hillingdon CCG - Navigator Plus	-	23,067	23,067	-	-
North East Derbyshire DC - Emergency Energy Provision	-	1,228	1,228	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	48,616	48,616	-	-
North West Leicestershire Council - Support Grant	-	19,376	19,376	-	-
Paradigm Housing Group - Hoarding Service	-	6,016	6,016	-	-
Places For People - Cambridge	-	2,685	2,685	-	-
Prestbury United Charities	-	6,316	6,316	-	-
Rotary Club - Rotary District Foundation	-	1,003	1,003	-	-
Sandwell MBC - Emergency Housing Solutions	-	258,420	258,420	-	-
Sandwell MBC - SWEF Admissions	-	45,120	45,120	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	16,000	16,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	24,575	24,575	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	40,580	40,580	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	15,349	15,349	-	-
South Derbyshire District Council - CVS Small Grant	-	1,223	1,223	-	-
South Derbyshire District Council - Mental Health Officer	-	43,696	43,696	-	-
Stoke City Council - Winter Food & Essentials Fund	-	2,500	2,500	-	-
Stratford-on-Avon District Council - Access to Exercise	-	3,570	3,570	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	5,000	5,000	-	-
Voluntary Action Jubilee Celebrations	-	800	800	-	-
Warwickshire County Council - Capital Funding	-	834	834	-	-
Warwickshire County Council - Hardship Fund	-	3,300	3,300	-	-
Warwickshire County Council - Household Support Fund	-	3,000	3,000	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	203,619	40,618	(163,001)	-
West Midlands Combined Authority - Spot Purchase Fund	-	7,500	7,500	-	-
Wolverhampton City Council -Adult Social Care Work Force Grant	-	1,156	1,156	-	-
Wolverhampton City Council - Emergency Beds	-	5,580	5,580	-	-
Wolverhampton City Council - In Reach Worker	-	26,298	26,298	-	-
Wolverhampton City Council - One City Fund No Place Like Home	-	167	167	-	-
Young K&C - Christmas Holiday Play Scheme	-	10,675	10,675	-	-
Young K&C - Easter Activities 2022	-	5,978	5,978	-	-
Young K&C - Holiday Activities	-	13,275	13,275	-	-
Small Grants For People We Work Alongside	-	82,347	82,347	-	-
Subtotal	1,571	1,929,567	1,768,137	(163,001)	0

**P3C Restricted Donations**

General Donations - Chill & Chat	-	600	600	-	-
Rotary Trust - Avondale Play	-	1,000	1,000	-	-
Avondale Primary School	-	447	447	-	-
	-	2,047	2,047	-	-

Balance at 1 April 2022	Transfers in/(out)	Balance at 31 March
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PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

		Income	Expenditure		2023
	£	£	£	£	£
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Grants</b>					
The Child Hood Trust - Champions For Children	-	9,986	9,986	-	-
DE Group - RPT Youth Room Lighting	-	2,750	2,750	-	-
Goldman Sachs - Michael Daffey	-	7,471	7,471	-	-
Greater London Authority - Young Londoners Fund	7,094	46,822	46,937	-	6,979
The Harrow Club	8,939	4,725	9,142	-	4,522
The Harrow Club - IFTAR Community Event for young people	-	925	925	-	-
Hollick Family Foundation - Magic Mums	-	20,000	20,000	-	-
Hollick Family Foundation - Football Academy	-	3,682	3,682	-	-
John Lyon's Charity - RPT Youth Rooms	-	15,500	15,500	-	-
John Lyon's Charity - RPT Youth	-	33,000	33,000	-	-
Linder Foundation - Thursday Nights	3,901	12,099	16,000	-	-
Linder Foundation - Man cave	-	4,118	1,322	-	2,796
London Community Foundation	2,723	16,022	15,243	-	3,502
PortmoreCharitable Trust - Magic Mums	-	2,904	2,904	-	-
Prism Charitable Trust	-	3,056	3,056	-	-
The Rory and Elizabeth Brooks Foundation	-	6,404	6,404	-	-
Royal Borough Of Kensington & Chelsea - Future Ready Plus	-	2,300	2,263	-	37
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,177	21,784	14,749	-	10,212
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	34,963	34,963	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	19,084	8,128	-	10,956
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	9,387	9,387	-	-
Royal Borough Of Kensington & Chelsea - RPT Winter Warmth Grant	-	375	375	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	980	-	1,519	539	-
Satalite Club	-	264	235	-	29
TBAP Foundation - Residentials	-	7,418	7,418	-	-
West London Zone	-	14,071	14,071	-	-
Young K&C - Lancaster Youth Hub	-	8,467	8,467	-	-
Young K&C - Young Adult MH Pathway	-	2,238	2,238	-	-
Young K&C - Half Term Provision	-	4,160	4,160	-	-
Subtotal	26,814	313,975	302,295	539	39,033
<b>Fundraising</b>					
Brain Game	1,428	33,832	15,036	-	20,224
Christmas Fair	66,106	107,200	37,278	-	136,028
Football Academy	-	2,051	2,051	-	-
Junior Club	778	-	23,610	22,832	-
London Marathon	15,043	3,553	-	-	18,596
Opera	2,197	15,846	9,235	-	8,808
Opera Holland Gala	8,065	-	-	-	8,065
Portobello Diner	488,761	362,038	101,452	(153,222)	596,125
RPT Core Services	-	4,531	4,531	-	-
RPT Events	-	300	70,796	70,496	-
Subtotal	582,378	529,351	263,989	(59,894)	787,846
<b>Donations</b>					
Atairos Management	-	1,000	1,000	-	-
Benevity	-	637	6,224	5,587	-
The Dev Trust	-	500	500	-	-
The Graham Child Hood Trust	-	5,000	5,000	-	-
Francis Holland School	-	1,000	1,000	-	-
Individual Donations - RPT	3,016	161,509	132,945	(28,958)	2,622
Individual Donations - Brain Game	-	3,491	-	-	3,491
Individual Donations - Christmas Fair	-	6,974	-	-	6,974
Individual Donations - RPT Youth	5,000	-	56,931	51,931	-
Individual Donations - Football Academy	-	1,352	1,352	-	-
Individual Donations - Homework Club	15,992	-	-	-	15,992
Individual Donations - London Marathon	-	7,747	7,747	-	-
Individual Donations - Magic Mums	46,641	22,487	9,844	-	59,284
Individual Donations - Mikes Lab	-	1,000	159	-	841
Individual Donations - Opera	897	3,519	-	-	4,416
Individual Donations - Portobello Dinner	-	10,208	-	-	10,208
Individual Pledges - Christmas Fair - Magic Mums	1,398	-	1,398	-	-
Kilroot Foundation	-	10,500	10,500	-	-
Pangbourne House & Montessi School	-	500	500	-	-
Southampton Row Trust	-	2,500	2,500	-	-
Subtotal	72,944	239,924	237,600	28,560	103,828
<b>RPT - Other Restricted Income</b>					
Room Hire	-	64,000	64,000	-	-
Room Hire - 226 Walmer Road	-	19,800	100,844	81,044	-
Room Hire - Opera	-	1,000	1,000	-	-
Play Sessions	-	21,363	52,158	30,795	-
Other Income	-	95	95	-	-
Other Income - Beats Workshop	-	5,045	5,045	-	-
Other Income - Patrons Programme	-	2,500	2,500	-	-
West London Zone - Man Cave	12,248	-	-	-	12,248
	12,248	113,803	225,642	111,839	12,248
<b>TOTAL Rugby Portobello Trust Restricted Funds</b>	<b>694,384</b>	<b>1,197,053</b>	<b>1,029,526</b>	<b>81,044</b>	<b>942,955</b>
<b>TOTAL Restricted Funds</b>	<b>695,955</b>	<b>3,128,667</b>	<b>2,799,710</b>	<b>(81,957)</b>	<b>942,955</b>
Total of Funds	11,510,469	28,389,543	27,844,254	-	12,055,758

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Designated Funds	1,741,901	0	6,778	4,047,016	5,782,139
General Funds	9,072,613	25,260,876	25,037,766	(3,965,059)	5,330,664
Subtotal	10,814,514	25,260,876	25,044,544	81,957	11,112,803
Restricted Funds	695,955	3,128,667	2,799,710	(81,957)	942,955
Total of Funds	11,510,469	28,389,543	27,844,254	-	12,055,758

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

16 STATEMENT OF FUNDS 2022  
P3 CHARITY

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,832,415	-	-	(310,514)	1,521,901
Hardship fund - Staff	-	-	-	100,000	100,000
Hardship fund - People We Work Alongside	-	-	-	100,000	100,000
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,852,415	-	-	(110,514)	1,741,901
<b>GENERAL FUNDS</b>					
People Potential Possibilities	7,128,326	23,343,360	21,941,606	542,533	9,072,612
General Funds	7,128,326	23,343,360	21,941,606	542,533	9,072,612
Total unrestricted funds	8,980,741	23,343,360	21,941,606	432,019	10,814,514

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	1,448	1,448	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property	-	8,000	8,000	-	-
Boston Borough Council - Controlling Migration	-	2,823	2,823	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	3,948	3,948	-	-
Boston Borough Council - 2 FTE Street Outreach Worker	-	42,000	42,000	-	-
Cambridge County Council - Hoarding Project	-	25,561	23,990	-	1,571
Cheltenham Borough Council - Part Time Link Worker	-	21,881	21,881	-	-
Cheltenham Borough Homes - Additional Support Hours	-	886	886	-	-
Cheshire East Council - Care & Asylum Support	-	254,417	254,417	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	31,890	31,890	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	58,285	58,285	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Personalisation	-	19,644	19,644	-	-
Department Of Health & Social Care - Navigator Plus	-	56,486	56,486	-	-
Derbyshire County Council - Covid 19 Fund	-	613	613	-	-
Department of Work & Pensions - Kick Start Project	-	195,817	182,769	(13,048.)	-
Gloucestershire County Council - Covid 19 Relief	-	4,398	4,398	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	16,024	16,024	-	-
John Lyons Charitable Trust - School Holiday Activity Funds	-	3,600	3,600	-	-
Kensington & Chelsea Foundation - Green Shoots	-	2,400	2,400	-	-
Kensington & Chelsea Foundation - Easter Activities	-	2,450	2,450	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	15,000	15,000	-	-
Lincolnshire Partnership - Household Items	-	5,784	5,784	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	125,000	125,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Milton Keynes Community Foundation - Covid Fund	-	6,469	6,469	-	-
Nationwide Building Society - Hoarding Support	-	31,500	31,500	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	37,078	37,078	-	-
NHS Black Country & West Birmingham CCG - Crisis Beds	-	124,918	124,918	-	-
NHS Black Country & West Birmingham CCG - Hospital Patient Scheme	-	85,948	85,948	-	-
NHS Hillingdon CCG - Navigator Plus	-	201,197	201,197	-	-
NHS Milton Keynes CCG - Frequent User Project	-	166,022	166,022	-	-
NHS Wolverhampton CCG - Hospital Patient Service	-	28,375	28,375	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	30,000	30,000	-	-
North West Leicestershire Council - Support Grant	-	17,447	17,447	-	-
North West Leicestershire Council - Support worker	-	1,489	1,489	-	-
Paradigm Housing Group - Hoarding Service	-	5,984	5,984	-	-
Prestbury United Charities 2022	-	5,000	5,000	-	-
Rotary Club - Rotary District Foundation	-	997	997	-	-
Royal Borough of Kensington & Chelsea	-	940	940	-	-
Sandwell MBC - SWEP beds	-	258,420	258,420	-	-
Sandwell MBC - SWEP Admissions	-	25,200	25,200	-	-
Screwfix Foundation	-	4,945	4,945	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Property Management - Gloucester & Lincoln	-	36,000	36,000	-	-
Social & Sustainable Capital - Property Management - Wolves	-	48,000	48,000	-	-
South Derbyshire District Council - CVS Small Grant	-	1,177	1,177	-	-
South Derbyshire District Council - Emergency Mobile Phone Project	-	1,000	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,000	40,000	-	-
Stratford-on-Avon District Council - Access to Exercise	-	430	430	-	-
Vale of Aylesbury Housing Trust	-	1,233	1,233	-	-
Warwickshire County Council - Secondment	3,200	-	3,200	-	-
Warwickshire County Council - Work Force Recruitment	-	39,513	39,513	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	664,107	50,136	(613,971)	-
West Midlands Combined Authority - Rough Sleeping Initiative	-	7,700	7,700	-	-
Westway Trust	-	1,296	1,296	-	-
Wokingham Borough Council - Infection Control	-	2,000	2,000	-	-
Wolverhampton City Council - Household Support	-	50,000	50,000	-	-
Wolverhampton City Council - In Reach Worker	-	33,751	33,751	-	-
Wolverhampton City Council - MHCLG Funding	-	20,000	20,000	-	-
Wolverhampton City Council - Work Force Grant	-	2,046	2,046	-	-
Young K&C - Christmas Holiday Play Scheme	-	5,768	5,768	-	-
Young K&C - Summer Activities Scheme	-	31,561	31,561	-	-
P3 Charity - Capital Grants To P3 Housing	-	-	195,000	195,000	-
Subtotal	3,200	3,048,607	2,618,217	(432,019)	1,571

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>17 STATEMENT OF FUNDS 2022</b>					
<b>P3 CHARITY</b>					
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Grants</b>					
Goldman Sachs - Amplify	-	97,218	152,707	55,489	-
Goldman Sachs - Rombouts Fund	-	5,000	5,000	-	-
Goldman Sachs - Michael Daffey	-	2,398	2,398	-	-
Grove Trust	-	16,000	16,000	-	-
Greater London Authority - Young Londoners Fund	7,233	14,947	15,086	-	7,094
The Harrow Club	-	14,452	5,513	-	8,939
Hollick Family Foundation	1,579	15,000	16,579	-	-
Hollick Family Foundation	-	551	551	-	-
K&C Foundation	5,803	22,603	28,406	-	-
K&C Foundation - Magic Mums Equipment	-	8,190	8,190	-	-
Linder Foundation	-	3,901	-	-	3,901
London Community Foundaiton	-	16,838	14,115	-	2,723
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	-	6,228	3,051	-	3,177
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	35,290	34,930	70,220	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	3,624	2,644	-	980
PortmoreCharitable Trust - Magic Mums	10,000	-	10,000	-	-
Rory & Elizabeth Brooks Foundation - Football Coaches	-	2,096	2,096	-	-
Satellite Club	-	311	905	594	-
Sobell Foundation	-	14,698	14,698	-	-
West London Zone	-	3,335	3,335	-	-
Subtotal	59,905	291,410	380,584	56,083	26,814
<b>Fundraising</b>					
Brain Game	602	8,031	7,205	-	1,428
Christmas Fair	39,547	61,594	35,035	-	66,106
Football Academy	20,780	2,275	23,055	-	-
Junior Club	3,318	-	2,540	-	778
London Marathon	-	17,998	2,955	-	15,043
Opera	-	2,197	-	-	2,197
Opera Holland Gala	-	60,100	52,035	-	8,065
Portobello Diner	331,386	362,228	84,106	(120,747)	488,761
RPT Core Services	-	43,571	43,571	-	-
Royal Borough Of Kensington & Chelsea - Afgan Response	-	3,687	3,687	-	-
RPT Youth	-	-	78,391	78,391	-
RPT Events	-	-	31,760	31,760	-
Subtotal	395,633	561,681	364,340	(10,596)	582,378
<b>Donations</b>					
Amazon Community Fund	-	2,000	2,000	-	-
Amplify Project	-	-	-	29,108	-
Batchworth Trust	-	10,000	10,000	-	-
BCA Campden	-	1,000	1,000	-	-
Blavatnik Foundation - Homework Club	-	4,535	4,535	-	-
Blavatnik Foundation - Fottball Academy	-	4,535	4,535	-	-
Childhood Trust	-	10,000	10,000	-	-
Corcoran Foundation	-	1,000	1,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Individual Donations	12,097	118,032	36,922	(90,191)	3,016
Individual Donations - Brain Game	-	243	243	-	-
Individual Donations - Christmas Fair	1,698	1,098	2,796	-	-
Individual Donations - RPT Youth	1,600	616	2,216	5,000	5,000
Individual Donations - Football Academy	-	3,500	3,500	-	-
Individual Donations - Homework Club	1,252	20,335	5,595	-	15,992
Individual Donations - London Marathon	-	38	38	-	-
Individual Donations - Magic Mums	36,168	10,473	-	-	46,641
Individual Donations - Opera	-	897	-	-	897
Individual Donations - Portobello Dinner	-	16,651	16,651	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	52	-	1,398
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	2,250	-	-
Legacy	-	45,000	-	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Lyon Charitable Trust	-	2,663	2,663	-	-
Lyon Charitable Trust - Youth	-	21,863	21,863	-	-
Mardon - Magic Mums	5,000	-	5,000	-	-
Pembridge Hall Parents Association	-	5,000	5,000	-	-
Portobello Dinner Pledges	10,000	-	10,000	-	-
Subtotal	71,515	286,479	228,967	(56,083)	72,944
<b>RPT - Other Restricted Income</b>					
Room Hire	-	1,400	1,400	-	-
Room Hire	-	55,029	55,029	-	-
Room Hire	-	10,000	10,000	-	-
Play Sessions	-	18,566	29,162	10,596	-
Play Sessions	-	650	650	-	-
Other Income	-	240	240	-	-
West London Zone - Man Cave	-	17,465	5,217	-	12,248
	-	103,350	101,698	10,596	12,248
<b>TOTAL Rugby Portobello Trust Restricted Funds</b>	<b>527,053</b>	<b>1,242,920</b>	<b>1,075,589</b>	<b>-</b>	<b>694,384</b>
<b>TOTAL Restricted Funds</b>	<b>530,253</b>	<b>4,291,527</b>	<b>3,693,806</b>	<b>(432,019)</b>	<b>695,955</b>
Total of Funds	9,510,994	27,634,887	25,635,412	-	11,510,469

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Designated Funds	1,852,415	-	-	(110,514)	1,741,901
General Funds	7,128,326	23,343,360	21,941,606	542,533	9,072,613
Subtotal	8,980,741	23,343,360	21,941,606	432,019	10,814,514
Restricted Funds	530,253	4,291,527	3,693,806	(432,019)	695,955
Total of Funds	9,510,994	27,634,887	25,635,412	-	11,510,469

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2023

17 Analysis of net assets between funds (Group)

	Restricted funds	Designated funds	General funds	Total 2023	2022
Tangible fixed assets	-	7,031,177	10,389,772	17,420,949	9,588,094
Investments	-	-	-	-	-
Net current assets	942,955	213,222	5,635,704	6,791,881	10,067,398
Creditors due in more than one year	-	-	(10,231,697)	(10,231,697)	(6,710,056)
	<u>942,955</u>	<u>7,244,399</u>	<u>5,793,779</u>	<u>13,981,133</u>	<u>12,945,436</u>

Analysis of net assets between funds Year End March 2022 Comparative

	Restricted funds	Designated funds	General funds	Total 2022
Tangible fixed assets	-	2,765,255	6,822,839	9,588,094
Investments	-	-	0	0
Net current assets	695,955	220,000	9,151,443	10,067,398
Creditors due in more than one year	-	-	(6,710,056)	(6,710,056)
	<u>695,955</u>	<u>2,985,255</u>	<u>9,264,226</u>	<u>12,945,436</u>

Analysis of net assets between funds (Charity)

	Restricted funds	Designated funds	General funds	Total 2023
Tangible fixed assets	-	5,568,917	10,389,772	15,958,689
Investments	-	-	0	0
Net current assets	942,955	213,222	5,172,589	6,328,766
Creditors due in more than one year	-	-	(10,231,697)	(10,231,697)
	<u>942,955</u>	<u>5,782,139</u>	<u>5,330,664</u>	<u>12,055,758</u>

Analysis of net assets between funds Year End March 2022 Comparative (Charity)

	Restricted funds	Designated funds	General funds	Total 2022
Tangible fixed assets	-	1,521,901	6,822,839	8,344,740
Investments	-	-	0	0
Net current assets	695,955	220,000	8,959,830	9,875,785
Creditors due in more than one year	-	-	(6,710,056)	(6,710,056)
	<u>695,955</u>	<u>1,741,901</u>	<u>9,072,613</u>	<u>11,510,469</u>

18 CHARITY OPERATING LEASE COMMITMENTS

At 31 March 2023 the company had annual commitments under non-cancellable operating leases as follows:

Expiry Date	Land and Buildings		Other	
	2023 £	2022 £	2023 £	2022 £
Within 1 year	1,052,366	735,235	692,897	438,747
Between 1 and 5 years	2,408,221	1,305,593	518,721	405,632
After more than 5 years	670,189	691,586	-	-
	<u>4,130,776</u>	<u>2,732,414</u>	<u>1,211,618</u>	<u>844,379</u>

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2023**

**19 PENSION COMMITMENTS**

**Pension Commitments - People Potential Possibilities**

The charity operates a defined contribution pension scheme. It has no obligations other than the contributions payable in year.

**PEOPLE POTENTIAL POSSIBILITIES**

England & Wales - Charity number 703163

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# Accounts

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**P3 Charity Group**

**P3 (THE OPERATING NAME OF PEOPLE POTENTIAL POSSIBILITIES)  
(A company limited by guarantee)**

**GROUP REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

**Company No: 02495423**

**Charity No: 703163**

# **PEOPLE POTENTIAL POSSIBILITIES**

**YEAR ENDED 31 MARCH 2022**

<b>CONTENTS</b>	<b>Page</b>
<b>Legal and Administrative information</b>	<b>1</b>
<b>Trustees' report</b>	<b>2 - 30</b>
<b>Independent auditor's report</b>	<b>31</b>
<b>Consolidated statement of financial activities</b>	<b>36</b>
<b>Consolidated Balance Sheet</b>	<b>37</b>
<b>Charity Balance Sheet</b>	<b>38</b>
<b>Consolidated statement of cash flows</b>	<b>39</b>
<b>Notes forming part of the financial statements</b>	<b>40 - 61</b>

**PEOPLE POTENTIAL POSSIBILITIES**  
**LEGAL AND ADMINISTRATIVE INFORMATION**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Trustees**

AJP Hackett (Chair of Trustees)  
J Bowen (Resigned 17 November 2021)  
CA Carter  
D Lane  
DI Simon CBE (Resigned 17 November 2021)  
M Terry  
W RJ Cock (Appointed 14 January 2021)  
A Lindo-Cozzella (Appointed 14 January 2021)  
N Scott (Appointed 14 January 2021)  
Y Thomas (Appointed 15 September 2021)  
R Bowley (Appointed 17 November 2021)  
T Hinde (Appointed 17 November 2021)  
S Appleby (Appointed 17 November 2021)

**Company Registered Number**

02495423

**Charity Registered Number**

703163

**Registered Office**

Eagle House  
Cotmanhay Road  
Ilkeston  
Derbyshire  
DE7 8HU

**Company Secretary**

Kathryn Kozlowski

**Chief Executive Officer**

Mark Simms

**Auditors**

Price Bailey Chartered Accountants  
24 Old Bond Street  
London  
W1S 4AP

**Bankers**

Lloyds Bank plc  
89 Church Street  
Bilston  
Wolverhampton, WV14 0BJ

CAF Bank Limited  
Kings Hill  
West Malling  
Kent, ME19 4JQ

**Solicitors**

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10 Nottingham Road  
Derby, DE1 3QT

Bates Wells Braithwaite  
10 Queen Street Place  
London, EC4R 1BE

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**The period covered by this Trustees' Report marks the gradual transition from the third UK coronavirus lockdown, into a period of adjustment as we "live with the virus" after the Covid rules were removed in England in February 2022. Charting these uncertain times has required many operational changes in service delivery, and it has reinforced our organisational view that we must be bold and ambitious to play our part in rebuilding the country for everyone, everywhere.**

**This report is written and should be understood within this context.**

The Trustees, who are the Directors for the purposes of the Companies Act 2006, present their report and financial statements for People Potential Possibilities ("the Charity"/"P3") for the year ending 31 March 2022. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2019).

#### **SUMMARY FROM ADAM HACKETT, CHAIR OF THE P3 BOARD OF TRUSTEES**

"P3 Charity continues to relieve the cycle of despair through our deep commitment to vulnerable people, growth in the quality of our services and a strengthened financial position.

P3 is all about people. Our colleagues and volunteers have performed extraordinarily over the last twelve months. There have been many internal promotions, training opportunities, job swaps and team building, all with the same purpose: to improve the lives of the people we work alongside.

We shall continue to urge that the Government fulfils the promise made in July 2019 by the then incoming Prime Minister to deliver a Social Care Policy.

Like many organisations, we face multiple and unique challenges posed by the global pandemic. Our performance is strong and improving. The golden thread of our purpose runs through our strategy and subsequent delivery, supported by a group of committed Trustees, outstanding leadership, and devoted staff. I am utterly confident that we will continue to deliver our objective to transform people's lives."

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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#### ABOUT P3

**Founded 50 years ago in 1972, P3: People, Potential, Possibilities is a national Charity and social enterprise operating across the UK and delivering services for socially excluded and vulnerable people.**

P3 is a 'people first' organisation; our mission is to work alongside people to improve lives and communities: to unlock potential and open up new possibilities. We are committed to sustainable transformation and work to establish the trust needed to facilitate genuine and lasting change for the long-term.

**From April 2021 to March 2022, the P3 Group — worked alongside 28,152 (26,635) people.**

**Right across England someone, somewhere talks to a P3 worker every 15 (23) seconds.**

P3 specialises in homelessness services, supported housing, preventative support for people experiencing and recovering from mental ill-health, advice and community support, helpline support and services for young people.

Our vision is for every person to be recognised as a valued member of society, where social injustice no longer exists. It's that simple!

#### OUR YEAR

Our financial performance remained strong throughout 2021/22.

This was guided by a refreshed strategy for the next five years; developed through the work delivered over recent years and in response to the impact of Covid-19 on the people we work alongside and their communities.

Our purpose is not monetary—yet we do need sufficient financial strength to allow us to make the right strategic choices to help us reach more people who are struggling financially, emotionally and educationally.

Our purpose is one which draws on 50 years of charitable experience and aspires for everyone to have a safe home to live in, positive relationships in their lives and something meaningful to do.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**Together we enabled 2,331 (3,195) people experiencing homelessness across England to exit the streets and access safe and comfortable temporary accommodation.**

- *Following on from the UK Government's 'Everyone In' and 'Everyone In For Good' campaigns our new P3 strategy continues to develop housing and support solutions for people going through a tough time.*

Therefore, our new strategy: *Somewhere to Live, Someone to Love and Something to Do* recognises P3's core strengths and allows us to face the future with the confidence to achieve even more.

We know we are a Charity and Social Enterprise made up of passionate people, who care about people. It is this resilience and dedication, plus the sheer graft of the P3 team which has provided the foundation to enable the organisation to weather such uncertain times. Our colleagues' tireless energy has grown our reputation through a global pandemic and we have been recognised as a modern, trusted, award-winning national charity. We have never been better placed to reach more people, to grow our services and impact entire communities as we move forwards.

**P3 Housing, our Registered Social Landlord, now offers almost 900 (over 750) places to live and over the past year 1,928 (1,551) people have made a home in P3 accommodation.**

Weathering this acute crisis led to the rapid scaling-up of our services for people who are homeless, and the need to reach more people who continue to struggle financially, emotionally and educationally. For many in the communities we work alongside, the past year has once again been marked by increasing levels of polarisation and social exclusion as the cost of living has continued to rise and wages have reduced.

Sadly, for far too many people, the success of the previous year and the government's 'Everyone In' campaign (where we supported an additional 1,000 people who were street homeless into emergency accommodation) proved to be a short-term experience with their return to the streets as the crisis lulled and funding was withdrawn.

Even today so much about the future remains uncertain. Yet this period has reinforced our view that we must be bold and take up the challenge to design the future, continuing as an agent for social change, not only in individual people's lives, but also on a much larger scale to have an impact for entire communities and regions.

We know P3 has an important role to play in the national effort to rebuild society following Covid-19, and it is against this widening gap of social inequality that we are seeking to deliver the greatest impact.

Guided by our new strategy we want to remove the struggle faced by the people we work alongside to find somewhere affordable and sustainable to call home for the long-term. We

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**Over the past year we purchased 117 properties:**

- **10 apartments in the Forest of Dean.** This is the first local accommodation-based service for people experiencing homelessness in the area.
- **35 apartments** in Wolverhampton for people who have complicated lives and are waiting to move on from temporary accommodation.
- **19 new properties in Wolverhampton,** for people ready to move on from temporary accommodation
- **9 new properties in Lincolnshire** for people who need support to live independent lives.
- **6 new properties in Gloucestershire** for people ready to move on from hostel accommodation.
- **12 new properties** for people experiencing homelessness in **Gainsborough, Lincolnshire.**
- **26 new properties in Gainsborough, Lincolnshire** as part of the regeneration of the town.

And for the year ahead we already have plans to purchase 133 homes for the people we work alongside comprising 39 properties in Wolverhampton, 55 in Lincolnshire, 27 in Gloucestershire and twelve in Derbyshire.

want to bring stability back into their lives by providing safe homes to live in, reconnection through positive relationships and meaning through access to education, employment and volunteering. We don't want the people we work alongside to just survive we want them to thrive.

Drawing on these aspirations for long-term social change while leveraging our reputation and operational experience we have set out to deliver on this bold plan.

Our Registered Social Landlord, P3 Housing now offers almost 900 (over 750) places to live and is continuing to build a property portfolio to deliver more and better homes for people experiencing homelessness. Plus, we are actively investing in our existing properties to create brighter, modern spaces and refurbishing many of our larger 24-hour services, installing ensuite facilities and redesigning spaces to meet our aspirations for people experiencing homelessness.

Plans for P3 premises in West Bromwich, Wolverhampton, Swadlincote and Derby are already underway, as major works are undertaken to transform larger, shared spaces into well-appointed studio and self-contained apartments.

By working closely with Homes England (the UK Government's housing delivery agency), Local Authority partners and Social & Sustainable Capital (a UK fund manager and social enterprise, with aligned values), as well as releasing finance from our charity reserves and securing grant funding we have been able to raise £20 million in investment—all much-needed funds to complete this cycle of refurbishment alongside the creation of new housing ecosystems.

These ecosystems will see us provide the best homes for the people we work alongside to live

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

---

**P3 advice services offered life changing advice and support to 9,625 (14,479) people.**

- *Our Cambridgeshire services launched an enhanced floating support service providing intensive support for people who have experienced homelessness.*
- *Our Derbyshire services expanded to offer a new out-of-hours helpline offering support for people experiencing homelessness.*

**At P3 we want to ensure the people we work alongside are equal partners in shaping the services we deliver. People Shaping P3 creates this opportunity, encouraging people to help us to improve and shape P3 at every level.**

- *Our People's Board continues to shape P3 to deliver impact and excellence across all services.*
- *Our new People's Standards have been developed to convey the 'feel' a quality service.*

and grow, delivering stability for people to successfully access education and employment and thrive.

Our staff have shown remarkable resilience. They are our most valuable asset and have continued on through every challenge presented in these unparalleled times, and once again they have not stopped!

Their dedication has continued to ensure all our services remained open, and was formally recognised by winning the UK Social Enterprise Team of the Year in December 2021.

Our colleagues do a remarkable job, making good things happen for the people we work alongside—here we are talking about the contribution of everyone, that's every single person who works and volunteers at P3! Collectively, we have continued to have a huge impact on the lives of people who turn to P3 for support. So, whether it's P3 core services, maintenance, teaching, fundraising, young people, street outreach or support work it all matters, because it's all connected. It's a collective effort to end social injustice and one that doesn't just happen on the frontline at P3.

Furthermore, the year also saw P3 act as a 'gateway' organisation for eight charities and CICs to access the Government's Kickstart scheme which aimed to provide young people aged 16–24 with employment and skills training. Together we were able to create 118 placements, comprising 60 placements within P3 and a further 58 placements across the partnership—always with the goal of offering permanent job opportunities to some of the young people taking part, and the result is 75 young people now have jobs, including 40 internally with P3, which is fantastic.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**Our vision for children and young people is to rebuild lives by providing facilities, skills, activities and guidance that promote stability within communities.**

- 1,284 (1,401) children and young people have benefitted from weekly homework support, play activities, football coaching, employment advice, youth work (supporting mental, physical and emotional wellbeing) and parenting skills at RPT.*
- 283 (388) young people have found a place to live, feel safe and call home—even after they've left—offering stability, guidance and most importantly, people they can rely on after spending time in the care system.*

**CHILDREN & YOUNG PEOPLE**

In another unprecedented year the young people we work alongside continue to face some of the greatest challenges for generations, particularly around education and employment.

At P3's Rugby Portobello Trust (RPT) we had to continually readjust our approach to support the young people we work alongside, adapting and evolving services to be in line with ever-changing government guidelines. Each of our bespoke services took a different approach as we refined processes to be able to continue safely. During periods of relaxed restrictions, RPT's services were delivered face-to-face, albeit with restricted numbers—with our clubs, football academy, creative arts programme and mental wellbeing programmes supporting 1,284 (1,401) children, young people and mums across the year.

Such agility was made possible by the generosity of our donors, volunteers and staff team who all remained committed to ensure we were able to evolve our approach—sometimes on a daily basis!

We also listened to the North Kensington community which led to changing the way some programmes are run, including our 'Magic Mums' parents and carers support group and our Amplify creative arts programme to re-engage people through video sessions. We embraced the benefits of digital technology, leading to the permanent provision of an online Homework Club and the continuation of our digital-inclusion work to ensure the parents, children and young people we work alongside have the skills needed to access the benefits offered by digital technology.

In short, the pandemic taught us to trust our instincts; we can and do understand the needs of the communities we work alongside and by placing quality at the centre of all we offer we can be proud of all P3 services.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**GROWTH & CHANGE**

Today we run 83 (63) services, where we are highly regarded by commissioning partners, aligned organisations and the people we work alongside. P3 is financially stable, our revenue covers all of our costs, and our fundraised income is used to 'add value' to our services. We are now one of the largest and most successful charities and social enterprises in our field.

Organisationally we have continued evolve, both in terms of the scope and development of our service delivery, while navigating further operational changes.

In 2021, our five regional justice services were transferred back to the National Probation Service after six years of offering bespoke, choice-led support for people with multiple contacts with the criminal justice system.

During this period, we were able to prove the value of what we set out to deliver, getting fantastic feedback from staff and the people we worked alongside. The quality of our colleagues was exceptional as they supported countless numbers of people who had failed to engage with anyone previously. Without doubt we have saved lives and given people options, hope and a future.

**New P3 services have supported 13,428 people living with mental ill-health over the past year. We offer hope for people experiencing distress or anxiety—or feeling that they cannot cope—by giving the space to talk through practical issues that may be causing concern.**

- Working in partnership with Derbyshire Healthcare NHS Foundation Trust, the P3 team at the Derbyshire Mental Health Helpline receive an average of 3,000 calls every month from people needing mental health advice and support.*

The year also saw expansion of P3's homelessness services as we scaled-up some of our provision and expanded into new areas.

In Peterborough we launched an enhanced floating support service providing intensive support for people with complicated lives who have experienced homelessness; in Derbyshire a new out-of-hours helpline began offering support for people experiencing homelessness; and with funding from the Rough Sleeping Accommodation Programme, we joined with Stoke-on-Trent City Council to offer 15 places to stay across the city with link worker support for people who have been homeless.

In closing it should be stated that the P3 team, is a united staff team. It is the energy and dedication of each colleague, which strengthens our collective purpose across the country and builds our resilience to support one-another and continue to do remarkable things—all pushing together to change lives.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CONSTITUTION**

The Charity is a charitable company limited by guarantee and was set up by a Memorandum of Association on 24 April 1990. People Potential Possibilities, known on a day-to-day basis as P3, has no share capital and is a registered Charity with the Charity Commission.

### **METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES**

P3 is governed by a Board of Trustees which comprises a Chair and up to nine Trustees. The Chair is appointed by the Board from the existing Trustees. Trustees are recruited with regard to the balance on the board of people with relevant skills, experience, knowledge and qualifications. As well as looking for individuals with business, health/social care and governance backgrounds we aim specifically to include people who have lived experience of accessing services and carers. Prior to inviting nominations and applications for Board membership a skills audit review of existing members is undertaken in order to attract prospective members with the required experience, skills and knowledge.

The Board of Trustees meets a minimum of four times a year and is responsible for the overall direction and control of P3's activities. The Board also has an annual Away Day and sub-committees of the Board (with delegated authority) meet regularly to review and agree performance in key areas of operation. The Board is responsible for taking decisions on the strategic direction of the Charity, approving major expenditure, major developments and through the Chair giving support and supervision to the Chief Executive.

### **POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES**

On appointment each Trustee signs a code of conduct and completes a register of interests. They are given a Trustee Induction Pack that includes the Charities Governing Document: the Memorandum and Articles of Association, a range of relevant policies and procedures, including conflict of interest and other guidance. The pack contains a Trustee job description and a copy of Charity Commission Guidance Leaflet CC3, The Essential Trustee: what you need to know. New Trustees meet with the Chair and Chief Executive to discuss:

- Their role and responsibilities
- Key documents including the Memorandum and Articles of Association and the P3 Strategic Plan
- Funding including the latest published accounts and current position
- The organisation's focus on outcomes
- Safeguarding
- Future plans

Trustees are also invited to an induction tour of projects and services, and Trustee training needs are assessed, and training provided as appropriate.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### **Summary of the Work of Sub-Committees 2021-2022**

Sub-Committees of the Board of Trustees meet throughout the year, over the course of the year following activities took place:

#### **1.0 Summary of activities: People Board**

##### **Members:**

**Dorothy Lane (Chair)**

Over the course of the 2021/2022 financial year the People Board sub-committee has approved the People Shaping P3 Strategy for 2022, approved the work plan of the officers, approved the new P3 People Standards, and overseen the recruitment of 21 peer reviewers. The sub-committee has also revised and implemented exit surveys for all community-based support services in addition to reviewing all complaints submitted to P3 by people who access our services. The sub-committee has also been successful in recruiting a person we work alongside to sit as a member of the People Board. The sub-committee has reported its progress and fed into the Board of Trustees.

#### **2.0 Summary of activities: Audit, Risk & Assurance Sub-Committee**

##### **Members:**

**Mark Terry (Chair)**

**Sarah Appleby**

**William Cock**

**Richard Bowley**

Over the course of 2021-2022 financial year the Audit, Risk and Assurance sub-committee has regularly reviewed and scrutinised the corporate risk register and scrutinised mitigations against emerging or high-level risks. Additionally, the committee has approved a new format and policy for the corporate risk register including a graphic 'heat map', which provides a robust process for identifying, measuring, managing risk. The sub-committee has appointed and reviewed the progress of the external auditor, Price Bailey, which will conclude in May 2022. The sub-committee has also scrutinised all serious incidents reported to the Charity Commission on their behalf by the executive. The sub-committee has also overseen the compliance of P3 to its contractual KPIs through regular review of operational reporting. The sub-committee has also appointed new members to the sub-committee and appointed Price Bailey as external auditors for financial year 22/23.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **3.0 Summary of activities: Finance & General Purposes Sub-Committee**

##### **Members:**

**Mark Terry (Chair)**

**Adam Hackett**

**Yvonne Thomas**

**Thea Hinde**

**Richard Bowley**

Over the course of the 2021-2022 financial year Finance and General Purposes sub-committee reviewed and redrafted the P3 Financial Strategy for recommendation to the Board of Trustees. The sub-committee has also recommended the 2022/23 budget to the Board of Trustees following review by the chair and members of the sub-committee. The sub-committee has also overseen the management accounts of the organisation and recommended these to the Board and ensured that financial reporting and compliance regulations are satisfied. It has approved the liquidation of University of the First Age, which is part of the P3 Charity group. Additionally, the sub-committee has reviewed and scrutinised all bids and tenders for contracts made by P3 Charity and had oversight of the management accounts of P3 Charity. The sub-committee has also welcomed new members.

#### **4.0 Summary of activities: HR, EDI & Safeguarding Committee**

##### **Members:**

**Aquilla Lindo-Cozzella (Chair)**

**Thea Hinde**

**Nancy Scott**

Over the course of the 2021/2022 financial year the Safeguarding sub-committee widened its scope to become the Human Resources, Equality, Diversity and Inclusion, and Safeguarding Committee. Appointing a new chair to this sub-committee following the resignation of the previous chair. New Terms of Reference for this sub-committee were drafted and approved by members to reflect the wider scope of the sub-committee. The sub-committee approved the new P3 People Strategy that will guide the work of the HR and operational departments. In addition, the committee has reviewed all serious safeguarding incidents and deaths that took place in P3 services and reviewed all disciplinary actions taken against P3 Charity staff. The sub-committee has reviewed the safeguarding trends on a bi-annual basis via reports provided to them by the executive. The committee continues to grow in numbers with two new trustees joining: adding further to the committee's diversity of thought.

#### **5.0 Summary of activities: Governance, Remuneration & Nominations Sub-Committee**

##### **Members:**

**Carol Carter (Chair)**

**William Cock**

**Yvonne Thomas**

Over the course of the 2021/2022 financial year the Governance, Remunerations and Nominations Committee reviewed, revised, and agreed its Terms of Reference. Members of the sub-committee have undertaken benchmarking of staff salaries to be submitted to the Chair of Trustees for consideration and recommendation to the sub-committee. The sub-committee recommended and approved pay increases for P3 staff in October 2021 and April 2022.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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## **ORGANISATIONAL STRUCTURE AND DECISION MAKING**

The Chief Executive leads the day-to-day management of P3 on authority delegated by the Board of Trustees. He and the executive officers of the Charity form the Executive Leadership Team, and each has clearly defined areas of responsibility and accountability. The Executive Leadership Team meets on a two-weekly cycle, to discuss and implement strategic and operational issues and to monitor and control the performance of the Charity against the Strategic Plan and Strategy Implementation Plan. This work is reported on at General Meetings of the Board.

## **OBJECTIVES AND ACTIVITIES**

### **WHO WE ARE**

People Potential Possibilities: P3 deliver a variety of effective and innovative services to improve lives and communities. All our services put people first, working to create opportunities and positive life chances for vulnerable people. We work alongside people to overcome the challenges that the public sector can no longer tackle alone—transforming the lives of people experiencing social injustice—people who have nowhere to call home, are experiencing mental ill-health or are in contact with criminal justice services.

We can trace parts of our organisation back to the 1800s and the constant over all these years of history is that P3 has always been a diverse and enterprising organisation with services tailored to meet the needs of our communities and the people who live in them.

Our vision is to act as the catalyst in the development and delivery of services that are linked up across whole systems such as health, housing, social care, criminal justice, employment, education and training. That means services that are centered on the needs of the people who use them, services that deliver solutions and a positive way forward to a better life. We are focused on outcomes, impact and achieving a good Social Return on Investment.

## **OBJECTS**

The objects of P3 are:

- To promote social inclusion for the benefit of the public by the provision of advice, education, employment and housing services for young people and those who are homeless.
- The advancement of health; and
- The relief and care of the poor, including people who are homeless and socially excluded.

## **MISSION**

To tackle social exclusion by creating opportunities for vulnerable and disadvantaged people:

“We work alongside people to improve lives and communities, to unlock potential and open up new possibilities.”

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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### STRATEGIES FOR ACHIEVING OBJECTIVES

Responsive strategic planning meant trustees approved a new five-year strategy in 2021 rather than remain tied to a strategic cycle that didn't reflect the operational challenges posed by Covid-19.

Our new strategy and 'theory of change' is centered upon:

#### **Somewhere to live, someone to love and something to do.**

**Somewhere to live:** Somewhere safe to live has an evidenced positive impact on all life outcomes.

**Someone to love:** We know that being part of a community and healthy relationships are the key building blocks to improved wellbeing.

**Something to do:** Access to education, developing skills for employment and volunteering can all improve life chances and wellbeing.

P3 now has 11 strategic priorities – five that focus on our impact for people and six that enable us to achieve this in line with our values.

Our impact priorities are:

1. We will ensure that P3 is for everyone, promoting inclusion and equity of access.
2. We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside.
3. We will increase the number of homes P3 provides and the number of places to stay that we manage.
4. We will provide activities and programmes that promote and support wellbeing and encourage people to take their own action.
5. We will work right across the different sectors of the community to learn from and with each other.

Our impact enabling priorities are:

6. We will provide a quality offer.
7. We will work with transparency.
8. We will work with a focus on the experiences of the people we work alongside.
9. We will excel in both digital and offline services so that everyone can access our support.
10. We will recognise the risks to the environment, and to the world and its population are both real and immediate.
11. We will set a strong example—in how we use our assets and how we behave.

All the above objectives are undertaken with the aim of enabling P3 to provide more high-quality services for socially excluded people.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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### **ACTIVITIES FOR ACHIEVING OBJECTIVES**

Current activities include:

- Direct access homeless accommodation
- Supported accommodation for people with mental ill-health
- Complex and chaotic needs service
- Floating support for people with mental ill-health
- Floating support services to help people keep their home
- Floating support services for people with addiction issues
- Hospital discharge support for people with mental ill-health
- Street outreach work
- Mental health crisis accommodation for women
- Navigator general advice services for young people
- Jobshop training/job advice services for young people
- Registered Social Landlord
- Supported accommodation for young homeless people
- Link worker services to people with chaotic lifestyles and complex needs
- Youth services including alternative education and youth clubs
- After school and play services
- Specialist hoarding services for people
- 24-hour mental health helpline support for people
- Out-of-hours helpline support for people who are homeless

### **PUBLIC BENEFIT**

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 and given their careful consideration to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives for the year. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Board has agreed that the best way to meet the needs of the people we work alongside is through contracting for specialist services while also influencing the way that services are provided and shaped through our expertise and knowledge. To this end, we continue to maintain our independence as an organisation in relation to public policy issues that are relevant to the people who are accessing our services and we will continue to put forward our views on how services could be improved.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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## STRATEGIC REPORT

### ACHIEVEMENTS AND PERFORMANCE

Over the last financial year, P3 has again become a bigger, stronger and more diverse organisation. In 2021/22, across the group an average of 720 (650) staff and almost 300 (300) regular volunteers supported over 28,000 (27,000) people across towns and cities over seven regions in England—the South East, the South West, the North West, London, East Midlands and West Midlands—helping people to achieve their goals and aspirations.

These are some of the main achievements that have helped take us to where we are today. Many of them cross over two or more objectives.

### OUR IMPACT PRIORITIES

**At P3 we already know what we are doing is impactful, however we want to reach more people and a broader range of people.**

**Our impact is greatest when we develop deeper relationships with people, so our services are only ever relational, focussed on the person and never transactional, focussed on the process.**

**Our quality is good, but it can be developed—particularly for those things that we currently do as incidental, accidental and at a lesser scale.**

### OBJECTIVE 1

**We will ensure that P3 is for everyone, promoting inclusion and equity of access:**

- We have continued to grow organisationally throughout 2021-22 and now work alongside:
  - 12 (20) counties
  - 46 (45) local districts and boroughs
  - 45 (45) different commissioners
  - 83 (63) services across the country
- We have worked with people at risk of homelessness across all the regions we serve and **prevented 2,187 evictions**. (zero in 20/21 as evictions not permitted during the pandemic)
- We have delivered in excess of **6,000 (3,000)** food parcels to some of the most socially excluded and vulnerable people we work alongside.
- We have worked **to overcome digital poverty and exclusion** throughout the pandemic, providing tablets and mobile phones for people cut off from their community and recruiting an **IT Community Coach** to build IT confidence and offer digital support for people accessing remote learning at P3 Rugby Portobello Trust.
- We have completed our **Gender Pay Gap Report** (based on a snapshot of data for 2021) and were pleased to report 73 per cent (71 per cent) of our staff are female, 27 per cent (29 per cent) of our staff are male and our **average mean gender pay gap is -0.7 per cent (-0.8 per cent)**.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 2

**We will develop the education, life skills and employability of our staff, volunteers and the people we work alongside:**

- We have refined our **values-based recruitment** processes—recruiting for values and training for skill—ensuring our colleagues are dedicated and committed. This is key to our success.
- We have **upgraded 'iRecruit'** our online recruitment portal to streamline and speed up the recruitment process for key roles.
- We have continued to embrace our **employees lived experience**, building on people's life experiences—as well as professional skills—to ensure a real and genuine passion and aptitude for the work we do.
- We have acted as a 'gateway' organisation for eight charities and CICs to access the Government's Kickstart apprenticeship creating **118 placements, leading to 75 jobs** for young people.
- We have also continued to focus on our **Wellbeing Strategy** throughout the pandemic to sustain our workforce, keep them connected, motivated and most importantly remain well. This is now formally recognised by our certification as a **Mindful Employer**.
- We now offer a **hardship fund and salary advance scheme** for colleagues who are struggling and going through a tough time.

#### OBJECTIVE 3

**We will increase the number of homes P3 provides and the number of places to stay that we manage:**

- We have continued to build our **property portfolio** to deliver more and better homes for people experiencing homelessness.
- We now offer **almost 900 places to live** (over 750) through our Registered Social Landlord, P3 Housing.
- We have purchased **117 properties** over the year for people we work alongside to have safe and comfortable places to stay for the long-term:
  - 54 properties in Wolverhampton
  - 47 in Lincolnshire; and
  - 16 in Gloucestershire.
- We have purchased **26 properties** in Gainsborough, Lincolnshire (one of the most deprived areas in the UK) where we are working in partnership with West Lindsey District Council as part of an ambitious urban regeneration project to **deliver 110 homes**, improve streetscapes and rejuvenate the local economy.
- We have invested in our local authority partnerships and celebrated our success as a social landlord with **#StartsAtHomeDay**, joining the Homes England campaign to celebrate supported housing and the positive impact it has on thousands of lives by showcasing P3 Housing to its local MPs and Mayors.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 4

**We will provide activities and programmes that promote and support wellbeing, and encourage people to take their own action:**

- We have worked in partnership with the Derbyshire Healthcare NHS Foundation Trust and the Derbyshire Federation for Mental Health to develop the scope of Derbyshire's new Mental Health Helpline to become a 24/7 service with the P3 team receiving an average of **3,000 calls every month** from people needing mental health advice and support.
- We have launched an **enhanced floating support service in Peterborough** providing intensive support for people with complicated lives who have experienced homelessness.
- We have been able to extend our homelessness provision in Derbyshire with funding from the Rough Sleeping Accommodation Programme through the introduction of a **new out of hours helpline** offering support for people experiencing homelessness.
- We have joined with **Stoke-on-Trent City Council to offer 15 places to stay** across the city with intensive strengths-based link worker support for people who have been homeless and lead complicated lives.
- We have secured the continuation of **Cambridgeshire Street Outreach team** after its initial pilot phase.

#### OBJECTIVE 5

**We will work right across the different sectors of the community to learn from and with each other.**

- We have continued to achieve greater impact through collaboration, partnership working and alliances with **like-minded organisations**.
- We have developed **strong, positive local relationships** within the communities where P3 Housing development is taking place; we have formed the right partnership links, been visible, approachable and accountable, and now we are seeing the positive outcomes for people as each new property comes on line.
- We have worked to understand local residents' needs in **Gainsborough** as part of our regeneration project **to deliver 110 homes** (see objective 3 above). Here our ten-year partnership with West Lindsey District Council will not only improve street scenes, support community initiatives and rejuvenate the local economy, it will reduce exploitation by absent landlords, increase the availability of affordable homes and incentivise local landlords to improve their properties and rent them through the partnership.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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***“I have been sleeping on and off the streets for 20 years, I was using drugs and alcohol for most of that time to get through it and I have been in and out of prison ...***

***“My relationships with my family have been a struggle because of my lifestyle. My kids didn't want to know me, and I just went on self-destruct. I was so sick of it, I just wanted to sort myself out as I knew if I carried on the way I was going I wouldn't be here very long.”***

***“That's why I cannot thank you enough for the support I get, having this safety net has been a lifesaver.”***

– Person living in P3 Housing

***“To be honest, without you guys and the support of friends and someone believing in me I would not have achieved what I have achieved. At the time I didn't believe in myself, and you gave me the means to believe in myself, you spurred me on. I am one of your success stories and I cannot thank you enough. You have supported me, not just financially but also emotionally and helped me to believe in myself. You didn't let me down and knowing there was someone behind me that believed in me made all the difference. I was desperate, cold and alone and made to feel that people like me deserved to be there. In that situation you start to believe it, that this is my lot ... It took people like P3 to say no one deserves this.”***

– Person supported by Cambridgeshire Street Outreach Team

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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#### OUR ENABLING PRIORITIES

At P3 we will enable the people and communities we work alongside by ensuring our services support the improvement of people's mental health and wellbeing, through access to good housing, good relationships and education and development opportunities.

Organisationally we are much greater than the sum of our parts, and the P3 Charity Group will continue daily to maintain the highest standards of accommodation and customer service.

Furthermore, we will deliver on our Climate Emergency Plan and contribute to the protection of the natural world.

#### OBJECTIVE 6

We will provide a quality offer:

- P3 Charity have once again made it onto the **NatWest SE100 Index**, the annual list of the UK's leading 100 social enterprises, compiled by Pioneers Post in partnership with NatWest Social & Community Capital. The index recognises social impact and business performance: leadership, resilience and storytelling alongside turnover, growth and surplus to determine the quality of an organisation's purpose.
- P3 was awarded the **2021 Charity Times Property Innovation Award** for our direct action and innovative approach to finance properties to meet the needs of people who have experienced homelessness during the pandemic.
- P3 Wolverhampton Hospital Discharge service won the **2021 Homeless Link 'Prevention Into Action Award'** at their annual Excellence Awards. The award recognises quality partnership working with the NHS to deliver a service committed to preventing homelessness from occurring in the first instance.
- P3 Chief Operating Officer Jo Summers and Director of Strategy and Innovation Gemma Bukel were named on the UK's list of the 100 most influential women in social and mission-driven organisations, the **WISE 100**.
- P3 was also named as the **2021 Social Enterprise Team of the Year**. This award recognised P3's collective effort to end social injustice through UK lockdowns, a one team approach which saw every colleague from core to frontline services united in meeting the needs of the people we work alongside.
- P3 is **'one team' working together** – locally, regionally, organisationally.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 7

##### **We will work with transparency:**

- We have an effective governance structure; the **P3 Board of Trustees** work closely with our Executive Leadership Team to oversee the Charity's strategic performance, management and administration.
- We have a Board who meet regularly and are clear about our charitable purpose, working to ensure these aims are being delivered with the **values, integrity and organisational culture to achieve public benefit**.
- We are a trusted UK Charity, with a **reputation spanning over 50 years** and we are aware of the importance of the public's confidence and trust in P3. Our Trustees, Executive Leadership Team and wider staff group are all trained to undertake their duties accordingly.
- Our work is guided and informed by **best practice**; we are committed to being a learning organisation where our services are informed by the experiences of the people we work alongside not remote processes.

#### OBJECTIVE 8

##### **We will work with a focus on the experiences of the people we work alongside:**

- We have continued to work in equal partnership with the people we work alongside by actively involving them in '**People Shaping P3**'. This group enables the lived experience of people we work alongside to inform appropriate elements of planning, auditing, training, development, policy review and consultation, providing a continuous cycle of service improvement, impact and growth.
- **Our People Standards** have been produced and training has been delivered to the people we work alongside to '**peer review**' services. Their aim is to establish the feel and vibe of services with the people we work alongside at the services, the support staff and managers to identify our successes and any possible improvements.
- Our **People Shaping P3 Board** continued to meet regularly online, this team are visible to all people who use our services and continued to engage with everyone digitally and through P3's wider communications.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 9

**We will excel in both digital and offline services so that everyone can access our support:**

- We have continued to refine and develop our digital offer across the P3 Charity Group, capitalising on how **digital technology can help us to meet the support needs of people at greater risk** or in more vulnerable circumstances remotely.
- We have **enabled every member of staff** to work from home over the past two years, providing equipment, online and offline support while upgrading all of the digital hardware across the charity.
- We embraced the benefits of digital technology to connect the entire organisation, hosting our **2021 staff celebrations and awards for 720 people remotely**.
- We have implemented further software solutions and introduced **collaborative IT/digital processes** to better facilitate remote working across P3's geography, this in turn has improved the user experience for our colleagues, supporting P3's impact.

#### OBJECTIVE 10

**We will recognise the risks to the environment and to the world and its population are both real and immediate.**

- P3 declared a Climate Emergency and published its **Climate Emergency Plan** in December 2019, over the past year we have begun to develop the next phase of this strategy, defining how our purpose can be delivered in a sustainable way.
- We have appointed **Auditel** an expert in cost, procurement and carbon solutions to support P3 with developing our first Carbon Reduction Plan amidst a dynamic and evolving environmental context.
- We will establish baseline for our Greenhouse Gas emissions and use this information to agree **organisation-wide carbon reduction targets**.
- We will continue to **champion the best interests of our planet**, working to increase awareness and staff participation in our plans to make P3 a sustainable organisation.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 11

**We will set a strong example—in how we use our assets and how we behave.**

- We have worked strategically to maximise our resources and reserves management.
- We have developed robust and financially efficient asset management processes.
- We have worked closely with our Trustees to ensure strategic clarity informs our business development and operational processes.
- We have an agile corporate structure; prudent financial management and all of our core systems and services are focussed on the delivery social value to fulfil our charitable purpose.
- We have robust, regulatory financial compliance and governance.

*"In what has been an incredibly challenging year social enterprises have given us a real sense of hope. They've shown us what it means to put people and communities first, showing real resilience and strength without compromising on their values, integrity and impact.*

*"From taking on the injustices in the food system and using technology to support people experiencing homelessness to being on the frontline of supporting communities through the pandemic—this year's winners represent not just the best of business but the future of business."*

*– Chief Executive of Social Enterprise UK Peter Holbrook*

The national SE100 Awards, organised by Social Enterprise UK (SEUK), recognise excellence and outstanding achievements by social enterprises, businesses set up for a social or environmental purpose that reinvest or donate the majority of their profits to meet their mission.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### VIABILITY STATEMENT

The Executive have assessed the prospects of the Charity up to 31 March 2024. We believe that this period is appropriate for P3 since it reflects the fact that the Charity has limited visibility of contract bidding opportunities beyond this time frame and that approximately 40% (40%) of current year revenue relates to contracts where the contract term comes to an end within three years.

During the year we continuously examined the principal risks facing the Charity, including those that would threaten the execution of its strategy, business model, future performance, solvency and liquidity.

Management and mitigations of those principal risks have been included when considering the future viability of the Charity. The Charity's principal risk review considers the impact of these principal risks and the mitigating controls that are in place.

In forecasting our financial results, we assume that contracts will end at their contractual date. What we actually experience is 85% (85%) contract renewal rates and frequent contract extensions. Our projections are therefore the most prudent possible and still protect our healthy cash balance and strong reserves'.

The Charity is delivering on the strategic priorities it set out and continues to embed these into the business. Our base projections indicate that our cash levels, debt facilities and projected headroom are adequate to support the Charity over the next three years.

The Charity's financial plan has been stress-tested against severe but plausible scenarios, on their own and in combination, to evaluate the future viability of the Charity.

It is highly unlikely, but not impossible, that the crystallisation of a single risk would test the future viability of the Charity; however, unsurprisingly—and as with many organisations—it is possible to construct scenarios where either multiple occurrences of the same risk, or single occurrences of different significant risks, could put pressure on the Charity's ability to meet its financial obligations.

At this point, the Charity would look to address the issue by exploring a range of options including, amongst others; cost saving restructuring of central teams, disposals of parts of the Charity's operations to reduce net debt; and/or raising additional capital in the form of equity, subordinated debt or other such instruments.

Subject to these qualifications, and on the basis of the analysis undertaken, the Executive have a reasonable expectation that the Charity will be able to continue in operation and meet its liabilities as they fall due over the three-year period of their assessment. In doing so, it is recognised that such future assessments are subject to a level of uncertainty that increases with time, and therefore, future outcomes cannot be guaranteed or predicted with certainty.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### VIABILITY STATEMENT continued ...

The Executive have made the following key assumptions in connection with this assessment:

- There is no significant UNEXPECTED contract attrition and bid conversion rates are not significantly lower than anticipated.
- The Charity is able to execute its new strategy and deliver the forecast margin.
- The Charity is not subject to any material penalties or direct and indirect costs and/or losses.

#### RESERVES POLICY

The Trustees have examined the Charity's requirements for reserves in light of the main risks to the organisation. They are committed to generating sufficient reserves to support current organisational activities/growth and to meet the following requirements:

- Maintaining the organisation's assets in a good state of repair.
- Investing in new property to improve the standard of our estate, and grow the organisation
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of new services and initiatives.

Designated reserves are held by the Charity that represent the net book value of the tangible fixed assets after deducting loans in respect of freehold properties. Designated reserves that have been used to meet a specific liability would not need to be replenished, having served the purpose for which they were originally established.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. Our General Fund Reserves are £12.9m (£10.0m) and required contingency as per our Reserves Policy is £4.5m (£3.9m 2021), our capital investment program is £3.3m leaving £1.4m (£2.9m 2021) in free reserves.

#### FINANCIAL REVIEW

The consolidated financial statements comprise the results of the charity together with those of the wholly owned subsidiaries The Academy of Youth (in liquidation) and P3 Housing Limited. The consolidated Statement of Financial Activities is set out on page 35.

Total income for the year was £29.7m (2021: £32m). Total expenditure for the year was £26.8m (2021: £27.8m) including net gains/(losses) on investment. Net income for the year was £2.9m (2021: £4.3m). As 31 March 2022 the net assets shown in the Consolidated Balance Sheet amounted to £12.9m (2021: £10m).

P3's primary funding stream is the former Supporting People budget that passed over to Local Authority control from the Department of Communities and Local Government.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **FINANCIAL REVIEW continued ...**

Since its inception in 2003, the Supporting People programme has been the subject of a series of reviews and seemingly on-going consultations as to its future course, purpose and level of funding. P3 aims to continue to provide services funded by Supporting People whilst at the same time looking to attract alternative complementary funding streams for our services in order to develop a balanced financial portfolio.

The Charity also continues to seek out more collaborative working partnerships with other compatible like-minded organisations.

#### **FUTURE DEVELOPMENTS**

The world around us is changing and therefore the needs of people and communities are changing. P3 recognises this and we are committed to building on our strengths of needs-led, customer-focused quality delivery, partnership working, innovation, enterprise and a business-like approach.

Our goal is to further build and sustain P3's strength and capacity so that we can offer a positive way forward to the people we work alongside now and in the future.

We plan to further develop our services to meet the continuing demand for high quality, high impact services that overcome social injustice and support people toward independence.

We have a strong service development focus. We are actively engaged in tendering for new service developments that complement and build on our current work.

There is evidence of continued significant increased demand across a range of P3 services.

Our focus in 2022/23 will be to deliver what we are best at across the health and social care, education and welfare arenas as the transformational public service delivery agenda unfolds.

To this end we have entered into a partnership with Social And Sustainable Capital (SASC), we have deployed £5 million Social Investment to purchase homes for people who are experiencing homelessness, as well as a further 40 homes in Lincolnshire for social rent. We want to ensure we can provide the best homes for the people we work alongside to live and grow.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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**RISK MANAGEMENT AND MITIGATION**

The Board and Executive Leadership Team actively review the risks that the Charity is exposed to across seven broad areas:

- Strategic planning and direction
- Operational
- Finance
- Legal
- Human resources
- Reputation
- Information management and information technology

We have continued to use this matrix as Covid 19 has impacted on all areas of our work and increased or decreased its impact in each of the areas.

Through the P3 Risk Management Team an annual review process assesses all identified risks for likelihood of occurring and potential impact using a risk assessment matrix. This work informs the development of an annual Risk Management Statement. The statement pays particular attention to updating and extending existing controls in the case of known risks becoming more serious, as well as managing and controlling newly emerging risks and where possible anticipating and mitigating future risks. The key risks are shown in the table below:

<b>Risk</b>	<b>Mitigation</b>
Impact of Government legislation changes on income	Presence on and at key government forums, regulatory bodies and conferences to try to influence policymaking
Loss of income—impact on cash flow	Diversification plans to minimise reliance on one income
Compliance with legislation and regulations	Robust auditing of services, activities, policies and environment to ensure compliance with latest legislation and regulations
Mobilisation costs impacting on cash flow	Strong reporting mechanisms to identify impact on existing cash flow forecasts
Impact on reputation from activities	Implementation of robust monitoring and reporting of activities to minimise risk to reputation

The Risk Management Statement informs the development of the P3 Strategic Plan and the development of the annual targets over the three-year cycle of the Strategy Implementation Plan.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2022**

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#### **RISK MANAGEMENT AND MITIGATION continued ...**

In relation to P3's financial control procedures, the Charity maintains a comprehensive business planning system with an Annual Budget Exercise producing an Annual Budget for approval by the Board of Trustees. Actual results against budget are reported to Board meetings, together with updated year-end projections, which the Executive Leadership Team review regularly. The Charity's day-to-day financial processes are governed by financial regulations through a system of financial controls and delegated authorities approved and monitored by the Board.

#### **KEY MANAGEMENT PERSONNEL**

The Remuneration & Nominations Committee meets twice each financial year to cover the following areas relating to Key Management Personnel:

- Nominations Policy & Strategy
- Remuneration Policy & Strategy
- Pension arrangements
- Employee incentive plans
- Performance evaluations for the Chief Executive and Trustees

The remuneration of the Key Management Personnel will be set in line with market guidelines to ensure the organisation remains competitive in the sector.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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#### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of People Potential Possibilities for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP,
- Make judgements and accounting estimates that are reasonable and prudent,
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees are aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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### **CHARITIES GOVERNANCE CODE**

The Trustees are working towards the Charities Governance Code (Third Edition). We have taken the decision to integrate these into the organisational strategy and delivery plan. These are routinely reviewed by the Trustees.

### **SERIOUS INCIDENT REPORTING**

The Trustees have made 6 serious incident reports to the Charity Commission this year:

- Incident one was reported on 15 April 2021; it concerned a safeguarding matter.
- Incident two was reported on 25 June 2021; it concerned the unexpected death of a person we worked alongside which was initially thought to have occurred following an assault but was eventually concluded to be an accident.
- Incident three was reported on 10 November 2021; it concerned a safeguarding matter.
- Incident four was reported on 30 December 2021; it concerned a fire in a P3 hostel and the death of a resident.
- Incident five was reported on 4 March 2022; it concerned a safeguarding matter.
- Incident six was reported on 12 March 2022; it concerned a fire in a P3 hostel and the death of a resident.

These incidents are all closed with the Charity Commission.

### **FUNDRAISING STANDARDS**

P3 has adopted and implemented in full the Fundraising Code of Practice.

Fundraising standards information CA 162A.

P3 raises some funds from the public. We are registered with the Fundraising Regulator and are committed to good fundraising practice:

- i) P3 undertakes fund-raising through our internal resources and we do not commission a professional fund-raiser/commercial participator for these,
- ii) P3 is not subject to an undertaking to be bound by any voluntary scheme for regulating fund-raising, or voluntary standard for fund-raising in respect of activities on behalf of the charity,
- iii) P3 monitors fund-raising activities via a board sub-committee (Marketing and Donor Development) and via the CEO board report,
- iv) P3 received no complaints about activities for the purpose of fund-raising,
- v) P3 has adopted principals of GDPR legislation and also has safeguarding policies to protect the data of vulnerable people and other members of the public from:

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS' & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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- a) Unreasonable intrusion on a person's privacy,
- b) Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity,
- c) Placing undue pressure on a person to give money or other property.

## AUDITORS

The auditors, Price Bailey, will be proposed for re-appointment in accordance with Section 485 of the Companies Act 2006.

## APPROVAL

This Trustees' Report, incorporating the Strategic Report, was approved by the Trustees on 14th September 2022 and signed on its behalf, by:



**Adam Hackett**  
**Chair of Trustees**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

### **Opinion**

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the groups and parent charitable company's affairs as at 31 March 2022, and of its 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.

### **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 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 Trustees' 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 groups or parent charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

### **Other information**

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves.

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.

### **Opinion 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 Trustees' Annual Report, incorporating the Strategic Report and the Director's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

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

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

- adequate 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, 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.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR**

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### **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:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates and considered the risk of the group and the parent charitable company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements. In relation to the group and the parent charitable company this included employment law, financial reporting and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified these included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of journal entries and other adjustments for appropriateness.
- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.
- We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR**

### **Auditor's responsibilities for the audit of the financial statements (continued)**

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission, or misrepresentation as to what extent the audit was considered capable of detecting irregularities, including fraud.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Use of this Report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members, for our audit work, for this report, or for the opinions we have formed.



Helena Wilkinson (Senior Statutory Auditor) For  
and on behalf of

**PRICE BAILEY LLP**  
Chartered Accountants Statutory Auditors

Tennyson House Cambridge  
Business Park Cambridge  
CB4 0WZ

Date: 30 November 2022

PEOPLE POTENTIAL POSSIBILITIES

P3 CHARITY CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
(Incorporating Income and Expenditure account)

FOR THE YEAR ENDED 31 MARCH 2022

	Note	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
<b>INCOME FROM</b>					
<i>Donations</i>	2	264,615	25,078	289,693	968,017
<i>Other trading activities</i>		628,360	41,367	669,727	451,295
<i>Investments</i>		-	363	363	1,047
<i>Charitable activities</i>		-			
Social Inclusion	3	3,831,093	24,836,863	28,667,956	29,901,898
Other	4	22,410	33,556	55,966	723,550
<b>TOTAL</b>		<b>4,746,478</b>	<b>24,937,227</b>	<b>29,683,705</b>	<b>32,045,807</b>
<b>EXPENDITURE ON</b>					
<b>Raising Funds</b>					
Costs of generating voluntary income		-	66,946	66,946	16,907
<b>Charitable expenditure:</b>					
Social Inclusion	7	3,575,392	23,111,118	26,686,510	27,826,938
<b>TOTAL</b>		<b>3,575,392</b>	<b>23,178,064</b>	<b>26,753,456</b>	<b>27,843,845</b>
Net income before gains on investments		1,171,086	1,759,163	2,930,249	4,201,962
Gains on investment	12	-	-	-	23,360
Transfers	17	(1,106,198)	1,106,198	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>64,888</b>	<b>2,865,361</b>	<b>2,930,249</b>	<b>4,225,322</b>
<b>RECONCILIATION OF FUNDS</b>					
TOTAL FUNDS BROUGHT FORWARD		636,012	9,379,175	10,015,187	5,789,865
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>£ 700,900</b>	<b>£ 12,244,536</b>	<b>£ 12,945,436</b>	<b>£ 10,015,187</b>

All of the above results are derived from continuing activities.  
The Statement of Financial Activities includes all gains and losses recognised in the year.  
The notes on pages 39 to 60 form part of these financial statements

## PEOPLE POTENTIAL POSSIBILITIES


(Company number 02495423)

## CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2022

	Note	2022		2021	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	9,588,094	9,588,094	5,487,323	5,487,323
<b>CURRENT ASSETS</b>					
Debtors	13	2,987,608		2,595,224	
Cash at Bank		<u>11,895,319</u>		<u>9,994,756</u>	
		14,882,927		12,589,980	
<b>CREDITORS: amounts falling due within one year</b>					
	14	<u>(4,815,529)</u>	<u>10,067,398</u>	<u>(5,133,451)</u>	<u>7,456,529</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
			19,655,492		12,943,852
<b>CREDITORS: amounts falling due after more than one year</b>					
	16		<u>(6,710,056)</u>		<u>(2,928,665)</u>
<b>NET ASSETS</b>					
			<u>£ 12,945,436</u>		<u>£ 10,015,187</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	17		695,955		636,012
Unrestricted Funds	17		12,249,481		9,379,175
			<u>£ 12,945,436</u>		<u>£ 10,015,187</u>

The financial statements were approved by the Trustees and authorised for issue on 14th September 2022 and signed on their behalf by:

  
Adam Hackett  
Chair of Trustees

The notes on pages 39 to 60 form part of these financial statements.

PEOPLE POTENTIAL POSSIBILITIES


(Company number 02495423)

CHARITY BALANCE SHEET

AS AT 31 MARCH 2022

	Note	2022		2021	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	8,344,740		4,914,170	
			8,344,740		4,914,170
<b>CURRENT ASSETS</b>					
Debtors	13	2,874,378		2,586,165	
Cash at Bank		<u>11,704,769</u>		<u>9,822,375</u>	
		14,579,147		12,408,540	
<b>CREDITORS: amounts falling due within one year</b>					
	15	<u>(4,703,362)</u>		<u>(4,883,052)</u>	
			9,875,785		7,525,488
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
			18,220,525		12,439,659
<b>CREDITORS: amounts falling due after more than one year</b>					
	16		<u>(6,710,056)</u>		<u>(2,928,665)</u>
<b>NET ASSETS</b>					
			<u>£ 11,510,469</u>		<u>£ 9,510,994</u>
<b>CHARITY FUNDS</b>					
Restricted Funds	17		695,955		530,253
Unrestricted Funds	17		10,814,514		8,980,741
			<u>£ 11,510,469</u>		<u>£ 9,510,994</u>

The financial statements were approved by the Trustees and authorised for issue on 14th September 2022 and signed on their behalf by:

  
 Adam Hackett  
 Chair of Trustees

The notes on pages 39 to 60 form part of these financial statements.

**PEOPLE POTENTIAL POSSIBILITIES**

**CONSOLIDATED STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 MARCH 2022**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Cash from operating activities</b>	<b>2,561,335</b>	<b>6,458,747</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(4,408,799)	(1,988,781)
Proceeds from the sale of tangible fixed assets	7,442	8,913
Purchase of investments	-	(21,434)
Proceeds from sale of investments	-	174,879
Investment income	363	690
<b>Net cash (used in) investing activities</b>	<b>(4,400,994)</b>	<b>(1,825,733)</b>
<b>Cash flows from financing activities:</b>		
Repayment of borrowings	(155,779)	(257,971)
Cash inflows from new borrowing	3,896,000	500,000
<b>Net cash provided by (used in) financing activities</b>	<b>3,740,221</b>	<b>242,029</b>
<b>Increase in cash and cash equivalents in the reporting period</b>	<b>1,900,563</b>	<b>4,875,043</b>
Cash and cash equivalents at the beginning of the reporting period	9,994,756	5,119,713
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>11,895,319</b>	<b>9,994,757</b>

**Reconciliation of net movement in funds to cash flow from operating activities**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Net movement in funds	2,930,249	4,225,322
Depreciation of tangible fixed assets	306,545	207,738
Surplus on disposal of tangible fixed assets	(5,959)	(8,913)
Investment income	(363)	(1,047)
Investment (Gains) / Losses	-	(23,360)
Reduction /(Increase) in debtors	(392,384)	2,319,349
Reduction / (Increase) in creditors	(276,752)	(265,286)
Other Operating Activities	-	4,943
<b>Net cash flow from operating activities</b>	<b>2,561,335</b>	<b>6,458,747</b>

**Analysis of cash and cash equivalents**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Cash in hand	11,895,319	9,994,756
<b>Total cash and cash equivalents</b>	<b>11,895,319</b>	<b>9,994,756</b>

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 31 MARCH 2022

## 1 ACCOUNTING POLICIES

### Statement of compliance

The financial statements are prepared under the historical cost convention as modified to include the revaluation of investments. The format of the financial statements has been presented to comply with the Companies Act 2006, Charities Act 2011, FRS102 *the Financial Reporting Standard applicable in the UK and Ireland* and the Statement of Recommended Practice *Accounting and Reporting by Charities ("SORP 2019")*. The charity is a Public Benefit Entity as defined by FRS 102.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the valuation of investments and are discussed below.

The Trustees are satisfied that the charity has sufficient reserves to continue as a going concern for the foreseeable future.

### Basis of consolidation

The financial statements consolidate the results of the charity and its wholly controlled subsidiaries, P3 Housing Limited and The Academy of Youth Limited (now in liquidation), on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

### Income

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated are included at valuation and recognised as income when they are provided. Donated facilities are included at the value to P3 where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Dividend income is accounted for in the statement of financial activities in the period in which the charity is entitled to receipt.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **NOTES TO THE FINANCIAL STATEMENTS (continued)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

##### **Expenditure**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable salaries are allocated on an actual basis to the key areas of activity.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of charitable activities.

Support costs are those costs incurred directly in support of expenditure on the objects of P3 and are allocated on the basis of staff costs.

Governance costs are those incurred in connection with enabling P3 to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties. Governance costs are now allocated in line with other support costs

##### **Company status**

People Potential Possibilities (P3) is a company limited by guarantee. The members of the charitable company are the Trustee members named on page 1. In the event of P3 being wound up, the liabilities in respect of the guarantee is limited to £1 per member of P3.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of P3 and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements,

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by P3 for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **Capital grants**

Grants for capital purposes are credited to income in full when received. A designated or restricted fund is set up to match the asset value and an amount is charged each year against the designated fund representing the annual charge to depreciation over the life of the asset.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2022

##### **Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value over their expected useful lives on the following bases:

Freehold property	- 50 years straight line
Long term leasehold property	- 3 to 5 years straight line (see also note 10)
Motor vehicles	- 3 years straight line
Fixtures and fittings	- 3 years straight line

##### **Investment assets**

All investments in shares and securities were valued at their market value at the year end.

Both realised and unrealised gains and losses on the disposal and / or revaluation of the investment assets are included in the Statement of Financial Activities.

##### **Leasing and hire purchase**

Assets obtained under finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the least term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the SOFA so as to produce a constant period rate of charge on the net obligation outstanding in each period.

##### **Pensions**

P3 offers a defined contribution stakeholder pension scheme to its staff and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

In addition to the above the trading subsidiary, The Academy of Youth Limited (now ceased trading from November 2021), also offered a teachers pension scheme.

##### **VAT**

The charity registered for VAT within the year due to taxable supplies between our organisations exceeding allowable thresholds. This is under constant review and we will seek to deregister if appropriate.

## **PEOPLE POTENTIAL POSSIBILITIES NOTES TO THE FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 31 MARCH 2022**

#### **Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

#### **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments.

#### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

#### **Employee benefits**

##### **Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

##### **Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

2 INCOME FROM DONATIONS, GRANTS AND CORE FUNDING

	Restricted Funds 2022	Unrestricted Funds 2022	Funds 2022	Funds 2021
			£	£
Donations	264,615	25,078	289,693	968,017
Donations 2021 Comparative	348,750	619,267	968,017	

3 SOCIAL INCLUSION

	Restricted Funds 2022	Unrestricted Funds 2022	Funds 2022	Funds 2021
			£	£
Grenfell Funding		-	-	74,764
Grant Income/SLA	1,123,406	1,654,516	2,777,922	4,745,071
Supporting People/Housing Benefit	591,808	21,181,982	21,773,790	21,026,943
Play Session Income	19,216	278,469	297,685	62,103
Tenant Charges	-	534,613	534,613	465,540
Personalisation budgets	-	596,664	596,664	431,174
Sandwell NHS Trust Income	124,918	-	124,918	125,157
NHS Trust Income	558,813	590,619	1,149,432	647,882
National Citizenship Services	-	-	-	2,150,179
Rugby Portobello Trust Grants	298,820	-	298,820	173,085
Capital Grants	1,114,112	-	1,114,112	-
	<u>£3,831,093</u>	<u>£24,836,863</u>	<u>£ 28,667,956</u>	<u>£ 29,901,898</u>

During the year the charity received £3,113,232 (2021: £3,629,381) in government grants. There were no unfulfilled conditions at the year end and £12,822 (2021: £31,241) is recognised in funds carried forward as shown in note 17

3 SOCIAL INCLUSION 2021 COMPARITVE

	Grenfell		Unrestricted	Funds 2021
	Restricted Funds 2021	Restricted Funds 2021	Funds 2021	Funds 2021
	£	£	£	£
Grenfell Funding	74,764	-	-	74,764
Grant Income/SLA	-	1,700,367	3,044,704	4,745,071
Supporting People/Housing Benefit	-	21,901	21,005,042	21,026,943
Play Session Income	-	-	62,103	62,103
Tenant Charges	-	-	465,540	465,540
Personalisation budgets	-	-	431,174	431,174
Sandwell NHS Trust Income	-	125,157	-	125,157
NHS Trust Income	-	647,882	-	647,882
National Citizenship Services	-	-	2,150,179	2,150,179
Rugby Portobello Trust Grants	-	173,085	-	173,085
	<u>£ 74,764</u>	<u>£2,668,392</u>	<u>£27,158,742</u>	<u>£ 29,901,898</u>

4 Other income

	2022	2021
	£	£
Other income	50,007	714,637
Profit on disposal of fixed assets	5,959	8,913
	<u>£ 55,966</u>	<u>£ 723,550</u>

Other Income consists of £22,410 (£Nil:2021) of restricted Income

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2022**

**5 NET MOVEMENT IN FUNDS**

This is stated after charging:

	<b>2022</b>	2021
	<b>£</b>	£
Depreciation of tangible fixed assets:		
- owned by the charity	278,527	207,738
- owned by the Subsidiaries	28,018	-
Auditor's remuneration - Parent Company	22,356	15,244
- Subsidiaries	15,115	28,648
Operating Leases - Parent Company	3,576,793	4,518,801
- Subsidiaries	1,708,866	1,966,490
Profit On Sale Of Assets - Parent Company	5,959	8,913
- Subsidiaries	-	-
Pension costs	<u>593,052</u>	<u>665,943</u>

**6 CHARITY STAFF COSTS AND NUMBERS**

Staff costs were as follows:

	<b>2022</b>	2021
	<b>£</b>	£
Wages and salaries	15,435,282	16,392,937
Social security costs	1,231,230	1,355,424
Pension costs	593,052	665,943
Settlement & Redundancies Paid In Year	59,881	35,140
	<u>£ 17,319,445</u>	<u>£ 18,449,444</u>

The number of staff in receipt of Redundancy & Settlements in the year was 27 (2021-16)

	<b>2022</b>	2021
	<b>No.</b>	No.
The average number of employees during the year was as follows:		
Social Inclusion	677	721
Support	40	37
Governance	5	5
	<u>722</u>	<u>763</u>

The number of higher paid employees was:

In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	2	1
In the band £110,001 - £120,000	1	1
	<u>6</u>	<u>6</u>

The key management personnel of the Group comprise of 6 members (2021: 5). The total employee benefits of the key management personnel of the charity were £606,132 (2021: £604,164)

During the year no trustees received any remunerations (2021 - Nil)

During the year no trustees received any benefits in kind (2021 - Nil)

During the year 5 (2021 - 1) trustees were reimbursed travel expenses amounting to £601 (2021 - £80)

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

7 SOCIAL INCLUSION	2022	2021
	£	£
Salaries and pension	14,614,098	15,677,428
Other staff costs	504,758	424,858
Premises/Property costs	3,485,160	3,174,274
Office Costs	742,947	970,103
Vehicle Costs	327,545	437,393
Catering and Welfare	54,299	47,659
Depreciation	197,193	141,320
Insurance	114,594	127,051
Equipment Repairs and servicing	1,243,511	840,999
Redundancy Cost	55,556	17,927
Legal and professional costs	382,160	377,489
Bad debt provision	(39,143)	142,061
Bad debts written off	9,030	147,510
Supporting People Costs	-	256,043
Other Social Inclusion costs	631,888	41,404
National Citizenship Programme Delivery	-	64,367
Inter Company Grant	-	490,000
Support costs allocation (Note 8)	4,520,654	4,288,351
Irrecoverable VAT	42,260	85,937
Total	<u>£ 26,886,510</u>	<u>£ 27,752,174</u>
Grenfell Grants	£ -	£ 74,764
Total	<u>£ 26,886,510</u>	<u>£ 27,826,938</u>

8 SUPPORT COSTS COMPRISE OF:

	Social Inclusion	Governance	2022	2021
	£	(see Note 9) £	£	£
Salaries and pension	2,599,182	66,148	2,665,330	2,737,777
Other staff costs	259,877	-	259,877	148,764
Premises/property costs	110,569	-	110,569	101,614
Office costs	212,878	-	212,878	155,200
Vehicle costs	343,536	-	343,536	290,427
Catering and welfare	15,563	-	15,563	6,190
Depreciation	109,397	-	109,397	66,417
Insurance	32,859	-	32,859	20,661
Equipment repairs and servicing	489,985	-	489,985	508,085
Legal and professional costs	37,680	68,162	105,842	154,228
Other costs	132,421	-	132,421	41,119
Redundancy Cost	4,325	-	4,325	17,213
Auditor's fees	-	37,471	37,471	42,130
Trustees expenses reimbursed	-	601	601	80
Corporation Tax	-	-	-	(1,554)
Total	<u>4,348,272</u>	<u>172,382</u>	<u>4,520,654</u>	<u>4,288,351</u>

Support costs, which includes governance costs, are allocated on the basis of staff costs

8 COMPARATIVE 2021 SUPPORT COSTS:

	Social Inclusion	Governance	2021
	£	(see Note 9) £	£
Salaries and pension	2,672,805	64,972	2,737,777
Other staff costs	148,764	-	148,764
Premises/property costs	101,614	-	101,614
Office costs	155,200	-	155,200
Vehicle costs	290,427	-	290,427
Catering and welfare	6,190	-	6,190
Depreciation	66,417	-	66,417
Insurance	20,661	-	20,661
Equipment repairs and servicing	508,085	-	508,085
Legal and professional fees	56,912	97,316	154,228
Other costs	41,119	-	41,119
Redundancy costs	17,213	-	17,213
Auditor's fees	-	42,130	42,130
Trustees expenses reimbursed	-	80	80
Corporation Tax	-	(1,554)	(1,554)
Total	<u>4,085,407</u>	<u>202,944</u>	<u>4,288,351</u>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

9 GOVERNANCE

	2022	2021
	£	£
Auditors fees	37,471	43,892
Legal and Professional fees	68,162	97,316
Trustees expenses reimbursed	601	80
Salaries and pensions	66,148	64,972
	<u>£ 172,382</u>	<u>£ 206,260</u>

10 TANGIBLE FIXED ASSETS GROUP

	Freehold Property	L/Term Leashold Property	Motor Vehicles	Furniture, fittings and equipment	Total
	£	£	£	£	£
<b>Cost</b>					
At 1st April 2021	5,610,924	1,094,226	134,658	929,647	7,769,455
Reclassification Of Assets	25,690	(10,199)	-	(15,491)	-
Additions	3,581,277	654,204	6,294	167,024	4,408,799
Disposals	-	-	(25,736)	(310,277)	(336,013)
At 31st March 2022	<u>9,217,891</u>	<u>1,738,231</u>	<u>115,216</u>	<u>770,903</u>	<u>11,842,241</u>
<b>Depreciation</b>					
At 1st April 2021	1,017,766	525,407	113,004	625,955	2,282,132
Reclassification Of Assets	27,379	(11,888)	-	(15,491)	-
Charge for the year	104,035	19,305	13,544	169,661	306,545
On disposals	-	-	(25,736)	(308,794)	(334,530)
At 31st March 2022	<u>1,149,180</u>	<u>532,824</u>	<u>100,812</u>	<u>471,331</u>	<u>2,254,147</u>
<b>Net Book Value</b>					
At 31st March 2022	<u>8,068,711</u>	<u>1,205,407</u>	<u>14,404</u>	<u>299,572</u>	<u>9,588,094</u>
At 31 March 2021	<u>4,593,158</u>	<u>568,819</u>	<u>21,654</u>	<u>303,692</u>	<u>5,487,323</u>

10 TANGIBLE FIXED ASSETS CHARITY

	Freehold Property	L/Term Leashold Property	Motor Vehicles	Furniture, fittings and equipment	Total
	£	£	£	£	£
<b>Cost</b>					
At 1st April 2021	5,610,924	526,310	134,658	846,162	7,118,054
Reclassification Of Assets	25,690	(10,199)	-	(15,491)	-
Additions	3,581,277	-	6,294	121,526	3,709,097
Disposals	-	-	(25,736)	(232,789)	(258,525)
At 31st March 2022	<u>9,217,891</u>	<u>516,111</u>	<u>115,216</u>	<u>719,408</u>	<u>10,568,626</u>
<b>Depreciation</b>					
At 1st April 2021	1,017,766	523,453	113,004	549,661	2,203,884
Reclassification Of Assets	27,379	(11,888)	-	(15,491)	-
Charge for the year	104,035	3,286	13,544	157,662	278,527
On disposals	-	-	(25,736)	(232,789)	(258,525)
At 31st March 2022	<u>1,149,180</u>	<u>514,851</u>	<u>100,812</u>	<u>459,043</u>	<u>2,223,886</u>
<b>Net Book Value</b>					
At 31st March 2022	<u>8,068,711</u>	<u>1,260</u>	<u>14,404</u>	<u>260,365</u>	<u>8,344,740</u>
At 31 March 2021	<u>4,593,158</u>	<u>2,857</u>	<u>21,654</u>	<u>296,501</u>	<u>4,914,170</u>

**11 SUBSIDIARY UNDERTAKINGS**

The charity has two wholly owned and fully controlled subsidiaries, The Academy of Youth Limited (now in liquidation) and P3 Housing Limited, both of which are incorporated in the Great Britain. The registered office of both organisations is the same as that of the charity.

The principal activities of The Academy of Youth are focussed on transforming learning through leadership opportunities available to young people.

The principal activity of P3 Housing Limited is the provision of social rent accommodation to people in need.

Audited financial statements for P3Housing have been filed with the Registrar of Companies.

<b>The Academy of Youth Limited (Group)</b>	<b>2022</b>	2021
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	3,500	2,403,471
Expenditure	50,285	(1,135,217)
<b>Retained profit</b>	<b>53,785</b>	<b>1,268,254</b>
Reserves Brought Forward	(53,791)	(1,322,043)
<b>Reserves carried forward</b>	<b>(6)</b>	<b>(53,791)</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	-	1,483
Current Assets	-	85,677
Current Liabilities	(6)	(140,953)
<b>Total net assets</b>	<b>(6)</b>	<b>(53,793)</b>

<b>P3 Housing Limited</b>	<b>2022</b>	2021
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	2,273,554	1,134,341
Expenditure	(1,683,763)	(870,899)
<b>Retained profit</b>	<b>589,791</b>	<b>263,442</b>
Reserves Brought Forward	231,301	(32,141)
<b>Reserves carried forward</b>	<b>821,092</b>	<b>231,301</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	1,243,354	571,670
Current Assets	420,559	296,686
Current Liabilities	(842,821)	(637,055)
<b>Total net assets</b>	<b>821,092</b>	<b>231,301</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

12 Listed Investments - Group & Charity

No Listed Investments (2021: NIL), Gains on Investments ENil (2021: £23,360)

Listed Investments - Group & Charity (2021 Comparative)	Opening Bal 2020	Additions 2021	Disposals 2021	Real/Unreal Gain/(Loss) 2021	Closing bal 2021
UK Govt Bonds	-	-	-	-	-
Corporate Bonds	29,536	5,035	(38,201)	3,630	-
Foreign Government Bonds	-	4,280	(4,280)	-	-
Unit Trusts	19,120	2,040	(25,278)	4,118	-
Overseas	32,916	2,210	(45,622)	10,496	-
Property Funds	5,693	2,360	(8,491)	438	-
Cash Benchmarked	16,315	4,162	(21,186)	709	-
Mixed Assdet Funds	26,505	1,347	(31,821)	3,969	-
	<u>130,085</u>	<u>21,434</u>	<u>(174,879)</u>	<u>23,360</u>	<u>-</u>

13 DEBTORS

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
<b>Due within one year</b>				
Trade debtors	1,274,720	1,451,448	1,107,748	1,441,047
Social security and other taxes Debtor	139,971	-	139,971	-
Other debtors	387,562	295,985	370,689	244,550
Housing Debtor	568,600	239,711	568,600	124,967
Prepayments	616,755	608,080	570,658	574,677
Amount due from group undertakings	-	-	116,712	200,924
	<u>£ 2,987,608</u>	<u>£ 2,595,224</u>	<u>£ 2,874,378</u>	<u>£ 2,586,165</u>

14 CREDITORS:

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Bank Loans	112,783	153,953	112,783	153,953
Trade creditors	961,865	686,310	923,856	665,339
Other Creditors	123,430	154,062	123,430	148,856
Social security and other taxes	444,501	339,463	444,501	305,343
Accruals and deferred income	3,172,950	3,799,663	3,098,792	3,609,561
Amount due to group undertakings	-	-	-	-
	<u>£ 4,815,529</u>	<u>£ 5,133,451</u>	<u>£ 4,703,362</u>	<u>£ 4,883,052</u>

15 Deferred income reconciliation

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Brought Forward	1,849,254	2,685,178	1,825,194	845,704
Amount deferred in year	714,766	2,590,818	700,692	2,240,136
Amounts Released	(1,478,885)	(3,426,742)	(840,854)	(1,260,646)
	<u>1,085,135</u>	<u>1,849,254</u>	<u>1,685,032</u>	<u>1,825,194</u>

16 CREDITORS:

Amounts falling due after more than one year	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Long Term Creditors due after more than one year	4,886,000	990,000	4,886,000	990,000
Bank Loans falling due after more than one year	1,824,056	1,938,665	1,824,056	1,938,665
	<u>6,710,056</u>	<u>2,928,665</u>	<u>6,710,056</u>	<u>2,928,665</u>

Creditors include amounts not wholly repayable within five years as follows:-

Repayable by instalments	<u>6,165,704</u>	<u>2,373,905</u>	<u>6,165,704</u>	<u>2,373,905</u>
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Loans reconciliation

Lender	Maturity Date	Annual Interest Charge	Balance 31/03/2022	Due 1 Year	Due 1 to 5 Years	Due Over 5 Years
Lloyds	25/03/2023	173	9,684	9,684	-	-
Lloyds	16/11/2032	710	58,268	5,105	20,424	32,739
Lloyds	18/12/2022	139	7,011	7,011	-	-
Lloyds	31/03/2031	1,251	99,758	10,453	41,810	47,495
Lloyds	22/08/2031	425	34,244	3,425	13,698	17,121
Lloyds	17/10/2031	724	59,100	5,800	23,200	30,100
Lloyds	28/02/2033	3,891	316,231	27,050	108,202	180,979
Lloyds	10/12/2032	757	62,535	5,439	21,756	35,340
Lloyds	26/10/2034	602	26,639	1,825	7,300	17,514
Lloyds	25/03/2035	1,495	59,531	3,803	15,212	40,516
Lloyds	23/03/2035	1,191	47,457	3,079	12,315	32,063
Lloyds	22/07/2036	7,062	214,990	11,676	46,703	156,611
Future Builders	30/11/2036	3,598	58,913	2,852	11,410	44,651
Future Builders	31/01/2036	4,214	69,113	3,130	12,518	53,465
Future Builders	30/09/2035	14,933	496,515	27,998	111,993	356,524
Future Builders	31/07/2034	11,710	356,850	24,453	97,811	234,586
Social & Sustainable Capital	31/08/2021	-	2,442,000	-	-	2,442,000
Social & Sustainable Capital	31/03/2031	-	1,454,000	-	-	1,454,000
Social & Sustainable Capital	31/03/2031	-	990,000	-	-	990,000
			<u>52,875</u>	<u>6,862,839</u>	<u>152,783</u>	<u>544,352</u>
					<u>6,165,704</u>	

There are 16 loans, provided by Lloyds Bank PLC and Futurebuilders England Ltd, secured by fixed and floating charges on the charity's properties. In addition, fixed and floating charges are held over a Rental account for proceeds from Rental Properties in relation to 2 loans from Social and Sustainable Capital.

There are no interest charges on the Social And Sustainable Capital loans, a yield per property is paid to the funder.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022

Group

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,832,415	-	-	(310,514)	1,521,901
Fixed assets fund P3 Housing	572,291	-	-	671,063	1,243,354
Hardship fund - Staff				100,000	100,000
Hardship fund - People We Work Alongside				100,000	100,000
St Marys Bay	20,000	-	-	-	20,000
Subtotal	2,424,706	-	-	560,549	2,985,255
<b>GENERAL FUNDS</b>					
People Potential Possibilities	7,128,326	23,343,361	21,941,606	542,533	9,072,614
P3 Hosuing	231,302	2,273,554	1,625,266	-	879,590
Academy Of Youth Limited	(53,791)	3,500	(50,285)	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Housing - Designated fund	(572,291)	-	-	(671,063)	(1,243,354)
P3 Housing - P3 Charity Capital Grants to P3 Housing (Acorn & NSAP)	142,498	(149,417)	(25,609)	-	18,690
P3 Housing-Homes England Grant - Acorn Hosue	78,425	-	-	-	78,425
P3H Capital Grants 2021-22	-	(71,887)	(38,533)	-	(33,354)
P3H Inter Company Grant from P3 Charity RSAP	-	(195,000)	(12,442)	195,000	12,442
P3H - Movement of Capital Grants from Restricted to cover depreciation	-	-	-	479,179	479,179
General Funds	6,954,469	25,204,111	23,440,003	545,649	9,264,226
Total unrestricted funds	9,379,175	25,204,111	23,440,003	1,106,198	12,249,481

**General Funds -Accounting treatment Differences between company and group financial statements.**

Designated fund for all assets across the group, movement of £671,063 (£572,291 - 2021) for P3 Housing assets from General to Designated Fund.

(£149,417), (£25,609) - P3 Charity Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements. Note reversal of Prior year income recognition of £149,417

(71,887), (38,533) - Capital Grants in P3 Housing - Income and expenditure is restricted in group financial statements.

(£195,000), (£12,442) - P3 Charity RSAP Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements.

**RESTRICTED FUNDS**

**Restricted Funds Group**

	Forward £	Income £	Expenditure £	in/(out) £	Forward £
Alternative Giving - Wolverhampton	-	1,448	1,448	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	8,000	8,000	-	-
Boston Borough Council - Controlling Migration	-	2,823	2,823	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	3,948	3,948	-	-
Boston Borough Council - 2 FTE Street Outreach Worker	-	42,000	42,000	-	-
Cambridge County Council - Hoarding Project	-	25,561	23,990	-	1,571
Cheltenham Borough Council - Part Time Link Worker	-	21,881	21,881	-	-
Cheltenham Borough Homes - Additional Support Hours	-	886	886	-	-
Cheshire East Council - Care & Asylum Support	-	254,417	254,417	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	31,890	31,890	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	58,285	58,285	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Department Of Health & Social Care - Navigator Plus	-	19,644	19,644	-	-
Derbyshire County Council - Covid 19 Fund	-	613	613	-	-
Department of Work & Pensions - Kick Start Project	-	195,817	182,769	(13,048)	-
Gloucestershire County Council - Covid 19 Relief	-	4,398	4,398	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	16,024	16,024	-	-
John Lyons Charitable Trust - School Holiday Activity Funds	-	3,600	3,600	-	-
Kensington & Chelsea Foundation - Green Shoots	-	2,400	2,400	-	-
Kensington & Chelsea Foundation - Easter Activities	-	2,450	2,450	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	15,000	15,000	-	-
Lincolnshire Partnership - Household Items	-	5,784	5,784	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	125,000	125,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Milton Keynes Community Foundation - Covid Fund	-	6,469	6,469	-	-
Nationwide Building Society - Hoarding Support	-	31,500	31,500	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	37,078	37,078	-	-
NHS Black Country & West Birmingham CCG - Crisis Beds	-	124,918	124,918	-	-
NHS Black Country & West Birmingham CCG - Hospital Patient Scheme	-	85,948	85,948	-	-
NHS Hillingdon CCG - Navigator Plus	-	201,197	201,197	-	-
NHS Milton Keynes CCG - Frequent User Project	-	166,022	166,022	-	-
NHS Wolverhampton CCG - Hospital Patient Service	-	28,375	28,375	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	30,000	30,000	-	-
North West Leicestershire Council - Support Grant	-	17,447	17,447	-	-
North West Leicestershire Council - Support worker	-	1,489	1,489	-	-
Paradigm Housing Group - Hoarding Service	-	5,984	5,984	-	-
Prestbury United Charities 2022	-	5,000	5,000	-	-
Rotary Club - Rotary District Foundation	-	997	997	-	-
Royal Borough of Kensington & Chelsea	-	940	940	-	-
Sandwell MBC - SWEP beds	-	258,420	258,420	-	-
Sandwell MBC - SWEP Admissions	-	25,200	25,200	-	-
Screwfix Foundation	-	4,945	4,945	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Property Management - Gloucester & Lincoln	-	36,000	36,000	-	-
Social & Sustainable Capital - Property Management - Wolves	-	48,000	48,000	-	-
South Derbyshire District Council - CVS Small Grant	-	1,177	1,177	-	-
South Derbyshire District Council - Emergency Mobile Phone Project	-	1,000	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,000	40,000	-	-
Stratford-on-Avon District Council - Access to Exercise	-	430	430	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022 Group	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>Restricted Funds Group continued</b>					
Vale of Aylesbury Housing Trust	-	1,233	1,233	-	-
Warwickshire County Council - Secondment	3,200	-	3,200	-	-
Warwickshire County Council - Work Force Recruitment	-	39,513	39,513	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	664,107	50,136	(613,971)	-
West Midlands Combined Authority - Rough Sleeping Initiative	-	7,700	7,700	-	-
Westway Trust	-	1,296	1,296	-	-
Wokingham Borough Council - Infection Control	-	2,000	2,000	-	-
Wolverhampton City Council - Household Support	-	50,000	50,000	-	-
Wolverhampton City Council - In Reach Worker	-	33,751	33,751	-	-
Wolverhampton City Council - MHCLG Funding	-	20,000	20,000	-	-
Wolverhampton City Council - Work Force Grant	-	2,046	2,046	-	-
Young K&C - Christmas Holiday Play Scheme	-	5,768	5,768	-	-
Young K&C - Summer Activities Scheme	-	31,561	31,561	-	-
P3 Charity - Capital Grants To P3 Housing	51,896	0	38,051	(13,845)	-
P3H Homes England Capital Grant	53,863	170,214	20,733	(203,344)	-
P3H Gloucester CC Capital Grant Acorn	-	17,882	-	(17,882)	-
P3H Homes England Capital Grant RSAP	-	219,910	15,122	(204,788)	-
P3H West Lindsey DC Capital Grant RSAP	-	42,000	2,680	(39,320)	-
Subtotal	108,959	3,498,613	2,499,803	(1,106,198)	1,571

Transfers of £1,106,198 from restricted to unrestricted funds relates to releasing grants which have been funded to purchase fixed assets

**Restricted Funds Rugby Portobello Trust**

**Grants**

Goldman Sachs - Amplify	-	97,218	152,707	55,489	-
Goldman Sachs - Rombouts Fund	-	5,000	5,000	-	-
Goldman Sachs - Michael Daffey	-	2,398	2,398	-	-
Grove Trust	-	16,000	16,000	-	-
Greater London Authority - Young Londoners Fund	7,233	14,947	15,086	-	7,094
The Harrow Club	-	14,452	5,513	-	8,939
Hollick Family Foundation	1,579	15,000	16,579	-	-
Hollick Family Foundation	-	551	551	-	-
K&C Foundation	5,803	22,603	28,406	-	-
K&C Foundation - Magic Mums Equipment	-	8,190	8,190	-	-
Linder Foundation	-	3,901	-	-	3,901
London Community Foundaiton	-	16,838	14,115	-	2,723
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	-	6,228	3,051	-	3,177
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	35,290	34,930	70,220	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	3,624	2,644	-	980
PortmoreCharitable Trust - Magic Mums	10,000	-	10,000	-	-
Rory & Elizabeth Brooks Foundation - Football Coaches	-	2,096	2,096	-	-
Satalite Club	-	311	905	594	-
Sobell Foundation	-	14,698	14,698	-	-
West London Zone	-	3,335	3,335	-	-
Subtotal	59,905	291,410	380,584	56,083	26,814

**Fundraising**

Brain Game	602	8,031	7,205	-	1,428
Christmas Fair	39,547	61,594	35,035	-	66,106
Football Academy	20,780	2,275	23,055	-	-
Junior Club	3,318	-	2,540	-	778
London Marathon	-	17,998	2,955	-	15,043
Opera	-	2,197	-	-	2,197
Opera Holland Gala	-	60,100	-	-	8,065
Portobello Diner	331,386	362,228	84,106	(120,747)	488,761
RPT Core Services	-	43,571	43,571	-	-
Royal Borough Of Kensington & Chelsea - Afgan Response	-	3,687	3,687	-	-
RPT Youth	-	-	78,391	78,391	-
RPT Events	-	-	31,760	31,760	-
Subtotal	395,633	561,681	364,340	(10,596)	582,378

£120,747 transfer of fundraising income at the Portobello dinner event to fund other Rugby Portobello Trust Projects

**Donations**

Amazon Community Fund	-	2,000	2,000	-	-
Amplify Project	-	-	29,108	29,108	-
Batchworth Trust	-	10,000	10,000	-	-
BCA Campden	-	1,000	1,000	-	-
Blavatnik Foundation - Homework Club	-	4,535	4,535	-	-
Blavatnik Foundation - Fottball Academy	-	4,535	4,535	-	-
Childhood Trust	-	10,000	10,000	-	-
Corcoran Foundation	-	1,000	1,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Individual Donations	12,097	118,032	36,922	(90,191)	3,016
Individual Donations - Brain Game	-	243	243	-	-
Individual Donations - Christmas Fair	1,698	1,098	2,796	-	-
Individual Donations - RPT Youth	1,600	616	2,216	5,000	5,000
Individual Donations - Football Academy	-	3,500	3,500	-	-
Individual Donations - Homework Club	1,252	20,335	5,595	-	15,992
Individual Donations - London Marathon	-	38	38	-	-
Individual Donations - Magic Mums	36,168	10,473	-	-	46,641
Individual Donations - Opera	-	897	-	-	897
Individual Donations - Portobello Dinner	-	16,651	16,651	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	52	-	1,398
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	2,250	-	-
Legacy	-	45,000	-	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Lyon Charitable Trust	-	2,663	2,663	-	-
Lyon Charitable Trust - Youth	-	21,863	21,863	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022 Group	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
Marldon - Magic Mums	5,000	-	5,000	-	-
Pembroke Hall Parents Association	-	5,000	5,000	-	-
Portobello Dinner Pledges	10,000	-	10,000	-	-
Subtotal	<u>71,515</u>	<u>286,479</u>	<u>228,967</u>	<u>(56,083)</u>	<u>72,944</u>
<b>RPT - Other Restricted Income</b>					
Room Hire	-	1,400	1,400	-	-
Room Hire	-	55,029	55,029	-	-
Room Hire	-	10,000	10,000	-	-
Play Sessions	-	18,566	29,162	10,596	-
Play Sessions	-	650	650	-	-
Other Income	-	240	240	-	-
West London Zone - Man Cave	-	17,465	5,217	-	12,248
	<u>-</u>	<u>103,350</u>	<u>101,698</u>	<u>10,596</u>	<u>12,248</u>
<b>TOTAL Rugby Portobello Trust Restriced Funds</b>	<u>527,053</u>	<u>1,242,920</u>	<u>1,075,589</u>	<u>-</u>	<u>694,384</u>
<b>TOTAL Restricted Funds</b>	<u>636,012</u>	<u>4,741,533</u>	<u>3,575,392</u>	<u>(1,106,198)</u>	<u>695,955</u>
Total of Funds	<u>10,015,187</u>	<u>29,945,645</u>	<u>27,015,395</u>	<u>-</u>	<u>12,945,436</u>

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	2,424,706	-	-	560,549	2,985,255
General Funds	6,954,469	25,204,111	23,440,003	545,649	9,264,226
Subtotal	<u>9,379,175</u>	<u>25,204,111</u>	<u>23,440,003</u>	<u>1,106,198</u>	<u>12,249,481</u>
Restricted Funds	636,012	4,741,533	3,575,392	(1,106,198)	695,955
Total of Funds	<u>10,015,187</u>	<u>29,945,644</u>	<u>27,015,395</u>	<u>-</u>	<u>12,945,436</u>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2021  
Group

	Reinstated Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Reinstated Balance at 31 March 2021 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,355,299	-	-	477,116	1,832,415
Fixed assets fund P3 Housing	-	-	-	572,291	572,291
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,375,299	-	-	1,049,407	2,424,706
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
P3 Housing	(32,141)	1,134,341	870,898	-	231,302
Academy Of Youth Limited	(1,322,045)	2,403,470	1,135,216	-	(53,791)
<b>GROUP ADJUSTMENTS</b>					
P3 Housing - Designated fund	-	-	-	(572,291)	(572,291)
General Funds - Inter company management charge write off	-	(156,921)	(156,921)	-	-
General Funds-P3 Housing - P3 Charity Capital Grants to P3 Housing	-	(340,583)	6,919	490,000	142,498
P3 Housing-Homes England Grant - Acorn House	-	(19,712)	(98,137)	-	78,425
General Funds Total	4,032,427	28,589,974	24,641,885	(1,026,047)	6,954,469
Total unrestricted funds	5,407,726	28,589,974	24,641,885	23,360	9,379,175

**General Funds -Accounting treatment Differences between company and group financial statements.**

Designated fund for all assets across the group, movement of £572,291 for P3 Housing assets from General to Designated Fund.  
Inter company management charge write off of £156,921, shows as reduction to income in Charity and reduction to Expenditure in Academy Of Youth, off set in Group Financial Statements.  
£340,583, £6919 and £490,000 - P3 Charity Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements.  
£19,712 income adjustment and £98,137 expenditure adjustment - P3 Housing Homes England Grant for Acorn House reported as restricted fund in group financial statements

**RESTRICTED FUNDS**

**Restricted Funds Group**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Controlling Migration	5,000	79,422	84,422	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	167,621	167,621	-	-
Boston Borough Council - Move On Accommodation	-	12,000	12,000	-	-
Boston Borough Council - 1 FTE Street Outreach Worker	-	10,000	10,000	-	-
Cambridge County Council - Hoarding Project	-	14,100	14,100	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	9,945	9,945	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	92,010	92,010	-	-
Department Of Health & Social Care - Navigator Plus	-	140,066	140,066	-	-
Derbyshire Healthcare Foundation Trust	-	63,844	63,844	-	-
Derbyshire Police & Crime Commission	-	165,692	165,692	-	-
East Lindsey District Council - MHCLG Outreach & engagement Navigator	-	29,957	29,957	-	-
Hillingdon Council - I like to move it project	-	1,050	1,050	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	56,875	56,875	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	11,735	11,735	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	77,637	77,637	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Nationwide Building Society - Community Foundation	-	26,061	26,061	-	-
Nationwide Building Society - Hoarding Support	-	18,475	18,475	-	-
NHS Hillingdon CCG - Navigator Plus	-	140,066	140,066	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Winter Pressures Fund	-	28,000	28,000	-	-
NHS Sandwell & West Birmingham CCG	-	125,157	125,157	-	-
NHS Wolverhampton CCG - Homeless Patient Scheme	-	113,500	113,500	-	-
NHS Wolverhampton CCG - Winter Pressure Fund	-	35,240	35,240	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	12,411	12,411	-	-
North West Leicestershire Council - Support worker	-	14,216	14,216	-	-
Sandwell MBC - SWEPE beds	-	36,315	36,315	-	-
South Derbyshire District Council - Mental Health Officer	-	26,593	26,593	-	-
South Kesteven District Council - Rapid Pathway - Tenancy Worker	-	11,667	11,667	-	-
Warwickshire County Council - Capital Funding	-	10,466	10,466	-	-
Warwickshire District Council - Secondment	-	3,200	-	-	3,200
Warwickshire County Council - Street Outreach Workers	3,700	-	-	-	-
Wolverhampton City Council - In Reach Worker	-	18,701	18,701	-	-
Wolverhampton City Council - Rough Sleeper Initiative Furniture	-	14,567	14,567	-	-
P3 Charity - Capital Grants To P3 Housing	-	490,000	438,104	-	51,896
P3H Homes England NSAP Capital Grant	-	44,977	44,977	-	-
P3H Homes England Capital Grant	-	152,000	98,137	-	53,863
Subtotal	8,700	2,495,307	2,395,048	0	108,959

**Restricted Funds Grenfell**

British Red Cross - Grenfell Grants	-	74,764	74,764	-	-
Subtotal	-	74,764	74,764	-	-

**Restricted Funds Rugby Portobello Trust Grants**

CAMPDEN - REFERRAL	-	2,000	2,000	-	-
Dingeman Family Fund - Magic Mums	5,000	-	5,000	-	-
DM Thomas Foundation	-	300	300	-	-
Dr Mortimer & T Sackler Found	-	50,000	50,000	-	-
Dr Mortimer & T Sackler Foundation - Junior Club	-	3,000	3,000	-	-
Grenfell Tower Foundation	5,000	-	5,000	-	-
Greater London Authority - Young Londoners Fund	-	18,653	11,420	-	7,233
Grove Trust - Magic Mums	16,000	-	16,000	-	-
The Harrow Club - Summer Partnership Project	-	2,750	2,750	-	-
Hollick Family Foundation - Football Academy	5,344	-	5,344	-	-
Hollick Family Foundation - Magic Mums	15,000	-	13,421	-	1,579
John Lyons Charity	-	11,137	11,137	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2020 CONTINUED

Group

**Restricted Funds Rugby Portobello Trust**  
**Grants Cont....d**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
K&C Foundation - Youth	-	7,397	1,594	-	5,803
K&C Foundation	-	5,918	5,918	-	-
Kensington & Chelsea Foundation - Youth Grant	22,541	-	22,541	-	-
Mbilli Charmbili - Amplify	5,000	-	-	-	-
Royal Borough Of Kensington & Chelsea - Covid-19 Grant	-	7,000	7,000	-	-
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	44,982	9,692	-	35,290
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	556	556	-	-
PortmoreCharitable Trusr - Magic Mums	10,000	-	-	-	10,000
Sobell Foundation	-	10,302	10,302	-	-
Subtotal	83,885	173,085	197,065	-	59,905

**Fundraising**

Brain Game	-	810	208	-	602
Christmas Fair	2,620	35,891	-	1,036	39,547
Football Academy	-	30,451	9,671	-	20,780
Junior Club	-	25,000	21,682	-	3,318
LB Climb	8,050	-	8,050	-	-
Opera Holland Gala	44,111	-	44,111	-	-
Portobello Diner	120,675	256,284	45,573	-	331,386
Portobello Diner - Football Academy	2,500	-	2,500	-	-
Portobello Diner - Youth	15,000	-	15,000	-	-
Quintessentially Poker Night	25,589	-	25,589	-	-
RPT Core Services	-	15,491	14,455	(1,036)	-
Reinstated Restricted Fundraising	-	-	-	-	-
Subtotal	218,545	363,927	186,839	-	395,633

**Donations**

Amplify Project	-	85,641	85,641	-	-
Bassett House - Homework Club	6,953	5,775	12,728	-	-
B & J Lloyd Charitable Trust	-	5,000	5,000	-	-
Camden referral	1,000	-	1,000	-	-
The Cairns charitable trust	2,000	1,000	3,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Hollick Family Foundation - Homework Club	-	2,000	2,000	-	-
Individual Donations	15,615	153,253	156,771	-	12,097
Individual Donations - Christmas Fair	-	1,698	-	-	1,698
Individual Donations - RPT Youth	-	1,600	-	-	1,600
Individual Donations - Football Academy	-	21,927	21,927	-	-
Individual Donations - Homework Club	-	3,160	1,908	-	1,252
Individual Donations - Magic Mums	-	36,168	-	-	36,168
Individual Donations - Portobello Dinner	-	6,528	6,528	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	1,300	-	1,300	-	-
Individual Pledges - Christmas Fair - Football Academy	1,970	-	1,970	-	-
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	-	-	2,250
Kilroot Foundation	5,000	-	5,000	-	-
Marldon - Magic Mums	5,000	-	0	-	5,000
Marks & Spencer	-	3,000	3,000	-	-
Portobello Dinner Pledges	-	10,000	0	-	10,000
Qattan Foundation	-	5,000	5,000	-	-
Second home	2,213	-	2,213	-	-
Sobell Foundation	25,000	-	25,000	-	-
Spinocchia Feund Donation	1,000	-	1,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Reinstated Restricted Donations	258	-	258	-	-
Subtotal	71,009	348,750	348,244	-	71,515

**TOTAL Rugby Portobello Trust Restricted Funds**

373,439 885,762 732,148 - 527,053

**TOTAL Restricted Funds**

382,139 3,455,833 3,201,960 - 636,012

Total of Funds

5,789,865 32,045,807 27,843,845 - 10,015,187

The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS (GROUP)**

	Reinstated Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,375,299	-	-	1,049,407	2,424,706
General Funds	4,032,427	28,589,974	24,641,885	(1,026,047)	6,954,469
Subtotal	5,407,726	28,589,974	24,641,885	23,360	9,379,175
Restricted Funds	382,139	3,455,833	3,201,960	-	636,012
Total of Funds	5,789,865	32,045,807	27,843,845	23,360	10,015,187

**Reinstatements 2021**

Arrears Payroll Accruals: 31st March 2020: £156,000 and 31st March 2019: £751,000.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022  
P3 CHARITY

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,832,415	-	-	(310,514)	1,521,901
Hardship fund - Staff				100,000	100,000
Hardship fund - People We Work Alongside				100,000	100,000
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,852,415	-	-	(110,514)	1,741,901

	7,128,326	23,343,360	21,941,606	542,533	9,072,613
<b>GENERAL FUNDS</b>					
People Potential Possibilities	7,128,326	23,343,360	21,941,606	542,533	9,072,613
General Funds	7,128,326	23,343,360	21,941,606	542,533	9,072,613
Total unrestricted funds	8,980,741	23,343,360	21,941,606	432,019	10,814,514

**RESTRICTED FUNDS**

<b>Restricted Funds P3 Charity</b>	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Alternative Giving - Wolverhampton	-	1,448	1,448	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	8,000	8,000	-	-
Boston Borough Council - Controlling Migration	-	2,823	2,823	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	3,948	3,948	-	-
Boston Borough Council - 2 FTE Street Outreach Worker	-	42,000	42,000	-	-
Cambridge County Council - Hoarding Project	-	25,561	23,990	-	1,571
Cheltenham Borough Council - Part Time Link Worker	-	21,881	21,881	-	-
Cheltenham Borough Homes - Additional Support Hours	-	886	886	-	-
Cheshire East Council - Care & Asylum Support	-	254,417	254,417	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	31,890	31,890	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	58,285	58,285	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Personalisation	-	19,644	19,644	-	-
Department Of Health & Social Care - Navigator Plus	-	56,486	56,486	-	-
Derbyshire County Council - Covid 19 Fund	-	613	613	-	-
Department of Work & Pensions - Kick Start Project	-	195,817	182,769	(13,048)	-
Gloucestershire County Council - Covid 19 Relief	-	4,398	4,398	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	16,024	16,024	-	-
John Lyons Charitable Trust - School Holiday Activity Funds	-	3,600	3,600	-	-
Kensington & Chelsea Foundation - Green Shoots	-	2,400	2,400	-	-
Kensington & Chelsea Foundation - Easter Activities	-	2,450	2,450	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	15,000	15,000	-	-
Lincolnshire Partnership - Household Items	-	5,784	5,784	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	125,000	125,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Milton Keynes Community Foundation - Covid Fund	-	6,469	6,469	-	-
Nationwide Building Society - Hoarding Support	-	31,500	31,500	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	37,078	37,078	-	-
NHS Black Country & West Birmingham CCG - Crisis Beds	-	124,918	124,918	-	-
NHS Black Country & West Birmingham CCG - Hospital Patient Scheme	-	85,948	85,948	-	-
NHS Hillingdon CCG - Navigator Plus	-	201,197	201,197	-	-
NHS Milton Keynes CCG - Frequent User Project	-	166,022	166,022	-	-
NHS Wolverhampton CCG - Hospital Patient Service	-	28,375	28,375	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	30,000	30,000	-	-
North West Leicestershire Council - Support Grant	-	17,447	17,447	-	-
North West Leicestershire Council - Support worker	-	1,489	1,489	-	-
Paradigm Housing Group - Hoarding Service	-	5,984	5,984	-	-
Prestbury United Charities 2022	-	5,000	5,000	-	-
Rotary Club - Rotary District Foundation	-	997	997	-	-
Royal Borough of Kensington & Chelsea	-	940	940	-	-
Sandwell MBC - SWEF beds	-	258,420	258,420	-	-
Sandwell MBC - SWEF Admissions	-	25,200	25,200	-	-
Screwfix Foundation	-	4,945	4,945	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Property Management - Gloucester & Lincoln	-	36,000	36,000	-	-
Social & Sustainable Capital - Property Management - Wolves	-	48,000	48,000	-	-
South Derbyshire District Council - CVS Small Grant	-	1,177	1,177	-	-
South Derbyshire District Council - Emergency Mobile Phone Project	-	1,000	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,000	40,000	-	-
Stratford-on-Avon District Council - Access to Exercise	-	430	430	-	-
Vale of Aylesbury Housing Trust	-	1,233	1,233	-	-
Warwickshire County Council - Street Outreach Workers	3,200	-	3,200	-	-
Warwickshire County Council - Work Force Recruitment	-	39,513	39,513	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	664,107	50,136	(613,971)	-
West Midlands Combined Authority - Rough Sleeping Initiative	-	7,700	7,700	-	-
Westway Trust	-	1,296	1,296	-	-
Wokingham Borough Council - Infection Control	-	2,000	2,000	-	-
Wolverhampton City Council - Household Support	-	50,000	50,000	-	-
Wolverhampton City Council - In Reach Worker	-	33,751	33,751	-	-
Wolverhampton City Council - MHCLG Funding	-	20,000	20,000	-	-
Wolverhampton City Council - Work Force Grant	-	2,046	2,046	-	-
Young K&C - Christmas Holiday Play Scheme	-	5,768	5,768	-	-
Young K&C - Summer Activities Scheme	-	31,561	31,561	-	-
P3 Charity - Capital Grants To P3 Housing	-	-	195,000	195,000	-
Subtotal	3,200	3,048,607	2,618,217	(432,019)	1,571

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>RESTRICTED FUNDS CONTINUED</b>					
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Grants</b>					
Goldman Sachs - Amplify	-	97,218	152,707	55,489	-
Goldman Sachs - Rombouts Fund	-	5,000	5,000	-	-
Goldman Sachs - Michael Daffey	-	2,398	2,398	-	-
Grove Trust	-	16,000	16,000	-	-
Greater London Authority - Young Londoners Fund	7,233	14,947	15,086	-	7,094
The Harrow Club	-	14,452	5,513	-	8,939
Hollick Family Foundation	1,579	15,000	16,579	-	-
Hollick Family Foundation	-	551	551	-	-
K&C Foundation	5,803	22,603	28,406	-	-
K&C Foundation - Magic Mums Equipment	-	8,190	8,190	-	-
Linder Foundation	-	3,901	-	-	3,901
London Community Foundation	-	16,838	14,115	-	2,723
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	-	6,228	3,051	-	3,177
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	35,290	34,930	70,220	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	3,624	2,644	-	980
PortmoreCharitable Trust - Magic Mums	10,000	-	10,000	-	-
Rory & Elizabeth Brooks Foundation - Football Coaches	-	2,096	2,096	-	-
Satalite Club	-	311	905	594	-
Sobell Foundation	-	14,698	14,698	-	-
West London Zone	-	3,335	3,335	-	-
Subtotal	59,905	291,410	380,584	56,083	26,814
<b>Fundraising</b>					
Brain Game	602	8,031	7,205	-	1,428
Christmas Fair	39,547	61,594	35,035	-	66,106
Football Academy	20,780	2,275	23,055	-	-
Junior Club	3,318	-	2,540	-	778
London Marathon	-	17,998	2,955	-	15,043
Opera	-	2,197	-	-	2,197
Opera Holland Gala	-	60,100	52,035	-	8,065
Portobello Diner	331,386	362,228	84,106	(120,747)	488,761
RPT Core Services	-	43,571	43,571	-	-
Royal Borough Of Kensington & Chelsea - Afgan Response	-	3,687	3,687	-	-
RPT Youth	-	-	78,391	78,391	-
RPT Events	-	-	31,760	31,760	-
Subtotal	395,633	561,681	364,340	(10,596)	582,378
<b>Donations</b>					
Amazon Community Fund	-	2,000	2,000	-	-
Amplify Project	-	-	-	29,108	-
Batchworth Trust	-	10,000	10,000	-	-
BCA Campden	-	1,000	1,000	-	-
Blavatnik Foundation - Homework Club	-	4,535	4,535	-	-
Blavatnik Foundation - Fottball Academy	-	4,535	4,535	-	-
Childhood Trust	-	10,000	10,000	-	-
Corcoran Foundation	-	1,000	1,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Individual Donations	12,097	118,032	36,922	(90,191)	3,016
Individual Donations - Brain Game	-	243	243	-	-
Individual Donations - Christmas Fair	1,698	1,098	2,796	-	-
Individual Donations - RPT Youth	1,600	616	2,216	5,000	5,000
Individual Donations - Football Academy	-	3,500	3,500	-	-
Individual Donations - Homework Club	1,252	20,335	5,595	-	15,992
Individual Donations - London Marathon	-	38	38	-	0
Individual Donations - Magic Mums	36,168	10,473	-	-	46,641
Individual Donations - Opera	-	897	-	-	897
Individual Donations - Portobello Dinner	-	16,651	16,651	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	52	-	1,398
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	2,250	-	-
Legacy	-	45,000	-	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Lyon Charitable Trust	-	2,663	2,663	-	-
Lyon Charitable Trust - Youth	-	21,863	21,863	-	-
Marldon - Magic Mums	5,000	-	5,000	-	-
Pembridge Hall Parents Association	-	5,000	5,000	-	-
Portobello Dinner Pledges	10,000	-	10,000	-	-
Subtotal	71,515	286,479	228,967	(56,083)	72,944
<b>RPT - Other Restricted Income</b>					
Room Hire	-	1,400	1,400	-	-
Room Hire	-	55,029	55,029	-	-
Room Hire	-	10,000	10,000	-	-
Play Sessions	-	18,566	29,162	10,596	-
Play Sessions	-	650	650	-	-
Other Income	-	240	240	-	-
West London Zone - Man Cave	-	17,465	5,217	-	12,248
	-	103,350	101,698	10,596	12,248
<b>TOTAL Rugby Portobello Trust Restrcted Funds</b>	<b>527,053</b>	<b>1,242,920</b>	<b>1,075,589</b>	<b>-</b>	<b>694,384</b>
<b>TOTAL Restricted Funds</b>	<b>530,253</b>	<b>4,291,527</b>	<b>3,693,806</b>	<b>(432,019)</b>	<b>695,955</b>
Total of Funds	9,510,994	27,634,887	25,635,412	-	11,510,469

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,852,415	-	-	(110,514)	1,741,901
General Funds	7,128,326	23,343,360	21,941,606	542,533	9,072,613
Subtotal	8,980,741	23,343,360	21,941,606	432,019	10,814,514
Restricted Funds	530,253	4,291,527	3,693,806	(432,019)	695,955
Total of Funds	9,510,994	27,634,887	25,635,412	-	11,510,469

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2021  
P3 CHARITY

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2021 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,355,299	-	-	477,116	1,832,415
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,375,299	-	-	477,116	1,852,415
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
General Funds	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
Total unrestricted funds	6,761,912	25,569,379	22,883,910	(466,640)	8,980,741

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Controlling Migration	5,000	79,422	84,422	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	167,621	167,621	-	-
Boston Borough Council - Move On Accomodation	-	12,000	12,000	-	-
Boston Borough Council - 1 FTE Street Outreach Worker	-	10,000	10,000	-	-
Cambridge County Council - Hoarding Project	-	14,100	14,100	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	9,945	9,945	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	92,010	92,010	-	-
Department Of Health & Social Care - Navigator Plus	-	140,066	140,066	-	-
Derbyshire Healthcare Foundation Trust	-	63,844	63,844	-	-
Derbyshire Police & Crime Commision	-	165,692	165,692	-	-
East Lindsey District Council - MHCLG Outreach & engagement Navigator	-	29,957	29,957	-	-
Hillingdon Council - I like to move it project	-	1,050	1,050	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	56,875	56,875	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	11,735	11,735	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	77,637	77,637	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Nationwide Building Society - Community Foundation	-	26,061	26,061	-	-
Nationwide Building Society - Hoarding Support	-	18,475	18,475	-	-
NHS Hillingdon CCG - Navigator Plus	-	140,066	140,066	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Winter Pressures Fund	-	28,000	28,000	-	-
NHS Sandwell & West Birmingham CCG	-	125,157	125,157	-	-
NHS Wolverhapmton CCG - Homeless Patient Scheme	-	113,500	113,500	-	-
NHS Wolverhapmton CCG - Winter Pressure Fund	-	35,240	35,240	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	12,411	12,411	-	-
North West Leicestershire Council - Support worker	-	14,216	14,216	-	-
Sandwell MBC - SWEP beds	-	36,315	36,315	-	-
South Derbyshire District Council - Mental Health Officer	-	26,593	26,593	-	-
South Kesteven District Council - Rapid Pathway - Tenancy Worker	-	11,667	11,667	-	-
Warwickshire County Council - Capital Funding	-	10,466	10,466	-	-
Warwickshire District Council - Secondment	-	3,200	-	-	3,200
Warwickshire County Council - Street Outreach Workers	3,700	-	3,700	-	-
Wolverhampton City Council - In Reach Worker	-	18,701	18,701	-	-
Wolverhampton City Council - Rough Sleeper Initiative Furniture	-	14,567	14,567	-	-
P3 Charity - Capital Grants To P3 Housing	-	-	490,000	490,000	-
Subtotal	8,700	1,808,330	2,303,830	490,000	3,200

**Restricted Funds Grenfell**

British Red Cross - Grenfell Grants	-	74,764	74,764	-	-
Subtotal	-	74,764	74,764	-	-

**Restricted Funds Rugby Portobello Trust**

<b>Grants</b>					
CAMPDEN - REFERRAL	-	2,000	2,000	-	-
Dingeman Family Fund - Magic Mums	5,000	-	5,000	-	-
DM Thomas Foundation	-	300	300	-	-
Dr Mortimer & T Sackler Found	-	50,000	50,000	-	-
Dr Mortimer & T Sackler Foundation - Junior Club	-	3,000	3,000	-	-
Grenfell Tower Foundation	5,000	-	5,000	-	-
Greater London Authority - Young Londoners Fund	-	18,653	11,420	-	7,233
Grove Trust - Magic Mums	16,000	-	16,000	-	-
The Harrow Club - Summer Partnership Project	-	2,750	2,750	-	-
Hollick Family Foundation - Football Academy	5,344	-	5,344	-	-
Hollick Family Foundation - Magic Mums	15,000	-	13,421	-	1,579
John Lyons Charity	-	11,137	11,137	-	-
K&C Foundation - Youth	-	7,397	1,594	-	5,803
K&C Foundation	-	5,918	5,918	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2021 Continued  
P3 CHARITY

**Restricted Funds Rugby Portobello Trust - Grants cont...d**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Kensington & Chelsea Foundation - Youth Grant	22,541	-	22,541	-	-
Mbilli Charnbili - Amplify	5,000	-	5,000	-	-
Royal Borough Of Kensington & Chelsea - Covid-19 Grant	-	7,000	7,000	-	-
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	44,982	9,692	-	35,290
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	556	556	-	-
PortmoreCharitable Trusr - Magic Mums	10,000	-	-	-	10,000
Sobell Foundation	-	10,302	10,302	-	0
Subtotal	83,885	173,085	197,065	-	59,905

**Fundraising**

Brain Game	-	810	208	-	602
Christmas Fair	2,620	35,891	-	1,036	39,547
Football Academy	-	30,451	9,671	-	20,780
Junior Club	-	25,000	21,682	-	3,318
LB Climb	8,050	-	8,050	-	-
Opera Holland Gala	44,111	-	44,111	-	-
Portobello Diner	120,675	256,284	45,573	-	331,386
Portobello Diner - Football Academy	2,500	-	2,500	-	-
Portobello Diner - Youth	15,000	-	15,000	-	-
Quintessentially Poker Night	25,589	-	25,589	-	-
RPT Core Services	-	15,491	14,455	(1,036)	-
Reinstated Restricted Fundraising	-	-	-	-	-
Subtotal	218,545	363,927	186,839	-	395,633

**Donations**

Amplify Project	-	85,641	85,641	-	-
Bassett House - Homework Club	6,953	5,775	12,728	-	-
B & J Lloyd Charitable Trust	-	5,000	5,000	-	-
Campden referral	1,000	-	1,000	-	-
The Cairns charitable trust	2,000	1,000	3,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Hollick Family Foundation - Homework Club	-	2,000	2,000	-	-
Individual Donations	15,615	153,253	156,771	-	12,097
Individual Donations - Christmas Fair	-	1,698	-	-	1,698
Individual Donations - RPT Youth	-	1,600	-	-	1,600
Individual Donations - Football Academy	-	21,927	21,927	-	-
Individual Donations - Homework Club	-	3,160	1,908	-	1,252
Individual Donations - Magic Mums	-	36,168	-	-	36,168
Individual Donations - Portobello Dinner	-	6,528	6,528	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	1,300	-	1,300	-	-
Individual Pledges - Christmas Fair - Football Academy	1,970	-	1,970	-	-
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	-	-	2,250
Kilroot Foundation	5,000	-	5,000	-	-
Marldon - Magic Mums	5,000	-	-	-	5,000
Marks & Spencer	-	3,000	3,000	-	-
Portobello Dinner Pledges	-	10,000	-	-	10,000
Qattan Foundation	-	5,000	5,000	-	-
Second home	2,213	-	2,213	-	-
Sobell Foundation	25,000	-	25,000	-	-
Spinocchia Feund Donation	1,000	-	1,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Reinstated Restricted Donations	258	-	258	-	-
Subtotal	71,009	348,750	348,244	-	71,515

**TOTAL Rugby Portobello Trust Restriced Funds**

373,439	885,762	732,148	-	527,053
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**TOTAL Restricted Funds**

382,139	2,768,856	3,110,742	490,000	530,253
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Total of Funds

7,144,051	28,338,235	25,994,652	23,360	9,510,994
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,375,299	-	-	477,116	1,852,415
General Funds	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
Subtotal	6,761,912	25,569,379	22,883,910	(466,640)	8,980,741
Restricted Funds	382,139	2,768,856	3,110,742	490,000	530,253
Total of Funds	7,144,051	28,338,235	25,994,652	23,360	9,510,994

**Reinstatements**

Arrears Payroll Accruals of 2020: £156,000 and 2019: £751,000.

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2022**

**18 Analysis of net assets between funds (Group)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total 2022</b>	<b>2021 - Reinstated</b>
Tangible fixed assets	-	2,765,255	6,822,839	9,588,094	5,487,323
Investments	-	-	-	-	-
Net current assets	695,955	20,000	9,351,443	10,067,398	7,456,529
Creditors due in more than one year	-	-	(6,710,056)	(6,710,056)	(2,928,665)
	<u>695,955</u>	<u>2,785,255</u>	<u>9,464,226</u>	<u>12,945,436</u>	<u>10,015,187</u>

**Analysis of net assets between funds Year End March 2021 Comparative (Group)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total 2021 - Reinstated</b>
Tangible fixed assets	-	2,424,706	3,062,617	5,487,323
Net current assets	180,465	-	7,276,064	7,456,529
Creditors due in more than one year	-	-	(2,928,665)	(2,928,665)
	<u>180,465</u>	<u>2,424,706</u>	<u>7,410,016</u>	<u>10,015,187</u>

**19 Analysis of net assets between funds (Charity)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total 2022</b>	<b>2021</b>
Tangible fixed assets	-	1,521,901	6,822,839	8,344,740	4,914,170
Investments	-	-	-	-	-
Net current assets	695,955	20,000	9,159,830	9,875,785	7,525,489
Creditors due in more than one year	-	-	(6,710,056)	(6,710,056)	(2,928,665)
	<u>695,955</u>	<u>1,541,901</u>	<u>9,272,613</u>	<u>11,510,469</u>	<u>9,510,994</u>

**Analysis of net assets between funds Year End March 2021 Comparative (Group)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total 2021 - Reinstated</b>
Tangible fixed assets	-	1,852,415	3,061,755	4,914,170
Net current assets	3,200	-	7,522,289	7,525,489
Creditors due in more than one year	-	-	(2,928,665)	(2,928,665)
	<u>3,200</u>	<u>1,852,415</u>	<u>7,655,379</u>	<u>9,510,994</u>

**20 CHARITY OPERATING LEASE COMMITMENTS**

At 31 March 2022 the company had annual commitments under non-cancellable operating leases as follows:

	<b>Land and Buildings</b>		<b>Other</b>	
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
<b>Expiry Date</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Within 1 year	1,209,674	1,325,307	438,747	461,596
Between 1 and 5 years	2,228,774	2,715,482	405,632	490,667
After more than 5 years	1,002,832	1,492,239	-	-
	<u>4,441,280</u>	<u>5,533,028</u>	<u>844,379</u>	<u>952,263</u>

<b>21 Related Parties</b>	<b>2022</b>	<b>2021</b>
No Trustees made donations to the Group (2020-Nil)		
<b>Between P3 Charity (The Parent Company &amp; P3 Housing (The Susidiary Company))</b>		
<b>P3 Charity (The Parent Company) Charged P3 Housing</b>		
Rent	241,946	400,006
Overheads	482,531	176,811
Salaries	164,190	159,432
Audit Fee	-	8,809
	<u>888,667</u>	<u>745,058</u>
At Year End P3 Housing owed P3 Charity	116,712	136,023
P3 Housing Charged Rent to the Parent Company, P3 Charity	1,397,558	774,046
P3 Housing Received a Capital Grant from the Parent Company P3 Charity	195,000	490,000
At Year End The Parent Company owed P3 Housing	116,712	64,874
<b>Inter Company Balances</b>		
(Owed from Parent to P3 Housing) / Owed to Parent Company from P3 Housing	<u>-</u>	<u>71,149</u>
<b>Between P3 Charity (The Parent Company &amp; Academy Of Youth Ltd (The Susidiary Company))</b>		
<b>P3 Charity (The Parent Company) Charged Academy Of Youth Limited</b>		
Salaries	-	52,190
Travel & Subsistence	-	3,463
Vehicle Lease Costs	-	-
Publicity Costs	-	-
Software Licence Costs	-	833
Staff Welfare	-	2,718
Health & Safety Equipment	-	3,761
Legal & Professional	(3,900)	12,826
Overheads	(658)	3,495
	<u>(4,558)</u>	<u>79,286</u>
At Year End Academy Of Youth Limited owed P3 Charity	-	54,758
Academy Of Youth Received a Grant from the Parent Company P3 Charity	3,500	-
<b>Inter Company Balances</b>		
(Owed from Parent to Academy Of Youth Limited) / Owed to Parent Company from Academy Of Youth Limited	<u>-</u>	<u>54,758</u>
Total (Owed from Parent to Subsidiary Companies) / Owed to Parent from Subsidiary Companies	<u>-</u>	<u>125,907</u>

During the year no trustees received any remunerations (2021 - Nil)

During the year no trustees received any benefits in kind (2021 - Nil)

During the year 1 trustees were reimbursed travel expenses amounting to £601 (2021 - 1 Trustee - £80)

Register of interest are reported at each Board Meeting

## 22 Post Balance Sheet Events

30 June 2022 - £1,400,000 - P3 Charity purchased Laurens Gate in Wolverhampton to upgrade the standard of our accommodation in Wolverhampton. We will be vacating a leased property and moving our people into this apartment building.

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2022**

**23 PENSION COMMITMENTS**

**Pension Commitments - People Potential Possibilities**

The charity operates a defined contribution pension scheme. It has no obligations other than the contributions payable in year.

**PEOPLE POTENTIAL POSSIBILITIES**

England & Wales - Charity number 703163

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# Accounts

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**P3 Charity Group**

**P3 (THE OPERATING NAME OF PEOPLE POTENTIAL POSSIBILITIES)  
(A company limited by guarantee)**

**GROUP REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

**Company No: 02495423**

**Charity No: 703163**

# **PEOPLE POTENTIAL POSSIBILITIES**

**YEAR ENDED 31 MARCH 2021**

<b>CONTENTS</b>	<b>Page</b>
<b>Legal and Administrative information</b>	<b>1</b>
<b>Trustees' report</b>	<b>2- 32</b>
<b>Independent auditor's report</b>	<b>33 - 36</b>
<b>Consolidated statement of financial activities</b>	<b>37</b>
<b>Consolidated Balance Sheet</b>	<b>38</b>
<b>Charity Balance Sheet</b>	<b>39</b>
<b>Consolidated statement of cash flows</b>	<b>40</b>
<b>Notes forming part of the financial statements</b>	<b>41 - 62</b>

**PEOPLE POTENTIAL POSSIBILITIES**

**LEGAL AND ADMINISTRATIVE INFORMATION**

**FOR THE YEAR ENDED 31 MARCH 2021**

**Trustees**

AJP Hackett (Chair of Trustees)  
J Bowen (Appointed 25 April 2020)  
CA Carter  
BR Graham (Resigned 14 January 2021)  
D Lane  
DI Simon CBE  
JT Spriggs-Taylor (Resigned 14 January 2021)  
M Terry  
H Mckay  
W RJ Cock (Appointed 14 January 2021)  
A Lindo-Cozzella (Appointed 14 January 2021)  
N Scott (Appointed 14 January 2021)

**Company Registered Number**

02495423

**Charity Registered Number**

703163

**Registered Office**

Eagle House  
Cotmanhay Road  
Ilkeston  
Derbyshire  
DE7 8HU

**Company Secretary**

Kathryn Kozlowski

**Chief Executive Officer**

Mark Simms

**Auditors**

Price Bailey LLP  
24 Old Bond Street  
London  
W1S 4AP

**Bankers**

Lloyds Bank plc  
89 Church Street  
Bilston  
Wolverhampton, WV14 0BJ

CAF Bank Limited  
Kings Hill  
West Malling  
Kent, ME19 4JQ

**Solicitors**

Freeth Cartwright LLP  
2nd Floor, West Point  
Cardinal Square  
10 Nottingham Road  
Derby, DE1 3QT

Bates Wells Braithwaite  
10 Queen Street Place  
London, EC4R 1BE

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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**The period covered by this Trustees' Report marks significant changes to our service delivery and the challenges posed by three national UK lockdowns from the ongoing coronavirus pandemic. This report is written and should be understood within this context.**

The Trustees, who are the Directors for the purposes of the Companies Act 2006, present their report and financial statements for People Potential Possibilities ("the Charity"/"P3") for the year ending 31 March 2021. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2019).

#### **SUMMARY FROM ADAM HACKETT, CHAIR OF THE P3 BOARD OF TRUSTEES**

"P3 Charity continues to relieve the cycle of despair through our deep commitment to vulnerable people, growth in the quality of our services and a strengthened financial position.

P3 is all about people. Our colleagues and volunteers have performed extraordinarily over the last twelve months. There have been many internal promotions, training opportunities, job swaps and team building, all with the same purpose: to improve the lives of the people we work alongside.

We shall continue to urge that the Government fulfils the promise made in July 2019 by the then incoming Prime Minister to deliver a Social Care Policy.

Like many organisations, we face multiple and unique challenges posed by the global pandemic. Our performance is strong and improving. The golden thread of our purpose runs through our strategy and subsequent delivery, supported by a group of committed Trustees, outstanding leadership, and devoted staff. I am utterly confident that we will continue to deliver our objective to transform people's lives."

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES’ REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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**ABOUT P3**

**Founded 49 years ago in 1972, P3: People, Potential, Possibilities is a national Charity and social enterprise operating across the UK and delivering services for socially excluded and vulnerable people.**

The Charity has grown via service expansion and mergers with like-minded, aligned charitable organisations, such as the Rugby Portobello Trust (RPT), giving the P3 Group a strong tradition of services dating back to 1884.

**From April 2020 to March 2021, the P3 Group—P3 Charity, P3 Housing, Rugby Portobello Trust and the University of the First Age—worked alongside 26,635 people.**

**The number of people P3 Charity work alongside has grown in the year from 19,926 people to 23,833 people. Right across England someone, somewhere talks to a P3 worker every 23 seconds.**

P3 specialises in homelessness services, supported housing, services for people recovering from mental ill-health, community support, justice services and youth services.

The Charity offers ongoing support and tailored advice for the people we work alongside, working to enable people to reconnect with their communities and move forward with their lives. P3 is a ‘people first’ organisation; our mission is to work alongside people to improve lives and communities: to unlock potential and open up new possibilities. We are committed to sustainable transformation and work to establish the trust needed to deliver genuine and lasting change for the long-term.

Our vision is for every person to be recognised as a valued member of society, where social injustice no longer exists. It’s that simple!

**OUR YEAR**

Our financial performance remained strong throughout 2020/21. However, while our purpose is not monetary, we do need sufficient financial strength to allow us to make the right strategic choices that will help us to achieve our purpose.

The past year has posed many strategic challenges, yet colleagues have given their utmost and we have faced all obstacles head-on by continuing to deliver new or improved services to make a genuine difference in the lives of the people and communities we serve.

**Together we enabled 918 people experiencing homelessness across England to exit the streets and access temporary accommodation during the government’s ‘Everyone In’ campaign.**

- *Now we are developing housing and support solutions to meet people’s housing needs for the next phase, ‘Everyone In For Good’.*

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

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Austerity, the bureaucracy and barriers surrounding access to Universal Credit and the pandemic have forced even more people into misery and poverty. Indeed, the social divide between people living in poverty and the better-off mean once again we are seeing year-on-year rises in the number of people accessing our services and needing our specialised support.

**P3 homelessness services have enabled 3,195 people to exit the streets across the UK.**

**Our Social Impact Bond (SIB) services, ACTION Lincs and ACTION Glos closed on 31 March 2021 having achieved some amazing outcomes – enabling people to overcome significant personal challenges and lead more fulfilling lives after living on the streets.**

- *259 people were recruited to the ACTION Glos and ACTION Lincs SIBs in 2017*
- *132 people sustained their homes for at least two years*
- *112 people sustained mental health treatment*
- *127 people sustained drug and alcohol support*
- *These services were person-led, delivered at each person's pace, when and how they decided, exceeding government targets and delivering significant, positive change.*

We also believe our country has changed, not just financially, but socially. Our communities are becoming increasingly polarised, with people disconnected and disenfranchised from each other.

The pandemic and three UK lockdowns saw people already experiencing social exclusion have their wages reduced or livelihoods end as living costs continued to rise. For many, including the people we work alongside there was and is no other choice but to turn to a food bank for essentials. This is not right!

The daily reality for the people we work alongside can be bleak; recent research highlights structural racism as Black people are over-represented among the people who need food banks compared to the UK-born working age population, plus people identifying as Black or Black British were significantly over-represented during the Covid-19 lockdowns at food banks.

Trussell Trust research goes on to highlight deepening social inequalities as 1 in 6 people living with someone with a physical disability and 1 in 10 people who have a reported learning disability or live with someone who does also need to access food banks.

Against this widening gap of social inequality, the greatest struggle faced by the people we work alongside is to find somewhere affordable and sustainable to call home for the long-term.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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**P3 advice services offered life changing advice and support to 14,479 people.**

- *Our new housing advice and support services launched for individuals and families on 1 April 2020 in Coventry.*
- *Our Cambridgeshire services launched a new Specialist Hoarding Project and a Young Parent Project offering accommodation and support for four young mums.*
- *Our Warwickshire services partnered with women's peer support organisation Cohort 4, to offer somewhere safe to stay for women who are facing multiple challenges in their lives.*

**3,659 people made a home in P3 accommodation, of which 1,551 people benefited from living in properties managed by our RSL, P3 Housing.**

The barriers preventing people accessing somewhere safe to live are experienced by people across all our different service areas. However, these challenges have created new opportunities for P3, and as we continue to build upon our strategic purpose—to provide people with a safe home to live in, positive relationships in their life and something meaningful to do—we remain focussed, connecting people to those around them and helping them to lead meaningful lives.

We know P3 has an important role to play in the national effort to rebuild society following Covid-19, and inspired by the people we work alongside and drawing on our operational experience we will continue to act as an agent for social change for the long-term.

To this end we have begun to increase our Registered Social Landlord property portfolio to deliver more and better homes for people experiencing homelessness by growing P3 Housing. We are now working closely with Homes England (the UK Government's housing delivery agency) and we are growing to ensure we have the right accommodation, in the right places and to the right standards. We want to ensure we can provide the best homes for the people we work alongside to live and grow.

We are also working together with local authority partners and Social & Sustainable Capital (SASC) a social enterprise and UK fund manager with aligned values to create viable housing ecosystems that deliver quality, affordable and secure housing for the people we work alongside.

Once purchased, each property is being refurbished and made available to people experiencing homelessness and needing permanent housing. To date the £9 million social investment raised has purchased six properties, with a further 32 one- and two-bedroomed properties pending in the West Midlands, Gloucestershire and Lincolnshire. Plus, a further 12 properties have been added to this number by West Lindsey District Council in Gainsborough, Lincolnshire on 31 March.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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Our aim is to deliver 80 homes for people who are homeless and a further 40 homes in Lincolnshire for social rent. This will ensure our continued and coordinated response to support people experiencing homelessness, and crucially extend the support begun in March 2020 at the onset of the pandemic as part of the government's 'Everyone In' initiative.

Our staff, our greatest and most valuable asset have been nothing short amazing. They have not stopped! Their dedication has ensured our frontline services remained open, we adapted rapidly and worked to continue to deliver our contracted homelessness services; working around the clock to provide accommodation and wrap-around support as quickly as possible for the people who were considered most vulnerable to contracting Covid-19.

Once again, we continue demonstrate resilience through unprecedented times, as we help more people into housing, education and employment than at any other period in our organisation's history.

**Our vision for children and young people is to rebuild lives by providing facilities, skills and guidance that promote stability within communities.**

- 1,401 children and young people have benefitted from weekly homework support, play activities, football coaching, employment advice, youth work (supporting mental, physical and emotional wellbeing) and parenting skills at RPT.*
- 1,401 young people benefitted from training, coaching and leading real-life projects in 2020 through UFA.*
- 388 young people have found a place to live, feel safe and call home—even after they've left—offering stability, guidance and most importantly, people they can rely on after spending time in the care system.*

**CHILDREN & YOUNG PEOPLE**

The period covered by this report has been an unprecedented year. Young people now face some of the greatest challenges for generations, particularly around education and employment.

The pandemic brought new challenges and our Rugby Portobello Trust had to close its building during lockdown as we responded to the changing restrictions and changed our offer to the North Kensington community. Some activities were restricted or stopped completely such as sport, residentials and drop-in clubs, others were created and expanded: online tutoring, food parcel deliveries, laptop distribution, one-to-one support and partnerships.

During periods of relaxed restrictions, RPT's services were delivered face-to-face albeit with restricted numbers—with our clubs, football academy, creative arts programme and mental wellbeing programmes supporting 1,401 children, young people and mums across the year.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES’ REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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Despite these challenges, we were delighted to be awarded the prestigious Queen’s Award for Voluntary Service (QAVS) in recognition of the outstanding commitment and dedication of our volunteers. Their support was and is astounding, with 209 volunteers delivering an incredible 3,633 hours of support to the community supporting children with their education.

**P3 Justice closed on 25 June 2021 as services moved back to probation in the public sector. In our last year we continued to provide bespoke, choice-led support for people with multiple contacts with the criminal justice system. Our five regional services worked alongside:**

- *1,134 people who faced the greatest challenges in the criminal justice system.*
- *People chose our link workers to support them to break the cycle of homelessness, substance misuse and prison.*

**A PERIOD OF CHANGE**

The pandemic has brought a year of unprecedented growth in the scope and development of our service delivery alongside much organisational change.

University of the First Age (UFA), formerly known as Academy of Youth (AOY), the newest member of the P3 Group closed. The difficult decision was made for UFA to exit the delivery of the government’s National Citizen Service (NCS) programme and the 2021 programme was transferred back to our delivery partners Ingeus, Reed and EFL Trust.

2020 saw the delivery of the final UFA programme ‘Keep Doing Good’—an alternative to the standard NCS summer delivery—designed to inspire young people and provide them with invaluable educational and leadership opportunities.

Our staff worked with resilience in an unprecedented environment, both in terms of developing the programme and logistically with the impact of Covid-19 restrictions. The result was a programme which could be delivered safely both face-to-face, and on-line in the West Midlands, Suffolk, East Midlands, Yorkshire, Milton Keynes and Slough.

After six years, our justice services have also had to prepare to transfer back to the National Probation Service. The services stopped taking referrals within the period covered by this report as plans were made for their final transfer date.

During this time, we have proven the value of what we set out to deliver, getting fantastic positive feedback from staff and the people we work alongside across all five services. The quality of the staff who have worked for us in Justice services has been exceptional and we have been able to support countless numbers of people who have failed to engage with anyone previously. Without doubt we have saved lives and given people options, hope and a future.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

---

**At P3 we want to ensure the people we work alongside are equal partners in shaping the services we deliver. People Shaping P3 creates this opportunity, encouraging people to help us to improve and shape P3 at every level.**

- Our People's Board continues to shape P3 to deliver impact and excellence across all services.*
- Our new People's Standards have been developed to convey the 'feel' a quality service.*

Across P3's wider services there were a number of service transitions as our social impact bonds in Lincolnshire and Gloucestershire closed as planned, our South Gloucestershire Team transferred across to the Local Authority and our Lincolnshire Advice Services and Street Outreach Team closed as planned.

Although this year has marked the end of a chapter for a number of our services, we remain optimistic and are encouraged because we know our colleagues are taking the learning of what really works with them, and we are sure they will continue to have a massive positive influence in the way that they work alongside people in the future.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CONSTITUTION**

The Charity is a charitable company limited by guarantee and was set up by a Memorandum of Association on 24 April 1990. People Potential Possibilities, known on a day-to-day basis as P3, has no share capital and is a registered Charity with the Charity Commission.

### **METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES**

P3 is governed by a Board of Trustees which comprises a Chair and up to nine Trustees. The Chair is appointed by the Board from the existing Trustees. Trustees are recruited with regard to the balance on the board of people with relevant skills, experience, knowledge and qualifications. As well as looking for individuals with business, health/social care and governance backgrounds we aim specifically to include people who have lived experience of accessing services and carers. Prior to inviting nominations and applications for Board membership a skills audit review of existing members is undertaken in order to attract prospective members with the required experience, skills and knowledge.

The Board of Trustees meets a minimum of four times a year and is responsible for the overall direction and control of P3's activities. The Board also has an annual Away Day and sub-committees of the Board (with delegated authority) meet regularly to review and agree performance in key areas of operation. The Board is responsible for taking decisions on the strategic direction of the Charity, approving major expenditure, major developments and through the Chair giving support and supervision to the Chief Executive.

### **POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES**

On appointment each Trustee signs a code of conduct and completes a register of interests. They are given a Trustee Induction Pack that includes the Charities Governing Document, the Memorandum and Articles of Association, a range of relevant policies and procedures, including conflict of interest and other guidance. The pack contains a Trustee job description and a copy of Charity Commission Guidance Leaflet CC3, The Essential Trustee: what you need to know. New Trustees meet with the Chair and Chief Executive to discuss:

- Their role and responsibilities
- Key documents including the Memorandum and Articles of Association and the P3 Strategic Plan
- Funding including the latest published accounts and current position
- The organisation's focus on outcomes
- Safeguarding
- Future plans

Trustees are also invited to an induction tour of projects and services, and Trustee training needs are assessed, and training provided as appropriate.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2021**

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### **ORGANISATIONAL STRUCTURE AND DECISION MAKING**

The Chief Executive leads the day-to-day management of P3 on authority delegated by the Board of Trustees. He and the executive officers of the Charity form the Executive Leadership Team, and each has clearly defined areas of responsibility and accountability. The Executive Leadership Team meets on a two-weekly cycle, to discuss and implement strategic and operational issues and to monitor and control the performance of the Charity against the Strategic Plan and Strategy Implementation Plan. This work is reported on at General Meetings of the Board.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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## **OBJECTIVES AND ACTIVITIES**

### **WHO WE ARE**

People Potential Possibilities: P3 deliver a variety of effective and innovative services to improve lives and communities. All our services put people first, working to create opportunities and positive life chances for vulnerable people. We work alongside people to overcome the challenges that the public sector can no longer tackle alone—transforming the lives of people experiencing social injustice—people who have nowhere to call home, are experiencing mental ill-health or are in contact with criminal justice services.

We can trace parts of our organisation back to the 1800s and the constant over all these years of history is that P3 has always been a diverse and enterprising organisation with services tailored to meet the needs of our communities and the people who live in them.

Our vision is to act as the catalyst in the development and delivery of services that are linked up across whole systems such as health, housing, social care, criminal justice, employment, education and training. That means services that are centred on the needs of the people who use them, services that deliver solutions and a positive way forward to a better life. We are focused on outcomes, impact and achieving a good Social Return on Investment.

### **OBJECTS**

The objects of P3 are:

- To promote social inclusion for the benefit of the public by the provision of advice, education, employment and housing services for young people and those who are homeless;
- The advancement of health; and
- The relief and care of the poor, including people who are homeless and socially excluded.

### **MISSION**

To tackle social exclusion by creating opportunities for vulnerable and disadvantaged people:

“We work alongside people to improve lives and communities, to unlock potential and open up new possibilities.”

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

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#### STRATEGIES FOR ACHIEVING OBJECTIVES

The key strategic objectives for the reporting period 2020/2021 were the ten key objectives of the P3 Strategic Plan 2018-2021 which were:

	Objective
SO1	To become a preferred employer within the health and social care sector
SO2	To develop and implement a robust digital strategy to support our growth and governance
SO3	To ensure high quality governance arrangements in order to achieve our overarching strategic aim
SO4	To ensure that we remain financially secure and viable
SO5	To ensure the people who use our services are equal and growing partners in the design, delivery and evaluation of our services
SO6	To encourage, develop and support volunteer involvement in our work and our communities, and for volunteers to be significant stakeholders
SO7	To develop and deliver quality, outcome-focused services
SO8	To achieve quality standards and to meet legal and contractual requirements in all of our services
SO9	To improve the services that we provide by working in partnership with other providers in the statutory, private and voluntary sectors
S10	To broaden the number of services that we provide and grow our annual income

These objectives are undertaken with the aim of enabling P3 to provide more high-quality services for socially excluded people.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2021**

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#### **ACTIVITIES FOR ACHIEVING OBJECTIVES**

Current activities include:

- Direct access homeless accommodation
- Supported accommodation for people with mental ill-health
- Complex and Chaotic Needs Service
- Educational programmes, including NCS
- Floating support for people with mental ill-health
- Floating support services to help people keep their home
- Floating support services for people with addiction issues
- Hospital discharge support for people with mental ill-health
- Street outreach work
- Mental health crisis accommodation for women
- Navigator general advice services for young people
- Jobshop training/job advice services for young people
- Registered Social Landlord
- Supported accommodation for young homeless people
- Link worker services to people with chaotic lifestyles and complex needs
- Youth services including alternative education and youth clubs
- After school and play services
- Work to help offenders move away from crime

#### **PUBLIC BENEFIT**

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 and given their careful consideration to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives for the year. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Board has agreed that the best way to meet the needs of the people we work alongside is through contracting for specialist services while also influencing the way that services are provided and shaped through our expertise and knowledge. To this end, we continue to maintain our independence as an organisation in relation to public policy issues that are relevant to the people who are accessing our services and we continue to put forward our views on how services could be improved.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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## **STRATEGIC REPORT**

### **ACHIEVEMENTS AND PERFORMANCE**

Over the last financial year, P3 has again become a bigger, stronger and more diverse organisation. In 2020/21, across the group an average of 650 staff and almost 300 regular volunteers supported almost 27,000 people across towns and cities over eight regions in England—the South East, the South West, the North West, London, East Midlands, West Midlands, North East and Yorkshire and the Humber—helping people to achieve their goals and aspirations.

These are some of the main achievements that have helped take us to where we are today. Many of them cross over two or more objectives.

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

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**OBJECTIVE 1**

**To become a preferred employer within the health and social care sector**

P3’s high-quality housing and homelessness and health and social care services are underpinned by recruiting and retaining the best talent—passionate, skilled and caring employees who deliver the vision and mission of P3. At the end of the year we had 650 staff members and almost 300 regular volunteers, all committed to ensuring we continue to provide services to the people who need them the most.

We use values-based recruitment and this ensures that our people are dedicated and committed, and this is the key to our success. We embrace our employees lived experience, building on people's life experiences—as well as professional skills—to ensure a real and genuine passion and aptitude for the job.

We believe only a properly appointed, trained, motivated and supported workforce is capable of providing the excellent quality and range of services we demand. To this end we have:

- Developed and rolled out values-based recruitment processes—we recruit for values and train for skill.
- Launched ‘iRecruit’ an online recruitment portal that candidates can login to.  
– In addition, we have run bespoke recruitment campaigns, for example three targeted recruitment days in Coventry.
- Focussed on our Wellbeing Strategy throughout the pandemic to sustain our workforce, keep them connected, motivated and enable them to work remotely and most importantly remain well.
- Continued to roll out the National Apprenticeship Levy and upskilled over 20 staff on training courses including Health and Social Care, Business and IT.

We were excited to announce that P3 adopted **The Halo Code**, the UK's first Black hair code. The code recognises no Black employee should have to change their natural or protective hairstyle in order to thrive at work. Our hope at P3 is the Halo Code will move us one step closer to a world free from discrimination, where all Black members of our community have their identities fully recognised and celebrated.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

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#### OBJECTIVE 2

##### **To develop and implement a robust digital strategy to support our growth and governance**

The way people communicate, access information and share knowledge has changed dramatically over the last twelve months.

P3 is actively working toward making the best use of digital technology to ensure our services achieve impact with both the adults and young people we work alongside. We are also looking to capitalise on how digital channels can help us to meet the support needs of people at greater risk or in more vulnerable circumstances.

Over the past year we have enabled every member of staff to work from home, provided equipment, online and offline support and upgraded all of the necessary hardware across the charity. We have:

- Implemented new software to facilitate remote working across P3's geography.
- Developed new digital offers for the people we work alongside, enabling people to access our services, support sessions and advice remotely.
- Launched Workplace a new internal social networking platform for our staff to enable everyone to share best practice and stay connected.
- Our overall aim is for these IT updates to improve the user experience for our staff and volunteers, and to support P3's impact.

#### **Homework Club: Year 5**

Asad has now grown, both in character and in academic attainment. He was taken out of school several years ago to live abroad, arriving back in the UK just as lockdown began. Accessing online support has helped him to re-integrate into our schools system and his progress has been so impressive.

When we first began Asad was quiet, lacked confidence and he really struggled with most of the Maths sessions as well as English – taking far longer to go through the work than his peers.

However, over the past few months, Asad has progressed enormously in terms of his confidence. Now he always puts his hand up when questions are posed to the group as a whole, he's more willing to talk through examples and show his thought process ...

His scores have improved greatly; he is now taking on board feedback and is always one of the first to log on at the start of the session; his dedication to Homework Club is clear and I hope that his attainment continues to reflect how much he's achieved in terms of confidence and engagement.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

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#### OBJECTIVE 3

##### **To ensure high quality governance arrangements in order to achieve our overarching strategic aim**

P3 is governed by a Board of Trustees who work with our Executive Leadership Team to oversee the Charity's strategic performance, management and administration.

The Board meet regularly and are clear about our charitable purpose, providing the appropriate strategic oversight to ensure these aims are being delivered effectively and sustainably through:

- Strong and effective strategic leadership in line with the Charity's aims and values.
- Acting with integrity, adopting values and creating a culture which helps to achieve P3's purpose.
  - The Board is aware of the importance of the public's confidence and trust in P3, and Trustees undertake their duties accordingly.
- Informed decision-making processes that are rigorous and timely, effective delegation, control and risk-assessment, and the implementation and monitoring of management information systems.
- Working together as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.
- The Board's approach to diversity – to support its strength as an effective leadership and decision-making body.
- Leading P3 in being transparent and accountable.

In November 2020 P3 undertook a **Governance Review** supported by our legal advisors to ensure we are fully compliant in all our governance arrangements and also to suggest any improvements.

P3 CEO Mark Simms was awarded the **SE100 2020 Leader Champion Award**. This award honours social enterprise bosses who demonstrate excellent leadership, effectiveness and inspiration in taking their team on a mission-driven journey to success.

P3 and CEO Mark Simms were formally recognised on the **UK Social Enterprise Roll of Honour** for their work to support people through the Covid-19 pandemic. The Roll of Honour acknowledges the people and businesses which, over the course of an extremely challenging year, have demonstrated strength, passion and resilience.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

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#### OBJECTIVE 4 –

##### **To ensure that we remain financially secure and viable**

We will ensure appropriate governance and operational systems are in place to guarantee that all financial decisions are robust, defensible and free from conflicts of interest.

We will further ensure our resources are managed responsibly and our funds are properly protected, applied and accounted for—including policies and procedures to combat the risk of bribery, fraud, corruption and extortion.

*P3 has grown its income to £32.05m. Our underlying surplus increased also to over £4m, due to growth in P3Housing, a significant donation from WLDC and settlement of our income within Academy of Youth.*

Together with Social & Sustainable Capital (SASC), a UK fund manager and social enterprise and local authority partners, P3 is currently working to create viable housing ecosystems delivering affordable, quality, and secure housing across the West Midlands, Gloucestershire and Lincolnshire.

*“We’re delighted to provide investment to support P3’s housing plan, in key regions where housing is urgently needed. During the pandemic, P3 carried out its essential services and supported people experiencing homelessness, playing a key part in the ‘Everyone in’ campaign and is now supporting ‘Everyone in for good’ to ensure people do not return to rough sleeping.”*

*“Our loan will help the charity meet unmet demand in key regions and give vulnerable people safe, secure, high quality housing and support, so vital to them as they move on with their lives successfully.”*

– SASC Managing Director Ben Rick

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

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**OBJECTIVE 5**

**To ensure the people who use our services are equal and growing partners in the design, delivery and evaluation of our services**

We are proud of how the people we work alongside work with us to shape, refine and deliver our services. However, we also recognise there is more we could do to truly work in equal partnership throughout all the levels of the organisation.

Our aim is to ensure the people we work alongside are actively involved with appropriate elements of planning, auditing, training and development, policy reviews and consultation. We remain committed to this being embedded within the organisation, so people are supported through a continuous cycle of service improvement, impact and growth.

We will continue to offer people receiving our services meaningful, creative, innovative and fun ways to get involved:

- The people we work alongside have suspended their face-to-face meetings during the pandemic. They have focussed on delivering the 2020/21 Involvement Strategy.
- Our People Shaping P3 Board continued to meet regularly online, this team are very visible to all people who use our services and continued to engage with everyone digitally and through blogs.

*“P3’s mission is to exceed the expectations of people receiving a service; theirs is to exceed their own. Working and growing together, in partnership, that’s People Shaping P3.”*

– Petra, People’s Board Member

*“People Shaping P3 is all about giving people receiving a service from P3 a voice. We listen and we learn together. By involving people with lived experience in everything we do our strategy comes to life.”*

– P3 Trustee John Spriggs-Taylor

*“I am incredibly proud to be part of People Shaping P3. Involving the people who we support will always be one of our highest strategic priorities. We can only grow, develop and improve if we listen to what our experts have to say. I look forward to the next two years as our new strategic plan takes co-production to a new level.”*

– P3 National Lead for Involvement Lindsey Robinson,

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2021

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#### OBJECTIVE 6

##### **To encourage, develop and support volunteer involvement in our work and our communities, and for volunteers to be significant stakeholders**

We have over 300 volunteers at P3 and every single one of them brings talent and qualities that enhance the lives of the people we work alongside.

Most of the work of volunteers during Covid-19 has moved online. Our Homework Club and Magic Mums support has really benefitted from this new offer.

We are actively working to develop volunteer involvement, to this end we have:

- Ensured that the infrastructure is in place for volunteering with good recruitment practices, job descriptions, pre-volunteering checks etc.
- Developed a Volunteer Steering Group. This year they have measured the success of our volunteering programme and the results were really positive; we scored highly against all the markers outlined within the recent NCVO national report, [Time Well Spent](#).

Across the organisation, staff and the people we work alongside continuously state the benefits of the additional support provided by P3 volunteers. Every activity from attending appointments, supporting with forms to running groups—including music groups, craft groups and cooking—adds value to our services. Evidence from volunteer supervisions clearly demonstrates increased confidence and better community engagement for the people supported.

P3's Rugby Portobello Trust (RPT) was incredibly proud to celebrate its volunteers being honoured with the **Queen's Award for Voluntary Service (QAVS)**.

The award, which aims to recognise the outstanding work by volunteer groups to benefit their local communities, is the equivalent of an MBE and was created in 2002 to celebrate the Queen's Golden Jubilee. Winners are announced each year on 2 June, the anniversary of the Queen's Coronation.

Receipt of the award in June 2020 followed a rigorous nomination process that began in 2017. Members of the QAVS selection committee visited RPT to see the services running and met with the adults and young people we work alongside, our volunteers and staff before formally announcing the award within a special edition of the London Gazette.

## PEOPLE POTENTIAL POSSIBILITIES

### TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2021

---

#### OBJECTIVE 7

##### To develop and deliver quality, outcome-focused services

We want to ensure that we continue to keep the people we support at the heart of everything we do and deliver outcome-focussed support for all.

This means investment in professional training and working together with the people we work alongside:

- Our outcome-focussed services are ensuring they meet the wants and needs of the people accessing our support, as opposed to one which 'fits' the services provided to the requirements of the people using it.
- The development of CRIS (our digital record and outcome tool) means outcomes-based planning and performance management are seen as regular activities in our service's day-to-day operations and part of every staff member's job.
- People we work alongside were included in the planning and design of the outcomes and performance measurement system, ensuring it is practical, relevant and useful.
- All staff receive training and are expected to dedicate time to outcomes-based planning and measurement activities to build their confidence and skills.
- We regularly review the results and discuss their implications alongside our stakeholders; we then use this information to further improve services.
  - This approach has helped us to understand how our services help and their impact on the lives of the people who use them.

P3's Warwickshire Street Outreach Team were shortlisted in Inside Housing's **Housing Heroes Awards**. The team were nominated in the category of 'Support and care team of the year (for under 7000 homes).

P3 Charity was named as one of the top 100 social enterprises in the **2020 NatWest SE100 Index**, the annual list of the UK's leading 100 social enterprises, compiled by Pioneers Post in partnership with NatWest Social & Community Capital.

The index is all about measuring and demonstrating social impact for the people we work alongside, and P3 completed a comprehensive survey exploring key aspects of our business performance: from leadership, resilience and storytelling to turnover, growth and profit to showcase how effectively we deliver our impact.

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

---

**OBJECTIVE 8**

**To achieve quality standards and to meet legal and contractual requirements in all of our services**

As an organisation we remain committed to sharing best practice across our services to ensure we are continuously achieving standards and moving services assessed as 'good' toward becoming 'outstanding'.

Our robust quality assurance processes ensure that we can continuously monitor and improve our diverse range of services:

- We have retained quality marks for Cyber Essentials, Matrix (a unique quality standard for organisations to assess and measure their advice and support services) and the Advice Quality Standard (AQS) for social welfare legal advice.
- Our Play 3 services continue to be assessed and rated by OFSTED.
- Our youth service continues to hold a GOLD London Youth Quality Mark, the only quality assurance scheme for youth clubs and the highest standard that can be achieved.
- Our Client Recording Information System (CRIS), has been further updated to improve efficiency, holding all of the information that we need to support someone's journey at P3 in one place.
- GDPR and Data Management Training are now mandatory for all staff, to ensure data is treated fairly and correctly.

Once again, throughout 2020/21 our housing services have maintained an outstanding performance.

*"What a delight it was for me to visit [The Gables] today. Really, really impressed with the facility – It's no longer a hostel, it's a 'home' for five people that are benefitting from fantastic person-centred support. The residents clearly value and appreciate everything you do, and it was lovely to hear how highly they spoke of the scheme."*

– Jane Grant, Nuneaton and Bedworth Borough Council Head of Housing

*"There's only you—yourself—if you want to achieve something and you have a goal to reach. YOU have to be motivated to achieve the goal at the end of the day. The staff are always there to help, but number one is wanting to do it and doing it!"*

– Colm, person we work alongside at The Gables

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

---

**OBJECTIVE 9**

**To improve the services that we provide by working in partnership with other providers in the statutory, private and voluntary sectors**

We believe that building successful partnerships improves the delivery of our services and, more importantly, achieves the best outcomes and better care for the people we work alongside.

We now work with over 200 partners to deliver our mission and we will continue to work tirelessly to support these partners, grow services and share our vision and values. Over the course of the year, our work with like-minded organisations includes:

- Continuing to work in partnership with the NHS in Warwickshire to host and manage the Mental Health Nurse Practitioners for people who are homeless.
- Working with the YMCA in Cheltenham to deliver 'safe spaces', a rapid rehousing pathway for *people living on the streets*.
- Working with a network of charities and community organisations across the UK to create 118 placements as part of the Government's Kickstart scheme, which aims to provide employment and skills training for 16-24 year-olds.
- Sharing our work internationally with Suara Cooperative in Barcelona, speaking at events and facilitating workshops about our work and the difference it makes.
- Being an investment partner with Homes England to allow P3 Housing access to grant funding and increase the number of affordable homes we are able to purchase for people experiencing homelessness.
- Collaborating with Cohort 4, a peer-led, community-based support organisation for women who have experienced multiple forms of social exclusion such as abuse, mental ill-health and the criminal justice system in our in North Warwickshire 'Places to Stay' services.
- Continued our partnership with SASC by raising £9 million Social Investment to purchase 80 homes for people who are homeless and a further 40 homes in Lincolnshire for social rent.

NCVO, ACEVO and Lloyds Bank Foundation report 'Rebalancing the Relationship' was launched in February 2021. The report highlights ways in which larger and smaller voluntary organisations can support each other in the competitive commissioning environment and collaborate to achieve greater impact for the communities they serve. The report features a case study showcasing the positive collaboration between P3 Charity and Cohort 4, highlighting the learning and best practice benefits.

*"Combining the best of both organisations is potentially a very powerful model ... We are able to use our peer led strengths to the best capacity only after partnering with P3 ... collaborating with [P3] who have a strong and uncompromising value base is fantastic!*

– Cohort 4

**PEOPLE POTENTIAL POSSIBILITIES**  
**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

---

**OBJECTIVE 10**

**To broaden the number of services that we provide and grow our annual impact**

Focussing on growth will support our vision and help us to meet the needs of the rising number of adults with care and support needs.

P3 has a history of innovation and a reputation for looking imaginatively at different ways of working to influence the operating environment and create impact.

The impact and learning from our specialist services is harnessed to generate growth and expand our existing portfolio of services through competitive bidding. The result sees P3 operate across eight English regions with over 40 commissioning partners.

We have also added value to our services through:

- The successful reintroduction of the Derbyshire Street Outreach Team (DOT) across Derbyshire and Staffordshire Moorlands following a competitive tender process.
- The continuation of Cambridgeshire Street Outreach team.
- The launch of a Young Parent Project in Cambridgeshire offering accommodation and support for four young mums.
- Funding for Buckinghamshire (Nationwide) and Cambridgeshire (Cambs Community Foundation) to provide two countywide specialist hoarding services.
- The relaunch of our 'Places to Stay' service at Watermill House in Macclesfield for young people offering young people from the age of 16 to 25 somewhere safe and comfortable to live with caring, onsite 24/7 staff support.
- The lockdown launch of our housing advice and support services for individuals and families on 1 April 2020 in Coventry.
- The delivery of Fresh Start, a new service to enable people to move away from the streets and into a new home in the Cheshire East region.

*"To be honest, without you guys and the support of friends and someone believing in me I would not have achieved what I have achieved. At the time I didn't believe in myself, and you gave me the means to believe in myself, you spurred me on. I am one of your success stories and I cannot thank you enough.*

*You have supported me, not just financially but also emotionally and helped me to believe in myself. You didn't let me down and knowing there was someone behind me that believed in me made all the difference. I was desperate, cold and alone and made to feel that people like me deserved to be there. In that situation you start to believe it, that this is my lot ... It took people like P3 to say no one deserves this."*

– Person supported by Cambridgeshire Outreach Team

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

---

#### **VIABILITY STATEMENT**

The Executive have assessed the prospects of the Charity up to 31 March 2023. We believe that this period is appropriate for P3 since it reflects the fact that the Charity has limited visibility of contract bidding opportunities beyond this time frame and that approximately 40% of current year revenue relates to contracts where the contract term comes to an end within three years.

During the year we continuously examined the principal risks facing the Charity, including those that would threaten the execution of its strategy, business model, future performance, solvency and liquidity.

Management and mitigations of those principal risks have been included when considering the future viability of the Charity. The Charity's principal risk review considers the impact of these principal risks and the mitigating controls that are in place.

In assessing the prospects of the Charity over this period, we have also considered the Charity's current financial position as well as its financial projections in the context of the Charity's debt facilities and associated covenants. These financial projections are based on a 'bottom-up' budget exercise for 2021/22.

The Charity is delivering on the strategic priorities it set out and continues to embed these into the business. Our base projections indicate that our cash levels, debt facilities and projected headroom are adequate to support the Charity over the next three years.

The Charity's financial plan has been stress-tested against severe but plausible scenarios, on their own and in combination, to evaluate the future viability of the Charity.

It is highly unlikely, but not impossible, that the crystallisation of a single risk would test the future viability of the Charity; however, unsurprisingly—and as with many organisations—it is possible to construct scenarios where either multiple occurrences of the same risk, or single occurrences of different significant risks, could put pressure on the Charity's ability to meet its financial obligations.

At this point, the Charity would look to address the issue by exploring a range of options including, amongst others: cost saving restructuring of central teams; disposals of parts of the Charity's operations to reduce net debt; and/or raising additional capital in the form of equity, subordinated debt or other such instruments.

Subject to these qualifications, and on the basis of the analysis undertaken, the Executive have a reasonable expectation that the Charity will be able to continue in operation and meet its liabilities as they fall due over the three-year period of their assessment. In doing so, it is recognised that such future assessments are subject to a level of uncertainty that increases with time, and therefore, future outcomes cannot be guaranteed or predicted with certainty.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2021**

---

The Executive have made the following key assumptions in connection with this assessment:

- There is no significant UNEXPECTED contract attrition and bid conversion rates are not significantly lower than anticipated.
- The Charity is able to execute its new strategy and deliver the forecast margin.
- The Charity is not subject to any material penalties or direct and indirect costs and/or losses.

## **RESERVES POLICY**

The Trustees have examined the Charity's requirements for reserves in light of the main risks to the organisation. They are committed to generating sufficient reserves to support current organisational activities/growth and to meet the following requirements:

- Maintaining the organisation's assets in a good state of repair.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of new services and initiatives.

Designated reserves are held by the Charity that represent the net book value of the tangible fixed assets after deducting loans in respect of freehold properties. Designated reserves that have been used to meet a specific liability would not need to be replenished, having served the purpose for which they were originally established.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. With our General Fund Reserves standing at £6.9m and required contingency as per our Reserves Policy of (£4.4m), this leaves us £2.5m free reserves.

## **FINANCIAL REVIEW**

The consolidated financial statements comprise the results of the charity together with those of the wholly owned subsidiaries The Academy of Youth and P3 Housing Limited. The consolidated Statement of Financial Activities is set out on page 37.

Total income for the year was £32,045,807 (2020: £29,041,048). Total expenditure for the year was £27,843,845 (2020: £29,304,259). Net gains on investments of £23,360 (2020: Loss (£14,639)). Net income for the year was £4,225,322 (2020: Loss (£277,851)). At 31 March 2021 the net assets shown in the Consolidated Balance Sheet amounted to £10,015,187 (2020: £5,789,865).

P3's primary funding stream is the former Supporting People budget that last year passed over to Local Authority control from the Department of Communities and Local Government. Since its inception in 2003, the Supporting People programme has been the subject of a

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2021**

---

series of reviews and seemingly on-going consultations as to its future course, purpose and level of funding. P3 aims to continue to provide services funded by Supporting People whilst at the same time looking to attract alternative complementary funding streams for our services in order to develop a balanced financial portfolio.

The Charity also continues to seek out more collaborative working partnerships with other compatible like-minded organisations.

### **FUTURE DEVELOPMENTS**

The world around us is changing and therefore the needs of people and communities are changing. P3 recognises this and we are committed to building on our strengths of needs-led, customer-focused quality delivery, partnership working, innovation, enterprise and a business-like approach.

Our goal is to further build and sustain P3's strength and capacity so that we can offer a positive way forward to the people we work alongside now and in the future.

We plan to further develop our services to meet the continuing demand for high quality, high impact services that overcome social injustice and support people toward independence.

We have a strong service development focus. We are actively engaged in tendering for new service developments that complement and build on our current work.

There is evidence of continued significant increased demand across a range of P3 services.

Our focus in 2021/22 will be to deliver what we are best at across the health and social care, criminal justice, education and welfare arenas as the transformational public service delivery agenda unfolds.

To this end we have entered into a partnership with SASC, raising £9 million Social Investment to purchase homes for people who are experiencing homelessness, as well as a further 40 homes in Lincolnshire for social rent. We want to ensure we can provide the best homes for the people we work alongside to live and grow.

### **RISK MANAGEMENT AND MITIGATION**

The Board and Executive Leadership Team actively review the risks that the Charity is exposed to across seven broad areas:

- Strategic planning and direction
- Operational

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)  
FOR THE YEAR ENDED 31 MARCH 2021**

---

- Finance
- Legal
- Human resources
- Reputation
- Information management and information technology

We have continued to use this matrix as Covid 19 has impacted on all areas of our work and increased or decreased its impact in each of the areas.

Through the P3 Risk Management Team an annual review process assesses all identified risks for likelihood of occurring and potential impact using a risk assessment matrix. This work informs the development of an annual Risk Management Statement. The statement pays particular attention to updating and extending existing controls in the case of known risks becoming more serious, as well as managing and controlling newly emerging risks and where possible anticipating and mitigating future risks. The key risks are shown in the table below:

<b>Risk</b>	<b>Mitigation</b>
Impact of Government legislation changes on income	Presence on and at key government forums, regulatory bodies and conferences to try to influence policymaking
Loss of income—impact on cash flow	Diversification plans to minimise reliance on one income
Compliance with legislation and regulations	Robust auditing of services, activities, policies and environment to ensure compliance with latest legislation and regulations
Mobilisation costs impacting on cash flow	Strong reporting mechanisms to identify impact on existing cash flow forecasts
Impact on reputation from activities	Implementation of robust monitoring and reporting of activities to minimise risk to reputation

The Risk Management Statement informs the development of the P3 Strategic Plan and the development of the annual targets over the three-year cycle of the Strategy Implementation Plan.

In relation to P3's financial control procedures, the Charity maintains a comprehensive business planning system with an Annual Budget Exercise producing an Annual Budget for approval by the Board of Trustees. Actual results against budget are reported to Board meetings, together with updated year-end projections, which the Executive Leadership Team review regularly. The Charity's day-to-day financial processes are governed by financial regulations through a system of financial controls and delegated authorities approved and monitored by the Board.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

---

#### **KEY MANAGEMENT PERSONNEL**

The Remuneration & Nominations Committee meets twice each financial year to cover the following areas relating to Key Management Personnel:

- Nominations Policy & Strategy
- Remuneration Policy & Strategy
- Pension arrangements
- Employee incentive plans
- Performance evaluations for the Chief Executive and Trustees

The remuneration of the Key Management Personnel will be set in line with market guidelines to ensure the organisation remains competitive in the sector.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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#### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of People Potential Possibilities for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees are aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2021**

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### **CHARITIES GOVERNANCE CODE**

The Trustees are working towards the Charities Governance Code (Third Edition). We have taken the decision to integrate these into the organisational strategy and delivery plan. These are routinely reviewed by the Trustees.

### **SERIOUS INCIDENT REPORTING**

The Trustees have made four serious incident reports to the Charity Commission this year. Two concern a breach of appropriate professional boundaries by two employees with regard to a person we work alongside. The third report was that a person receiving support from P3 was found with fatal injuries and another person we work alongside was arrested and charged with his murder. The fourth was where the Metropolitan Police contacted P3 via a 'Notification Letter for Common Law Police Disclosure (CLPD)' regarding P3 Bank Worker. These incidents are all closed with the Charity Commission.

### **FUNDRAISING STANDARDS**

P3 has adopted and implemented in full the Fundraising Code of Practice.

Fund-raising standards information CA 162A

P3 raises some funds from the public.

We are registered with the Fundraising Regulator and are committed to good fundraising practice:

- i) P3 undertakes fund-raising through our internal resources and we do not commission a professional fund-raiser/commercial participator for these;
- ii) P3 is not subject to an undertaking to be bound by any voluntary scheme for regulating fund-raising, or voluntary standard for fund-raising in respect of activities on behalf of the charity;
- iii) P3 monitors fund-raising activities via a board sub-committee (Marketing and Donor Development) and via the CEO board report;
- iv) P3 received no complaints about activities for the purpose of fund-raising;
- v) P3 has adopted principals of GDPR legislation and also has safeguarding policies to protect the data of vulnerable people and other members of the public from:
  - a) Unreasonable intrusion on a person's privacy;
  - b) Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity;
  - c) Placing undue pressure on a person to give money or other property.

**PEOPLE POTENTIAL POSSIBILITIES**

**TRUSTEES' REPORT (INCORPORATING DIRECTORS & STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2021**

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**AUDITORS**

The auditors, Price Bailey, will be proposed for re-appointment in accordance with Section 485 of the Companies Act 2006.

**APPROVAL**

This Trustees' Report, incorporating the Strategic Report, was approved by the Trustees on 15th September 2021.

and signed on its behalf, by:



**Adam Hackett**  
**Chair of Trustees**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES**

### **Opinion**

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2021, and of its 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.

### **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 Trustees' 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 group's or parent charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES**

### **Other information**

The trustees are responsible for the other information included in the trustees' 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. 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.

### **Opinion 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 trustees' annual report, incorporating the strategic report and the director's report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

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

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

- adequate 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.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES**

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, 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**

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:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates and considered the risk of the group and the parent charitable company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements. In relation to the group and the parent charitable company this included employment law, financial reporting and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified these included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions to identify large or unusual transactions.
- We reviewed key authorisation procedures and decision making processes for any unusual or one-off transactions.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES**

- We reviewed minutes of trustee board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.
- We reviewed the risk management processes and procedures in place including a review of the Risk Register and reporting to the board.
- We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation as to what extent the audit was considered capable of detecting irregularities, including fraud.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of this Report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members, for our audit work, for this report, or for the opinions we have formed.



Helena Wilkinson (Senior Statutory Auditor)  
For and on behalf of

**PRICE BAILEY LLP**  
Chartered Accountants Statutory Auditors  
Tennyson House  
Cambridge Business Park  
Cambridge  
CB4 0WZ

Date: 17 December 2021

PEOPLE POTENTIAL POSSIBILITIES

P3 CHARITY CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
(Incorporating Income and Expenditure account)

FOR THE YEAR ENDED 31 MARCH 2021

	Note	Grenfell Restricted Funds 2021	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Reinstated Total Funds 2020 £
<b>INCOME FROM</b>						
<i>Donations</i>	2	-	348,750	619,267	968,017	976,939
<i>Other trading activities</i>		-	363,927	87,368	451,295	688,469
<i>Investments</i>		-	-	1,047	1,047	18,417
<b>Charitable activities</b>						
Social Inclusion	3	74,764	2,668,392	27,158,742	29,901,898	27,302,018
Other	4	-	-	723,550	723,550	55,206
<b>TOTAL</b>		<b>74,764</b>	<b>3,381,069</b>	<b>28,589,974</b>	<b>32,045,807</b>	<b>29,041,049</b>
<b>EXPENDITURE ON</b>						
<b>Raising Funds</b>						
Costs of generating voluntary income		-	-	16,907	16,907	75,079
<b>Charitable expenditure:</b>						
Social Inclusion (2020 - Re-instatement note below)	7	74,764	3,055,690	24,696,484	27,826,938	29,229,182
<b>TOTAL</b>		<b>74,764</b>	<b>3,055,690</b>	<b>24,713,391</b>	<b>27,843,845</b>	<b>29,304,261</b>
Net income before gains on investments		-	325,379	3,876,583	4,201,962	(263,210)
Gains on investment	12	-	-	23,360	23,360	(14,639)
<b>NET MOVEMENT IN FUNDS</b>		<b>-</b>	<b>325,379</b>	<b>3,899,943</b>	<b>4,225,322</b>	<b>(277,851)</b>
<b>RECONCILIATION OF FUNDS TOTAL</b>						
FUNDS BROUGHT FORWARD		-	382,139	5,407,726	5,789,865	6,067,716
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>£ -</b>	<b>£ 707,518</b>	<b>£ 9,307,669</b>	<b>£ 10,015,187</b>	<b>£ 5,789,865</b>

All of the above results are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The comparative figures for 2018 have been represented under FRS102 (SORP 2015) on the Statement of Financial Activities in Note 19.

The notes on pages 41 to 62 form part of these financial statements.

## PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

## CONSOLIDATED BALANCE SHEET

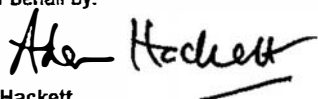
AS AT 31 MARCH 2021

	Note	2021		2020	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	5,487,323		3,710,867	
Investments		-		-	
Listed investments	12	-		130,085	
			5,487,323		3,840,952
<b>CURRENT ASSETS</b>					
Debtors	13	2,595,224		4,914,573	
Cash at Bank		9,994,756		5,119,713	
		12,589,980		10,034,006	
<b>CREDITORS: amounts falling due within one year</b>	14	(5,133,451)		(5,481,139)	
			7,456,529		4,553,147
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			12,943,852		8,394,099
<b>CREDITORS: amounts falling due after more than one year</b>	16		(2,928,665)		(2,604,234)
<b>NET ASSETS</b>			£ 10,015,187		£ 5,789,865
<b>CHARITY FUNDS</b>					
Restricted Funds	17		636,012		382,139
Unrestricted Funds	17		9,379,175		5,407,726
			£ 10,015,187		£ 5,789,865

**Re-instatement 31st March 2020 and 31st March 2019.**

Creditors: falling due within one year and Unrestricted funds - £907,000 Accrual for Payroll in Arrears - (31st March 2019: £751,000 and 31st March 2020: £156,000).

The financial statements were approved by the Trustees and authorised for issue on 15th September 2021 and signed on their behalf by:



Adam Hackett  
Chair of Trustees

The notes on pages 41 to 62 form part of these financial statements.

## PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

## Charity BALANCE SHEET

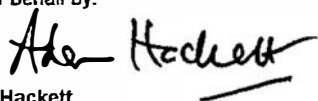
AS AT 31 MARCH 2021

	Note	2021		2020	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	10	4,914,170		3,710,867	
Investments		-		-	
Listed investments	12	-		130,085	
			4,914,170		3,840,952
<b>CURRENT ASSETS</b>					
Debtors	13	2,586,165		4,303,027	
Cash at Bank		9,822,375		4,951,165	
		12,408,540		9,254,192	
<b>CREDITORS: amounts falling due within one year</b>	14	(4,883,051)		(3,346,859)	
			7,525,489		5,907,333
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			12,439,659		9,748,285
<b>CREDITORS: amounts falling due after more than one year</b>	16		(2,928,665)		(2,604,234)
<b>NET ASSETS</b>			£ 9,510,994		£ 7,144,051
<b>CHARITY FUNDS</b>					
Restricted Funds	17(Charity)		530,253		382,139
Unrestricted Funds	17(Charity)		8,980,741		6,761,912
			£ 9,510,994		£ 7,144,051

**Re-instatement 31st March 2020 and 31st March 2019.**

Creditors: falling due within one year and Unrestricted funds - £907,000 Accrual for Payroll in Arrears - (31st March 2019: £751,000 and 31st March 2020: £156,000).

The financial statements were approved by the Trustees and authorised for issue on 15th September 2021 and signed on their behalf by:



Adam Hackett  
Chair of Trustees

The notes on pages 41 to 62 form part of these financial statements.

**PEOPLE POTENTIAL POSSIBILITIES**

**CONSOLIDATED STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 MARCH 2021**

Reinstated  
2020

**2021**

£

£

<b>Cash from operating activities</b>	<b>6,458,748</b>	<b>336,758</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(1,988,781)	(151,107)
Proceeds from the sale of tangible fixed assets	8,913	6,600
Transfer of investments on merger	-	-
Purchase of investments	(21,434)	(11,580)
Proceeds from sale of investments	174,879	11,219
Investments in associates	-	-
Investment income	690	16,052
<b>Net cash (used in) investing activities</b>	<b>(1,825,733)</b>	<b>(128,816)</b>
<b>Cash flows from financing activities:</b>		
Repayment of borrowings	(257,971)	(246,247)
Cash inflows from new borrowing	500,000	500,000
<b>Net cash provided by (used in) financing activities</b>	<b>242,029</b>	<b>253,753</b>
<b>Increase in cash and cash equivalents in the reporting period</b>	<b>4,875,044</b>	<b>461,693</b>
Cash and cash equivalents at the beginning of the reporting period	5,119,713	4,658,018
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>9,994,757</b>	<b>5,119,713</b>

**Reconciliation of net movement in funds to cash flow from operating activities**

**2021**

Reinstated  
2020

£

£

Net movement in funds	4,225,322	(121,851)
Re-instatement - Net movement in funds - payroll in arrears accrual		(156,000)
Depreciation of tangible fixed assets	207,738	210,695
Surplus on disposal of tangible fixed assets	(8,913)	12,437
Investment income	(1,047)	(18,417)
Investment (Gains) / Losses	(23,360)	14,639
Reduction /(Increase) in debtors	2,319,349	(1,203,210)
Increase in creditors	(265,286)	1,377,325
Re-instatement - Increase in Creditors - payroll in arrears accrual		156,000
Investment Account Reduction	-	70,000
Other Operating Activities	4,945	(4,865)
<b>Net cash flow from operating activities</b>	<b>6,458,748</b>	<b>336,758</b>

**Analysis of cash and cash equivalents**

**2021**

Reinstated  
2020

£

£

Cash in hand	9,994,756	5,119,713
<b>Total cash and cash equivalents</b>	<b>9,994,756</b>	<b>5,119,713</b>

# PEOPLE POTENTIAL POSSIBILITIES

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2021

#### 1 ACCOUNTING POLICIES

##### Statement of compliance

The financial statements are prepared under the historical cost convention as modified to include the revaluation of investments. The format of the financial statements has been presented to comply with the Companies Act 2006, Charities Act 2011, FRS102 *the Financial Reporting Standard applicable in the UK and Ireland* and the Statement of Recommended Practice *Accounting and Reporting by Charities ("SORP 2017")*. The charity is a Public Benefit Entity as defined by FRS 102.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the valuation of investments and are discussed below.

The Trustees are satisfied that the charity has sufficient reserves to continue as a going concern for the foreseeable future.

##### Basis of consolidation

The financial statements consolidate the results of the charity and its wholly controlled subsidiaries, P3 Housing Limited and The Academy of Youth Limited, on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

On 1 September 2018 the charity became the sole member of The Academy Of Youth Limited, a charitable company limited by guarantee. The results of The Academy of Youth Limited have been consolidated from this date and financial statements for The Academy of Youth Limited are reported in the subsidiary note.

##### Income

All income is recognised once the charity has entitlement to income, it is probable that income will be received and the amount of income receivable can be measured reliably.

Gifts in kind donated are included at valuation and recognised as income when they are provided. Donated facilities are included at the value to P3 where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Dividend income is accounted for in the statement of financial activities in the period in which the charity is entitled to receipt.

## **PEOPLE POTENTIAL POSSIBILITIES**

### **NOTES TO THE FINANCIAL STATEMENTS (continued)**

#### **FOR THE YEAR ENDED 31 MARCH 2021**

##### **Expenditure**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable salaries are allocated on an actual basis to the key areas of activity.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of charitable activities.

Support costs are those costs incurred directly in support of expenditure on the objects of P3 and are allocated on the basis of staff costs.

Governance costs are those incurred in connection with enabling P3 to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties. Governance costs are now allocated in line with other support costs

##### **Company status**

People Potential Possibilities (P3) is a company limited by guarantee. The members of the charitable company are the Trustee members named on page 1. In the event of P3 being wound up, the liabilities in respect of the guarantee is limited to £1 per member of P3.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of P3 and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements,

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by P3 for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **Capital grants**

Grants for capital purposes are credited to income in full when received. A designated or restricted fund is set up to match the asset value and an amount is charged each year against the designated fund representing the annual charge to depreciation over the life of the asset.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2021

##### **Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value over their expected useful lives on the following bases:

Freehold property	- 50 years straight line
S/term leasehold property	- 3 to 5 years straight line (see also note 10)
Motor vehicles	- 3 years straight line
Fixtures and fittings	- 3 years straight line

##### **Investment assets**

All investments in shares and securities were valued at their market value at the year end.

Both realised and unrealised gains and losses on the disposal and / or revaluation of the investment assets are included in the Statement of Financial Activities.

##### **Leasing and hire purchase**

Assets obtained under finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the least term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the SOFA so as to produce a constant period rate of charge on the net obligation outstanding in each period.

##### **Pensions**

P3 offers a defined contribution stakeholder pension scheme to its staff and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

In addition to the above the trading subsidiary, The Academy of Youth Limited, also offer a teachers pension scheme.

##### **VAT**

The charity is not registered for VAT. In common with many other registered charities, P3's expenses are inflated by VAT which cannot be recovered.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2021

##### **Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

##### **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

##### **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments.

##### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

##### **Employee benefits**

###### **Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

###### **Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRS 102.



## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2021

##### 6 GROUP STAFF COSTS AND NUMBERS

Staff costs were as follows:

	<b>2021</b>	2020
	<b>£</b>	<b>£</b>
Wages and salaries	16,392,937	15,070,725
Social security costs	1,355,424	1,215,263
Pension costs	665,943	661,600
Settlement & Redundancies Paid In Year	35,140	100,417
Settlement & Redudancies Not Paid In year	-	
	<u>£ 18,449,444</u>	<u>£ 17,048,005</u>

The number of staff in receipt of Redundancy & Settlements in the year was 16 (2020: 27)

	<b>2021</b>	2020
	<b>No.</b>	<b>No.</b>
The average number of employees during the year was as follows:		
Social Inclusion	721	650
Support	37	30
Governance	5	6
	<u>763</u>	<u>686</u>

The number of higher paid employees was:

In the band £60,001 - £70,000	2	1
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	1	-
	<u>6</u>	<u>4</u>

The key management personnel of the Group comprise of 6 members (2020: 9). The total employee benefits of the key management personnel of the charity were £604,164 (2020: £725,879)

During the year no trustees received any remunerations (2020 - Nil)

During the year no trustees received any benefits in kind (2020 - Nil)

During the year 1 (2020 - 6) trustees were reimbursed travel expenses amounting to £80 (2020 - £2,576)

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

	2021	Re-instated 2020
	£	£
<b>7 SOCIAL INCLUSION</b>		
Salaries and pension	15,677,428	13,537,678
Salaries and pension Reinstated for Payroll in arrears	-	135,113
Other staff costs	425,058	799,693
Premises/Property costs	3,174,274	2,864,697
Office Costs	970,106	864,823
Vehicle Costs	439,411	624,360
Catering and Welfare	47,659	55,431
Depreciation	141,320	176,707
Insurance	127,200	78,122
Equipment Repairs and servicing	871,698	1,085,895
Redundancy Cost	17,927	38,734
Legal and professional costs	380,584	214,321
Bad debt provision	142,061	43,789
Bad debts written off	147,510	241,204
Supporting People Costs	256,043	282,191
Other Social Inclusion costs	41,404	44,194
National Citizenship Programme Delivery	64,367	3,209,839
Inter Company Grant	490,000	-
Support costs allocation (Note 8)	4,290,113	4,007,099
Support costs allocation (Note 8) Reinstated-Arrears Payroll	-	20,887
Restricted Expenditure Re-instated	-	693,358
Irrecoverable VAT	48,011	48,324
Total	<u>£ 27,752,174</u>	<u>£ 29,066,459</u>
Grenfell Grants	£ 74,764	£ 162,723
Total	<u>£ 27,826,938</u>	<u>£ 29,229,182</u>

8 SUPPORT COSTS COMPRISE OF:	Governance (see Note 9)		2021	Re-instated 2020
	Social Inclusion £	£	£	£
Salaries and pension	2,672,805	64,972	2,737,777	2,471,669
Salaries and pension Reinstated for Payroll in arrears	-	-	-	20,887
Other staff costs	148,764	-	148,764	198,471
Premises/property costs	101,614	-	101,614	130,783
Office costs	155,200	-	155,200	157,121
Vehicle costs	290,427	-	290,427	174,278
Catering and welfare	6,190	-	6,190	26,830
Depreciation	66,417	-	66,417	33,990
Insurance	20,661	-	20,661	62,287
Equipment repairs and servicing	508,085	-	508,085	348,528
Legal and professional fees	56,912	97,316	154,228	152,738
Other costs	41,119	-	41,119	182,360
Redundancy costs	17,213	-	17,213	39,592
Auditor's fees	-	43,892	43,892	24,687
Trustees expenses reimbursed	-	80	80	2,211
Corporation Tax	-	-	(1,554)	1,554
Total	<u>4,085,407</u>	<u>206,260</u>	<u>4,290,113</u>	<u>4,027,986</u>

Support costs, which includes governance costs, are allocated on the basis of staff costs

9 COMPARATIVE 2020 SUPPORT COSTS:	Governance (see Note 9)		Re-instated 2020
Social Inclusion £	£	£	£
Salaries and pension	2,406,540	65,129	2,471,669
Salaries and pension Reinstated for Payroll in arrears	20,887	-	20,887
Other staff costs	198,471	-	198,471
Premises/property costs	130,783	-	130,783
Office costs	157,121	-	157,121
Vehicle costs	174,278	-	174,278
Catering and welfare	26,830	-	26,830
Depreciation	33,990	-	33,990
Insurance	62,287	-	62,287
Equipment repairs and servicing	348,528	-	348,528
Legal and professional fees	(38,961)	191,699	152,738
Other costs	182,360	-	182,360
Redundancy costs	39,592	-	39,592
Auditor's fees	-	24,687	24,687
Trustees expenses reimbursed	-	2,211	2,211
Corporation Tax	-	1,554	1,554
Total	<u>3,742,706</u>	<u>285,280</u>	<u>4,027,986</u>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

9 GOVERNANCE	Total Funds	
	2021	2020
	£	£
Auditors fees	43,892	12,900
Legal and Professional fees	97,316	185,379
Trustees expenses reimbursed	80	2,211
Salaries and pensions	64,972	63,155
	<u>£ 206,260</u>	<u>£ 263,645</u>

10 TANGIBLE FIXED ASSETS GROUP

	Freehold Property	L/Term Leashold Property	Motor Vehicles	Furniture, fittings and equipment	Total
	£	£	£	£	£
<b>Cost</b>					
At 1st April 2020	4,457,944	685,261	210,974	1,469,737	6,823,916
Additions	1,721,996	-	9,258	257,527	1,988,781
Disposals	(1,100)	(158,951)	(85,574)	(797,617)	(1,043,242)
At 31st March 2021	<u>6,178,840</u>	<u>526,310</u>	<u>134,658</u>	<u>929,647</u>	<u>7,769,455</u>
<b>Depreciation</b>					
At 1st April 2020	948,216	679,546	173,712	1,311,575	3,113,049
Charge for the year	72,604	2,858	20,279	111,997	207,738
On disposals	(1,100)	(158,951)	(80,987)	(797,617)	(1,038,655)
At 31st March 2021	<u>1,019,720</u>	<u>523,453</u>	<u>113,004</u>	<u>625,955</u>	<u>2,282,132</u>
<b>Net Book Value</b>					
At 31st March 2021	<u>5,159,120</u>	<u>2,857</u>	<u>21,654</u>	<u>303,692</u>	<u>5,487,323</u>
At 31 March 2020	<u>3,509,728</u>	<u>5,715</u>	<u>37,262</u>	<u>158,162</u>	<u>3,710,867</u>

**10 TANGIBLE FIXED ASSETS  
CHARITY**

	<b>Freehold Property</b>	<b>L/Term Leashold Property</b>	<b>Motor Vehicles</b>	<b>Furniture, fittings and equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>					
At 1st April 2020	4,457,944	685,261	210,974	1,393,971	6,748,150
Additions	1,154,080	-	9,258	249,808	1,413,146
Disposals	(1,100)	(158,951)	(85,574)	(797,617)	(1,043,242)
At 31st March 2021	<u>5,610,924</u>	<u>526,310</u>	<u>134,658</u>	<u>846,162</u>	<u>7,118,054</u>
<b>Depreciation</b>					
At 1st April 2020	948,216	679,546	173,712	1,235,809	3,037,283
Charge for the year	70,650	2,858	20,279	111,469	205,256
On disposals	(1,100)	(158,951)	(80,987)	(797,617)	(1,038,655)
At 31st March 2021	<u>1,017,766</u>	<u>523,453</u>	<u>113,004</u>	<u>549,661</u>	<u>2,203,884</u>
<b>Net Book Value</b>					
At 31st March 2021	<u>4,593,158</u>	<u>2,857</u>	<u>21,654</u>	<u>296,501</u>	<u>4,914,170</u>
At 31 March 2020	<u>3,509,728</u>	<u>5,715</u>	<u>37,262</u>	<u>158,162</u>	<u>3,710,867</u>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

11 SUBSIDIARY UNDERTAKINGS

The charity has two wholly owned and fully controlled subsidiaries, The Academy of Youth Limited and P3 Housing Limited, both of which are incorporated in the Great Britain. The registered office of both organisations is the same as that of the charity.

The Academy of Youth Limited previously had two wholly owned subsidiaries, Top Tutors (AOY) Limited and Top Tutors Limited, both of which were incorporated in Great Britain and were indirect subsidiaries of P3. The registered office of both organisations was the same as that of the charity, both of these subsidiaries were struck off on 31.03.2020 and dissolved on 07.04.2020

The principal activities of The Academy of Youth are focussed on transforming learning through leadership opportunities available to young people.

The principal activity of P3 Housing Limited is the provision of social rent accommodation to people in need.

The principal activities of Top Tutors (AOY) Limited was provision of educational activities:

Top Tutors Limited is a dormant company

Audited financial statements have been filed with the Registrar of Companies.

The Academy of Youth Limited (Group)	2021	2020
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	2,403,471	3,046,665
Expenditure	(1,135,217)	(4,925,065)
<b>Retained profit</b>	<b>1,268,254</b>	<b>(1,878,400)</b>
Reserves Brought Forward	(1,322,047)	556,355
<b>Reserves carried forward</b>	<b>(53,793)</b>	<b>(1,322,047)</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	1,483	0
Current Assets	85,677	795,579
Current Liabilities	(140,953)	(2,117,625)
<b>Total net assets</b>	<b>(53,793)</b>	<b>(1,322,047)</b>
<b>Top Tutors (AOY) Limited (indirect subsidiary)</b>	<b>2021</b>	<b>2020</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	-	-
Expenditure	-	-
<b>Retained (loss)</b>	<b>-</b>	<b>-</b>
Reserves Brought Forward	-	-
<b>Reserves carried forward</b>	<b>-</b>	<b>-</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	-	-
Current Assets	-	-
Current Liabilities	-	-
<b>Total net assets</b>	<b>-</b>	<b>-</b>
<b>P3 Housing Limited</b>	<b>2021</b>	<b>2020</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	1,134,341	626,990
Expenditure	(870,899)	(617,051)
<b>Retained profit</b>	<b>263,442</b>	<b>9,939</b>
Reserves Brought Forward	(32,141)	(42,080)
<b>Reserves carried forward</b>	<b>231,301</b>	<b>(32,141)</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	571,670	
Current Assets	296,686	93,240
Current Liabilities	(637,055)	(125,381)
<b>Total net assets</b>	<b>231,301</b>	<b>(32,141)</b>

## 12 Listed Investments - Group &amp; Charity

Type	Opening Bal 2020	Additions 2021	Disposals 2021	Real/Unreal Gain/(Loss) 2021	Closing Bal 2021
UK Govt Bonds	-	-	-	-	-
Corporate Bonds	29,536	5,035	(38,201)	3,630	-
Foreign Government Bonds	-	4,280	(4,280)	-	-
Unit Trusts	19,120	2,040	(25,278)	4,118	-
Overseas	32,916	2,210	(45,622)	10,496	-
Property Funds	5,693	2,360	(8,491)	438	-
Cash Benchmarked	16,315	4,162	(21,186)	709	-
Mixed Asset Fund	26,505	1,347	(31,821)	3,969	-
	<b>130,085</b>	<b>21,434</b>	<b>(174,879)</b>	<b>23,360</b>	<b>-</b>
Cash	2,642	-	(2,642)	-	-
	<b>132,727</b>	<b>21,434</b>	<b>(177,521)</b>	<b>23,360</b>	<b>-</b>

All investments are carried at their fair value. Historical cost of the Listed securities is £NIL (2020: £122,855).

## 13 DEBTORS

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
<b>Due within one year</b>				
Trade debtors	1,451,448	3,856,848	1,441,047	3,232,571
Other debtors	295,985	375,946	244,550	372,912
Housing Debtor	239,711	337,068	124,967	243,828
Prepayments & Accrued Income	608,080	344,711	574,677	344,711
Inter Company Debtor	-	-	200,924	109,005
	<b>£ 2,595,224</b>	<b>£ 4,914,573</b>	<b>£ 2,586,165</b>	<b>£ 4,303,027</b>

## 14 CREDITORS:

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Bank Loans	153,953	236,355	153,953	236,355
Trade creditors	686,310	674,546	665,336	639,273
Other Creditors	154,062	306,130	148,856	258,432
Social security and other taxes	339,463	272,857	305,343	259,397
Accruals and deferred income	3,799,663	3,084,251	3,609,561	1,046,401
Accruals Prior Year adjustment - Payroll in Arrears	-	907,000	-	907,000
Inter Company Creditor	-	-	-	-
	<b>£ 5,133,451</b>	<b>£ 5,481,139</b>	<b>£ 4,883,049</b>	<b>£ 3,346,859</b>

## 15 Deferred income reconciliation

	Group		Charity	
	2021 £	Reinstated 2020 £	2021 £	Reinstated 2020 £
Brought Forward	2,685,178	1,691,825	845,704	825,154
Amount deferred in year	2,590,818	2,682,729	2,240,136	680,220
Amounts Released	(3,100,120)	(1,689,376)	(1,260,646)	(659,670)
	<b>2,175,876</b>	<b>2,685,178</b>	<b>1,825,194</b>	<b>845,704</b>

Deferred income relates to P3 Charity £1,825,194 (2020: 845,704), P3 Housing £350,682 (2020: Nil) and Academy Of Youth £Nil (2020: £1,839,474).

## 16 CREDITORS:

Amounts falling due after more than one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Bank Loans	2,928,665	2,604,234	2,928,665	2,604,234

Creditors include amounts not wholly repayable within five years as follows:-

Repayable by instalment:	2,373,905	2,085,862	2,373,905	2,085,862
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## Loans reconciliation

Lender	Maturity Date	Annual Interest Charge	Balance 31/03/2021	Due 1 Year	Due 1 to 5 Years	Due Over 5 Years
Lloyds	25/03/2023	269	19,257	9,470	9,787	-
Lloyds	16/11/2032	734	63,374	5,057	20,227	38,090
Lloyds	18/12/2022	235	16,267	9,155	7,112	-
Lloyds	31/03/2031	1,419	110,211	11,195	44,778	54,238
Lloyds	22/08/2031	434	37,668	3,395	13,581	20,692
Lloyds	17/10/2031	750	64,900	5,749	22,997	36,154
Lloyds	28/02/2033	3,928	343,282	26,823	107,290	209,169
Lloyds	10/12/2032	786	67,974	5,384	21,536	41,054
Lloyds	26/10/2034	618	28,464	1,792	7,168	19,505
Lloyds	25/03/2035	1,537	63,334	3,724	14,895	44,715
Lloyds	23/03/2035	1,234	50,536	3,006	12,024	35,505
Lloyds	22/07/2036	7,204	226,666	11,392	45,567	169,707
Future Builders	30/11/2036	3,750	61,765	2,700	10,801	48,264
Future Builders	31/01/2036	4,380	72,243	2,964	11,855	57,425
Future Builders	30/09/2035	15,320	484,513	27,388	109,551	347,574
Future Builders	31/07/2034	12,090	382,163	24,759	95,591	261,814
LLoyds	15/01/2021	961	-	-	-	-
Social & Sustainable Capital	31/08/2021	-	490,000	-	-	490,000
Social & Sustainable Capital	31/03/2031	-	500,000	-	-	500,000
			<b>55,649</b>	<b>3,082,617</b>	<b>153,953</b>	<b>554,760</b>
					<b>2,373,905</b>	

There are 16 loans, provided by Lloyds Bank PLC and Futurebuilders England Ltd, secured by fixed and floating charges on the charity's properties. In addition, fixed and floating charges are held over a Rental account for proceeds from Rental Properties in relation to 2 loans from Social and Sustainable Capital.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2021  
Group

	Reinstated Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2021 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,355,299	-	-	477,116	1,832,415
Fixed assets fund P3 Housing	-	-	-	572,291	572,291
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,375,299	-	-	1,049,407	2,424,706
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
P3 Housing	(32,141)	1,134,341	870,898	-	231,302
Academy Of Youth Limited	(1,322,045)	2,403,470	1,135,216	-	(53,791)
<b>GROUP ADJUSTMENTS</b>					
P3 Housing - Designated fund	-	-	-	(572,291)	(572,291)
General Funds - Inter company management charge write off	-	(156,921)	(156,921)	-	-
General Funds-P3 Housing - P3 Charity Capital Grants to P3 Housing	-	(340,583)	6,919	490,000	142,498
P3 Housing-Homes England Grant - Acorn House	-	(19,712)	(98,137)	-	78,425
General Funds Total	4,032,427	28,589,974	24,641,885	(1,026,047)	6,954,469
Total unrestricted funds	5,407,726	28,589,974	24,641,885	23,360	9,379,175

**General Funds -Accounting treatment Differences between company and group financial statements**

Designated fund for all assets across the group, movement of £572,291 for P3 Housing assets from General to Designated Fund.  
Inter company management charge write off of £156,921, shows as reduction to income in Charity and reduction to Expenditure in Academy Of Youth, off set in Group Financial Statements.  
£340,583, £69,199 and £490,000 - P3 Charity Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements.  
£19,712 income adjustment and £98,137 expenditure adjustment - P3 Housing Homes England Grant for Acorn House reported as restricted fund in group financial statements.

**RESTRICTED FUNDS**

<b>Restricted Funds Group</b>	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Controlling Migration	5,000	79,422	84,422	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	167,621	167,621	-	-
Boston Borough Council - Move On Accomodation	-	12,000	12,000	-	-
Boston Borough Council - 1 FTE Street Outreach Worker	-	10,000	10,000	-	-
Cambridge County Council - Hoarding Project	-	14,100	14,100	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	9,945	9,945	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	92,010	92,010	-	-
Department Of Health & Social Care - Navigator Plus	-	140,066	140,066	-	-
Derbyshire Healthcare Foundation Trust	-	63,844	63,844	-	-
Derbyshire Police & Crime Commission	-	165,692	165,692	-	-
East Lindsey District Council - MHCLG Outreach & engagement Navigator	-	29,957	29,957	-	-
Hillingdon Council - I like to move it project	-	1,050	1,050	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	56,875	56,875	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	11,735	11,735	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	77,637	77,637	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Nationwide Building Society - Community Foundation	-	26,061	26,061	-	-
Nationwide Building Society - Hoarding Support	-	18,475	18,475	-	-
NHS Hillingdon CCG - Navigator Plus	-	140,066	140,066	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Winter Pressures Fund	-	28,000	28,000	-	-
NHS Sandwell & West Birmingham CCG	-	125,157	125,157	-	-
NHS Wolverhampton CCG - Homeless Patient Scheme	-	113,500	113,500	-	-
NHS Wolverhampton CCG - Winter Pressure Fund	-	35,240	35,240	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	12,411	12,411	-	-
North West Leicestershire Council - Support worker	-	14,216	14,216	-	-
Sandwell MBC - SWEP beds	-	36,315	36,315	-	-
South Derbyshire District Council - Mental Health Officer	-	26,593	26,593	-	-
South Kesteven District Council - Rapid Pathway - Tenancy Worker	-	11,667	11,667	-	-
Warwickshire County Council - Capital Funding	-	10,466	10,466	-	-
Warwickshire District Council - Secondment	-	3,200	-	-	3,200
Warwickshire County Council - Street Outreach Workers	3,700	-	3,700	-	-
Wolverhampton City Council - In Reach Worker	-	18,701	18,701	-	-
Wolverhampton City Council - Rough Sleeper Initiative Furniture	-	14,567	14,567	-	-
P3 Charity - Capital Grants To P3 Housing	-	490,000	438,104	-	51,896
P3H Homes England NSAP Capital Grant	-	44,977	44,977	-	0
P3H Homes England Capital Grant	-	152,000	98,137	-	53,863
Subtotal	8,700	2,495,307	2,395,048	-	108,959

**Restricted Funds Grenfell**

British Red Cross - Grenfell Grants	-	74,764	74,764	-	-
Subtotal	-	74,764	74,764	-	-

**Restricted Funds Rugby Portobello Trust**

<b>Grants</b>					
CAMPDEN - REFERRAL	-	2,000	2,000	-	-
Dingeman Family Fund - Magic Mums	5,000	-	5,000	-	-
DM Thomas Foundation	-	300	300	-	-
Dr Mortimer & T Sackler Found	-	50,000	50,000	-	-
Dr Mortimer & T Sackler Foundation - Junior Club	-	3,000	3,000	-	-
Grenfell Tower Foundation	5,000	-	5,000	-	-
Greater London Authority - Young Londoners Fund	-	18,653	11,420	-	7,233
Grove Trust - Magic Mums	16,000	-	16,000	-	-
The Harrow Club - Summer Partnership Project	-	2,750	2,750	-	-
Hollick Family Foundation - Football Academy	5,344	-	5,344	-	-
Hollick Family Foundation - Magic Mums	15,000	-	13,421	-	1,579
John Lyons Charly	-	11,137	11,137	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2020 CONTINUED  
Group

**Restricted Funds Rugby Portobello Trust**  
**Grants Cont...**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
K&C Foundation - Youth	-	7,397	1,594	-	5,803
K&C Foundation	-	5,918	5,918	-	-
Kensington & Chelsea Foundation - Youth Grant	22,541	-	22,541	-	-
Mbilli Charmbili - Amplify	5,000	-	-	-	-
Royal Borough Of Kensington & Chelsea - Covid-19 Grant	-	7,000	7,000	-	-
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	44,982	9,692	-	35,290
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	556	556	-	-
PortmoreCharitable Trusr - Magic Mums	10,000	-	-	-	10,000
Sobell Foundation	-	10,302	10,302	-	-
Subtotal	83,885	173,085	197,065	-	59,905

**Fundraising**

Brain Game	-	810	208	-	602
Christmas Fair	2,620	35,891	-	1,036	39,547
Football Academy	-	30,451	9,671	-	20,780
Junior Club	-	25,000	21,682	-	3,318
LB Climb	8,050	-	8,050	-	-
Opera Holland Gala	44,111	-	44,111	-	-
Portobello Diner	120,675	256,284	45,573	-	331,386
Portobello Diner - Football Academy	2,500	-	2,500	-	-
Portobello Diner - Youth	15,000	-	15,000	-	-
Quintessentially Poker Night	25,589	-	25,589	-	-
RPT Core Services	-	15,491	14,455	(1,036)	-
Reinstated Restricted Fundraising	-	-	-	-	-
Subtotal	218,545	363,927	186,839	-	395,633

**Donations**

Amplify Project	-	85,641	85,641	-	-
Bassett House - Homework Club	6,953	5,775	12,728	-	-
B & J Lloyd Charitable Trust	-	5,000	5,000	-	-
Camden referral	1,000	-	1,000	-	-
The Cairns charitable trust	2,000	1,000	3,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Hollick Family Foundation - Homework Club	-	2,000	2,000	-	-
Individual Donations	15,615	153,253	156,771	-	12,097
Individual Donations - Christmas Fair	-	1,698	-	-	1,698
Individual Donations - RPT Youth	-	1,600	0	-	1,600
Individual Donations - Football Academy	-	21,927	21,927	-	-
Individual Donations - Homework Club	-	3,160	1,908	-	1,252
Individual Donations - Magic Mums	-	36,168	-	-	36,168
Individual Donations - Portobello Dinner	-	6,528	6,528	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	1,300	-	1,300	-	-
Individual Pledges - Christmas Fair - Football Academy	1,970	-	1,970	-	-
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	-	-	2,250
Kilroot Foundation	5,000	-	5,000	-	-
Marldon - Magic Mums	5,000	-	0	-	5,000
Marks & Spencer	-	3,000	3,000	-	-
Portobello Dinner Pledges	-	10,000	0	-	10,000
Qattan Foundation	-	5,000	5,000	-	-
Second home	2,213	-	2,213	-	-
Sobell Foundation	25,000	-	25,000	-	-
Spinocchia Feund Donation	1,000	-	1,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Reinstated Restricted Donations	258	-	258	-	-
Subtotal	71,009	348,750	348,244	-	71,515

**TOTAL Rugby Portobello Trust Restriced Funds**

373,439	885,762	732,148	-	527,053
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**TOTAL Restricted Funds**

382,139	3,455,833	3,201,960	-	636,012
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Total of Funds

5,789,865	32,045,807	27,843,845	-	10,015,187
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS (GROUP)**

	Reinstated Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,375,299	-	-	1,049,407	2,424,706
General Funds	4,032,427	28,589,974	24,641,885	(1,026,047)	6,954,469
Subtotal	5,407,726	28,589,974	24,641,885	23,360	9,379,175
Restricted Funds	382,139	3,455,833	3,201,960	-	636,012
Total of Funds	5,789,865	32,045,807	27,843,845	23,360	10,015,187

**Reinstatements**

Arrears Payroll Accruals: 31st March 2020: £156,000 and 31st March 2019: £751,000.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2020 COMPARATIVE  
Group

	Reinstated Balance at 1 April 2019 £	Income £	Reinstated Expenditure £	Transfers in/(out) and Investment gains £	Reinstated Balance at 31 March 2020 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,165,879	-	-	189,420	1,355,299
St Marys Bay	20,000	-	3,500	3,500	20,000
Subtotal	1,185,879	-	-	192,920	1,375,299
<b>GENERAL FUNDS</b>					
People Potential Possibilities	3,847,310	23,337,308	21,605,085	(192,920)	5,386,613
P3 Housing	(42,080)	626,990	617,051	-	(32,141)
Academy Of Youth Limited	556,355	3,046,665	4,925,065	-	(1,322,045)
General Funds Total	4,361,585	27,010,963	27,147,201	192,920	4,032,427
Total unrestricted funds	5,547,464	27,010,963	27,150,701	-	5,407,726

**RESTRICTED FUNDS**

<u>Restricted Funds Group</u>	Brought Forward £	Income £	Reinstated Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Reconnections Boston	443	-	443	-	-
Boston Borough Council - Controlling Migration	-	78,687	73,687	-	5,000
Boston Borough Council - Rapid Rehousing	-	31,270	31,270	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	37,500	37,500	-	-
Boston Borough Council - Rough Sleeper Project	-	32,000	32,000	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	151,750	151,750	-	-
Department Of Health & Social Care - Navigator Plus	-	230,516	230,516	-	-
Derbyshire Police & Crime Commission	-	2,432	2,432	-	-
East Lindsey District Council - Rough Sleeper Initiative Street Outreach Worker	-	22,510	22,510	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	11,148	11,148	-	-
Lincoln City Council - Reconnections Lincoln	-	-	851	-	-
Lincoln City Council - Reconnections Worker	-	7,500	7,500	-	-
Lincoln City Council - Street Outreach Worker	-	20,000	20,000	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincoln City Council - Rapid Rehousing - 2 Workers	-	68,500	68,500	-	-
Lincoln City Council - Action Lincs 2 X FTE Worker	-	43,313	43,313	-	-
Lincolnshire Police Crime Commission - Substance Misuse & Complex Needs	-	10,000	10,000	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	100,000	100,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Prospects - CALM	-	2,874	2,874	-	-
Nationwide - Tenancy Officer	-	20,455	20,455	-	-
Nationwide Building Society - Community Foundation	-	13,031	13,031	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Counselling & Nutrition Sessions	-	1,000	1,000	-	-
NHS Milton Keynes CCG - Personal Health Training	-	300	300	-	-
NHS Sandwell & West Birmingham CCG	-	118,824	118,824	-	-
NHS Wolverhampton CCG - Homeless Patient Scheme	-	113,500	113,500	-	-
Royal Borough Of Kensington & Chelsea - Youth Grant	-	61,495	61,495	-	-
Sandwell MBC - SWEP beds	-	14,580	14,580	-	-
Santender - Mental Health Workshops	1,000	-	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,221	40,221	-	-
South Kesteven District Council - Rapid Pathway - Tenancy Worker	-	23,333	23,333	-	-
Sport England - ESC Lottery fund	-	10,678	10,678	-	-
Warwickshire County Council - Street Outreach Workers	-	60,058	56,358	-	3,700
Subtotal	2,294	1,569,216	1,562,810	-	8,700

**Restricted Funds Rugby Portobello Trust**

<u>Grants</u>					
Grenfell Tower Foundation	-	5,000	-	-	5,000
Hollick Family Foundation - Magic Mums	-	15,000	-	-	15,000
Portmore Charitable Trust - Magic Mums	-	10,000	-	-	10,000
Grove Trust - Magic Mums	-	16,000	-	-	16,000
Dingerman Family Fund - Magic Mums	-	5,000	-	-	5,000
Mbilil Charmbili - Amplify	-	5,000	-	-	5,000
Hollick Family Foundation - Football Academy	-	7,000	1,656	-	5,344
Kensington & Chelsea Foundation - Youth Grant	-	30,000	7,459	-	22,541
Reinstated Restricted Fundraising	38,767	-	38,767	-	-
Subtotal	38,767	93,000	47,882	-	83,885

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2020 COMPARATIVE CONTINUED Group	Reinstated Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2020 £
<b><u>Restricted Funds Rugby Portobello Trust continued</u></b>					
<b><u>Fundraising</u></b>					
Portobello Diner	-	120,675	-	-	120,675
Portobello Diner - Football Academy	-	2,500	-	-	2,500
Portobello Diner - Youth	-	15,000	-	-	15,000
Quintessentially Poker Night	57,589	-	32,000	-	25,589
LB Climb	-	8,050	-	-	8,050
Christmas Fair	-	2,620	-	-	2,620
Opera Holland Gala	87,110	-	42,999	-	44,111
Reinstated Restricted Fundraising	165,850	-	165,850	-	-
Subtotal	310,549	148,845	240,849	-	218,545
<b><u>Donations</u></b>					
Bassett House - Homework Club	-	6,953	-	-	6,953
Marldon - Magic Mums	-	5,000	-	-	5,000
Spinocchia Feund Donation	-	1,000	-	-	1,000
Kilroot Foundation	-	5,000	-	-	5,000
Solbell Foundation	-	25,000	-	-	25,000
Second home	-	2,213	-	-	2,213
The Cairns charitable trust	-	2,000	-	-	2,000
Camden referral	-	1,000	-	-	1,000
Individual Donations	-	22,500	6,885	-	15,615
Individual Pledges - Christmas Fair - Magic Mums	-	1,450	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	-	1,300	-	-	1,300
Individual Pledges - Christmas Fair - Football Academy	-	1,970	-	-	1,970
Individual Pledges - Christmas Fair - Forest Camp	-	2,250	-	-	2,250
Amplify Project	-	269,456	269,456	-	-
Reinstated Restricted Donations	168,642	22,294	190,678	-	258
Subtotal	168,642	369,386	467,019	-	71,009
<b>TOTAL Rugby Portobello Trust Restriced Funds</b>	<b>517,958</b>	<b>611,231</b>	<b>755,750</b>	<b>-</b>	<b>373,439</b>
<b>TOTAL Restricted Funds</b>	<b>520,252</b>	<b>2,180,447</b>	<b>2,318,560</b>	<b>-</b>	<b>382,139</b>
Total of Funds	6,067,716	29,191,410	29,469,261	-	5,789,865

The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS (GROUP)**

	Reinstated Brought Forward £	Income £	Reinstated Expenditure £	Transfers in/(out) £	Reinstated Carried Forward £
Designated Funds	1,185,879	-	3,500	192,920	1,375,299
General Funds	4,361,585	27,010,963	27,147,201	(192,920)	4,032,427
Subtotal	5,547,464	27,010,963	27,150,701	-	5,407,726
Restricted Funds	520,252	2,180,447	2,318,560	-	382,139
Total of Funds	6,067,716	29,191,410	29,469,261	-	5,789,865

**Reinstatements**

Arrears Payroll Accruals of 31st March 2020: £156,000 and 31st March 2019: £751,000

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2021  
P3 CHARITY

	Reinstated Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2021 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,355,299	-	-	477,116	1,832,415
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,375,299	-	-	477,116	1,852,415
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
General Funds	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
Total unrestricted funds	6,761,912	25,569,379	22,883,910	--	8,980,741

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Controlling Migration	5,000	79,422	84,422	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	167,621	167,621	-	-
Boston Borough Council - Move On Accomodation	-	12,000	12,000	-	-
Boston Borough Council - 1 FTE Street Outreach Worker	-	10,000	10,000	-	-
Cambridge County Council - Hoarding Project	-	14,100	14,100	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	9,945	9,945	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	92,010	92,010	-	-
Department Of Health & Social Care - Navigator Plus	-	140,066	140,066	-	-
Derbyshire Healthcare Foundation Trust	-	63,844	63,844	-	-
Derbyshire Police & Crime Commision	-	165,692	165,692	-	-
East Lindsey District Council - MHCLG Outreach & engagement Navigator	-	29,957	29,957	-	-
Hillingdon Council - I like to move it project	-	1,050	1,050	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	56,875	56,875	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	11,735	11,735	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	77,637	77,637	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Nationwide Building Society - Community Foundation	-	26,061	26,061	-	-
Nationwide Building Society - Hoarding Support	-	18,475	18,475	-	-
NHS Hillingdon CCG - Navigator Plus	-	140,066	140,066	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Winter Pressures Fund	-	28,000	28,000	-	-
NHS Sandwell & West Birmingham CCG	-	125,157	125,157	-	-
NHS Wolverhampton CCG - Homeless Patient Scheme	-	113,500	113,500	-	-
NHS Wolverhampton CCG - Winter Pressure Fund	-	35,240	35,240	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	12,411	12,411	-	-
North West Leicestershire Council - Support worker	-	14,216	14,216	-	-
Sandwell MBC - SWEPP beds	-	36,315	36,315	-	-
South Derbyshire District Council - Mental Health Officer	-	26,593	26,593	-	-
South Kesteven District Council - Rapid Pathway - Tenancy Worker	-	11,667	11,667	-	-
Warwickshire County Council - Capital Funding	-	10,466	10,466	-	-
Warwickshire District Council - Secondment	-	3,200	-	-	3,200
Warwickshire County Council - Street Outreach Workers	3,700	-	3,700	-	-
Wolverhampton City Council - In Reach Worker	-	18,701	18,701	-	-
Wolverhampton City Council - Rough Sleeper Initiative Furniture	-	14,567	14,567	-	-
P3 Charity - Capital Grants To P3 Housing	-	-	490,000	490,000	-
Subtotal	8,700	1,808,330	2,303,830	490,000	3,200

**Restricted Funds Grenfell**

British Red Cross - Grenfell Grants	-	74,764	74,764	-	-
Subtotal	-	74,764	74,764	-	-

**Restricted Funds Rugby Portobello Trust**

**Grants**

CAMPDEN - REFERRAL	-	2,000	2,000	-	-
Dingeman Family Fund - Magic Mums	5,000	-	5,000	-	-
DM Thomas Foundation	-	300	300	-	-
Dr Mortimer & T Sackler Found	-	50,000	50,000	-	-
Dr Mortimer & T Sackler Foundation - Junior Club	-	3,000	3,000	-	-
Grenfell Tower Foundation	5,000	-	5,000	-	-
Greater London Authority - Young Londoners Fund	-	18,653	11,420	-	7,233
Grove Trust - Magic Mums	16,000	-	16,000	-	-
The Harrow Club - Summer Partnership Project	-	2,750	2,750	-	-
Hollick Family Foundation - Football Academy	5,344	-	5,344	-	-
Hollick Family Foundation - Magic Mums	15,000	-	13,421	-	1,579
John Lyons Charity	-	11,137	11,137	-	-
K&C Foundation - Youth	-	7,397	1,594	-	5,803
K&C Foundation	-	5,918	5,918	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2021 Continued  
P3 CHARITY

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
<b>Restricted Funds Rugby Portobello Trust - Grants cont...</b>					
Kensington & Chelsea Foundation - Youth Grant	22,541	-	22,541	-	-
Mbilli Charmbili - Amplify	5,000	-	5,000	-	-
Royal Borough Of Kensington & Chelsea - Covid-19 Grant	-	7,000	7,000	-	-
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	44,982	9,692	-	35,290
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	556	556	-	-
PortmoreCharitable Trusr - Magic Mums	10,000	-	-	-	10,000
Sobell Foundation	-	10,302	10,302	-	0
Subtotal	83,885	173,085	197,065	-	59,905
<b>Fundraising</b>					
Brain Game	-	810	208	-	602
Christmas Fair	2,620	35,891	-	1,036	39,547
Football Academy	-	30,451	9,671	-	20,780
Junior Club	-	25,000	21,682	-	3,318
LB Climb	8,050	-	8,050	-	-
Opera Holland Gala	44,111	-	44,111	-	-
Portobello Diner	120,675	256,284	45,573	-	331,386
Portobello Diner - Football Academy	2,500	-	2,500	-	-
Portobello Diner - Youth	15,000	-	15,000	-	-
Quintessentially Poker Night	25,589	-	25,589	-	-
RPT Core Services	-	15,491	14,455	(1,036)	-
Reinstated Restricted Fundraising	-	-	-	-	-
Subtotal	218,545	363,927	186,839	0	395,633
<b>Donations</b>					
Amplify Project	-	85,641	85,641	-	-
Bassett House - Homework Club	6,953	5,775	12,728	-	-
B & J Lloyd Charitable Trust	-	5,000	5,000	-	-
Campden referral	1,000	-	1,000	-	-
The Cairns charitable trust	2,000	1,000	3,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Hollick Family Foundation - Homework Club	-	2,000	2,000	-	-
Individual Donations	15,615	153,253	156,771	-	12,097
Individual Donations - Christmas Fair	-	1,698	-	-	1,698
Individual Donations - RPT Youth	-	1,600	-	-	1,600
Individual Donations - Football Academy	-	21,927	21,927	-	-
Individual Donations - Homework Club	-	3,160	1,908	-	1,252
Individual Donations - Magic Mums	-	36,168	-	-	36,168
Individual Donations - Portobello Dinner	-	6,528	6,528	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	1,300	-	1,300	-	-
Individual Pledges - Christmas Fair - Football Academy	1,970	-	1,970	-	-
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	-	-	2,250
Kilroot Foundation	5,000	-	5,000	-	-
Marldon - Magic Mums	5,000	-	-	-	5,000
Marks & Spencer	-	3,000	3,000	-	-
Portobello Dinner Pledges	-	10,000	-	-	10,000
Qattan Foundation	-	5,000	5,000	-	-
Second home	2,213	-	2,213	-	-
Sobell Foundation	25,000	-	25,000	-	-
Spinocchia Feund Donation	1,000	-	1,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Reinstated Restricted Donations	258	-	258	-	-
Subtotal	71,009	348,750	348,244	-	71,515
<b>TOTAL Rugby Portobello Trust Restriced Funds</b>	<b>373,439</b>	<b>885,762</b>	<b>732,148</b>	<b>-</b>	<b>527,053</b>
<b>TOTAL Restricted Funds</b>	<b>382,139</b>	<b>2,768,856</b>	<b>3,110,742</b>	<b>-</b>	<b>530,253</b>
Total of Funds	7,144,051	28,338,235	25,994,652	-	9,510,994

The purpose for each of the individual restricted funds are as stated above.

SUMMARY OF FUNDS

	Reinstated Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,375,299	-	-	477,116	1,852,415
General Funds	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
Subtotal	6,761,912	25,569,379	22,883,910	--	8,980,741
Restricted Funds	382,139	2,768,856	3,110,742	-	530,253
Total of Funds	7,144,051	28,338,235	25,994,652	-	9,510,994

Reinstatements

Arrears Payroll Accruals of 2020: £156,000 and 2019: £751,000.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2020 COMPARATIVE  
P3 CHARITY

	Reinstated Balance at 1 April 2019 £	Income £	Reinstated Expenditure £	Transfers in/(out) and Investment gains £	Reinstated Balance at 31 March 2020 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,165,879	-	-	189,420	1,355,299
St Marys Bay	20,000	-	3,500	3,500	20,000
Subtotal	1,185,879	-	-	192,920	1,375,299
<b>GENERAL FUNDS</b>					
People Potential Possibilities	3,847,030	23,337,588	21,605,085	(192,920)	5,386,613
General Funds Total	3,847,030	23,337,588	21,605,085	192,920	5,386,613
Total unrestricted funds	5,032,909	23,337,588	21,608,585	-	6,761,912

**RESTRICTED FUNDS**

**Restricted Funds Group**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Reconnections Boston	443	-	443	-	-
Boston Borough Council - Controlling Migration	-	78,687	73,687	-	5,000
Boston Borough Council - Rapid Rehousing	-	31,270	31,270	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	37,500	37,500	-	-
Boston Borough Council - Rough Sleeper Project	-	32,000	32,000	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	151,750	151,750	-	-
Department Of Health & Social Care - Navigator Plus	-	230,516	230,516	-	-
Derbyshire Police & Crime Commision	-	2,432	2,432	-	-
East Lindsey District Council - Rough Sleeper Initiative Street Outreach Worker	-	22,510	22,510	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	11,148	11,148	-	-
Lincoln City Council - Reconnections Lincoln	-	-	851	-	-
Lincoln City Council - Reconnections Worker	-	7,500	7,500	-	-
Lincoln City Council - Street Outreach Worker	-	20,000	20,000	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincoln City Council - Rapid Rehousing - 2 Workers	-	68,500	68,500	-	-
Lincoln City Council - Action Lincs 2 X FTE Worker	-	43,313	43,313	-	-
Lincolnshire Police Crime Commision - Substance Misuse & Complex Needs	-	10,000	10,000	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	100,000	100,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Prospects - CALM	-	2,874	2,874	-	-
Nationwide - Tenancy Officer	-	20,455	20,455	-	-
Nationwide Building Society - Community Foundation	-	13,031	13,031	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Counselling & Nutrition Sessions	-	1,000	1,000	-	-
NHS Milton Keynes CCG - Personal Health Training	-	300	300	-	-
NHS Sandwell & West Birmingham CCG	-	118,824	118,824	-	-
NHS Wolverhampton CCG - Homeless Patient Scheme	-	113,500	113,500	-	-
Royal Borough Of Kensington & Chelsea - Youth Grant	-	61,495	61,495	-	-
Sandwell MBC - SWEP beds	-	14,580	14,580	-	-
Santender - Mental Health Workshops	1,000	-	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,221	40,221	-	-
South Kesteven District Council - Rapid Pathway - Tenancy Worker	-	23,333	23,333	-	-
Sport England - ESC Lottery fund	-	10,678	10,678	-	-
Warwickshire County Council - Street Outreach Workers	-	60,058	56,358	-	3,700
Subtotal	2,294	1,569,216	1,562,810	-	8,700

**Restricted Funds Rugby Portobello Trust**

**Grants**

Grenfell Tower Foundation	-	5,000	-	-	5,000
Hollick Family Foundation - Magic Mums	-	15,000	-	-	15,000
Portmore Charitable Trust - Magic Mums	-	10,000	-	-	10,000
Grove Trust - Magic Mums	-	16,000	-	-	16,000
Dingerman Family Fund - Magic Mums	-	5,000	-	-	5,000
Mbilil Charmbili - Amplify	-	5,000	-	-	5,000
Hollick Family Foundation - Football Academy	-	7,000	1,656	-	5,344
Kensington & Chelsea Foundation - Youth Grant	-	30,000	7,459	-	22,541
Reinstated Restricted Fundraising	38,767	-	38,767	-	-
Subtotal	38,767	93,000	47,882	-	83,885

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

17 STATEMENT OF FUNDS 2020 COMPARATIVE CONTINUED ... P3 CHARITY	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2020 £
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Fundraising</b>					
Portobello Diner	-	120,675	-	-	120,675
Portobello Diner - Football Academy	-	2,500	-	-	2,500
Portobello Diner - Youth	-	15,000	-	-	15,000
Quintessentially Poker Night	57,589	-	32,000	-	25,589
LB Climb	-	8,050	-	-	8,050
Christmas Fair	-	2,620	-	-	2,620
Opera Holland Gala	87,110	-	42,999	-	44,111
Reinstated Restricted Fundraising	165,850	-	165,850	-	-
Subtotal	310,549	148,845	240,849	-	218,545
<b>Donations</b>					
Bassett House - Homework Club	-	6,953	-	-	6,953
Marldon - Magic Mums	-	5,000	-	-	5,000
Spinocchia Feund Donation	-	1,000	-	-	1,000
Kilroot Foundation	-	5,000	-	-	5,000
Solbell Foundation	-	25,000	-	-	25,000
Second home	-	2,213	-	-	2,213
The Cairns charitable trust	-	2,000	-	-	2,000
Campden referral	-	1,000	-	-	1,000
Individual Donations	-	22,500	6,885	-	15,615
Individual Pledges - Christmas Fair - Magic Mums	-	1,450	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	-	1,300	-	-	1,300
Individual Pledges - Christmas Fair - Football Academy	-	1,970	-	-	1,970
Individual Pledges - Christmas Fair - Forest Camp	-	2,250	-	-	2,250
Amplify Project	-	269,456	269,456	-	-
Reinstated Restricted Donations	168,642	22,294	190,678	-	258
Subtotal	168,642	369,386	467,019	-	71,009
<b>TOTAL Rugby Portobello Trust Restriced Funds</b>	<b>517,958</b>	<b>611,231</b>	<b>755,750</b>	<b>-</b>	<b>373,439</b>
<b>TOTAL Restricted Funds</b>	<b>520,252</b>	<b>2,180,447</b>	<b>2,318,560</b>	<b>-</b>	<b>382,139</b>
Total of Funds	5,553,161	25,518,035	23,927,145	-	7,144,051

The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS (GROUP)**

	Reinstated Brought Forward £	Income £	Reinstated Expenditure £	Transfers in/(out) £	Reinstated Carried Forward £
Designated Funds	1,185,879	-	3,500	192,920	1,375,299
General Funds	3,847,030	23,337,588	21,605,085	(192,920)	5,386,613
Subtotal	5,032,909	23,337,588	21,608,585	-	6,761,912
Restricted Funds	520,252	2,180,447	2,318,560	-	382,139
Total of Funds	5,553,161	25,518,035	23,927,145	-	7,144,051

*People Potential Possibilities received the following restricted funds in 2018-19 Financial year, all these funds were fully spent in the tax year of receipt.*

Department Of Health & Social Care - Health & Wellbeing Fund	103,500
NHS Milton Keynes CCG - Frequent User Project	99,000
	<u>202,500</u>

**Reinstatements**

Arrears Payroll Accruals of 31st March 2020: £156,000 and 31st March 2019: £751,000.

**PEOPLE POTENTIAL POSSIBILITIES**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2021**

**18 Analysis of net assets between funds (Group)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total 2021</b>	Reinstated 2020
Tangible fixed assets	-	2,424,706	3,062,617	5,487,323	3,710,867
Investments	-	-	-	-	130,085
Net current assets	180,465	-	7,276,064	7,456,529	4,553,146
Creditors due in more than one year	-	-	(2,928,665)	(2,928,665)	(2,604,234)
	<u>180,465</u>	<u>2,424,706</u>	<u>7,410,016</u>	<u>10,015,187</u>	<u>5,789,863</u>

**Analysis of net assets between funds Year End March 2020 Comparative**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	Reinstated 2020
Tangible fixed assets	-	1,375,299	2,335,568	3,710,867
Investments	-	-	130,085	130,085
Net current assets	8,700	-	4,544,446	4,553,146
Creditors due in more than one year	-	-	(2,604,234)	(2,604,234)
	<u>8,700</u>	<u>1,375,299</u>	<u>4,405,864</u>	<u>5,789,864</u>

**19 Analysis of net assets between funds (Charity)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total 2021</b>	Reinstated 2020
Tangible fixed assets	-	1,852,415	3,061,755	4,914,170	3,710,867
Investments	-	-	-	-	130,085
Net current assets	3,200	-	7,522,286	7,525,486	6,814,335
Reinstated - Net current assets - Arrears Payroll Accrual	-	-	-	-	(907,000)
Creditors due in more than one year	-	-	(2,928,665)	(2,928,665)	(2,604,234)
	<u>3,200</u>	<u>1,852,415</u>	<u>7,655,376</u>	<u>9,510,991</u>	<u>7,144,053</u>

**Analysis of net assets between funds Year End March 2020 Comparative (Charity)**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	Reinstated 2020
Tangible fixed assets	-	1,375,299	2,335,568	3,710,867
Investments	-	-	130,085	130,085
Net current assets	8,700	-	5,898,634	5,907,334
Creditors due in more than one year	-	-	(2,604,234)	(2,604,234)
	<u>8,700</u>	<u>1,375,299</u>	<u>5,760,053</u>	<u>7,144,053</u>

**20 CHARITY OPERATING LEASE COMMITMENTS**

At 31 March 2021 the company had annual commitments under non-cancellable operating leases as follows:

<b>Expiry Date</b>	<b>Land and Buildings</b>		<b>Other</b>	
	2021	2020	2021	2020
	£	£	£	£
Within 1 year	1,325,307	849,151	461,596	640,387
Between 1 and 5 years	2,715,482	1,533,586	490,667	318,066
After more than 5 years	1,492,239	1,019,198	-	-
	<u>5,533,028</u>	<u>3,401,935</u>	<u>952,263</u>	<u>958,453</u>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

**21 Related Parties** **2021** 2020

No Trustees made donations to the Group (2020-Nil)

**Between P3 Charity (The Parent Company & P3 Housing (The Susidiary Company)**

**P3 Charity (The Parent Company) Charged P3 Housing**

Rent	400,006	257,585
Overheads	223,060	174,605
Salaries	159,432	158,156
Audit Fee	10,570	6,000
	793,068	596,346

At Year End P3 Housing owed P3 Charity 259,051 596,345

P3 Housing Charged Rent to the Parent Company, P3 Charity 799,106 626,991

P3 Housing Received a Capital Grant from the Parent Company P3 Charity 490,000

At Year End The Parent Company owed P3 Housing 112,885 526,843

**Inter Company Balances**

(Owed from Parent to P3 Housing) / Owed to Parent Company from P3 Housing 146,166 69,502

**Between P3 Charity (The Parent Company & Academy Of Youth Ltd (The Susidiary Company)**

**P3 Charity (The Parent Company) Charged Academy Of Youth Limited**

Salaries	52,190	28,196
Travel & Subsistence	3,463	1,683
Vehicle Lease Costs	-	4,788
Publicity Costs	-	1,969
Software Licence Costs	833	2,866
Staff Welfare	2,718	-
Health & Safety Equipment	3,761	-
Legal & Professional	12,826	-
Overheads	3,495	-
	79,286	39,502

At Year End Academy Of Youth Limited owed P3 Charity 54,758 39,502

**Inter Company Balances**

(Owed from Parent to Academy Of Youth Limited) / Owed to Parent Company from Academy Of Youth Limited 54,758 39,502

Total (Owed from Parent to Subsidiary Companies) / Owed to Parent from Subsidiary Companies 200,924 109,005

During the year no trustees received any remunerations (2020 - Nil)

During the year no trustees received any benefits in kind (2020 - Nil)

During the year 1 trustees were reimbursed travel expenses amounting to £80 (2020 - 6 Trustees - £2,576)

Register of interest are reported at each Board Meeting

**22 Post Balance Sheet Events**

No Post balance sheet Events

**23 Prior Year Adjustments**

	Total	2020	2019
Movement From Reserves To Salary Expenditure - To Account for staff who are paid monthly in arrears.	907,000	156,000	751,000
	907,000	156,000	751,000

**Re-instatment 31st March 2020 and 31st March 2019.**

Expenditure Social Inclusion increased by £156,000 to increase payroll accrual for staff paid monthly in arrears.

Total Funds Brought Forward - Reduced by £751,000 to add an accrual to 31st March 2019 Accounts for staff paid monthly in arrears.

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2021

#### 24 PENSION COMMITMENTS

##### **Pension Commitments - People Potential Possibilities**

The charity operates a defined contribution pension scheme. It has no obligations other than the contributions payable in year.

##### **Pension Commitments - AOY Limited**

###### **Group personal pension plan**

During the year the group paid contributions in the scheme of £Nil (2020: £31,542).

At the year ended £Nil (2020: £23,320 ) was payable.

###### **Teachers' pension scheme**

During the year the group directly employed no members of staff (2020: 1) who had pension rights accruing under the Teachers' Pension Scheme.

The pension cost for the year was £Nil (2020: £751).

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

##### **The Teachers' Pension budgeting and valuation account**

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

##### **VALUATION OF THE TEACHERS' PENSION SCHEME**

Every four years, the Government Actuary's Department carries out a valuation of all unfunded public service pension schemes, including the Teachers' Pension Scheme. One of the purposes of the valuation is to assess the cost of pensions being provided to active members of each scheme and to determine the appropriate employer contribution rates going forward.

The Teachers' Pensions Scheme valuation report has now been published and is available.

The report has confirmed that the employer contribution rate will increase to 23.68% of contributory pay with effect from 1 September 2019 (this includes the administration levy of 0.08%).

A copy of the latest valuation report can be found by following this link to the Teachers' Pension Scheme website

<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>

##### **SCHEME CHANGES**

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.