

**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**

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**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  
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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."

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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.**

**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'.*

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.

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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.

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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.

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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.



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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.

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**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)**

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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)

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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.

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### 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.

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

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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

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#### 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

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#### 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

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#### 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)

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#### 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)**

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#### **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)**

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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.
- 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)**

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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

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- 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**

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#### **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)**

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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)**

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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.

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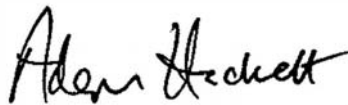
**AUDITORS**

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>		74,764	3,381,069	28,589,974	32,045,807	29,041,049
<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>		74,764	3,055,690	24,713,391	27,843,845	29,304,261
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>		-	325,379	3,899,943	4,225,322	(277,851)
<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>		£ -	£ 707,518	£ 9,307,669	£ 10,015,187	£ 5,789,865

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

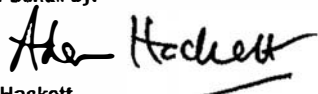
AS AT 31 MARCH 2021

	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

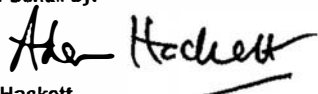
AS AT 31 MARCH 2021

	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

	2021	Reinstated 2020
	£	£
<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>

	2021	Reinstated 2020
	£	£
<b>Reconciliation of net movement in funds to cash flow from operating activities</b>		
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>

	2021	Reinstated 2020
	£	£
<b>Analysis of cash and cash equivalents</b>		
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

2 INCOME FROM DONATIONS, GRANTS AND CORE FUNDING

	Restricted Funds 2021	Unrestricted Funds 2021	Funds 2021	Funds 2020
			£	£
Donations	348,750	619,267	968,017	976,939
	Restricted Funds 2020	Unrestricted Funds 2020	Funds 2020	
Donations 2020 Comparative	369,386	607,553	976,939	

3 SOCIAL INCLUSION

	Grenfell Restricted Funds 2021	Restricted Funds 2021	Unrestricted Funds 2021		
	£		£	£	£
Grenfell Funding	74,764	-	-	74,764	251,022
Grant Income/SLA	-	1,700,367	3,044,704	4,745,071	3,739,881
Supporting People/Housing Benefit	-	21,901	21,005,042	21,026,943	18,516,130
Play Session Income	-	-	62,103	62,103	290,451
Tenant Charges	-	-	465,540	465,540	377,887
Personalisation budgets	-	-	431,174	431,174	443,097
Sandwell NHS Trust Income	-	125,157	-	125,157	118,824
NHS Trust Income	-	647,882	-	647,882	434,316
Fees for Educational Services	-	-	-	-	18,134
National Citizenship Services	-	-	2,150,179	2,150,179	3,019,276
Rugby Portobello Trust Grants	-	173,085	-	173,085	93,000
	£ 74,764	£ 2,668,392	£ 27,158,742	£ 29,901,898	£ 27,302,018

During the year the charity received £3,629,381 (2020: £2,963,178) in government grants. There were no unfulfilled conditions at the year end and £31,241 (2020: £1,294) is recognised in funds carried forward as shown in note 17

3 SOCIAL INCLUSION 2020 COMPARITIVE

	Grenfell Restricted Funds 2020	Restricted Funds 2020	Unrestricted Funds 2020	Funds 2020	
	£		£	£	
Grenfell Funding	-	-	251,022	251,022	
Grant Income/SLA	-	794,268	2,945,613	3,739,881	
Supporting People/Housing Benefit	-	442,324	18,073,806	18,516,130	
Play Session Income	-	-	290,451	290,451	
Tenant Charges	-	-	377,887	377,887	
Personalisation budgets	-	-	443,097	443,097	
Sandwell NHS Trust Income	-	118,824	-	118,824	
NHS Trust Income	-	213,800	220,516	434,316	
Fees for Educational Services	-	-	18,134	18,134	
National Citizenship Services	-	-	3,019,276	3,019,276	
Rugby Portobello Trust Grants	-	93,000	-	93,000	
	£ -	£ 1,662,216	£ 25,639,802	£ 27,302,018	

4 Other income

	2021 £	2020 £
Other income	714,637	52,206
Profit on disposal	8,913	3,000
	£ 723,550	£ 55,206

Other Income for current and prior year are unrestricted

5 NET MOVEMENT IN FUNDS

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets:		
- owned by the charity	207,738	210,695
Auditor's remuneration - Parent Company	15,244	12,900
- Subsidiaries	28,648	11,787
Operating Leases - Parent Company	4,518,801	3,003,559
- Subsidiaries	1,966,490	383,908
Profit On Sale Of Assets - Parent Company	8,913	3,000
Pension costs	665,943	661,600

## 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:

	2021 £	2020 £
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 & Redundancies 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)

	2021 No.	2020 No.
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>

<b>8 SUPPORT COSTS COMPRISE OF:</b>	<b>Governance (see Note 9)</b>	2021	Re-instated 2020
<b>Social Inclusion</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries and pension	2,672,805	64,972	2,737,777
Salaries and pension Reinstated for Payroll in arrears	-	-	20,887
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	-	43,892	43,892
Trustees expenses reimbursed	-	80	80
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

<b>9 COMPARATIVE 2020 SUPPORT COSTS:</b>	<b>Governance (see Note 9)</b>	Re-instated 2020
<b>Social Inclusion</b>	<b>£</b>	<b>£</b>
Salaries and pension	2,406,540	65,129
Salaries and pension Reinstated for Payroll in arrears	20,887	-
Other staff costs	198,471	-
Premises/property costs	130,783	-
Office costs	157,121	-
Vehicle costs	174,278	-
Catering and welfare	26,830	-
Depreciation	33,990	-
Insurance	62,287	-
Equipment repairs and servicing	348,528	-
Legal and professional fees	(38,961)	191,699
Other costs	182,360	-
Redundancy costs	39,592	-
Auditor's fees	-	24,687
Trustees expenses reimbursed	-	2,211
Corporation Tax	-	1,554
Total	<u>3,742,706</u>	<u>285,280</u>
		<u>4,027,986</u>

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	5,610,924	526,310	134,658	846,162	7,118,054
<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	1,017,766	523,453	113,004	549,661	2,203,884
<b>Net Book Value</b>					
At 31st March 2021	4,593,158	2,857	21,654	296,501	4,914,170
At 31 March 2020	3,509,728	5,715	37,262	158,162	3,710,867

**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.

<b>The Academy of Youth Limited (Group)</b>	<b>2021</b>	<b>2020</b>
<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>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2021

12 Listed Investments - Group & 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	<b>2,928,665</b>	<b>2,604,234</b>	<b>2,928,665</b>	<b>2,604,234</b>

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

Repayable by instalment:	<b>2,373,905</b>	<b>2,085,862</b>	<b>2,373,905</b>	<b>2,085,862</b>
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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, £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 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 NSAP 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**

**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 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

Restricted Funds Group

	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 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  
Group

**Restricted Funds Rugby Portobello Trust continued**

**Fundraising**

	Reinstated Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2020 £
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

**Donations**

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

**TOTAL Rugby Portobello Trust Restrcted Funds**

517,958	611,231	755,750	-	373,439
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**TOTAL Restricted Funds**

520,252	2,180,447	2,318,560	-	382,139
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Total of Funds

6,067,716	29,191,410	29,469,261	-	5,789,865
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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 £	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 - 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  
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

**Restricted Funds Rugby Portobello Trust - Grants cont...**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Kensington & Chelsea Foundation - Youth Grant	22,541	-	22,541	-	-
Mbilil 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

**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	0	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	-	5000	-	-
Marldon - Magic Mums	5,000	-	-	-	5,000
Marks & Spencer	-	3,000	3000	-	-
Portobello Dinner Pledges	-	10,000	-	-	10,000
Qattan Foundation	-	5,000	5000	-	-
Second home	2,213	-	2213	-	-
Solbell Foundation	25,000	-	25000	-	-
Spinocchia Feund Donation	1,000	-	1000	-	-
T Lilley Memorial Trust	-	2,000	2000	-	-
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	-	530,253
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**Total of Funds**

7,144,051	28,338,235	25,994,652	-	9,510,994
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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
<b>RESTRICTED FUNDS</b>					
<b>Restricted Funds Group</b>	<b>Brought Forward £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/(out) £</b>	<b>Carried Forward £</b>
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
<b>Restricted Funds Rugby Portobello Trust</b>					
<b>Grants</b>					
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 Charnbili - 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><u>Restricted Funds Rugby Portobello Trust</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
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>	517,958	611,231	755,750	-	373,439
<b>TOTAL Restricted Funds</b>	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

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)

	Restricted funds	Designated funds	General funds	Total 2021	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)
	180,465	2,424,706	7,410,016	10,015,187	5,789,863

##### Analysis of net assets between funds Year End March 2020 Comparative

	Restricted funds	Designated funds	General funds	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)
	8,700	1,375,299	4,405,864	5,789,864

##### 19 Analysis of net assets between funds (Charity)

	Restricted funds	Designated funds	General funds	Total 2021	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)
	3,200	1,852,415	7,655,376	9,510,991	7,144,053

##### Analysis of net assets between funds Year End March 2020 Comparative (Charity)

	Restricted funds	Designated funds	General funds	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)
	8,700	1,375,299	5,760,053	7,144,053

##### 20 CHARITY OPERATING LEASE COMMITMENTS

At 31 March 2021 the company had annual commitments under non-cancellable operating leases as follows:

Expiry Date	Land and Buildings		Other	
	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	-	-
	5,533,028	3,401,935	952,263	958,453

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 Subsidiary 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
	<u>793,068</u>	<u>596,346</u>

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 Subsidiary 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	-
	<u>79,286</u>	<u>39,502</u>

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
	<u>907,000</u>	<u>156,000</u>	<u>751,000</u>

**Re-instatement 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.