

**P3 Charity Group**

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

**GROUP REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

**Company No: 02495423**

**Charity No: 703163**

# **PEOPLE POTENTIAL POSSIBILITIES**

**YEAR ENDED 31 MARCH 2022**

<b>CONTENTS</b>	<b>Page</b>
<b>Legal and Administrative information</b>	<b>1</b>
<b>Trustees' report</b>	<b>2 - 30</b>
<b>Independent auditor's report</b>	<b>31</b>
<b>Consolidated statement of financial activities</b>	<b>36</b>
<b>Consolidated Balance Sheet</b>	<b>37</b>
<b>Charity Balance Sheet</b>	<b>38</b>
<b>Consolidated statement of cash flows</b>	<b>39</b>
<b>Notes forming part of the financial statements</b>	<b>40 - 61</b>

**PEOPLE POTENTIAL POSSIBILITIES**  
**LEGAL AND ADMINISTRATIVE INFORMATION**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Trustees**

AJP Hackett (Chair of Trustees)  
J Bowen (Resigned 17 November 2021)  
CA Carter  
D Lane  
DI Simon CBE (Resigned 17 November 2021)  
M Terry  
W RJ Cock (Appointed 14 January 2021)  
A Lindo-Cozzella (Appointed 14 January 2021)  
N Scott (Appointed 14 January 2021)  
Y Thomas (Appointed 15 September 2021)  
R Bowley (Appointed 17 November 2021)  
T Hinde (Appointed 17 November 2021)  
S Appleby (Appointed 17 November 2021)

**Company Registered Number**

02495423

**Charity Registered Number**

703163

**Registered Office**

Eagle House  
Cotmanhay Road  
Ilkeston  
Derbyshire  
DE7 8HU

**Company Secretary**

Kathryn Kozlowski

**Chief Executive Officer**

Mark Simms

**Auditors**

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

**Bankers**

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

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

**Solicitors**

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 2022**

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**The period covered by this Trustees' Report marks the gradual transition from the third UK coronavirus lockdown, into a period of adjustment as we "live with the virus" after the Covid rules were removed in England in February 2022. Charting these uncertain times has required many operational changes in service delivery, and it has reinforced our organisational view that we must be bold and ambitious to play our part in rebuilding the country for everyone, everywhere.**

**This report is written and should be understood within this context.**

The Trustees, who are the Directors for the purposes of the Companies Act 2006, present their report and financial statements for People Potential Possibilities ("the Charity"/"P3") for the year ending 31 March 2022. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2019).

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

"P3 Charity continues to relieve the cycle of despair through our deep commitment to vulnerable people, growth in the quality of our services and a strengthened financial position.

P3 is all about people. Our colleagues and volunteers have performed extraordinarily over the last twelve months. There have been many internal promotions, training opportunities, job swaps and team building, all with the same purpose: to improve the lives of the people we work alongside.

We shall continue to urge that the Government fulfils the promise made in July 2019 by the then incoming Prime Minister to deliver a Social Care Policy.

Like many organisations, we face multiple and unique challenges posed by the global pandemic. Our performance is strong and improving. The golden thread of our purpose runs through our strategy and subsequent delivery, supported by a group of committed Trustees, outstanding leadership, and devoted staff. I am utterly confident that we will continue to deliver our objective to transform people's lives."

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### ABOUT P3

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

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

**From April 2021 to March 2022, the P3 Group — worked alongside 28,152 (26,635) people.**

**Right across England someone, somewhere talks to a P3 worker every 15 (23) seconds.**

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

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

#### OUR YEAR

Our financial performance remained strong throughout 2021/22.

This was guided by a refreshed strategy for the next five years; developed through the work delivered over recent years and in response to the impact of Covid-19 on the people we work alongside and their communities.

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

Our purpose is one which draws on 50 years of charitable experience and aspires for everyone to have a safe home to live in, positive relationships in their lives and something meaningful to do.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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**Together we enabled 2,331 (3,195) people experiencing homelessness across England to exit the streets and access safe and comfortable temporary accommodation.**

- *Following on from the UK Government's 'Everyone In' and 'Everyone In For Good' campaigns our new P3 strategy continues to develop housing and support solutions for people going through a tough time.*

**P3 Housing, our Registered Social Landlord, now offers almost 900 (over 750) places to live and over the past year 1,928 (1,551) people have made a home in P3 accommodation.**

Therefore, our new strategy: *Somewhere to Live, Someone to Love and Something to Do* recognises P3's core strengths and allows us to face the future with the confidence to achieve even more.

We know we are a Charity and Social Enterprise made up of passionate people, who care about people. It is this resilience and dedication, plus the sheer graft of the P3 team which has provided the foundation to enable the organisation to weather such uncertain times. Our colleagues' tireless energy has grown our reputation through a global pandemic and we have been recognised as a modern, trusted, award-winning national charity. We have never been better placed to reach more people, to grow our services and impact entire communities as we move forwards.

Weathering this acute crisis led to the rapid scaling-up of our services for people who are homeless, and the need to reach more people who continue to struggle financially, emotionally and educationally. For many in the communities we work alongside, the past year has once again been marked by increasing levels of polarisation and social exclusion as the cost of living has continued to rise and wages have reduced.

Sadly, for far too many people, the success of the previous year and the government's 'Everyone In' campaign (where we supported an additional 1,000 people who were street homeless into emergency accommodation) proved to be a short-term experience with their return to the streets as the crisis lulled and funding was withdrawn.

Even today so much about the future remains uncertain. Yet this period has reinforced our view that we must be bold and take up the challenge to design the future, continuing as an agent for social change, not only in individual people's lives, but also on a much larger scale to have an impact for entire communities and regions.

We know P3 has an important role to play in the national effort to rebuild society following Covid-19, and it is against this widening gap of social inequality that we are seeking to deliver the greatest impact.

Guided by our new strategy we want to remove the struggle faced by the people we work alongside to find somewhere affordable and sustainable to call home for the long-term. We

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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**Over the past year we purchased 117 properties:**

- **10 apartments in the Forest of Dean.** This is the first local accommodation-based service for people experiencing homelessness in the area.
- **35 apartments** in Wolverhampton for people who have complicated lives and are waiting to move on from temporary accommodation.
- **19 new properties in Wolverhampton,** for people ready to move on from temporary accommodation
- **9 new properties in Lincolnshire** for people who need support to live independent lives.
- **6 new properties in Gloucestershire** for people ready to move on from hostel accommodation.
- **12 new properties** for people experiencing homelessness in **Gainsborough, Lincolnshire.**
- **26 new properties in Gainsborough, Lincolnshire** as part of the regeneration of the town.

And for the year ahead we already have plans to purchase 133 homes for the people we work alongside comprising 39 properties in Wolverhampton, 55 in Lincolnshire, 27 in Gloucestershire and twelve in Derbyshire.

want to bring stability back into their lives by providing safe homes to live in, reconnection through positive relationships and meaning through access to education, employment and volunteering. We don't want the people we work alongside to just survive we want them to thrive.

Drawing on these aspirations for long-term social change while leveraging our reputation and operational experience we have set out to deliver on this bold plan.

Our Registered Social Landlord, P3 Housing now offers almost 900 (over 750) places to live and is continuing to build a property portfolio to deliver more and better homes for people experiencing homelessness. Plus, we are actively investing in our existing properties to create brighter, modern spaces and refurbishing many of our larger 24-hour services, installing ensuite facilities and redesigning spaces to meet our aspirations for people experiencing homelessness.

Plans for P3 premises in West Bromwich, Wolverhampton, Swadlincote and Derby are already underway, as major works are undertaken to transform larger, shared spaces into well-appointed studio and self-contained apartments.

By working closely with Homes England (the UK Government's housing delivery agency), Local Authority partners and Social & Sustainable Capital (a UK fund manager and social enterprise, with aligned values), as well as releasing finance from our charity reserves and securing grant funding we have been able to raise £20 million in investment—all much-needed funds to complete this cycle of refurbishment alongside the creation of new housing ecosystems.

These ecosystems will see us provide the best homes for the people we work alongside to live

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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**P3 advice services offered life changing advice and support to 9,625 (14,479) people.**

- *Our Cambridgeshire services launched an enhanced floating support service providing intensive support for people who have experienced homelessness.*
- *Our Derbyshire services expanded to offer a new out-of-hours helpline offering support for people experiencing homelessness.*

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

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

and grow, delivering stability for people to successfully access education and employment and thrive.

Our staff have shown remarkable resilience. They are our most valuable asset and have continued on through every challenge presented in these unparalleled times, and once again they have not stopped!

Their dedication has continued to ensure all our services remained open, and was formally recognised by winning the UK Social Enterprise Team of the Year in December 2021.

Our colleagues do a remarkable job, making good things happen for the people we work alongside—here we are talking about the contribution of everyone, that's every single person who works and volunteers at P3! Collectively, we have continued to have a huge impact on the lives of people who turn to P3 for support. So, whether it's P3 core services, maintenance, teaching, fundraising, young people, street outreach or support work it all matters, because it's all connected. It's a collective effort to end social injustice and one that doesn't just happen on the frontline at P3.

Furthermore, the year also saw P3 act as a 'gateway' organisation for eight charities and CICs to access the Government's Kickstart scheme which aimed to provide young people aged 16–24 with employment and skills training. Together we were able to create 118 placements, comprising 60 placements within P3 and a further 58 placements across the partnership—always with the goal of offering permanent job opportunities to some of the young people taking part, and the result is 75 young people now have jobs, including 40 internally with P3, which is fantastic.



## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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

- *1,284 (1,401) children and young people have benefitted from weekly homework support, play activities, football coaching, employment advice, youth work (supporting mental, physical and emotional wellbeing) and parenting skills at RPT.*
- *283 (388) young people have found a place to live, feel safe and call home—even after they've left—offering stability, guidance and most importantly, people they can rely on after spending time in the care system.*

#### CHILDREN & YOUNG PEOPLE

In another unprecedented year the young people we work alongside continue to face some of the greatest challenges for generations, particularly around education and employment.

At P3's Rugby Portobello Trust (RPT) we had to continually readjust our approach to support the young people we work alongside, adapting and evolving services to be in line with ever-changing government guidelines. Each of our bespoke services took a different approach as we refined processes to be able to continue safely. During periods of relaxed restrictions, RPT's services were delivered face-to-face, albeit with restricted numbers—with our clubs, football academy, creative arts programme and mental wellbeing programmes supporting 1,284 (1,401) children, young people and mums across the year.

Such agility was made possible by the generosity of our donors, volunteers and staff team who all remained committed to ensure we were able to evolve our approach—sometimes on a daily basis!

We also listened to the North Kensington community which led to changing the way some programmes are run, including our 'Magic Mums' parents and carers support group and our Amplify creative arts programme to re-engage people through video sessions. We embraced the benefits of digital technology, leading to the permanent provision of an online Homework Club and the continuation of our digital-inclusion work to ensure the parents, children and young people we work alongside have the skills needed to access the benefits offered by digital technology.

In short, the pandemic taught us to trust our instincts; we can and do understand the needs of the communities we work alongside and by placing quality at the centre of all we offer we can be proud of all P3 services.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### GROWTH & CHANGE

Today we run 83 (63) services, where we are highly regarded by commissioning partners, aligned organisations and the people we work alongside. P3 is financially stable, our revenue covers all of our costs, and our fundraised income is used to 'add value' to our services. We are now one of the largest and most successful charities and social enterprises in our field.

Organisationally we have continued evolve, both in terms of the scope and development of our service delivery, while navigating further operational changes.

In 2021, our five regional justice services were transferred back to the National Probation Service after six years of offering bespoke, choice-led support for people with multiple contacts with the criminal justice system.

During this period, we were able to prove the value of what we set out to deliver, getting fantastic feedback from staff and the people we worked alongside. The quality of our colleagues was exceptional as they supported countless numbers of people who had failed to engage with anyone previously. Without doubt we have saved lives and given people options, hope and a future.

**New P3 services have supported 13,428 people living with mental ill-health over the past year. We offer hope for people experiencing distress or anxiety—or feeling that they cannot cope—by giving the space to talk through practical issues that may be causing concern.**

- *Working in partnership with Derbyshire Healthcare NHS Foundation Trust, the P3 team at the Derbyshire Mental Health Helpline receive an average of 3,000 calls every month from people needing mental health advice and support.*

The year also saw expansion of P3's homelessness services as we scaled-up some of our provision and expanded into new areas.

In Peterborough we launched an enhanced floating support service providing intensive support for people with complicated lives who have experienced homelessness; in Derbyshire a new out-of-hours helpline began offering support for people experiencing homelessness; and with funding from the Rough Sleeping Accommodation Programme, we joined with Stoke-on-Trent City Council to offer 15 places to stay across the city with link worker support for people who have been homeless.

In closing it should be stated that the P3 team, is a united staff team. It is the energy and dedication of each colleague, which strengthens our collective purpose across the country and builds our resilience to support one-another and continue to do remarkable things—all pushing together to change lives.

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CONSTITUTION**

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

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

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

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

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

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

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

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

## PEOPLE POTENTIAL POSSIBILITIES

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

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### **Summary of the Work of Sub-Committees 2021-2022**

Sub-Committees of the Board of Trustees meet throughout the year, over the course of the year following activities took place:

#### **1.0 Summary of activities: People Board**

##### **Members:**

**Dorothy Lane (Chair)**

Over the course of the 2021/2022 financial year the People Board sub-committee has approved the People Shaping P3 Strategy for 2022, approved the work plan of the officers, approved the new P3 People Standards, and overseen the recruitment of 21 peer reviewers. The sub-committee has also revised and implemented exit surveys for all community-based support services in addition to reviewing all complaints submitted to P3 by people who access our services. The sub-committee has also been successful in recruiting a person we work alongside to sit as a member of the People Board. The sub-committee has reported its progress and fed into the Board of Trustees.

#### **2.0 Summary of activities: Audit, Risk & Assurance Sub-Committee**

##### **Members:**

**Mark Terry (Chair)**

**Sarah Appleby**

**William Cock**

**Richard Bowley**

Over the course of 2021-2022 financial year the Audit, Risk and Assurance sub-committee has regularly reviewed and scrutinised the corporate risk register and scrutinised mitigations against emerging or high-level risks. Additionally, the committee has approved a new format and policy for the corporate risk register including a graphic 'heat map', which provides a robust process for identifying, measuring, managing risk. The sub-committee has appointed and reviewed the progress of the external auditor, Price Bailey, which will conclude in May 2022. The sub-committee has also scrutinised all serious incidents reported to the Charity Commission on their behalf by the executive. The sub-committee has also overseen the compliance of P3 to its contractual KPIs through regular review of operational reporting. The sub-committee has also appointed new members to the sub-committee and appointed Price Bailey as external auditors for financial year 22/23.

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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

##### **Members:**

**Mark Terry (Chair)**

**Adam Hackett**

**Yvonne Thomas**

**Thea Hinde**

**Richard Bowley**

Over the course of the 2021-2022 financial year Finance and General Purposes sub-committee reviewed and redrafted the P3 Financial Strategy for recommendation to the Board of Trustees. The sub-committee has also recommended the 2022/23 budget to the Board of Trustees following review by the chair and members of the sub-committee. The sub-committee has also overseen the management accounts of the organisation and recommended these to the Board and ensured that financial reporting and compliance regulations are satisfied. It has approved the liquidation of University of the First Age, which is part of the P3 Charity group. Additionally, the sub-committee has reviewed and scrutinised all bids and tenders for contracts made by P3 Charity and had oversight of the management accounts of P3 Charity. The sub-committee has also welcomed new members.

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

##### **Members:**

**Aquilla Lindo-Cozzella (Chair)**

**Thea Hinde**

**Nancy Scott**

Over the course of the 2021/2022 financial year the Safeguarding sub-committee widened its scope to become the Human Resources, Equality, Diversity and Inclusion, and Safeguarding Committee. Appointing a new chair to this sub-committee following the resignation of the previous chair. New Terms of Reference for this sub-committee were drafted and approved by members to reflect the wider scope of the sub-committee. The sub-committee approved the new P3 People Strategy that will guide the work of the HR and operational departments. In addition, the committee has reviewed all serious safeguarding incidents and deaths that took place in P3 services and reviewed all disciplinary actions taken against P3 Charity staff. The sub-committee has reviewed the safeguarding trends on a bi-annual basis via reports provided to them by the executive. The committee continues to grow in numbers with two new trustees joining: adding further to the committee's diversity of thought.

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

##### **Members:**

**Carol Carter (Chair)**

**William Cock**

**Yvonne Thomas**

Over the course of the 2021/2022 financial year the Governance, Remunerations and Nominations Committee reviewed, revised, and agreed its Terms of Reference. Members of the sub-committee have undertaken benchmarking of staff salaries to be submitted to the Chair of Trustees for consideration and recommendation to the sub-committee. The sub-committee recommended and approved pay increases for P3 staff in October 2021 and April 2022.

## **PEOPLE POTENTIAL POSSIBILITIES**

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

**FOR THE YEAR ENDED 31 MARCH 2022**

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## **ORGANISATIONAL STRUCTURE AND DECISION MAKING**

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

## **OBJECTIVES AND ACTIVITIES**

### **WHO WE ARE**

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

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

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

## **OBJECTS**

The objects of P3 are:

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

## **MISSION**

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

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

## PEOPLE POTENTIAL POSSIBILITIES

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

#### FOR THE YEAR ENDED 31 MARCH 2022

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## STRATEGIES FOR ACHIEVING OBJECTIVES

Responsive strategic planning meant trustees approved a new five-year strategy in 2021 rather than remain tied to a strategic cycle that didn't reflect the operational challenges posed by Covid-19.

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

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

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

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

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

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

Our impact priorities are:

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

Our impact enabling priorities are:

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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## **ACTIVITIES FOR ACHIEVING OBJECTIVES**

Current activities include:

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

## **PUBLIC BENEFIT**

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

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



## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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## STRATEGIC REPORT

### ACHIEVEMENTS AND PERFORMANCE

Over the last financial year, P3 has again become a bigger, stronger and more diverse organisation. In 2021/22, across the group an average of 720 (650) staff and almost 300 (300) regular volunteers supported over 28,000 (27,000) people across towns and cities over seven regions in England—the South East, the South West, the North West, London, East Midlands and West Midlands—helping people to achieve their goals and aspirations.

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

### OUR IMPACT PRIORITIES

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

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

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

### OBJECTIVE 1

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

- We have continued to grow organisationally throughout 2021-22 and now work alongside:
  - 12 (20) counties
  - 46 (45) local districts and boroughs
  - 45 (45) different commissioners
  - 83 (63) services across the country
- We have worked with people at risk of homelessness across all the regions we serve and **prevented 2,187 evictions**. (zero in 20/21 as evictions not permitted during the pandemic)
- We have delivered in excess of **6,000 (3,000)** food parcels to some of the most socially excluded and vulnerable people we work alongside.
- We have worked **to overcome digital poverty and exclusion** throughout the pandemic, providing tablets and mobile phones for people cut off from their community and recruiting an **IT Community Coach** to build IT confidence and offer digital support for people accessing remote learning at P3 Rugby Portobello Trust.
- We have completed our **Gender Pay Gap Report** (based on a snapshot of data for 2021) and were pleased to report 73 per cent (71 per cent) of our staff are female, 27 per cent (29 per cent) of our staff are male and our **average mean gender pay gap is -0.7 per cent (-0.8 per cent)**.

## PEOPLE POTENTIAL POSSIBILITIES

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

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 2

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

- We have refined our **values-based recruitment** processes—recruiting for values and training for skill—ensuring our colleagues are dedicated and committed. This is key to our success.
- We have **upgraded 'iRecruit'** our online recruitment portal to streamline and speed up the recruitment process for key roles.
- We have continued to embrace our **employees lived experience**, building on people's life experiences—as well as professional skills—to ensure a real and genuine passion and aptitude for the work we do.
- We have acted as a 'gateway' organisation for eight charities and CICs to access the Government's Kickstart apprenticeship creating **118 placements, leading to 75 jobs** for young people.
- We have also continued to focus on our **Wellbeing Strategy** throughout the pandemic to sustain our workforce, keep them connected, motivated and most importantly remain well. This is now formally recognised by our certification as a **Mindful Employer**.
- We now offer a **hardship fund and salary advance scheme** for colleagues who are struggling and going through a tough time.

#### OBJECTIVE 3

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

- We have continued to build our **property portfolio** to deliver more and better homes for people experiencing homelessness.
- We now offer **almost 900 places to live** (over 750) through our Registered Social Landlord, P3 Housing.
- We have purchased **117 properties** over the year for people we work alongside to have safe and comfortable places to stay for the long-term:
  - 54 properties in Wolverhampton
  - 47 in Lincolnshire; and
  - 16 in Gloucestershire.
- We have purchased **26 properties** in Gainsborough, Lincolnshire (one of the most deprived areas in the UK) where we are working in partnership with West Lindsey District Council as part of an ambitious urban regeneration project to **deliver 110 homes**, improve streetscapes and rejuvenate the local economy.
- We have invested in our local authority partnerships and celebrated our success as a social landlord with **#StartsAtHomeDay**, joining the Homes England campaign to celebrate supported housing and the positive impact it has on thousands of lives by showcasing P3 Housing to its local MPs and Mayors.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 4

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

- We have worked in partnership with the Derbyshire Healthcare NHS Foundation Trust and the Derbyshire Federation for Mental Health to develop the scope of Derbyshire's new Mental Health Helpline to become a 24/7 service with the P3 team receiving an average of **3,000 calls every month** from people needing mental health advice and support.
- We have launched an **enhanced floating support service in Peterborough** providing intensive support for people with complicated lives who have experienced homelessness.
- We have been able to extend our homelessness provision in Derbyshire with funding from the Rough Sleeping Accommodation Programme through the introduction of a **new out of hours helpline** offering support for people experiencing homelessness.
- We have joined with **Stoke-on-Trent City Council to offer 15 places to stay** across the city with intensive strengths-based link worker support for people who have been homeless and lead complicated lives.
- We have secured the continuation of **Cambridgeshire Street Outreach team** after its initial pilot phase.

#### OBJECTIVE 5

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

- We have continued to achieve greater impact through collaboration, partnership working and alliances with **like-minded organisations**.
- We have developed **strong, positive local relationships** within the communities where P3 Housing development is taking place; we have formed the right partnership links, been visible, approachable and accountable, and now we are seeing the positive outcomes for people as each new property comes on line.
- We have worked to understand local residents' needs in **Gainsborough** as part of our regeneration project **to deliver 110 homes** (see objective 3 above). Here our ten-year partnership with West Lindsey District Council will not only improve street scenes, support community initiatives and rejuvenate the local economy, it will reduce exploitation by absent landlords, increase the availability of affordable homes and incentivise local landlords to improve their properties and rent them through the partnership.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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***"I have been sleeping on and off the streets for 20 years, I was using drugs and alcohol for most of that time to get through it and I have been in and out of prison ...***

***"My relationships with my family have been a struggle because of my lifestyle. My kids didn't want to know me, and I just went on self-destruct. I was so sick of it, I just wanted to sort myself out as I knew if I carried on the way I was going I wouldn't be here very long."***

***"That's why I cannot thank you enough for the support I get, having this safety net has been a lifesaver."***

– Person living in P3 Housing

***"To be honest, without you guys and the support of friends and someone believing in me I would not have achieved what I have achieved. At the time I didn't believe in myself, and you gave me the means to believe in myself, you spurred me on. I am one of your success stories and I cannot thank you enough. You have supported me, not just financially but also emotionally and helped me to believe in myself. You didn't let me down and knowing there was someone behind me that believed in me made all the difference. I was desperate, cold and alone and made to feel that people like me deserved to be there. In that situation you start to believe it, that this is my lot ... It took people like P3 to say no one deserves this."***

– Person supported by Cambridgeshire Street Outreach Team

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### OUR ENABLING PRIORITIES

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

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

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

#### OBJECTIVE 6

We will provide a quality offer:

- P3 Charity have once again made it onto the **NatWest SE100 Index**, the annual list of the UK's leading 100 social enterprises, compiled by Pioneers Post in partnership with NatWest Social & Community Capital. The index recognises social impact and business performance: leadership, resilience and storytelling alongside turnover, growth and surplus to determine the quality of an organisation's purpose.
- P3 was awarded the **2021 Charity Times Property Innovation Award** for our direct action and innovative approach to finance properties to meet the needs of people who have experienced homelessness during the pandemic.
- P3 Wolverhampton Hospital Discharge service won the **2021 Homeless Link 'Prevention Into Action Award'** at their annual Excellence Awards. The award recognises quality partnership working with the NHS to deliver a service committed to preventing homelessness from occurring in the first instance.
- P3 Chief Operating Officer Jo Summers and Director of Strategy and Innovation Gemma Bukel were named on the UK's list of the 100 most influential women in social and mission-driven organisations, the **WISE 100**.
- P3 was also named as the **2021 Social Enterprise Team of the Year**. This award recognised P3's collective effort to end social injustice through UK lockdowns, a one team approach which saw every colleague from core to frontline services united in meeting the needs of the people we work alongside.
- P3 is **'one team' working together** – locally, regionally, organisationally.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 7

**We will work with transparency:**

- We have an effective governance structure; the **P3 Board of Trustees** work closely with our Executive Leadership Team to oversee the Charity's strategic performance, management and administration.
- We have a Board who meet regularly and are clear about our charitable purpose, working to ensure these aims are being delivered with the **values, integrity and organisational culture to achieve public benefit**.
- We are a trusted UK Charity, with a **reputation spanning over 50 years** and we are aware of the importance of the public's confidence and trust in P3. Our Trustees, Executive Leadership Team and wider staff group are all trained to undertake their duties accordingly.
- Our work is guided and informed by **best practice**; we are committed to being a learning organisation where our services are informed by the experiences of the people we work alongside not remote processes.

#### OBJECTIVE 8

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

- We have continued to work in equal partnership with the people we work alongside by actively involving them in '**People Shaping P3**'. This group enables the lived experience of people we work alongside to inform appropriate elements of planning, auditing, training, development, policy review and consultation, providing a continuous cycle of service improvement, impact and growth.
- **Our People Standards** have been produced and training has been delivered to the people we work alongside to '**peer review**' services. Their aim is to establish the feel and vibe of services with the people we work alongside at the services, the support staff and managers to identify our successes and any possible improvements.
- Our **People Shaping P3 Board** continued to meet regularly online, this team are visible to all people who use our services and continued to engage with everyone digitally and through P3's wider communications.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 9

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

- We have continued to refine and develop our digital offer across the P3 Charity Group, capitalising on how **digital technology can help us to meet the support needs of people at greater risk** or in more vulnerable circumstances remotely.
- We have **enabled every member of staff** to work from home over the past two years, providing equipment, online and offline support while upgrading all of the digital hardware across the charity.
- We embraced the benefits of digital technology to connect the entire organisation, hosting our **2021 staff celebrations and awards for 720 people remotely**.
- We have implemented further software solutions and introduced **collaborative IT/digital processes** to better facilitate remote working across P3's geography, this in turn has improved the user experience for our colleagues, supporting P3's impact.

#### OBJECTIVE 10

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

- P3 declared a Climate Emergency and published its **Climate Emergency Plan** in December 2019, over the past year we have begun to develop the next phase of this strategy, defining how our purpose can be delivered in a sustainable way.
- We have appointed **Auditel** an expert in cost, procurement and carbon solutions to support P3 with developing our first Carbon Reduction Plan amidst a dynamic and evolving environmental context.
- We will establish baseline for our Greenhouse Gas emissions and use this information to agree **organisation-wide carbon reduction targets**.
- We will continue to **champion the best interests of our planet**, working to increase awareness and staff participation in our plans to make P3 a sustainable organisation.

## PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

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#### OBJECTIVE 11

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

- We have worked strategically to maximise our resources and reserves management.
- We have developed robust and financially efficient asset management processes.
- We have worked closely with our Trustees to ensure strategic clarity informs our business development and operational processes.
- We have an agile corporate structure; prudent financial management and all of our core systems and services are focussed on the delivery social value to fulfil our charitable purpose.
- We have robust, regulatory financial compliance and governance.

*"In what has been an incredibly challenging year social enterprises have given us a real sense of hope. They've shown us what it means to put people and communities first, showing real resilience and strength without compromising on their values, integrity and impact."*

*"From taking on the injustices in the food system and using technology to support people experiencing homelessness to being on the frontline of supporting communities through the pandemic—this year's winners represent not just the best of business but the future of business."*

– Chief Executive of Social Enterprise UK Peter Holbrook

The national SE100 Awards, organised by Social Enterprise UK (SEUK), recognise excellence and outstanding achievements by social enterprises, businesses set up for a social or environmental purpose that reinvest or donate the majority of their profits to meet their mission.



## PEOPLE POTENTIAL POSSIBILITIES

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

#### FOR THE YEAR ENDED 31 MARCH 2022

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#### VIABILITY STATEMENT

The Executive have assessed the prospects of the Charity up to 31 March 2024. We believe that this period is appropriate for P3 since it reflects the fact that the Charity has limited visibility of contract bidding opportunities beyond this time frame and that approximately 40% (40%) of current year revenue relates to contracts where the contract term comes to an end within three years.

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

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

In forecasting our financial results, we assume that contracts will end at their contractual date. What we actually experience is 85% (85%) contract renewal rates and frequent contract extensions. Our projections are therefore the most prudent possible and still protect our healthy cash balance and strong reserves'.

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

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

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

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **VIABILITY STATEMENT continued ...**

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

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

#### **RESERVES POLICY**

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

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

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

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. Our General Fund Reserves are £12.9m (£10.0m) and required contingency as per our Reserves Policy is £4.5m (£3.9m 2021), our capital investment program is £3.3m leaving £1.4m (£2.9m 2021) in free reserves.

#### **FINANCIAL REVIEW**

The consolidated financial statements comprise the results of the charity together with those of the wholly owned subsidiaries The Academy of Youth (in liquidation) and P3 Housing Limited. The consolidated Statement of Financial Activities is set out on page 35.

Total income for the year was £29.7m (2021: £32m). Total expenditure for the year was £26.8m (2021: £27.8m) including net gains/(losses) on investment. Net income for the year was £2.9m (2021: £4.3m). As 31 March 2022 the net assets shown in the Consolidated Balance Sheet amounted to £12.9m (2021: £10m).

P3's primary funding stream is the former Supporting People budget that passed over to Local Authority control from the Department of Communities and Local Government.

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **FINANCIAL REVIEW continued ...**

Since its inception in 2003, the Supporting People programme has been the subject of a series of reviews and seemingly on-going consultations as to its future course, purpose and level of funding. P3 aims to continue to provide services funded by Supporting People whilst at the same time looking to attract alternative complementary funding streams for our services in order to develop a balanced financial portfolio.

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

#### **FUTURE DEVELOPMENTS**

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

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

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

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

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

Our focus in 2022/23 will be to deliver what we are best at across the health and social care, education and welfare arenas as the transformational public service delivery agenda unfolds.

To this end we have entered into a partnership with Social And Sustainable Capital (SASC), we have deployed £5 million Social Investment to purchase homes for people who are experiencing homelessness, as well as a further 40 homes in Lincolnshire for social rent. We want to ensure we can provide the best homes for the people we work alongside to live and grow.

## PEOPLE POTENTIAL POSSIBILITIES

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

#### FOR THE YEAR ENDED 31 MARCH 2022

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## RISK MANAGEMENT AND MITIGATION

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

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

We have continued to use this matrix as Covid 19 has impacted on all areas of our work and increased or decreased its impact in each of the areas.

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

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **RISK MANAGEMENT AND MITIGATION continued ...**

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

#### **KEY MANAGEMENT PERSONNEL**

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

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

**FOR THE YEAR ENDED 31 MARCH 2022**

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

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

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

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

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

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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## **CHARITIES GOVERNANCE CODE**

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

## **SERIOUS INCIDENT REPORTING**

The Trustees have made 6 serious incident reports to the Charity Commission this year:

- Incident one was reported on 15 April 2021; it concerned a safeguarding matter.
- Incident two was reported on 25 June 2021; it concerned the unexpected death of a person we worked alongside which was initially thought to have occurred following an assault but was eventually concluded to be an accident.
- Incident three was reported on 10 November 2021; it concerned a safeguarding matter.
- Incident four was reported on 30 December 2021; it concerned a fire in a P3 hostel and the death of a resident.
- Incident five was reported on 4 March 2022; it concerned a safeguarding matter.
- Incident six was reported on 12 March 2022; it concerned a fire in a P3 hostel and the death of a resident.

These incidents are all closed with the Charity Commission.

## **FUNDRAISING STANDARDS**

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

Fundraising standards information CA 162A.

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

**FOR THE YEAR ENDED 31 MARCH 2022**

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- a) Unreasonable intrusion on a person's privacy,
- b) Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity,
- c) Placing undue pressure on a person to give money or other property.

## **AUDITORS**

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

## **APPROVAL**

This Trustees' Report, incorporating the Strategic Report, was approved by the Trustees on 14th September 2022 and signed on its behalf, by:



**Adam Hackett**  
**Chair of Trustees**



# **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

## **Opinion**

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the groups and parent charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

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

## **Conclusions relating to going concern**

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

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

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

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

### **Other information**

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matters prescribed by the Companies Act 2006**

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

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

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

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR**

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

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

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

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

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PEOPLE POTENTIAL POSSIBILITIES FOR THE YEAR**

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

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

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

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

### **Use of this Report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, for our audit work, for this report, or for the opinions we have formed.



Helena Wilkinson (Senior Statutory Auditor) For  
and on behalf of

### **PRICE BAILEY LLP**

Chartered Accountants Statutory Auditors

Tennyson House Cambridge  
Business Park Cambridge  
CB4 0WZ

Date: 30 November 2022

PEOPLE POTENTIAL POSSIBILITIES

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

FOR THE YEAR ENDED 31 MARCH 2022

		Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	Note	£	£	£	£
<b>INCOME FROM</b>					
<i>Donations</i>	2	264,615	25,078	289,693	968,017
<i>Other trading activities</i>		628,360	41,367	669,727	451,295
<i>Investments</i>		-	363	363	1,047
<i>Charitable activities</i>		-			
Social Inclusion	3	3,831,093	24,836,863	28,667,956	29,901,898
Other	4	22,410	33,556	55,966	723,550
<b>TOTAL</b>		<u>4,746,478</u>	<u>24,937,227</u>	<u>29,683,705</u>	<u>32,045,807</u>
<b>EXPENDITURE ON</b>					
<b><i>Raising Funds</i></b>					
Costs of generating voluntary income		-	66,946	66,946	16,907
<b><i>Charitable expenditure:</i></b>					
Social Inclusion	7	3,575,392	23,111,118	26,686,510	27,826,938
<b>TOTAL</b>		<u>3,575,392</u>	<u>23,178,064</u>	<u>26,753,456</u>	<u>27,843,845</u>
Net income before gains on investments		1,171,086	1,759,163	2,930,249	4,201,962
Gains on investment	12	-	-	-	23,360
Transfers	17	(1,106,198)	1,106,198	-	-
<b>NET MOVEMENT IN FUNDS</b>		<u>64,888</u>	<u>2,865,361</u>	<u>2,930,249</u>	<u>4,225,322</u>
<b>RECONCILIATION OF FUNDS</b>					
TOTAL FUNDS BROUGHT FORWARD		636,012	9,379,175	10,015,187	5,789,865
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>£ 700,900</u>	<u>£ 12,244,536</u>	<u>£ 12,945,436</u>	<u>£ 10,015,187</u>

All of the above results are derived from continuing activities.  
The Statement of Financial Activities includes all gains and losses recognised in the year.  
The notes on pages 39 to 60 form part of these financial statements

PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2022

	Note	£	2022	£	£	2021	£
<b>FIXED ASSETS</b>							
Tangible fixed assets	10	9,588,094		9,588,094	5,487,323		5,487,323
<b>CURRENT ASSETS</b>							
Debtors	13	2,987,608			2,595,224		
Cash at Bank		<u>11,895,319</u>			<u>9,994,756</u>		
		14,882,927			12,589,980		
<b>CREDITORS: amounts falling due within one year</b>	14	<u>(4,815,529)</u>		<u>10,067,398</u>	<u>(5,133,451)</u>		<u>7,456,529</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>				19,655,492			12,943,852
<b>CREDITORS: amounts falling due after more than one year</b>	16			<u>(6,710,056)</u>			<u>(2,928,665)</u>
<b>NET ASSETS</b>				<u>£ 12,945,436</u>			<u>£ 10,015,187</u>
<b>CHARITY FUNDS</b>							
Restricted Funds	17			695,955			636,012
Unrestricted Funds	17			12,249,481			9,379,175
				<u>£ 12,945,436</u>			<u>£ 10,015,187</u>

The financial statements were approved by the Trustees and authorised for issue on 14th September 2022 and signed on their behalf by:

  
Adam Hackett  
Chair of Trustees

The notes on pages 39 to 60 form part of these financial statements.

## PEOPLE POTENTIAL POSSIBILITIES

(Company number 02495423)

## CHARITY BALANCE SHEET

AS AT 31 MARCH 2022

	Note	£	2022	£	£	2021	£
<b>FIXED ASSETS</b>							
Tangible fixed assets	10	8,344,740			4,914,170		
				8,344,740			4,914,170
<b>CURRENT ASSETS</b>							
Debtors	13	2,874,378			2,586,165		
Cash at Bank		<u>11,704,769</u>			<u>9,822,375</u>		
		14,579,147			12,408,540		
<b>CREDITORS: amounts falling due within one year</b>							
	15	<u>(4,703,362)</u>			<u>(4,883,052)</u>		
				9,875,785			7,525,488
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>							
				18,220,525			12,439,659
<b>CREDITORS: amounts falling due after more than one year</b>							
	16			<u>(6,710,056)</u>			<u>(2,928,665)</u>
<b>NET ASSETS</b>							
				<u>£ 11,510,469</u>			<u>£ 9,510,994</u>
<b>CHARITY FUNDS</b>							
Restricted Funds	17			695,955			530,253
Unrestricted Funds	17			10,814,514			8,980,741
				<u>£ 11,510,469</u>			<u>£ 9,510,994</u>

The financial statements were approved by the Trustees and authorised for issue on 14th September 2022 and signed on their behalf by:

  
Adam Hackett  
Chair of Trustees

The notes on pages 39 to 60 form part of these financial statements.



## PEOPLE POTENTIAL POSSIBILITIES

### CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
<b>Cash from operating activities</b>	<b>2,561,335</b>	<b>6,458,747</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(4,408,799)	(1,988,781)
Proceeds from the sale of tangible fixed assets	7,442	8,913
Purchase of investments	-	(21,434)
Proceeds from sale of investments	-	174,879
Investment income	363	690
<b>Net cash (used in) investing activities</b>	<b>(4,400,994)</b>	<b>(1,825,733)</b>
<b>Cash flows from financing activities:</b>		
Repayment of borrowings	(155,779)	(257,971)
Cash inflows from new borrowing	3,896,000	500,000
<b>Net cash provided by (used in) financing activities</b>	<b>3,740,221</b>	<b>242,029</b>
<b>Increase in cash and cash equivalents in the reporting period</b>	<b>1,900,563</b>	<b>4,875,043</b>
Cash and cash equivalents at the beginning of the reporting period	9,994,756	5,119,713
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>11,895,319</b>	<b>9,994,757</b>

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

	2022 £	2021 £
Net movement in funds	2,930,249	4,225,322
Depreciation of tangible fixed assets	306,545	207,738
Surplus on disposal of tangible fixed assets	(5,959)	(8,913)
Investment income	(363)	(1,047)
Investment (Gains) / Losses	-	(23,360)
Reduction /(Increase) in debtors	(392,384)	2,319,349
Reduction / (Increase) in creditors	(276,752)	(265,286)
Other Operating Activities	-	4,943
<b>Net cash flow from operating activities</b>	<b>2,561,335</b>	<b>6,458,747</b>

### Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	11,895,319	9,994,756
<b>Total cash and cash equivalents</b>	<b>11,895,319</b>	<b>9,994,756</b>

## 1 ACCOUNTING POLICIES

### Statement of compliance

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

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

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

### Basis of consolidation

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

### Income

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

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

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

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

## **PEOPLE POTENTIAL POSSIBILITIES**

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

#### **FOR THE YEAR ENDED 31 MARCH 2022**

##### **Expenditure**

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

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

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

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

##### **Company status**

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

##### **Fund accounting**

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

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

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

##### **Capital grants**

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

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2022

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

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

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

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

##### **Investment assets**

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

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

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

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

##### **Pensions**

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

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

##### **VAT**

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

## **PEOPLE POTENTIAL POSSIBILITIES NOTES TO THE FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 31 MARCH 2022**

#### **Financial instruments**

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

#### **Debtors**

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

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

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

#### **Creditors**

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

#### **Employee benefits**

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

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

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

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

# PEOPLE POTENTIAL POSSIBILITIES

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### FOR THE YEAR ENDED 31 MARCH 2022

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

	Restricted Funds 2022	Unrestricted Funds 2022	Funds 2022	Funds 2021
			£	£
Donations	264,615	25,078	289,693	968,017
Donations 2021 Comparative	348,750	619,267	968,017	

#### 3 SOCIAL INCLUSION

	Restricted Funds 2022	Unrestricted Funds 2022	Funds 2022	Funds 2021
			£	£
Grenfell Funding		-	-	74,764
Grant Income/SLA	1,123,406	1,654,516	2,777,922	4,745,071
Supporting People/Housing Benefit	591,808	21,181,982	21,773,790	21,026,943
Play Session Income	19,216	278,469	297,685	62,103
Tenant Charges	-	534,613	534,613	465,540
Personalisation budgets	-	596,664	596,664	431,174
Sandwell NHS Trust Income	124,918	-	124,918	125,157
NHS Trust Income	558,813	590,619	1,149,432	647,882
National Citizenship Services	-	-	-	2,150,179
Rugby Portobello Trust Grants	298,820	-	298,820	173,085
Capital Grants	1,114,112	-	1,114,112	-
	<u>£3,831,093</u>	<u>£24,836,863</u>	<u>£ 28,667,956</u>	<u>£ 29,901,898</u>

During the year the charity received £3,113,232 (2021: £3,629,381) in government grants. There were no unfulfilled conditions at the year end and £12,822 (2021: £31,241) is recognised in funds carried forward as shown in note 17

	Grenfell			
	Restricted Funds 2021	Restricted Funds 2021	Unrestricted Funds 2021	Funds 2021
	£		£	£
Grenfell Funding	74,764	-	-	74,764
Grant Income/SLA	-	1,700,367	3,044,704	4,745,071
Supporting People/Housing Benefit	-	21,901	21,005,042	21,026,943
Play Session Income	-	-	62,103	62,103
Tenant Charges	-	-	465,540	465,540
Personalisation budgets	-	-	431,174	431,174
Sandwell NHS Trust Income	-	125,157	-	125,157
NHS Trust Income	-	647,882	-	647,882
National Citizenship Services	-	-	2,150,179	2,150,179
Rugby Portobello Trust Grants	-	173,085	-	173,085
	<u>£ 74,764</u>	<u>£2,668,392</u>	<u>£27,158,742</u>	<u>£ 29,901,898</u>

	2022	2021
	£	£
4 Other income		
Other income	50,007	714,637
Profit on disposal of fixed assets	5,959	8,913
	<u>£ 55,966</u>	<u>£ 723,550</u>

Other Income consists of £22,410 (£Nil:2021) of restricted Income

## PEOPLE POTENTIAL POSSIBILITIES

### NOTES TO THE FINANCIAL STATEMENTS (continued)

#### FOR THE YEAR ENDED 31 MARCH 2022

##### 5 NET MOVEMENT IN FUNDS

This is stated after charging:

	<b>2022</b>	2021
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets:		
- owned by the charity	278,527	207,738
- owned by the Subsidiaries	28,018	-
Auditor's remuneration - Parent Company	22,356	15,244
- Subsidiaries	15,115	28,648
Operating Leases - Parent Company	3,576,793	4,518,801
- Subsidiaries	1,708,866	1,966,490
Profit On Sale Of Assets - Parent Company	5,959	8,913
- Subsidiaries	-	-
Pension costs	593,052	665,943

##### 6 CHARITY STAFF COSTS AND NUMBERS

Staff costs were as follows:

	<b>2022</b>	2021
	<b>£</b>	<b>£</b>
Wages and salaries	15,435,282	16,392,937
Social security costs	1,231,230	1,355,424
Pension costs	593,052	665,943
Settlement & Redundancies Paid In Year	59,881	35,140
	<u>£ 17,319,445</u>	<u>£ 18,449,444</u>

The number of staff in receipt of Redundancy & Settlements in the year was 27 (2021-16)

	<b>2022</b>	2021
	<b>No.</b>	<b>No.</b>
The average number of employees during the year was as follows:		
Social Inclusion	677	721
Support	40	37
Governance	5	5
	<u>722</u>	<u>763</u>

The number of higher paid employees was:

In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	2	1
In the band £110,001 - £120,000	1	1
	<u>6</u>	<u>6</u>

The key management personnel of the Group comprise of 6 members (2021: 5). The total employee benefits of the key management personnel of the charity were £606,132 (2021: £604,164)

During the year no trustees received any remunerations (2021 - Nil)

During the year no trustees received any benefits in kind (2021 - Nil)

During the year 5 (2021 - 1) trustees were reimbursed travel expenses amounting to £601 (2021 - £80)

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
<b>7 SOCIAL INCLUSION</b>		
Salaries and pension	14,614,098	15,677,428
Other staff costs	504,758	424,858
Premises/Property costs	3,485,160	3,174,274
Office Costs	742,947	970,103
Vehicle Costs	327,545	437,393
Catering and Welfare	54,299	47,659
Depreciation	197,193	141,320
Insurance	114,594	127,051
Equipment Repairs and servicing	1,243,511	840,999
Redundancy Cost	55,556	17,927
Legal and professional costs	382,160	377,489
Bad debt provision	(39,143)	142,061
Bad debts written off	9,030	147,510
Supporting People Costs	-	256,043
Other Social Inclusion costs	631,888	41,404
National Citizenship Programme Delivery	-	64,367
Inter Company Grant	-	490,000
Support costs allocation (Note 8)	4,520,654	4,288,351
Irrecoverable VAT	42,260	85,937
Total	<u>£ 26,886,510</u>	<u>£ 27,752,174</u>
Grenfell Grants	£ -	£ 74,764
Total	<u>£ 26,886,510</u>	<u>£ 27,826,938</u>

8 SUPPORT COSTS COMPRISE OF:

	Social Inclusion	Governance (see Note 9)	2022	2021
	£	£	£	£
Salaries and pension	2,599,182	66,148	2,665,330	2,737,777
Other staff costs	259,877	-	259,877	148,764
Premises/property costs	110,569	-	110,569	101,614
Office costs	212,878	-	212,878	155,200
Vehicle costs	343,536	-	343,536	290,427
Catering and welfare	15,563	-	15,563	6,190
Depreciation	109,397	-	109,397	66,417
Insurance	32,859	-	32,859	20,661
Equipment repairs and servicing	489,985	-	489,985	508,085
Legal and professional costs	37,680	68,162	105,842	154,228
Other costs	132,421	-	132,421	41,119
Redundancy Cost	4,325	-	4,325	17,213
Auditor's fees	-	37,471	37,471	42,130
Trustees expenses reimbursed	-	601	601	80
Corporation Tax	-	-	-	(1,554)
Total	<u>4,348,272</u>	<u>172,382</u>	<u>4,520,654</u>	<u>4,288,351</u>

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

8 COMPARATIVE 2021 SUPPORT COSTS:

	Social Inclusion	Governance (see Note 9)	2021
	£	£	£
Salaries and pension	2,672,805	64,972	2,737,777
Other staff costs	148,764	-	148,764
Premises/property costs	101,614	-	101,614
Office costs	155,200	-	155,200
Vehicle costs	290,427	-	290,427
Catering and welfare	6,190	-	6,190
Depreciation	66,417	-	66,417
Insurance	20,661	-	20,661
Equipment repairs and servicing	508,085	-	508,085
Legal and professional fees	56,912	97,316	154,228
Other costs	41,119	-	41,119
Redundancy costs	17,213	-	17,213
Auditor's fees	-	42,130	42,130
Trustees expenses reimbursed	-	80	80
Corporation Tax	-	(1,554)	(1,554)
Total	<u>4,085,407</u>	<u>202,944</u>	<u>4,288,351</u>



PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

9 GOVERNANCE

	2022	2021
	£	£
Auditors fees	37,471	43,892
Legal and Professional fees	68,162	97,316
Trustees expenses reimbursed	601	80
Salaries and pensions	66,148	64,972
	<u>£ 172,382</u>	<u>£ 206,260</u>

10 TANGIBLE FIXED ASSETS  
GROUP

	Freehold Property £	L/Term Leashold Property £	Motor Vehicles £	Furniture, fittings and equipment £	Total £
<b>Cost</b>					
At 1st April 2021	5,610,924	1,094,226	134,658	929,647	7,769,455
Reclassification Of Assets	25,690	(10,199)	-	(15,491)	-
Additions	3,581,277	654,204	6,294	167,024	4,408,799
Disposals	-	-	(25,736)	(310,277)	(336,013)
At 31st March 2022	<u>9,217,891</u>	<u>1,738,231</u>	<u>115,216</u>	<u>770,903</u>	<u>11,842,241</u>
<b>Depreciation</b>					
At 1st April 2021	1,017,766	525,407	113,004	625,955	2,282,132
Reclassification Of Assets	27,379	(11,888)	-	(15,491)	-
Charge for the year	104,035	19,305	13,544	169,661	306,545
On disposals	-	-	(25,736)	(308,794)	(334,530)
At 31st March 2022	<u>1,149,180</u>	<u>532,824</u>	<u>100,812</u>	<u>471,331</u>	<u>2,254,147</u>
<b>Net Book Value</b>					
At 31st March 2022	<u>8,068,711</u>	<u>1,205,407</u>	<u>14,404</u>	<u>299,572</u>	<u>9,588,094</u>
At 31 March 2021	<u>4,593,158</u>	<u>568,819</u>	<u>21,654</u>	<u>303,692</u>	<u>5,487,323</u>

10 TANGIBLE FIXED ASSETS  
CHARITY

	Freehold Property £	L/Term Leashold Property £	Motor Vehicles £	Furniture, fittings and equipment £	Total £
<b>Cost</b>					
At 1st April 2021	5,610,924	526,310	134,658	846,162	7,118,054
Reclassification Of Assets	25,690	(10,199)	-	(15,491)	-
Additions	3,581,277	-	6,294	121,526	3,709,097
Disposals	-	-	(25,736)	(232,789)	(258,525)
At 31st March 2022	<u>9,217,891</u>	<u>516,111</u>	<u>115,216</u>	<u>719,408</u>	<u>10,568,626</u>
<b>Depreciation</b>					
At 1st April 2021	1,017,766	523,453	113,004	549,661	2,203,884
Reclassification Of Assets	27,379	(11,888)	-	(15,491)	-
Charge for the year	104,035	3,286	13,544	157,662	278,527
On disposals	-	-	(25,736)	(232,789)	(258,525)
At 31st March 2022	<u>1,149,180</u>	<u>514,851</u>	<u>100,812</u>	<u>459,043</u>	<u>2,223,886</u>
<b>Net Book Value</b>					
At 31st March 2022	<u>8,068,711</u>	<u>1,260</u>	<u>14,404</u>	<u>260,365</u>	<u>8,344,740</u>
At 31 March 2021	<u>4,593,158</u>	<u>2,857</u>	<u>21,654</u>	<u>296,501</u>	<u>4,914,170</u>

**11 SUBSIDIARY UNDERTAKINGS**

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

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

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

Audited financial statements for P3Housing have been filed with the Registrar of Companies.

<b>The Academy of Youth Limited (Group)</b>	<b>2022</b>	<b>2021</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	3,500	2,403,471
Expenditure	50,285	(1,135,217)
<b>Retained profit</b>	<b>53,785</b>	<b>1,268,254</b>
Reserves Brought Forward	(53,791)	(1,322,043)
<b>Reserves carried forward</b>	<b>(6)</b>	<b>(53,791)</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	-	1,483
Current Assets	-	85,677
Current Liabilities	(6)	(140,953)
<b>Total net assets</b>	<b>(6)</b>	<b>(53,793)</b>

  

<b>P3 Housing Limited</b>	<b>2022</b>	<b>2021</b>
<b>Summary of Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	2,273,554	1,134,341
Expenditure	(1,683,763)	(870,899)
<b>Retained profit</b>	<b>589,791</b>	<b>263,442</b>
Reserves Brought Forward	231,301	(32,141)
<b>Reserves carried forward</b>	<b>821,092</b>	<b>231,301</b>
<b>The Assets &amp; Liabilities</b>	<b>£</b>	<b>£</b>
Fixed Assets	1,243,354	571,670
Current Assets	420,559	296,686
Current Liabilities	(842,821)	(637,055)
<b>Total net assets</b>	<b>821,092</b>	<b>231,301</b>

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

12 Listed Investments - Group & Charity

No Listed Investments (2021: NIL), Gains on Investments £Nil (2021: £23,360)

Listed Investments - Group & Charity (2021 Comparative)	Opening Bal 2020	Additions 2021	Disposals 2021	Real/Unreal Gain/(Loss) 2021	Closing bal 2021
UK Govt Bonds	-	-	-	-	-
Corporate Bonds	29,536	5,035	(38,201)	3,630	-
Foreign Government Bonds	-	4,280	(4,280)	-	-
Unit Trusts	19,120	2,040	(25,278)	4,118	-
Overseas	32,916	2,210	(45,622)	10,496	-
Property Funds	5,693	2,360	(8,491)	438	-
Cash Benchmarked	16,315	4,162	(21,186)	709	-
Mixed Assdet Funds	26,505	1,347	(31,821)	3,969	-
	130,085	21,434	(174,879)	23,360	-

13 DEBTORS

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
<b>Due within one year</b>				
Trade debtors	1,274,720	1,451,448	1,107,748	1,441,047
Social security and other taxes Debtor	139,971	-	139,971	-
Other debtors	387,562	295,985	370,689	244,550
Housing Debtor	568,600	239,711	568,600	124,967
Prepayments	616,755	608,080	570,658	574,677
Amount due from group undertakings	-	-	116,712	200,924
	<u>£ 2,987,608</u>	<u>£ 2,595,224</u>	<u>£ 2,874,378</u>	<u>£ 2,586,165</u>

14 CREDITORS:

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Bank Loans	112,783	153,953	112,783	153,953
Trade creditors	961,865	686,310	923,856	665,339
Other Creditors	123,430	154,062	123,430	148,856
Social security and other taxes	444,501	339,463	444,501	305,343
Accruals and deferred income	3,172,950	3,799,663	3,098,792	3,609,561
Amount due to group undertakings	-	-	-	-
	<u>£ 4,815,529</u>	<u>£ 5,133,451</u>	<u>£ 4,703,362</u>	<u>£ 4,883,052</u>

15 Deferred income reconciliation

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Brought Forward	1,849,254	2,685,178	1,825,194	845,704
Amount deferred in year	714,766	2,590,818	700,692	2,240,136
Amounts Released	(1,478,885)	(3,426,742)	(840,854)	(1,260,646)
	<u>1,085,135</u>	<u>1,849,254</u>	<u>1,685,032</u>	<u>1,825,194</u>

16 CREDITORS:

Amounts falling due after more than one year	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Long Term Creditors due after more than one year	4,886,000	990,000	4,886,000	990,000
Bank Loans falling due after more than one year	1,824,056	1,938,665	1,824,056	1,938,665
	<u>6,710,056</u>	<u>2,928,665</u>	<u>6,710,056</u>	<u>2,928,665</u>

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

Repayable by instalments	<u>6,165,704</u>	<u>2,373,905</u>	<u>6,165,704</u>	<u>2,373,905</u>
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Loans reconciliation

Lender	Maturity Date	Annual Interest Charge	Balance 31/03/2022	Due 1 Year	Due 1 to 5 Years	Due Over 5 Years
Lloyds	25/03/2023	173	9,684	9,684	-	-
Lloyds	16/11/2032	710	58,268	5,105	20,424	32,739
Lloyds	18/12/2022	139	7,011	7,011	-	-
Lloyds	31/03/2031	1,251	99,758	10,453	41,810	47,495
Lloyds	22/08/2031	425	34,244	3,425	13,698	17,121
Lloyds	17/10/2031	724	59,100	5,800	23,200	30,100
Lloyds	28/02/2033	3,891	316,231	27,050	108,202	180,979
Lloyds	10/12/2032	757	62,535	5,439	21,756	35,340
Lloyds	26/10/2034	602	26,639	1,825	7,300	17,514
Lloyds	25/03/2035	1,495	59,531	3,803	15,212	40,516
Lloyds	23/03/2035	1,191	47,457	3,079	12,315	32,063
Lloyds	22/07/2036	7,062	214,990	11,676	46,703	156,611
Future Builders	30/11/2036	3,598	58,913	2,852	11,410	44,651
Future Builders	31/01/2036	4,214	69,113	3,130	12,518	53,465
Future Builders	30/09/2035	14,933	496,515	27,998	111,993	356,524
Future Builders	31/07/2034	11,710	356,850	24,453	97,811	234,586
Social & Sustainable Capital	31/08/2021	-	2,442,000	-	-	2,442,000
Social & Sustainable Capital	31/03/2031	-	1,454,000	-	-	1,454,000
Social & Sustainable Capital	31/03/2031	-	990,000	-	-	990,000
			<u>52,875</u>	<u>6,862,839</u>	<u>152,783</u>	<u>544,352</u>
						<u>6,165,704</u>

There are 16 loans, provided by Lloyds Bank PLC and Futurebuilders England Ltd, secured by fixed and floating charges on the charity's properties. In addition, fixed and floating charges are held over a Rental account for proceeds from Rental Properties in relation to 2 loans from Social and Sustainable Capital.

There are no interest charges on the Social And Sustainable Capital loans, a yield per property is paid to the funder.

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022

Group

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,832,415	-	-	(310,514)	1,521,901
Fixed assets fund P3 Housing	572,291	-	-	671,063	1,243,354
Hardship fund - Staff				100,000	100,000
Hardship fund - People We Work Alongside				100,000	100,000
St Marys Bay	20,000	-	-	-	20,000
Subtotal	2,424,706	-	-	560,549	2,985,255
<b>GENERAL FUNDS</b>					
People Potential Possibilities	7,128,326	23,343,361	21,941,606	542,533	9,072,614
P3 Hosuing	231,302	2,273,554	1,625,266	-	879,590
Academy Of Youth Limited	(53,791)	3,500	(50,285)	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Housing - Designated fund	(572,291)	-	-	(671,063)	(1,243,354)
P3 Housing - P3 Charity Capital Grants to P3 Housing (Acorn & NSAP)	142,498	(149,417)	(25,609)	-	18,690
P3 Housing-Homes England Grant - Acorn Hosue	78,425	-	-	-	78,425
P3H Capital Grants 2021-22	-	(71,887)	(38,533)	-	(33,354)
P3H Inter Company Grant from P3 Charity RSAP	-	(195,000)	(12,442)	195,000	12,442
P3H - Movement of Capital Grants from Restricted to cover depreciation	-	-	-	479,179	479,179
General Funds	6,954,469	25,204,111	23,440,003	545,649	9,264,226
Total unrestricted funds	9,379,175	25,204,111	23,440,003	1,106,198	12,249,481

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

Designated fund for all assets across the group, movement of £671,063 (£572,291 - 2021) for P3 Housing assets from General to Designated Fund.

(£149,417), (£25,609) - P3 Charity Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements. Note reversal of Prior year income recognition of £149,417

(71,887), (38,533) - Capital Grants in P3 Housing - Income and expenditure is restricted in group financial statements.

(£195,000), (£12,442) - P3 Charity RSAP Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements.

**RESTRICTED FUNDS**

**Restricted Funds Group**

	Forward £	Income £	Expenditure £	in/(out) £	Forward £
Alternative Giving - Wolverhampton	-	1,448	1,448	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	8,000	8,000	-	-
Boston Borough Council - Controlling Migration	-	2,823	2,823	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	3,948	3,948	-	-
Boston Borough Council - 2 FTE Street Outreach Worker	-	42,000	42,000	-	-
Cambridge County Council - Hoarding Project	-	25,561	23,990	-	1,571
Cheltenham Borough Council - Part Time Link Worker	-	21,881	21,881	-	-
Cheltenham Borough Homes - Additional Support Hours	-	886	886	-	-
Cheshire East Council - Care & Asylum Support	-	254,417	254,417	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	31,890	31,890	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	58,285	58,285	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Department Of Health & Social Care - Navigator Plus	-	19,644	19,644	-	-
Derbyshire County Council - Covid 19 Fund	-	613	613	-	-
Department of Work & Pensions - Kick Start Project	-	195,817	182,769	(13,048.)	-
Gloucestershire County Council - Covid 19 Relief	-	4,398	4,398	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	16,024	16,024	-	-
John Lyons Charitable Trust - School Holiday Activity Funds	-	3,600	3,600	-	-
Kensington & Chelsea Foundation - Green Shoots	-	2,400	2,400	-	-
Kensington & Chelsea Foundation - Easter Activities	-	2,450	2,450	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	15,000	15,000	-	-
Lincolnshire Partnership - Household Items	-	5,784	5,784	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	125,000	125,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Milton Keynes Community Foundation - Covid Fund	-	6,469	6,469	-	-
Nationwide Building Society - Hoarding Support	-	31,500	31,500	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	37,078	37,078	-	-
NHS Black Country & West Birmingham CCG - Crisis Beds	-	124,918	124,918	-	-
NHS Black Country & West Birmingham CCG - Hospital Patient Scheme	-	85,948	85,948	-	-
NHS Hillingdon CCG - Navigator Plus	-	201,197	201,197	-	-
NHS Milton Keynes CCG - Frequent User Project	-	166,022	166,022	-	-
NHS Wolverhampton CCG - Hospital Patient Service	-	28,375	28,375	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	30,000	30,000	-	-
North West Leicestershire Council - Support Grant	-	17,447	17,447	-	-
North West Leicestershire Council - Support worker	-	1,489	1,489	-	-
Paradigm Housing Group - Hoarding Service	-	5,984	5,984	-	-
Prestbury United Charities 2022	-	5,000	5,000	-	-
Rotary Club - Rotary District Foundation	-	997	997	-	-
Royal Borough of Kensington & Chelsea	-	940	940	-	-
Sandwell MBC - SWEP beds	-	258,420	258,420	-	-
Sandwell MBC - SWEP Admissions	-	25,200	25,200	-	-
Screwfix Foundation	-	4,945	4,945	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Property Management - Gloucester & Lincoln	-	36,000	36,000	-	-
Social & Sustainable Capital - Property Management - Wolves	-	48,000	48,000	-	-
South Derbyshire District Council - CVS Small Grant	-	1,177	1,177	-	-
South Derbyshire District Council - Emergency Mobile Phone Project	-	1,000	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,000	40,000	-	-
Stratford-on-Avon District Council - Access to Exercise	-	430	430	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022	Balance at			Transfers	Balance at
Group	1 April 2021	Income	Expenditure	in/(out) and	31 March
	£	£	£	gains	2022
				£	£
<b>Restricted Funds Group continued</b>					
Vale of Aylesbury Housing Trust	-	1,233	1,233	-	-
Warwickshire County Council - Secondment	3,200	-	3,200	-	-
Warwickshire County Council - Work Force Recruitment	-	39,513	39,513	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	664,107	50,136	(613,971)	-
West Midlands Combined Authority - Rough Sleeping Initiative	-	7,700	7,700	-	-
Westway Trust	-	1,296	1,296	-	-
Wokingham Borough Council - Infection Control	-	2,000	2,000	-	-
Wolverhampton City Council - Household Support	-	50,000	50,000	-	-
Wolverhampton City Council - In Reach Worker	-	33,751	33,751	-	-
Wolverhampton City Council - MHCLG Funding	-	20,000	20,000	-	-
Wolverhampton City Council - Work Force Grant	-	2,046	2,046	-	-
Young K&C - Christmas Holiday Play Scheme	-	5,768	5,768	-	-
Young K&C - Summer Activities Scheme	-	31,561	31,561	-	-
P3 Charity - Capital Grants To P3 Housing	51,896	0	38,051	(13,845)	-
P3H Homes England Capital Grant	53,863	170,214	20,733	(203,344)	-
P3H Gloucester CC Capital Grant Acorn	-	17,882	-	(17,882)	-
P3H Homes England Capital Grant RSAP	-	219,910	15,122	(204,788)	-
P3H West Lindsey DC Capital Grant RSAP	-	42,000	2,680	(39,320)	-
Subtotal	108,959	3,498,613	2,499,803	(1,106,198)	1,571

Transfers of £1,106,198 from restricted to unrestricted funds relates to releasing grants which have been funded to purchase fixed assets

**Restricted Funds Rugby Portobello Trust**

**Grants**

Goldman Sachs - Amplify	-	97,218	152,707	55,489	-
Goldman Sachs - Rombouts Fund	-	5,000	5,000	-	-
Goldman Sachs - Michael Daffey	-	2,398	2,398	-	-
Grove Trust	-	16,000	16,000	-	-
Greater London Authority - Young Londoners Fund	7,233	14,947	15,086	-	7,094
The Harrow Club	-	14,452	5,513	-	8,939
Hollick Family Foundation	1,579	15,000	16,579	-	-
Hollick Family Foundation	-	551	551	-	-
K&C Foundation	5,803	22,603	28,406	-	-
K&C Foundation - Magic Mums Equipment	-	8,190	8,190	-	-
Linder Foundation	-	3,901	-	-	3,901
London Community Foundaiton	-	16,838	14,115	-	2,723
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	-	6,228	3,051	-	3,177
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	35,290	34,930	70,220	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	3,624	2,644	-	980
PortmoreCharitable Trust - Magic Mums	10,000	-	10,000	-	-
Rory & Elizabeth Brooks Foundation - Football Coaches	-	2,096	2,096	-	-
Satalite Club	-	311	905	594	-
Sobell Foundation	-	14,698	14,698	-	-
West London Zone	-	3,335	3,335	-	-
Subtotal	59,905	291,410	380,584	56,083	26,814

**Fundraising**

Brain Game	602	8,031	7,205	-	1,428
Christmas Fair	39,547	61,594	35,035	-	66,106
Football Academy	20,780	2,275	23,055	-	-
Junior Club	3,318	-	2,540	-	778
London Marathon	-	17,998	2,955	-	15,043
Opera	-	2,197	-	-	2,197
Opera Holland Gala	-	60,100	-	-	8,065
Portobello Diner	331,386	362,228	84,106	(120,747)	488,761
RPT Core Services	-	43,571	43,571	-	-
Royal Borough Of Kensington & Chelsea - Afgan Response	-	3,687	3,687	-	-
RPT Youth	-	-	78,391	78,391	-
RPT Events	-	-	31,760	31,760	-
Subtotal	395,633	561,681	364,340	(10,596)	582,378

£120,747 transfer of fundraising income at the Portobello dinner event to fund other Rugby Portobello Trust Projects

**Donations**

Amazon Community Fund	-	2,000	2,000	-	-
Amplify Project	-	-	29,108	29,108	-
Batchworth Trust	-	10,000	10,000	-	-
BCA Campden	-	1,000	1,000	-	-
Blavatnik Foundation - Homework Club	-	4,535	4,535	-	-
Blavatnik Foundation - Fottball Academy	-	4,535	4,535	-	-
Childhood Trust	-	10,000	10,000	-	-
Corcoran Foundation	-	1,000	1,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Individual Donations	12,097	118,032	36,922	(90,191)	3,016
Individual Donations - Brain Game	-	243	243	-	-
Individual Donations - Christmas Fair	1,698	1,098	2,796	-	-
Individual Donations - RPT Youth	1,600	616	2,216	5,000	5,000
Individual Donations - Football Academy	-	3,500	3,500	-	-
Individual Donations - Homework Club	1,252	20,335	5,595	-	15,992
Individual Donations - London Marathon	-	38	38	-	-
Individual Donations - Magic Mums	36,168	10,473	-	-	46,641
Individual Donations - Opera	-	897	-	-	897
Individual Donations - Portobello Dinner	-	16,651	16,651	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	52	-	1,398
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	2,250	-	-
Legacy	-	45,000	-	-	-
T Lilley Memorial Trust	-	2,000	2000	-	-
Lyon Charitable Trust	-	2,663	2663	-	-
Lyon Charitable Trust - Youth	-	21,863	21863	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022

Group

Marldon - Magic Mums  
Pembroke Hall Parents Association  
Portobello Dinner Pledges  
Subtotal

Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
£	£	£	£	£
5,000	-	5,000	-	-
-	5,000	5,000	-	-
10,000	-	10,000	-	-
71,515	286,479	228,967	(56,083)	72,944

**RPT - Other Restricted Income**

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

-	1,400	1,400	-	-
-	55,029	55,029	-	-
-	10,000	10,000	-	-
-	18,566	29,162	10,596	-
-	650	650	-	-
-	240	240	-	-
-	17,465	5,217	-	12,248
-	103,350	101,698	10,596	12,248

**TOTAL Rugby Portobello Trust Restrictred Funds**

527,053	1,242,920	1,075,589	-	694,384
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**TOTAL Restricted Funds**

636,012	4,741,533	3,575,392	(1,106,198)	695,955
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Total of Funds

10,015,187	29,945,645	27,015,395	-	12,945,436
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

Designated Funds  
General Funds

Subtotal

Restricted Funds

Total of Funds

Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
2,424,706	-	-	560,549	2,985,255
6,954,469	25,204,111	23,440,003	545,649	9,264,226
9,379,175	25,204,111	23,440,003	1,106,198	12,249,481
636,012	4,741,533	3,575,392	(1,106,198)	695,955
10,015,187	29,945,644	27,015,395	-	12,945,436

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2021  
Group

	Reinstated Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Reinstated Balance at 31 March 2021 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	1,355,299	-	-	477,116	1,832,415
Fixed assets fund P3 Housing	-	-	-	572,291	572,291
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,375,299	-	-	1,049,407	2,424,706
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
P3 Housing	(32,141)	1,134,341	870,898	-	231,302
Academy Of Youth Limited	(1,322,045)	2,403,470	1,135,216	-	(53,791)
<b>GROUP ADJUSTMENTS</b>					
P3 Housing - Designated fund	-	-	-	(572,291)	(572,291)
General Funds - Inter company management charge write off	-	(156,921)	(156,921)	-	-
General Funds-P3 Housing - P3 Charity Capital Grants to P3 Housing	-	(340,583)	6,919	490,000	142,498
P3 Housing-Homes England Grant - Acorn House	-	(19,712)	(98,137)	-	78,425
General Funds Total	4,032,427	28,589,974	24,641,885	(1,026,047)	6,954,469
Total unrestricted funds	5,407,726	28,589,974	24,641,885	23,360	9,379,175

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

Designated fund for all assets across the group, movement of £572,291 for P3 Housing assets from General to Designated Fund.  
Inter company management charge write off of £156,921, shows as reduction to income in Charity and reduction to Expenditure in Academy Of Youth, off set in Group Financial Statements.  
£340,583, £6919 and £490,000 - P3 Charity Capital Grant to P3 Housing - Income and expenditure is restricted in group financial statements.  
£19,712 income adjustment and £98,137 expenditure adjustment - P3 Housing Homes England Grant for Acorn House reported as restricted fund in group financial statements

**RESTRICTED FUNDS**

**Restricted Funds Group**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Controlling Migration	5,000	79,422	84,422	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	167,621	167,621	-	-
Boston Borough Council - Move On 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 - SWEF 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	-	-
P3H Homes England Capital Grant	-	152,000	98,137	-	53,863
Subtotal	8,700	2,495,307	2,395,048	0	108,959

**Restricted Funds Grenfell**

British Red Cross - Grenfell Grants	-	74,764	74,764	-	-
Subtotal	-	74,764	74,764	-	-

**Restricted Funds Rugby Portobello Trust  
Grants**

CAMPDEN - REFERRAL	-	2,000	2,000	-	-
Dingeman Family Fund - Magic Mums	5,000	-	5,000	-	-
DM Thomas Foundation	-	300	300	-	-
Dr Mortimer & T Sackler Found	-	50,000	50,000	-	-
Dr Mortimer & T Sackler Foundation - Junior Club	-	3,000	3,000	-	-
Grenfell Tower Foundation	5,000	-	5,000	-	-
Greater London Authority - Young Londoners Fund	-	18,653	11,420	-	7,233
Grove Trust - Magic Mums	16,000	-	16,000	-	-
The Harrow Club - Summer Partnership Project	-	2,750	2,750	-	-
Hollick Family Foundation - Football Academy	5,344	-	5,344	-	-
Hollick Family Foundation - Magic Mums	15,000	-	13,421	-	1,579
John Lyons Charity	-	11,137	11,137	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2020 CONTINUED

Group

**Restricted Funds Rugby Portobello Trust**  
**Grants Cont...**

	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	-	-
Mbiil Charmbili - Amplify	5,000	-	-	-	-
Royal Borough Of Kensington & Chelsea - Covid-19 Grant	-	7,000	7,000	-	-
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	44,982	9,692	-	35,290
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	556	556	-	-
PortmoreCharitable Trusr - Magic Mums	10,000	-	-	-	10,000
Sobell Foundation	-	10,302	10,302	-	-
Subtotal	83,885	173,085	197,065	-	59,905

**Fundraising**

Brain Game	-	810	208	-	602
Christmas Fair	2,620	35,891	-	1,036	39,547
Football Academy	-	30,451	9,671	-	20,780
Junior Club	-	25,000	21,682	-	3,318
LB Climb	8,050	-	8,050	-	-
Opera Holland Gala	44,111	-	44,111	-	-
Portobello Diner	120,675	256,284	45,573	-	331,386
Portobello Diner - Football Academy	2,500	-	2,500	-	-
Portobello Diner - Youth	15,000	-	15,000	-	-
Quintessentially Poker Night	25,589	-	25,589	-	-
RPT Core Services	-	15,491	14,455	(1,036)	-
Reinstated Restricted Fundraising	-	-	-	-	-
Subtotal	218,545	363,927	186,839	-	395,633

**Donations**

Amplify Project	-	85,641	85,641	-	-
Bassett House - Homework Club	6,953	5,775	12,728	-	-
B & J Lloyd Charitable Trust	-	5,000	5,000	-	-
Camden referral	1,000	-	1,000	-	-
The Cairns charitable trust	2,000	1,000	3,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Hollick Family Foundation - Homework Club	-	2,000	2,000	-	-
Individual Donations	15,615	153,253	156,771	-	12,097
Individual Donations - Christmas Fair	-	1,698	-	-	1,698
Individual Donations - RPT Youth	-	1,600	-	-	1,600
Individual Donations - Football Academy	-	21,927	21,927	-	-
Individual Donations - Homework Club	-	3,160	1,908	-	1,252
Individual Donations - Magic Mums	-	36,168	-	-	36,168
Individual Donations - Portobello Dinner	-	6,528	6,528	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	1,300	-	1,300	-	-
Individual Pledges - Christmas Fair - Football Academy	1,970	-	1,970	-	-
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	-	-	2,250
Kilroot Foundation	5,000	-	5,000	-	-
Marldon - Magic Mums	5,000	-	0	-	5,000
Marks & Spencer	-	3,000	3,000	-	-
Portobello Dinner Pledges	-	10,000	0	-	10,000
Qattan Foundation	-	5,000	5,000	-	-
Second home	2,213	-	2,213	-	-
Sobell Foundation	25,000	-	25,000	-	-
Spinocchia Feund Donation	1,000	-	1,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Reinstated Restricted Donations	258	-	258	-	-
Subtotal	71,009	348,750	348,244	-	71,515

**TOTAL Rugby Portobello Trust 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 2021**

Arrears Payroll Accruals: 31st March 2020: £156,000 and 31st March 2019: £751,000.



PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2022  
P3 CHARITY

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,832,415	-	-	(310,514)	1,521,901
Hardship fund - Staff				100,000	100,000
Hardship fund - People We Work Alongside				100,000	100,000
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,852,415	-	-	(110,514)	1,741,901

**GENERAL FUNDS**

People Potential Possibilities	7,128,326	23,343,360	21,941,606	542,533	9,072,613
General Funds	7,128,326	23,343,360	21,941,606	542,533	9,072,613
Total unrestricted funds	8,980,741	23,343,360	21,941,606	432,019	10,814,514

**RESTRICTED FUNDS**

Restricted Funds P3 Charity

	Brought Forward	Income	Expenditure	Transfers in/(out)	Carried Forward
	£	£	£	£	£
Alternative Giving - Wolverhampton	-	1,448	1,448	-	-
Amber Valley Borough Council - Complex Needs Housing Management - Property Costs	-	8,000	8,000	-	-
Boston Borough Council - Controlling Migration	-	2,823	2,823	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	3,948	3,948	-	-
Boston Borough Council - 2 FTE Street Outreach Worker	-	42,000	42,000	-	-
Cambridge County Council - Hoarding Project	-	25,561	23,990	-	1,571
Cheltenham Borough Council - Part Time Link Worker	-	21,881	21,881	-	-
Cheltenham Borough Homes - Additional Support Hours	-	886	886	-	-
Cheshire East Council - Care & Asylum Support	-	254,417	254,417	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	31,890	31,890	-	-
Chesterfield Borough Council - 3 Keeping Everyone In Navigator Posts & Personalisation	-	58,285	58,285	-	-
Chesterfield Borough Council - Keeping Everyone In Prison Navigator Post & Personalisation	-	19,644	19,644	-	-
Department Of Health & Social Care - Navigator Plus	-	56,486	56,486	-	-
Derbyshire County Council - Covid 19 Fund	-	613	613	-	-
Derpartment of Work & Pensions - Kick Start Project	-	195,817	182,769	(13,048)	-
Gloucestershire County Council - Covid 19 Relief	-	4,398	4,398	-	-
Hyde Charitable Trust - Tenancy Sustainment Support	-	16,024	16,024	-	-
John Lyons Charitable Trust - School Holiday Activity Funds	-	3,600	3,600	-	-
Kensington & Chelsea Foundation - Green Shoots	-	2,400	2,400	-	-
Kensington & Chelsea Foundation - Easter Activities	-	2,450	2,450	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	15,000	15,000	-	-
Lincolnshire Partnership - Household Items	-	5,784	5,784	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	125,000	125,000	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Milton Keynes Community Foundation - Covid Fund	-	6,469	6,469	-	-
Nationwide Building Society - Hoarding Support	-	31,500	31,500	-	-
Nationwide Building Society - Tenancy Sustainment Worker	-	37,078	37,078	-	-
NHS Black Country & West Birmingham CCG - Crisis Beds	-	124,918	124,918	-	-
NHS Black Country & West Birmingham CCG - Hospital Patient Scheme	-	85,948	85,948	-	-
NHS Hillingdon CCG - Navigator Plus	-	201,197	201,197	-	-
NHS Milton Keynes CCG - Frequent User Project	-	166,022	166,022	-	-
NHS Wolverhampton CCG - Hospital Patient Service	-	28,375	28,375	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	30,000	30,000	-	-
North West Leicestershire Council - Support Grant	-	17,447	17,447	-	-
North West Leicestershire Council - Support worker	-	1,489	1,489	-	-
Paradigm Housing Group - Hoarding Service	-	5,984	5,984	-	-
Prestbury United Charities 2022	-	5,000	5,000	-	-
Rotary Club - Rotary District Foundation	-	997	997	-	-
Royal Borough of Kensington & Chelsea	-	940	940	-	-
Sandwell MBC - SWEF beds	-	258,420	258,420	-	-
Sandwell MBC - SWEF Admissions	-	25,200	25,200	-	-
Screwfix Foundation	-	4,945	4,945	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Gloucester & Lincoln Legal Costs	-	10,000	10,000	-	-
Social & Sustainable Capital - Property Management - Gloucester & Lincoln	-	36,000	36,000	-	-
Social & Sustainable Capital - Property Management - Wolves	-	48,000	48,000	-	-
South Derbyshire District Council - CVS Small Grant	-	1,177	1,177	-	-
South Derbyshire District Council - Emergency Mobile Phone Project	-	1,000	1,000	-	-
South Derbyshire District Council - Mental Health Officer	-	40,000	40,000	-	-
Stratford-on-Avon District Council - Access to Exercise	-	430	430	-	-
Vale of Aylesbury Housing Trust	-	1,233	1,233	-	-
Warwickshire County Council - Street Outreach Workers	3,200	-	3,200	-	-
Warwickshire County Council - Work Force Recruitment	-	39,513	39,513	-	-
West Lindsey District Council - Gainsborough Valuable Housing Project	-	664,107	50,136	(613,971)	-
West Midlands Combined Authority - Rough Sleeping Initiative	-	7,700	7,700	-	-
Westway Trust	-	1,296	1,296	-	-
Wokingham Borough Council - Infection Control	-	2,000	2,000	-	-
Wolverhampton City Council - Household Support	-	50,000	50,000	-	-
Wolverhampton City Council - In Reach Worker	-	33,751	33,751	-	-
Wolverhampton City Council - MHCLG Funding	-	20,000	20,000	-	-
Wolverhampton City Council - Work Force Grant	-	2,046	2,046	-	-
Young K&C - Christmas Holiday Play Scheme	-	5,768	5,768	-	-
Young K&C - Summer Activities Scheme	-	31,561	31,561	-	-
P3 Charity - Capital Grants To P3 Housing	-	-	195,000	195,000	-
Subtotal	3,200	3,048,607	2,618,217	(432,019)	1,571

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

	Balance at 1 April 2021	Income	Expenditure	Transfers in/(out) and Investment gains	Balance at 31 March 2022
	£	£	£	£	£
<b>RESTRICTED FUNDS CONTINUED</b>					
<b><u>Restricted Funds Rugby Portobello Trust</u></b>					
<b><u>Grants</u></b>					
Goldman Sachs - Amplify	-	97,218	152,707	55,489	-
Goldman Sachs - Rombouts Fund	-	5,000	5,000	-	-
Goldman Sachs - Michael Daffey	-	2,398	2,398	-	-
Grove Trust	-	16,000	16,000	-	-
Greater London Authority - Young Londoners Fund	7,233	14,947	15,086	-	7,094
The Harrow Club	-	14,452	5,513	-	8,939
Hollick Family Foundation	1,579	15,000	16,579	-	-
Hollick Family Foundation	-	551	551	-	-
K&C Foundation	5,803	22,603	28,406	-	-
K&C Foundation - Magic Mums Equipment	-	8,190	8,190	-	-
Linder Foundation	-	3,901	-	-	3,901
London Community Foundation	-	16,838	14,115	-	2,723
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	-	6,228	3,051	-	3,177
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	35,290	34,930	70,220	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	3,624	2,644	-	980
PortmoreCharitable Trust - Magic Mums	10,000	-	10,000	-	-
Rory & Elizabeth Brooks Foundation - Football Coaches	-	2,096	2,096	-	-
Satalite Club	-	311	905	594	-
Sobell Foundation	-	14,698	14,698	-	-
West London Zone	-	3,335	3,335	-	-
Subtotal	59,905	291,410	380,584	56,083	26,814
<b><u>Fundraising</u></b>					
Brain Game	602	8,031	7,205	-	1,428
Christmas Fair	39,547	61,594	35,035	-	66,106
Football Academy	20,780	2,275	23,055	-	-
Junior Club	3,318	-	2,540	-	778
London Marathon	-	17,998	2,955	-	15,043
Opera	-	2,197	-	-	2,197
Opera Holland Gala	-	60,100	52,035	-	8,065
Portobello Diner	331,386	362,228	84,106	(120,747)	488,761
RPT Core Services	-	43,571	43,571	-	-
Royal Borough Of Kensington & Chelsea - Afgan Response	-	3,687	3,687	-	-
RPT Youth	-	-	78,391	78,391	-
RPT Events	-	-	31,760	31,760	-
Subtotal	395,633	561,681	364,340	(10,596)	582,378
<b><u>Donations</u></b>					
Amazon Community Fund	-	2,000	2,000	-	-
Amplify Project	-	-	29,108	29,108	-
Batchworth Trust	-	10,000	10,000	-	-
BCA Campden	-	1,000	1,000	-	-
Blavatnik Foundation - Homework Club	-	4,535	4,535	-	-
Blavatnik Foundation - Fottball Academy	-	4,535	4,535	-	-
Childhood Trust	-	10,000	10,000	-	-
Corcoran Foundation	-	1,000	1,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Individual Donations	12,097	118,032	36,922	(90,191)	3,016
Individual Donations - Brain Game	-	243	243	-	-
Individual Donations - Christmas Fair	1,698	1,098	2,796	-	-
Individual Donations - RPT Youth	1,600	616	2,216	5,000	5,000
Individual Donations - Football Academy	-	3,500	3,500	-	-
Individual Donations - Homework Club	1,252	20,335	5,595	-	15,992
Individual Donations - London Marathon	-	38	38	-	0
Individual Donations - Magic Mums	36,168	10,473	-	-	46,641
Individual Donations - Opera	-	897	-	-	897
Individual Donations - Portobello Dinner	-	16,651	16,651	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	52	-	1,398
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	2,250	-	-
Legacy	-	45,000	-	-	-
T Lilley Memorial Trust	-	2,000	2000	-	-
Lyon Charitable Trust	-	2,663	2663	-	-
Lyon Charitable Trust - Youth	-	21,863	21863	-	-
Marldon - Magic Mums	5,000	-	5000	-	-
Pembridge Hall Parents Association	-	5,000	5000	-	-
Portobello Dinner Pledges	10,000	-	10,000	-	-
Subtotal	71,515	286,479	228,967	(56,083)	72,944
<b><u>RPT - Other Restricted Income</u></b>					
Room Hire	-	1,400	1,400	-	-
Room Hire	-	55,029	55,029	-	-
Room Hire	-	10,000	10,000	-	-
Play Sessions	-	18,566	29,162	10,596	-
Play Sessions	-	650	650	-	-
Other Income	-	240	240	-	-
West London Zone - Man Cave	-	17,465	5,217	-	12,248
	-	103,350	101,698	10,596	12,248
<b>TOTAL Rugby Portobello Trust Restriced Funds</b>					
	527,053	1,242,920	1,075,589	-	694,384
<b>TOTAL Restricted Funds</b>					
	530,253	4,291,527	3,693,806	(432,019)	695,955
Total of Funds	9,510,994	27,634,887	25,635,412	-	11,510,469

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

SUMMARY OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,852,415	-	-	(110,514)	1,741,901
General Funds	7,128,326	23,343,360	21,941,606	542,533	9,072,613
Subtotal	8,980,741	23,343,360	21,941,606	432,019	10,814,514
Restricted Funds	530,253	4,291,527	3,693,806	(432,019)	695,955
Total of Funds	9,510,994	27,634,887	25,635,412	-	11,510,469

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2021  
P3 CHARITY

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/(out) and Investment gains £	Balance at 31 March 2021 £
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	1,355,299	-	-	477,116	1,832,415
St Marys Bay	20,000	-	-	-	20,000
Subtotal	1,375,299	-	-	477,116	1,852,415

<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
General Funds	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
Total unrestricted funds	6,761,912	25,569,379	22,883,910	(466,640)	8,980,741

**RESTRICTED FUNDS**

**Restricted Funds P3 Charity**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Boston Borough Council - Controlling Migration	5,000	79,422	84,422	-	-
Boston Borough Council - Rough Sleeper Initiative (MHCLG)	-	167,621	167,621	-	-
Boston Borough Council - Move On Accomodation	-	12,000	12,000	-	-
Boston Borough Council - 1 FTE Street Outreach Worker	-	10,000	10,000	-	-
Cambridge County Council - Hoarding Project	-	14,100	14,100	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	9,945	9,945	-	-
Department Of Health & Social Care - Health & Wellbeing Fund	-	92,010	92,010	-	-
Department Of Health & Social Care - Navigator Plus	-	140,066	140,066	-	-
Derbyshire Healthcare Foundation Trust	-	63,844	63,844	-	-
Derbyshire Police & Crime Commision	-	165,692	165,692	-	-
East Lindsey District Council - MHCLG Outreach & engagement Navigator	-	29,957	29,957	-	-
Hillingdon Council - I like to move it project	-	1,050	1,050	-	-
Huntingdon District Council - MHCLG-Rapid Rehousing Project - Outreach Workers	-	56,875	56,875	-	-
Lincoln City Council - Rough Sleeper Initiative - 1 Worker	-	30,000	30,000	-	-
Lincolnshire Partnership - Intensive Housing Officer	-	11,735	11,735	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Advice & Housing	-	77,637	77,637	-	-
London Borough of Hillingdon - Corporate Grant	-	42,000	42,000	-	-
Nationwide Building Society - Community Foundation	-	26,061	26,061	-	-
Nationwide Building Society - Hoarding Support	-	18,475	18,475	-	-
NHS Hillingdon CCG - Navigator Plus	-	140,066	140,066	-	-
NHS Milton Keynes CCG - Frequent User Project	-	99,000	99,000	-	-
NHS Milton Keynes CCG - Winter Pressures Fund	-	28,000	28,000	-	-
NHS Sandwell & West Birmingham CCG	-	125,157	125,157	-	-
NHS 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**

<b>Grants</b>					
CAMPDEN - REFERRAL	-	2,000	2,000	-	-
Dingeman Family Fund - Magic Mums	5,000	-	5,000	-	-
DM Thomas Foundation	-	300	300	-	-
Dr Mortimer & T Sackler Found	-	50,000	50,000	-	-
Dr Mortimer & T Sackler Foundation - Junior Club	-	3,000	3,000	-	-
Grenfell Tower Foundation	5,000	-	5,000	-	-
Greater London Authority - Young Londoners Fund	-	18,653	11,420	-	7,233
Grove Trust - Magic Mums	16,000	-	16,000	-	-
The Harrow Club - Summer Partnership Project	-	2,750	2,750	-	-
Hollick Family Foundation - Football Academy	5,344	-	5,344	-	-
Hollick Family Foundation - Magic Mums	15,000	-	13,421	-	1,579
John Lyons Charity	-	11,137	11,137	-	-
K&C Foundation - Youth	-	7,397	1,594	-	5,803
K&C Foundation	-	5,918	5,918	-	-

PEOPLE POTENTIAL POSSIBILITIES

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2022

17 STATEMENT OF FUNDS 2021 Continued  
P3 CHARITY

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

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Kensington & Chelsea Foundation - Youth Grant	22,541	-	22,541	-	-
Mbilil Charnbili - Amplify	5,000	-	5,000	-	-
Royal Borough Of Kensington & Chelsea - Covid-19 Grant	-	7,000	7,000	-	-
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	44,982	9,692	-	35,290
Royal Borough Of Kensington & Chelsea - Out Of School Learning	-	9,090	9,090	-	-
Royal Borough Of Kensington & Chelsea - Safer Neighbourhood Programme	-	556	556	-	-
PortmoreCharitable Trusr - Magic Mums	10,000	-	-	-	10,000
Sobell Foundation	-	10,302	10,302	-	0
Subtotal	83,885	173,085	197,065	-	59,905

**Fundraising**

Brain Game	-	810	208	-	602
Christmas Fair	2,620	35,891	-	1,036	39,547
Football Academy	-	30,451	9,671	-	20,780
Junior Club	-	25,000	21,682	-	3,318
LB Climb	8,050	-	8,050	-	-
Opera Holland Gala	44,111	-	44,111	-	-
Portobello Diner	120,675	256,284	45,573	-	331,386
Portobello Diner - Football Academy	2,500	-	2,500	-	-
Portobello Diner - Youth	15,000	-	15,000	-	-
Quintessentially Poker Night	25,589	-	25,589	-	-
RPT Core Services	-	15,491	14,455	(1,036)	-
Reinstated Restricted Fundraising	-	-	-	-	-
Subtotal	218,545	363,927	186,839	-	395,633

**Donations**

Amplify Project	-	85,641	85,641	-	-
Bassett House - Homework Club	6,953	5,775	12,728	-	-
B & J Lloyd Charitable Trust	-	5,000	5,000	-	-
Campden referral	1,000	-	1,000	-	-
The Cairns charitable trust	2,000	1,000	3,000	-	-
Hollick Family Foundation - Football Academy	-	5,000	5,000	-	-
Hollick Family Foundation - Homework Club	-	2,000	2,000	-	-
Individual Donations	15,615	153,253	156,771	-	12,097
Individual Donations - Christmas Fair	-	1,698	-	-	1,698
Individual Donations - RPT Youth	-	1,600	-	-	1,600
Individual Donations - Football Academy	-	21,927	21,927	-	-
Individual Donations - Homework Club	-	3,160	1,908	-	1,252
Individual Donations - Magic Mums	-	36,168	-	-	36,168
Individual Donations - Portobello Dinner	-	6,528	6,528	-	-
Individual Pledges - Christmas Fair - Magic Mums	1,450	-	-	-	1,450
Individual Pledges - Christmas Fair - Homework Club	1,300	-	1,300	-	-
Individual Pledges - Christmas Fair - Football Academy	1,970	-	1,970	-	-
Individual Pledges - Christmas Fair - Forest Camp	2,250	-	-	-	2,250
Kilroot Foundation	5,000	-	5,000	-	-
Marldon - Magic Mums	5,000	-	-	-	5,000
Marks & Spencer	-	3,000	3,000	-	-
Portobello Dinner Pledges	-	10,000	-	-	10,000
Qattan Foundation	-	5,000	5,000	-	-
Second home	2,213	-	2,213	-	-
Sobell Foundation	25,000	-	25,000	-	-
Spinocchia Feund Donation	1,000	-	1,000	-	-
T Lilley Memorial Trust	-	2,000	2,000	-	-
Reinstated Restricted Donations	258	-	258	-	-
Subtotal	71,009	348,750	348,244	-	71,515

**TOTAL Rugby Portobello Trust Restriced Funds**

373,439	885,762	732,148	-	527,053
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**TOTAL Restricted Funds**

382,139	2,768,856	3,110,742	490,000	530,253
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**Total of Funds**

7,144,051	28,338,235	25,994,652	23,360	9,510,994
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The purpose for each of the individual restricted funds are as stated above.

**SUMMARY OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers in/(out) £	Carried Forward £
Designated Funds	1,375,299	-	-	477,116	1,852,415
General Funds	5,386,613	25,569,379	22,883,910	(943,756)	7,128,326
Subtotal	6,761,912	25,569,379	22,883,910	(466,640)	8,980,741
Restricted Funds	382,139	2,768,856	3,110,742	490,000	530,253
Total of Funds	7,144,051	28,338,235	25,994,652	23,360	9,510,994

**Reinstatements**

Arrears Payroll Accruals of 2020: £156,000 and 2019: £751,000.

# PEOPLE POTENTIAL POSSIBILITIES

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### FOR THE YEAR ENDED 31 MARCH 2022

#### 18 Analysis of net assets between funds (Group)

	Restricted funds	Designated funds	General funds	Total 2022	2021 - Reinstated
Tangible fixed assets	-	2,765,255	6,822,839	9,588,094	5,487,323
Investments	-	-	-	-	-
Net current assets	695,955	20,000	9,351,443	10,067,398	7,456,529
Creditors due in more than one year	-	-	(6,710,056)	(6,710,056)	(2,928,665)
	695,955	2,785,255	9,464,226	12,945,436	10,015,187

#### Analysis of net assets between funds Year End March 2021 Comparative (Group)

	Restricted funds	Designated funds	General funds	Total 2021 - Reinstated
Tangible fixed assets	-	2,424,706	3,062,617	5,487,323
Net current assets	180,465	-	7,276,064	7,456,529
Creditors due in more than one year	-	-	(2,928,665)	(2,928,665)
	180,465	2,424,706	7,410,016	10,015,187

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

	Restricted funds	Designated funds	General funds	Total 2022	2021
Tangible fixed assets	-	1,521,901	6,822,839	8,344,740	4,914,170
Investments	-	-	-	-	-
Net current assets	695,955	20,000	9,159,830	9,875,785	7,525,489
Creditors due in more than one year	-	-	(6,710,056)	(6,710,056)	(2,928,665)
	695,955	1,541,901	9,272,613	11,510,469	9,510,994

#### Analysis of net assets between funds Year End March 2021 Comparative (Group)

	Restricted funds	Designated funds	General funds	Total 2021 - Reinstated
Tangible fixed assets	-	1,852,415	3,061,755	4,914,170
Net current assets	3,200	-	7,522,289	7,525,489
Creditors due in more than one year	-	-	(2,928,665)	(2,928,665)
	3,200	1,852,415	7,655,379	9,510,994

#### 20 CHARITY OPERATING LEASE COMMITMENTS

At 31 March 2022 the company had annual commitments under non-cancellable operating leases as follows:

	Land and Buildings		Other	
	2022	2021	2022	2021
	£	£	£	£
<b>Expiry Date</b>				
Within 1 year	1,209,674	1,325,307	438,747	461,596
Between 1 and 5 years	2,228,774	2,715,482	405,632	490,667
After more than 5 years	1,002,832	1,492,239	-	-
	4,441,280	5,533,028	844,379	952,263

**21 Related Parties****2022****2021**

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	241,946	400,006
Overheads	482,531	176,811
Salaries	164,190	159,432
Audit Fee	-	8,809
	<u>888,667</u>	<u>745,058</u>

At Year End P3 Housing owed P3 Charity	116,712	136,023
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P3 Housing Charged Rent to the Parent Company, P3 Charity	1,397,558	774,046
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P3 Housing Received a Capital Grant from the Parent Company P3 Charity	195,000	490,000
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At Year End The Parent Company owed P3 Housing	116,712	64,874
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**Inter Company Balances**

(Owed from Parent to P3 Housing) / Owed to Parent Company from P3 Housing	-	71,149
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**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
Travel & Subsistence	-	3,463
Vehicle Lease Costs	-	-
Publicity Costs	-	-
Software Licence Costs	-	833
Staff Welfare	-	2,718
Health & Safety Equipment	-	3,761
Legal & Professional	(3,900)	12,826
Overheads	(658)	3,495
	<u>(4,558)</u>	<u>79,286</u>

At Year End Academy Of Youth Limited owed P3 Charity	-	54,758
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Academy Of Youth Received a Grant from the Parent Company P3 Charity	3,500	-
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**Inter Company Balances**

(Owed from Parent to Academy Of Youth Limited) / Owed to Parent Company from Academy Of Youth	-	54,758
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Total (Owed from Parent to Subsidiary Companies) / Owed to Parent from Subsidiary Companies	-	125,907
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During the year no trustees received any remunerations (2021 - Nil)

During the year no trustees received any benefits in kind (2021 - Nil)

During the year 1 trustees were reimbursed travel expenses amounting to £601 (2021 - 1 Trustee - £80)

Register of interest are reported at each Board Meeting

**22 Post Balance Sheet Events**

30 June 2022 - £1,400,000 - P3 Charity purchased Laurens Gate in Wolverhampton to upgrade the standard of our accommodation in Wolverhampton. We will be vacating a leased property and moving our people into this apartment building.

23 PENSION COMMITMENTS

**Pension Commitments - People Potential Possibilities**  
The charity operates a defined contribution pension scheme. It has no obligations other than the contributions payable in year.