



## **P3 Charity Group**

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

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

Company number 02495423

Charity number 703163

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

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

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

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

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

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

#### *Staying True to Our Purpose*

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

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

#### *Governing in Challenging Times*

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

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



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

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

### *Investing in the Future*

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

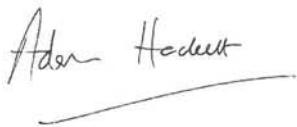
We have welcomed new services in Rotherham and Wolverhampton: clear evidence of our reputation for delivering high-quality, person-centred support. We have grown without overstretching, strengthened our financial position and built a stronger, smarter, more sustainable charity.

### *A Final Word*

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

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

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



**Adam Hackett**

P3 Charity, Chair of Trustees

## About P3

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

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

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

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

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

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

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

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

*-Sister of someone supported by P3 in Derbyshire*

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



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

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

## **Our Year**

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

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

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

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

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

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

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

*-Someone supported by P3 in Gloucestershire*

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

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

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

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

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

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

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

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



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

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

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

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

## **New Services**

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

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

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

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



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

## **Organisational Growth**

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

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

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

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

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

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

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

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

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

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

*\*Name changed to protect privacy*

## Structure, Governance and Management

### Constitution

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

### Method of Appointment or Election of Trustees

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

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

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

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

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



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

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

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

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

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

##### Members:

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

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

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

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

### Members:

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

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

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

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



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

#### Members:

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

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

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

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

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

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

##### Members:

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

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

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

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

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

##### Members:

- Dorothy Lane (Chair)

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

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

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

## **Objectives and Activities**

### **Mission**

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

### **Objectives**

The objectives of P3 are:

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

### **Strategies for Achieving Objectives**

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

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

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

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

Our impact priorities are:

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

Our impact enabling priorities are:

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

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

### **Activities for Achieving Objectives**

Current activities include:

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



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

## **Public Benefit**

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

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

## **Strategic Report**

### **Achievements and Performances**

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

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



## Our Impact Priorities

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

*Objective 7: We will work with transparency:*

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

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

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



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

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

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

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

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

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

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

## Viability Statement

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

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

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

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

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

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

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

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



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

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

## Reserves Policy

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

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

Designated reserves are held by the Charity that represent the net book value of the tangible fixed assets after deducting loans in respect of freehold properties.

Designated reserves that have been used to meet a specific liability would not need to be replenished, having served the purpose for which they were originally established.

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



## Financial Review

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

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

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

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

## Future Developments

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

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

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

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

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

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

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

## **Risk Management and Mitigation**

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

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

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



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

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

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

## Key Management Personnel

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

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

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

## **Statement of Trustees' Responsibilities**

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

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

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

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

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

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



## **Charities Governance Code**

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

## **Serious Incident Reporting**

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

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

These incidents are all closed with the Charity Commission.

## **Fundraising Standards**

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

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

Charities Act 2011 Section 162A:

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

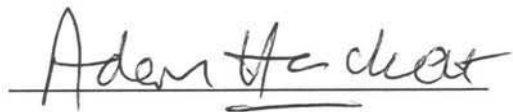
- e) P3 has adopted principals of GDPR legislation and has safeguarding policies to protect the data of vulnerable people and other members of the public from:
- Unreasonable intrusion on a person's privacy.
  - Unreasonable persistent approaches for the purpose of soliciting or otherwise procuring money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

### **Auditors**

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

### **Approval**

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

A handwritten signature in black ink, appearing to read 'Adam Hackett', written over a horizontal line.

**Adam Hackett**

**Chair of Trustees**

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

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

We have audited the financial statements of People Potential Possibilities (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

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

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

We have nothing to report in this regard.

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

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

- the information given in the trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.



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

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

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

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

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

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

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

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

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

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

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

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

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

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

### Use of our report

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



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

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

Date: 29 October 2025

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

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

All of the above results are derived from continuing activities.

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

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

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



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

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

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

  
Adam Hackett  
Chair of Trustees

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

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

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

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

  
Adam Hackett  
Chair of Trustees

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

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

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

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

## **Accounting Policies**

### **Statement of Compliance**

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

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

### **Basis of Consolidation**

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

### **Income**

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

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

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

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



## **Expenditure**

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

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

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

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

## **Company Status**

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

## **Fund Accounting**

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

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

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

### Capital Grants

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

### Tangible Fixed Assets and Depreciation

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

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

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

### Investment Assets

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

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

### Leasing and Hire Purchase

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

### Pensions

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

## **VAT**

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

## **Financial instruments**

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

## **Debtors**

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

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

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

## **Creditors**

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

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

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

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

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

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



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

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

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Funds 2025 £	Funds 2024 £
Donations	522,695	55,578	578,273	518,637
Donations 2024 Comparative	511,719	6,918	518,637	

<b>3 Other Trading Activities</b>	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Funds 2025 £	Funds 2024 £
Fundraising events	403,443	14,816	418,259	440,428
Hire income	71,269	-	71,269	65,959
Rental income	-	15,193	15,193	22,507
Other Income - Reimbursement Of Security	-	42,508	42,508	-
Other Income-Contribution To Redundancy	24,626	-	24,626	-
Other Income-Damages	-	75,083	75,083	-
Other Income-Hotels	-	15,874	15,874	-
Other Income-Housing Costs	-	1,305	1,305	-
	499,338	164,779	664,117	528,894

<b>4 SOCIAL INCLUSION</b>	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Funds 2025 £	Funds 2024 £
Grant Income/SLA	473,446	406,282	879,728	1,519,711
Supporting People/Housing Benefit	638,305	31,511,911	32,150,216	29,193,205
Play Session Income	29,533	422,311	451,844	317,536
Tenant Charges	-	987,918	987,918	918,926
Personalisation budgets	-	839,815	839,815	769,676
Sandwell NHS Trust Income	136,138	-	136,138	130,233
NHS Trust Income	574,219	1,438,570	2,012,789	1,612,759
NHS Trust Income Personalisation	-	1,000	1,000	10,188
Rugby Portobello Trust Grants	223,369	-	223,369	227,531
Hoarding Services	-	27,430	27,430	1,972
Capital Grants	20,309	-	20,309	453,122
	£ 2,095,319	£ 35,635,237	£ 37,730,556	£ 35,154,859

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

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

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

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

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

**6 NET MOVEMENT IN FUNDS**

This is stated after charging:

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

## 7 P3 GROUP STAFF COSTS AND NUMBERS

Staff costs were as follows:

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

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

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

The number of higher paid employees for the Charity was:

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

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

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

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

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



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

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

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

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

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

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

10 GOVERNANCE

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

11 TANGIBLE FIXED ASSETS GROUP

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

11a TANGIBLE FIXED ASSETS CHARITY

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

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

## 12 SUBSIDIARY UNDERTAKINGS

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

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

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

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

## 13 DEBTORS

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

## 14 CREDITORS:

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

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



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

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

16 CREDITORS:

Amounts falling due after more than one year

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

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

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

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

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

# People Potential Possibilities

## Notes Forming Part of the Financial Statement

### For the year ended 31 March 2025

#### 17 STATEMENT OF FUNDS 2025

##### P3 Group

#### UNRESTRICTED FUNDS:

##### DESIGNATED FUNDS

Fixed assets fund People Potential Possibilities  
Fixed assets fund P3 Housing  
Hardship fund - Staff  
Hardship fund - People We Work Alongside  
St Marys Bay

##### Subtotal

##### GENERAL FUNDS

People Potential Possibilities  
P3 Housing  
Academy Of Youth Limited

##### GROUP ADJUSTMENTS

P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing  
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support

P3 Housing - Designated fund

P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity  
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support  
P3 Housing Capital Projects

##### General Funds

##### Total unrestricted funds

#### RESTRICTED FUNDS

##### P3H Capital Projects

P3 Housing - Homes England Grant - Acorn House

P3 Housing - Homes England Grant - NSAP

P3 Housing - Homes England Grant - RSAP

P3 Housing WLDC Capital Grant - RSAP

P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds

Total Capital Adjustments - P3 Housing

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

#### Restricted Funds P3 Charity

Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service  
Black Country Healthcare NHS Foundation Trust-WM Hospital Discharge Black Country  
Cheshire East Council - Care & Asylum Support  
Chesterfield Borough Council-Mental Health Homelessness Prevention  
Department of Health & Social Care-Children and Young People Mental Health Early Intervention Hubs  
Erewash Voluntary Action - CVS-Mental Health Small Grants Scheme  
Hyde Charitable Trust-P3 Tenancy Sustainment Support Project Hyde  
John Lyon's Charity-SHAF - RPT Summer 2024  
Leicester City Council-Leicester Community Engagement Grant  
Lidl Toy Bank Grant-Neighbourly Fund  
Lincolnshire Partnership NHS Foundation Trust.-Provision of Assisted Accommodation with Housing Related Support Service  
Macclesfield Town Council-Grant  
Milton Keynes City Council-MHCLG Rough Sleeper Winter Pressures Grant  
Milton Keynes Community Foundation Grant  
NHS North West London ICB-Emotional Health Wellbeing Early Intervention Services for Children and Young People  
NHS North West London ICB-Hillingdon Wellbeing Service  
North East Derbyshire District Council.-Derbyshire Winter Provision 2025  
North East Derbyshire District Council.-Homelessness Prevention  
Nottinghamshire County Council-Young Parents Accommodation and Support Service  
Paradigm Housing Group-Buckinghamshire Hoarding Service  
Prestbury United Charities Grant  
Rotherham MBC-Homelessness Resettlement Service  
Sandwell MBC - Housing Related Support  
Sandwell MBC - SWEF Admissions  
Small Grants For People We Work Alongside  
Social & Sustainable Capital - Gainsborough  
Social & Sustainable Capital - Gloucester & Lincoln  
Social & Sustainable Capital - Gloucester & Lincoln Sidecar  
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Property manager  
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Set Up Costs  
Social & Sustainable Capital - Wolves  
Social & Sustainable Capital - Wolves Legal Costs  
South Derbyshire DC-Homelessness Prevention Service  
Stoke City Council - Household Support Fund 2024  
Stoke City Council - Winter Food & Essential Supplies Fund 23/24  
Wanwick District Council-Rough Sleepers Initiative  
Wanwickshire county council-Household support fund  
Wanwickshire county council-Household Support Grant Nov 24  
West Midlands Combined Authority-Rough Sleeper Initiative 2024/2025  
West Midlands Combined Authority-Rough Sleeping Initiative 2023-24  
Wolverhampton City Council-Adult Social Care Discharge Fund  
Wolverhampton City Council-Generic Housing and Preventative Floating Support Service  
Wolverhampton City Council-Sandwell Mental Health Crisis Beds / Hospital Patient Service  
Wolverhampton City Council-Sandwell SWEF provision  
Wolverhampton City Council-Wolverhampton Tuberculosis Enhanced Housing and Support Service  
Young K&C-RBKC - HAF  
Zendesk UK Ltd-Zendesk - Tech for Good Impact Award  
Subtotal

Balance at 1 April 2024	Income	Expenditure	Transfers in(out) and Investment gains	Balance at 31 March 2025
£	£	£	£	£
8,050,626	-	-	430,080	8,480,706
1,441,825	-	-	14,626	1,456,451
86,345	-	4,900	-	81,445
99,197	-	-	-	99,197
20,000	-	-	-	20,000
9,697,993	-	4,900	444,706	10,137,799
4,273,575	30,554,935	29,789,951	(369,608)	4,668,951
1,085,195	5,742,562	5,329,609	-	1,498,148
(6)	-	-	-	(6)
(364,845)	-	-	-	(364,845)
(527,871)	(274,825)	-	-	(802,696)
(1,441,827)	-	-	(14,626)	(1,456,453)
364,845	-	-	-	364,845
527,871	-	(274,825)	-	802,696
-	(20,184)	-	20,184	-
3,916,937	36,002,488	34,844,735	(364,050)	4,710,640
13,614,930	36,002,488	34,849,635	80,656	14,848,439

Brought Forward	Income	Expenditure	Transfers in(out)	Carried Forward
£	£	£	£	£
76,701	-	-	(10,804)	65,897
187,620	-	-	(3,031)	184,589
199,036	-	-	(2,654)	196,382
38,302	-	-	(796)	37,506
183,229	-	-	(2,899)	180,330
684,888	-	-	(20,184)	664,704

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

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

17 STATEMENT OF FUNDS 2025  
P3 Group Continued

**P3C Restricted Donations**

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

**P3C Fundraising**

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

**P3C - Other Restricted Income**

St Basils-Contribution to Redundancy	-	5,727	5,727	-	-
Together for Mental Wellbeing-Contribution to Redundancy	-	18,699	18,699	-	-
	-	24,626	24,626	-	-

**Restricted Funds Rugby Portobello Trust**

<b>Grants</b>					
Apple - Beats Project	217	22,832	22,935	-	114
Child Hood Trust - Champions For Children	-	13,728	13,728	-	-
Childhood Trust - Summer 2024	-	9,986	9,986	-	-
Childhood Trust - Winter 2024	-	2,959	2,959	-	-
Greater London Authority - Young Londoners Fund	6,715	-	6,715	-	-
Grove Trust-RPT Future Ready	-	13,658	1,279	-	12,379
Harrow Club-NKYC Project	-	5,200	5,200	-	-
Harrow Club-RPT 140th Community Event	-	2,500	2,500	-	-
Julia & Hans Rausing Trust	-	3,699	3,699	-	-
Kensington & Chelsea Foundation-Reducing Educational Inequalities	-	9,981	9,981	-	-
Lightbulb Trust	7,281	26,144	7,066	-	26,359
Linder Foundation - Man cave	7,311	13,637	17,540	-	3,408
London Community Foundation	4,651	-	4,651	-	-
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,381	16,806	10,110	-	10,077
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	215	9,635	9,850	-	-
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	7,524	7,524	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	1,831	-	123	-	1,708
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	3,126	1,910	-	1,216
Royal Borough Of Kensington & Chelsea-Future Neighbourhoods Fund - Phase 2	-	16,000	16,000	-	-
Satellite Club	64	2,416	385	-	2,095
West London Zone	-	6,480	3,408	-	3,072
Subtotal	31,666	223,369	194,607	-	60,426

**Fundraising**

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

**Donations**

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

**RPT - Other Restricted Income**

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

**TOTAL Rugby Portobello Trust Restriced Funds**

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

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

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

**SUMMARY OF FUNDS**

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

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

17 STATEMENT OF FUNDS 2024  
P3 Group

	Balance at 1 April 2024	Income	Expenditure	Transfers In/(out) and Investment gains	Balance at 31 March 2024
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund People Potential Possibilities	5,568,919	-	-	2,481,707	8,050,626
Fixed assets fund P3 Housing	1,462,260	-	-	(20,433)	1,441,825
Hardship fund - Staff	94,025	-	7,680	-	86,345
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	7,244,401	-	7,680	2,461,274	9,697,993
<b>GENERAL FUNDS</b>					
People Potential Possibilities	5,330,663	29,463,028	28,415,989	(2,104,127)	4,273,575
P3 Housing	1,202,598	3,912,013	4,029,416	-	1,085,195
Academy Of Youth Limited	(6)	-	-	-	(6)
<b>GROUP ADJUSTMENTS</b>					
P3 Charity Inter Company Adjustment - Gifted Surplus from P3 Housing	(97,207)	(267,638)	-	-	(364,845)
P3 Charity Inter Company Adjustment - Homes England Sub Contract For Support	(260,500)	(267,371)	-	-	(527,871)
P3 Housing - Designated fund	(1,462,260)	-	-	20,433	(1,441,827)
P3 Housing Inter Company Adjustment - Gifted Surplus to P3 Charity	97,207	-	(267,638)	-	364,845
P3 Housing Inter Company Adjustment - Homes England Sub Contract For Support	260,500	-	(267,371)	-	527,871
P3 Housing Capital Projects	-	(37,894)	-	37,894	-
General Funds	5,070,995	32,802,138	31,910,398	(2,045,800)	3,916,937
Total unrestricted funds	12,315,396	32,802,138	31,918,077	415,474	13,614,930
<b>RESTRICTED FUNDS</b>					
	Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
<b>P3H Capital Projects</b>					
P3 Housing - Homes England Grant - Acom House	97,969	-	-	(21,268)	76,701
P3 Housing - Homes England Grant - NSAP	190,576	-	-	(2,956)	187,620
P3 Housing - Homes England Grant - RSAP	202,442	-	-	(3,406)	199,036
P3 Housing WLDC Capital Grant - RSAP	38,905	-	-	(603)	38,302
P3 Housing - Homes England Grant - 53 Wellington Refurb Movement To Restricted Funds	192,890	-	-	(9,661)	183,229
Total Capital Adjustments - P3 Housing	722,782	-	-	(37,894)	684,888
<b>Restricted Funds P3 Charity</b>					
Alternative Giving - Wolverhampton	-	2,000	2,000	-	-
Alternative Giving - Wolverhampton Peter Bilson House	-	3,500	3,500	-	-
Black Country Healthcare NHS Foundation Trust	-	130,233	130,233	-	-
Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service	-	131,581	131,581	-	-
Cash For Kids	-	800	800	-	-
Cheshire East Council - Care & Asylum Support	-	274,966	274,966	-	-
Chesterfield Borough Council - Mental Health Homelessness Prevention Worker	-	51,620	51,620	-	-
Chesterfield Borough Council - Derbyshire Rough Sleeper Service	-	96,937	96,937	-	-
Chesterfield Borough Council - North Derbyshire Cost Of Living Project	-	3,318	3,318	-	-
Derbyshire County Council - Warm Spaces Programme	-	3,500	3,500	-	-
Department of Work & Pensions - Kick Start Project	-	1,560	1,560	-	-
Erewash Voluntary Action - CVS - Small Grant Scheme	-	680	680	-	-
Gloucestershire City Council - Enhanced Housing Support Service	-	345,750	345,750	-	-
Hyde Charitable Trust - Foundation Business Grant	-	26,292	26,292	-	-
Lincolnshire Partnership NHS Foundation Trust - Intensive Housing Officer	-	26,970	26,970	-	-
Lincolnshire Partnership NHS Foundation Trust - Personalisation	-	9,893	9,893	-	-
London Borough of Hillingdon - Family Advice	-	70,741	70,741	-	-
London Borough of Hillingdon - Navigator Plus	-	20,000	20,000	-	-
National Grid - Cosy Club	-	476	476	-	-
National Hoarding Service	-	1,972	1,972	-	-
NHS Derby & Derbyshire ICB - Capital Grant	-	300,000	4,500	(295,500)	-
NHS Hillingdon CCG - Navigator Plus	-	23,131	23,131	-	-
North East Derbyshire DC - Cost Of Living Project	-	772	772	-	-
North East Derbyshire DC - Mental Health Homelessness Prevention Worker	-	47,891	47,891	-	-
North West Leicestershire Council - Support Grant	-	10,646	10,646	-	-
Paradigm Housing Group - Hoarding Service	-	12,480	12,480	-	-
Places For People - Cambridge	-	1,315	1,315	-	-
Places For People - Touchstone Fund	-	3,000	3,000	-	-
Prestbury United Charities	-	1,851	1,851	-	-
Sandwell MBC - Housing Related Support	-	267,022	267,022	-	-
Sandwell MBC - SWEF Admissions	-	9,420	9,420	-	-
Social & Sustainable Capital - Gainsborough Legal Costs	-	11,671	11,671	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	3,500	3,500	-	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar Legal Costs	-	5,678	5,678	-	-
South Derbyshire District Council - Mental Health Officer	-	49,385	49,385	-	-
Stoke City Council - Winter Food & Essentials Fund	-	3,166	3,166	-	-
Vale of Aylesbury Housing Trust - Thriving Communities	-	3,767	3,767	-	-
Warwickshire County Council - Hardship Fund	-	3,200	3,200	-	-
West Lindsey District Council - Rough Sleeper Initiative	-	60,674	60,674	-	-
West Lindsey District Council - Gainsborough Viable Housing Project	-	132,274	50,194	(82,080)	-
West Midlands Combined Authority - Spot Purchase Fund	-	3,500	3,500	-	-
Young K&C - Holiday Activities	-	24,168	24,168	-	-
Small Grants For People We Work Alongside	-	86,589	86,589	-	-
Zendesk - Accessible I.T Equipment	-	7,142	7,142	-	-
Subtotal	-	2,275,031	1,897,451	(377,580)	-



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

**STATEMENT OF FUNDS 2024**

Group continued

**P3C Restricted Donations**

General Donations  
General Donations - MACE Hillingdon YP  
Rotary Trust - Avondale Play

Brought Forward £	Income £	Expenditure £	Transfers In/(out) £	Carried Forward £
-	12	12	-	-
-	5,000	5,000	-	-
-	8,566	8,566	-	-
-	13,578	13,578	-	-

**Restricted Funds Rugby Portobello Trust**

**Grants**

Apple - Beats  
The Child Hood Trust - Champions For Children  
Greater London Authority - Young Londoners Fund  
The Harrow Club  
Hollick Family Foundation - Magic Mums  
Hollick Family Foundation - Football Academy  
John Lyon's Charity - RPT School Activities  
John Lyon's Charity - RPT Youth  
Kensington & Chelsea Foundation - Community Spirit Small Grant  
Lightbulb Trust  
Linder Foundation - Man cave  
London Community Foundation  
Prism Charitable Trust  
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund  
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support  
Royal Borough Of Kensington & Chelsea - Nottingdale Youth  
Royal Borough Of Kensington & Chelsea - Out Of School Learning  
Royal Borough Of Kensington & Chelsea - Reducing Inequalities  
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund  
Satalife Club  
TBAP Foundation - Residentials  
West London Zone  
Young K&C - Young Adult MH Pathway  
Subtotal

-	1,646	1,429	-	217
-	6,288	6,288	-	-
6,979	24,324	24,598	-	6,715
4,522	-	4,522	-	-
-	15,000	15,000	-	-
-	6,253	6,253	-	-
-	5,000	5,000	-	-
-	33,000	33,000	-	-
-	1,000	1,000	-	-
-	8,651	1,370	-	7,281
2,796	17,095	12,580	-	7,311
3,502	11,507	10,358	-	4,651
-	6,944	6,944	-	-
37	3,075	1,281	-	1,831
10,212	22,409	29,240	-	3,381
-	37,060	37,060	-	-
10,956	9,635	20,376	-	215
-	18,058	18,058	-	-
-	458	458	-	-
29	177	142	-	64
-	1,882	1,882	-	-
-	2,750	2,750	-	-
-	2,262	2,262	-	-
39,033	234,474	241,841	-	31,666

**Fundraising**

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

20,224	29,852	22,097	-	27,979
136,028	56,052	40,397	-	151,683
-	460	460	-	-
18,596	2,376	4,015	-	16,957
-	973	973	-	-
8,808	-	2,804	-	6,004
8,065	-	-	-	8,065
596,125	322,735	134,134	(84,968)	699,758
-	24,574	24,574	-	-
-	1,138	75,681	74,543	-
787,846	438,160	305,135	(10,425)	910,446

**Donations**

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

-	87,400	55	-	87,345
2,622	169,478	164,522	-	7,578
-	1,750	1,034	-	716
-	29,702	29,702	-	-
3,491	469	-	-	3,960
-	15,860	-	-	15,860
6,974	39,866	-	-	46,840
-	595	70,190	69,595	-
-	15,853	32,983	17,130	-
-	20,100	-	-	20,100
-	500	-	-	500
15,992	310	-	-	16,302
-	10,980	29,179	18,199	-
59,284	8,553	17,297	-	50,540
-	1,439	12,330	10,891	-
841	-	521	-	320
4,416	303	-	-	4,719
10,208	95,182	-	(105,390)	-
103,828	498,140	357,813	10,425	254,580

**RPT - Other Restricted Income**

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

-	66,182	66,182	-	-
-	27,899	27,899	-	-
-	577	577	-	-
12,248	-	-	-	12,248
12,248	94,658	94,658	-	12,248

**TOTAL Rugby Portobello Trust Restrictd Funds**

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

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

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

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

**SUMMARY OF FUNDS**

Designated Funds  
General Funds

7,244,401	-	7,680	2,461,274	9,697,993
5,070,995	32,802,138	31,910,396	(2,045,800)	3,916,937

**Subtotal**

12,315,396	32,802,138	31,918,076	415,474	13,614,930
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**Restricted Funds**

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

13,981,133	36,356,179	34,828,552	-	15,508,758
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People Potential Possibilities  
Notes Forming Part of the Financial Statement  
For the year ended 31 March 2025

17 STATEMENT OF FUNDS 2025  
P3 CHARITY

	Balance at April 2024	Income	Expenditure	Transfers in(out) and investment gains	Balance at 31 March 2025
	£	£	£	£	£
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS</b>					
Fixed assets fund	8,050,624	-	-	429,079	8,479,703
Hardship fund - Staff	86,345	-	4,900	-	81,445
Hardship fund - People We Work Alongside	99,197	-	-	-	99,197
St Marys Bay	20,000	-	-	-	20,000
Subtotal	8,256,166	0	4,900	429,079	8,680,345
<b>GENERAL FUNDS</b>					
People Potential Possibilities	4,273,572	30,554,934	29,789,950	(368,607)	4,669,949
General Funds	4,273,572	30,554,934	29,789,950	(368,607)	4,669,949
Total unrestricted funds	12,529,738	30,554,934	29,794,850	60,472	13,350,294
<b>RESTRICTED FUNDS</b>					
<b>Restricted Funds P3 Charity</b>	<b>Brought Forward</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in(out)</b>	<b>Carried Forward</b>
	£	£	£	£	£
Black Country Healthcare NHS Foundation Trust -Sandwell Mental Health & Hospital Patient Service	-	54,590	54,590	-	-
Black Country Healthcare NHS Foundation Trust-WM Hospital Discharge Black Country	-	7,192	4,387	-	2,805
Cheshire East Council - Care & Asylum Support	-	261,680	261,680	-	-
Chesterfield Borough Council-Mental Health Homelessness Prevention	-	95,188	82,347	-	12,841
Department of Health & Social Care-Children and Young People Mental Health Early Intervention Hubs	-	207,359	165,076	-	42,283
Erewash Voluntary Action - CVS-Mental Health Small Grants Scheme	-	1,650	1,650	-	-
Hyde Charitable Trust-P3 Tenancy Sustainment Support Project Hyde	-	8,500	8,500	-	-
John Lyon's Charity-SHAF - RPT Summer 2024	-	5,000	5,000	-	-
Leicester City Council-Leicester Community Engagement Grant	-	1,800	1,800	-	-
Lidl Toy Bank Grant-Neighbourly Fund	-	280	280	-	-
Lincolnshire Partnership NHS Foundation Trust-Provision of Assisted Accommodation with Housing Related Support Service	-	30,078	30,078	-	-
Macclesfield Town Council-Grant	-	245	245	-	-
Milton Keynes City Council-MHCLG Rough Sleeper Winter Pressures Grant	-	4,377	4,377	-	-
Milton Keynes Community Foundation Grant	-	874	874	-	-
NHS North West London ICB-Emotional Health Wellbeing Early Intervention Services for Children and Young People	-	65,054	65,054	-	-
NHS North West London ICB-Hillingdon Wellbeing Service	-	209,946	199,731	-	10,215
North East Derbyshire District Council-Derbyshire Winter Provision 2025	-	2,621	2,621	-	-
North East Derbyshire District Council-Homelessness Prevention	-	78,442	63,600	-	12,842
Nottinghamshire County Council-Young Parents Accommodation and Support Service	-	259,975	259,975	-	-
Paradigm Housing Group-Buckinghamshire Hoarding Service	-	16,335	16,335	-	-
Prestbury United Charities Grant	-	4,364	4,364	-	-
Rotherham MBC-Homelessness Resettlement Service	-	46,797	46,797	-	-
Sandwell MBC - Housing Related Support	-	135,658	135,658	-	-
Sandwell MBC - SWEF Admissions	-	480	480	-	-
Small Grants For People We Work Alongside	-	59,941	59,941	-	-
Social & Sustainable Capital - Gainsborough	-	7,938	-	(7,938)	-
Social & Sustainable Capital - Gloucester & Lincoln	-	3,674	-	(3,674)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar	-	2,860	-	(2,860)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Property manager	-	36,000	-	(36,000)	-
Social & Sustainable Capital - Gloucester & Lincoln Sidecar-Set Up Costs	-	10,000	-	(10,000)	-
Social & Sustainable Capital - Wolves	-	4,186	4,186	-	-
Social & Sustainable Capital - Wolves Legal Costs	-	24,000	24,000	-	-
South Derbyshire DC-Homelessness Prevention Service	-	14,927	14,927	-	-
Stoke City Council - Household Support Fund 2024	-	10,000	10,000	-	-
Stoke City Council - Winter Food & Essential Supplies Fund 23/24	-	1,834	1,834	-	-
Warwick District Council-Rough Sleepers Initiative	-	57,396	57,396	-	-
Warwickshire county council-Household support fund	-	4,300	4,300	-	-
Warwickshire county council-Household Support Grant Nov 24	-	3,500	3,500	-	-
West Midlands Combined Authority-Rough Sleeper Initiative 2024/2025	-	7,000	7,000	-	-
West Midlands Combined Authority-Rough Sleeping Initiative 2023-24	-	3,500	3,500	-	-
Wolverhampton City Council-Adult Social Care Discharge Fund	-	22,759	22,759	-	-
Wolverhampton City Council-Generic Housing and Preventative Floating Support Service	-	15,321	13,402	-	1,919
Wolverhampton City Council-Sandwell Mental Health Crisis Beds / Hospital Patient Service	-	16,257	16,257	-	-
Wolverhampton City Council-Sandwell SWEF provision	-	1,148	1,148	-	-
Wolverhampton City Council-Wolverhampton Tuberculosis Enhanced Housing and Support Service	-	15,516	15,516	-	-
Young K&C-RBKC - HAF	-	23,100	23,100	-	-
Zendes UK Ltd-Zendes - Tech for Good Impact Award	-	772	772	-	-
Subtotal	-	1,842,414	1,699,037	(60,472)	82,905
<b>P3C Restricted Donations</b>					
Donations-Core	-	1,475	1,475	-	-
Donations-Hillingdon Fundraising	-	869	869	-	-
Donations - MACE Hillingdon YP 2024	-	(5,000)	(5,000)	-	-
Donations-Play: Avondale Play Centre	-	5,949	5,949	-	-
	-	3,293	3,293	-	-
<b>P3C Fundraising</b>					
General Donations - MACE Hillingdon YP 2024	-	5,000	5,000	-	-
General Donations - MACE Hillingdon YP	-	5,460	4,966	-	494
	-	10,460	9,966	-	494
<b>P3C - Other Restricted Income</b>					
St Basils-Contribution to Redundancy	-	5,727	5,727	-	-
Together for Mental Wellbeing-Contribution to Redundancy	-	18,899	18,899	-	-
	-	24,626	24,626	-	-

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

17 STATEMENT OF FUNDS 2025 (CONTINUED)  
P3 CHARITY

Restricted Funds Rugby Portobello Trust

Grants

Apple - Beats Project	217	22,832	22,935	-	114
Child Hood Trust - Champions For Children	-	13,726	13,726	-	-
Childhood Trust - Summer 2024	-	9,986	9,986	-	-
Childhood Trust - Winter 2024	-	2,959	2,959	-	-
Greater London Authority - Young Londoners Fund	6,715	-	6,715	-	-
Grove Trust-RPT Future Ready	-	13,658	1,279	-	12,379
Harrow Club-NKYC Project	-	5,200	5,200	-	-
Harrow Club-RPT 140th Community Event	-	2,500	2,500	-	-
Julia & Hans Rausing Trust	-	3,699	3,699	-	-
Kensington & Chelsea Foundation-Reducing Educational Inequalities	-	9,981	9,981	-	-
Lightbulb Trust	7,281	26,144	7,066	-	26,359
Linder Foundation - Man cave	7,311	13,637	17,540	-	3,408
London Community Foundation	4,651	-	4,651	-	-
Royal Borough Of Kensington & Chelsea - Grenfell Webeing - Young People Support	3,381	16,806	10,110	-	10,077
Royal Borough Of Kensington & Chelsea - Nottingdale Youth	-	37,060	37,060	-	-
Royal Borough Of Kensington & Chelsea - Out Of School Learning	215	9,635	9,850	-	-
Royal Borough Of Kensington & Chelsea - Reducing Inequalities	-	7,524	7,524	-	-
Royal Borough Of Kensington & Chelsea - Youth Recovery Fund	1,831	-	123	-	1,708
Royal Borough Of Kensington & Chelsea DCT - Youth Council Social Action Fund	-	3,126	1,910	-	1,216
Royal Borough Of Kensington & Chelsea-Future Neighbourhoods Fund - Phase 2	-	16,000	16,000	-	-
Satellite Club	64	2,416	385	-	2,095
West London Zone	-	6,480	3,408	-	3,072
Subtotal	31,666	223,369	194,607	-	60,428

Fundraising

Brain Game	27,979	30,279	27,386	-	30,872
Challenge Events	16,957	7,814	7,863	-	16,908
Christmas Fair	151,683	95,345	68,220	-	178,808
Football Academy	-	492	492	-	0
Opera	6,004	20,681	26,665	-	0
Opera Holland Gala	8,065	-	8,065	-	0
Portobello Diner	699,758	222,093	244,418	-	677,433
RPT Core Services	-	14,316	14,316	-	0
RPT Events	-	1,964	1,964	-	0
Subtotal	910,446	392,984	399,409	-	604,021

Donations

Hollick Family Foundation-RPT Football Academy	-	7,514	7,514	-	-
Individual Donations - Athena	7,578	-	7,578	-	-
Individual Donations - Big Give	716	-	716	-	-
Individual Donations - Brain Game	-	5,253	-	-	5,253
Individual Donations - Challenge Events	3,960	18,319	-	-	22,279
Individual Donations - Christmas Fair	15,860	16,713	-	-	32,573
Individual Donations - Football Academy	-	25,560	25,560	-	-
Individual Donations - Future Ready Plus	20,100	-	-	-	20,100
Individual Donations - Homework Club	500	-	500	-	-
Individual Donations - Junior Club Club	16,302	24,869	34,264	-	6,907
Individual Donations - Magic Mums	-	22,104	22,104	-	-
Individual Donations - Man Cave	50,540	1,080	131	-	51,469
Individual Donations - Opera	320	26,559	24,376	-	2,503
Individual Donations - Portobello Dinner	4,719	181,014	-	-	185,733
Individual Donations - RPT	87,345	179,817	267,162	-	-
Individual Donations - RPT Fundraising	-	4,488	4,488	-	-
Individual Donations - RPT Youth	46,640	1,113	47,753	-	-
Portmore Charitable Trust-RPT Magic Mums	-	5,000	5,000	-	-
Subtotal	254,580	519,403	447,146	-	326,837

RPT - Other Restricted Income

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

TOTAL Rugby Portobello Trust Restrictred Funds

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

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

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

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

17 STATEMENT OF FUNDS 2024  
P3 CHARITY

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



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

17 STATEMENT OF FUNDS 2024 (CONTINUED)  
P3 CHARITY

**Restricted Funds Rugby Portobello Trust Grants**

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

**Fundraising**

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

**Donations**

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

**RPT - Other Restricted Income**

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

**TOTAL Rugby Portobello Trust Restrcted Funds**

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

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

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

**SUMMARY OF FUNDS**

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

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

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**20 PENSION COMMITMENTS**

**Pension Commitments - People Potential Possibilities**

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

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

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

**21 CAPITAL COMMITMENTS**

The Group have no Capital Commitments at Year End.